

31 MAY > 3 JUNE 2022

**31<sup>ST</sup> WORLD CONGRESS**

**PROTECTING JOURNALISTS  
SECURING DEMOCRACY**

**IFJ**

**INTERNATIONAL FEDERATION OF JOURNALISTS  
OMAN JOURNALISTS' ASSOCIATION**

**OMAN**





*The IFJ would like to thank its member unions and individuals  
for their contribution of photographs to this publication.  
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# FOREWORD

Dear friends,

Dear comrades,

On behalf of the International Federation of Journalists and the Omani Journalists Association (OJA) we welcome you to the 31st IFJ World Congress in Muscat, Oman.

As the IFJ celebrates its 100th anniversary in 2026, we are very pleased to be holding the IFJ Congress for the first time in its history in the Middle East, in Muscat.

The OJA and the IFJ have put in a lot of effort to accommodate around 300 people and we hope you will enjoy the content of the Congress, with its discussions, decisions and debates, but also that you will have the pleasure of discovering a country that is open to its region and to the world.

Oman is one of the most stable countries in the Middle East, both politically and economically, and the organisation of the World Congress of our profession aims to further strengthen journalists, especially the Omani Journalists Association (OJA).

We look forward to seeing you all in Muscat and wish you a good read of this congress report and a good preparation for our debates.

Best wishes.

Younes Mjahed  
IFJ President



Dr Mohammed Al-Amairi  
President of the OJA



# DRAFT AGENDA

## MONDAY 30 MAY 2022

Arrival and registration in Muscat

## TUESDAY 31 MAY 2022

- 09h00 Constitutive meeting of the FAPAJ  
Moderated by Anthony Bellanger (GS/IFJ), Jeremy Dear (DGS/IFJ), Jane Worthington (IFJ Asia-Pacific Office Director)
- 13h00 Lunch
- 14h00 “Regional delegates have the floor: journalism in the time of the pandemic”  
Moderator: Jim Boumelha, IFJ Honorary Treasurer
- Latin America: Zuliana Lainez (FEPALC)
  - Arab World and Middle East: Nasser Abu Baker (FAJ)
  - Asia-Pacific: Sabina Inderjit (FAPAJ)
  - Africa: Sadiq Ahmed Ibrahim (FAJ)
  - Europe: Mogens Blicher Bjerregård (EFJ)
  - North America: Jennifer Moreau (UNIFOR)
- 16h00 Gender Council meeting
- 18h30 Closing
- 19h30 Opening of the 31st IFJ Congress by the IFJ President, Younes Mjahed
- 20h00 Opening evening

## WEDNESDAY 1ST JUNE 2022

- 09h00 Election of the Presidium and Committees
- 10h00 Report of the General Secretary
- 11h45 [Solidarity message : video Audrey Azoulay, DG UNESCO]
- 12h00 Discussion : “ Winning at work: unions in action”  
Moderator: Jeremy Dear (DGS/IFJ)  
Panel : IFJ delegates (tbc)
- 13h00 Lunch
- 14h30 Regional meetings
- In parallel: Meetings of the Committees on resolutions, finances and statutes  
Report to the plenary
- 17h00 Receipt of candidatures for elections
- 16h45 [Solidarity message : Christy Hoffman / GS-UNI-Global]
- 17h00 Discussion: "Ending Impunity: The IFJ Global Campaign"  
Introduction: Anthony Bellanger, GS/IFJ  
>+ discussion on 30 years of the International Safety Fund
- 19h00 Nobel Peace Prize winners: Maria Ressa and Dmitri Muratov
- 19h30 Free evening



**IFJ CONGRESS - MASCAT (OMAN)**  
**31 MAY - 3 JUNE 2022**

**THURSDAY 2 JUNE 2022**

- 09h00 Honorary Treasurer's Report
- 10h30 IFJ Finance Commission Report
- 10h50 [Solidarity message : Jennifer Robinson, Julian Assange's lawyer]
- 11h00 Presentation and election of elected officers
- 13h00 Lunch
- 14h00 Debate on statutory motions then regular motions
- 16h50 [Solidarity message :Zara Nazarian, GS/UPF]
- 17h00 Discussion: "Afghanistan/Ukraine/Yemen: journalism in crisis"  
 Moderator: Jeremy Dear (DGS/IFJ)  
 Panel: tbc (Afghanistan/AIJA), Hadi Rashed (Afghanistan/ANJU), Karine Barzegar (France/SNJ), Sergei Tomilenko (Ukraine/NUJU), Serhiy Shturkhetsky (Ukraine/IMTUU), André Cairola (Unesco) + Yemen delegate
- 19h30 Social programme

**FRIDAY 3 JUNE 2022**

- 9h00 Deliberations on regular motions
- 11h00 [Solidarity message : Collectif Mumia Abu Jamal]
- 13h00 Lunch
- 14h30 Continuation of Deliberations on regular motions
- 17h00 Discussion: "Pegasus: Journalists under Surveillance"  
 Moderator: Tim Dawson (Chair of the IFJ Monitoring Expert Group)  
 Panel: Judith Calderón Gómez (Mexico/SNRP), Agbanda Akillisso (Togo/UJIT), Soraya Morvan-Smith (France/SNJ-CGT)
- 18h30 Closing speech by the new IFJ President
- 18h45 Meeting of the new Executive Committee
- 19h30 Gala diner

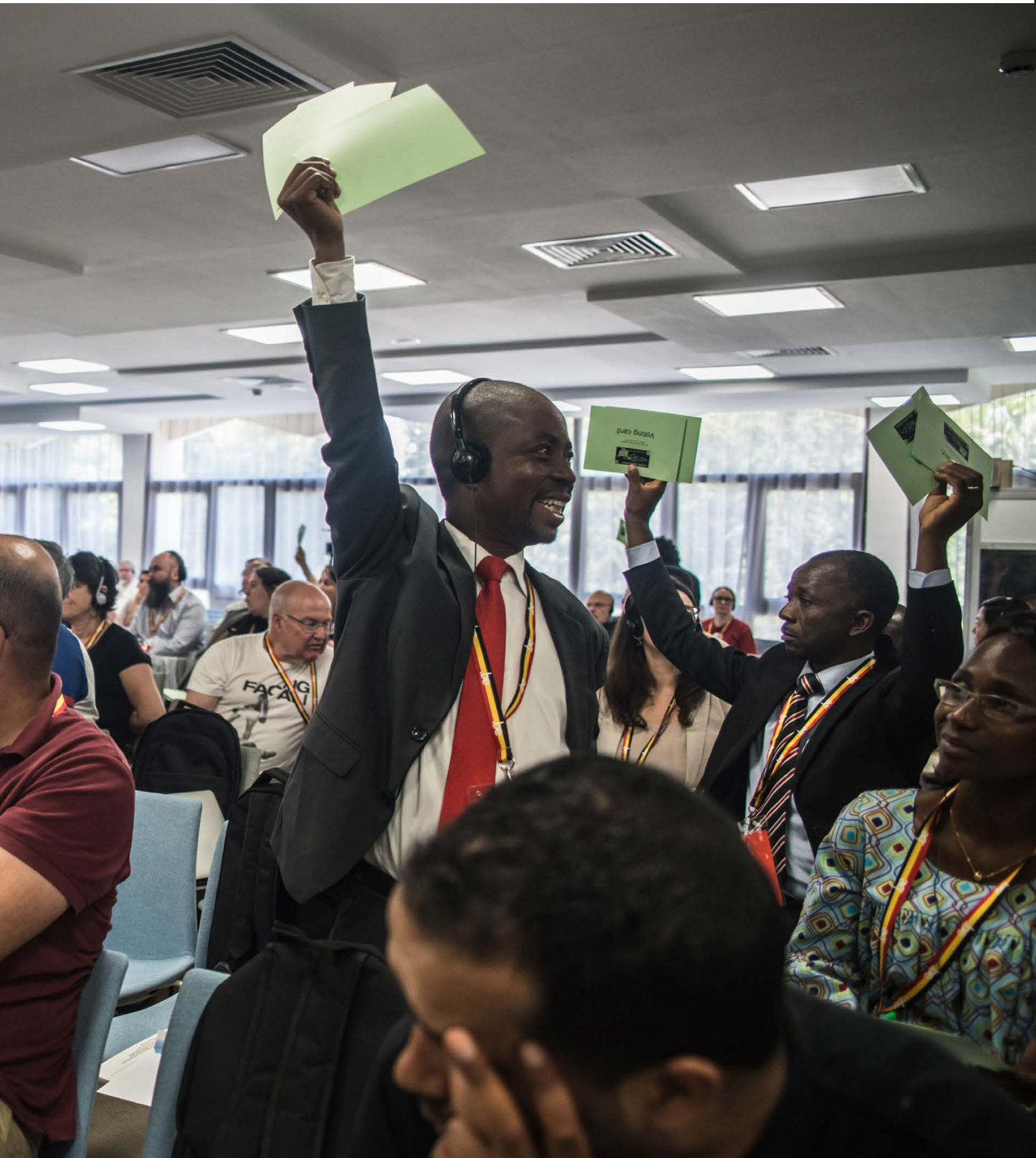
**SATURDAY 4 JUNE 2022**

Departure of delegations





# WORKING DOCUMENTS



# IFJ CONSTITUTION / 2019-2022

Approved by the IFJ World Congress - Tunis, Tunisia, June 2019

Changes passed by Tunis Congress highlighted in *Italic Bold*:

## *SECTION I: Title and 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 at the time when this Constitution was approved.

## *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.
- (n) To fight against hate speech
- (o) To fight for the protection of sources and against all kinds of data retention by governments and corporations

## ***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. Any associate member that has not sought within 3 years of the date of the adoption of this amendment, or their acceptance (whichever is the later) to upgrade their membership into full membership shall be reported to the IFJ Executive Committee for the consideration of whether they should continue in membership.
9. Member unions have the right of access to all working documents of the Federation and to receive all information upon request at any time. (Only exception: sensitive personal data).

### ***SECTION V: Application for Membership***

10. 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.
11. 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.
12. 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.
13. The procedure for changing the status of an associate member to full membership shall be the same as that prescribed in the preceding articles.
14. 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***

15. 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.

Any member union that has been duly expelled by Congress from membership for non-payment of fees cannot be accepted again into membership until it agrees arrangements to pay the arrears it accrued at the date of its expulsion.

16. 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.

If a provisional decision of suspension of a member union has been taken according to Section VI, 15 (c), the IFJ Executive Committee shall reverse the suspension immediately if the suspended union's debt is settled and the membership fees are paid in full.

***17. Any member may resign from the federation by giving six months' notice in writing to the General Secretary.***

#### SECTION VII: Congress

18. Congress shall be the supreme governing body of the Federation.

19. 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 1.200 members 3 delegates/votes

Up to 2.400 members 4 delegates/votes

Up to 4.800 members 5 delegates/votes

Up to 8.000 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

Over 26.000 members 10 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.

20. 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.

21. 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.

22. 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.

23. Notice of an extraordinary Congress shall be sent to member unions not less than six weeks before the opening of such Congress.

24. 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

25. 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.

26. 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***

27. 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.

28. 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 define establish a quorum and, where appropriate, procedures for allocation of proxy votes for absent members.

29. The first meeting of the Executive Committee each year, shall constitute the annual general meeting to approve the audited accounts and budget plan. Members will be informed of the date of the meeting at least 4 months in advance. Provided they are not in arrears, they have the right to send motions at least 2 months in advance and to send an observer. The minutes of that meeting will be distributed to all member unions. The Executive Committee determines the internal rules of the Federation including compliance regulations for its officers, staff and the conduct of the federation. These rules will be made available to all member unions.”

30. The Officers of the Federation shall be the President, the Senior Vice-President, two VicePresidents 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.

31. 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.

32. 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.

33. 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.

34. <s>The General Secretary shall be a non-voting member of the Executive Committee</s>. The General Secretary participates by right of office, without voting rights, in the work of the Administrative Committee and Executive Committee.

35. 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.

36. 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.

37. 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.

38. 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.



39. 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.
40. 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. When authorised to do so by the Administrative Committee, any two may sign on behalf of the Federation.

## *SECTION IX: Continental and Regional Groups*

41. 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.
42. There shall be a Finance Commission whose objective is to review the IFJ accounts. The Finance Commission shall be elected by congress and report to Congress. The Finance Commission consists of three lay auditors. None of them belong to any other elected body of the IFJ.
43. There shall be a gender council whose mission is to advise on and coordinate the gender work of the IFJ. It shall have the right to set its working rules, composition and policies under the authority of the Executive Committee, and financed accordingly.

## *SECTION X: Finance*

44. 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.
45. 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.
46. 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.
47. 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.
48. 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.
49. 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 and attendance rights at Congress. Any such member union may also be expelled from the Federation by Congress or by the Executive Committee.

50. 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.

51. 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.

52. Accounts shall be subjected to external audit. Their report, shall be distributed to Executive Committee members and member organisations of the IFJ

53. A Safety Fund shall be deemed to be held on trust, kept in a separate account and administered according to its rules and subjected to external audit. The Executive Committee shall present a special report to the congress. Here shall be given detailed account of income, cash flow and reserves.

## *SECTION XI: Amendment of the Constitution and Dissolution*

54. 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.

55. A proposal to amend the Constitution shall be carried only if it is supported by two-thirds of the votes cast at Congress. The quorum required for voting on a constitutional amendment shall be 50% of votes represented at Congress.

56. 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.

57. 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*

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

59. 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 objectives of the Federation.

60. 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.





# WORKING RULES FOR IFJ CONGRESSES

## ***I. COMPOSITION OF CONGRESS***

1. Congress is composed of

Delegates accredited by Full member unions;

Delegates accredited by associate member unions;

Guests and observers invited by the Executive Committee may attend plenary sessions of Congress.

2. Only delegates from Full member unions who are part of their national delegations shall have the right to vote (Constitution Section VII, 17). Executive Committee members who are part of their national delegations shall have a right to vote.

3. Other delegates and other members of the Executive Committee have a right to speak. Guests and observers may speak upon the invitation of the Executive Committee.

4. An applicant union may attend the Congress to answer questions and make a statement regarding the report of the Executive Committee concerning their application.

## ***II. THE CONGRESS PRESIDIUM AND TELLERS***

1. The Congress Presidium has the responsibility to conduct the proceedings of the Congress and to safeguard the Working Rules.

2. Immediately after the opening, the Congress elects a Presidium of five and up to ten tellers by simple majority upon a recommendation of the Executive Committee. Persons nominated for these positions shall not be candidates for election at Congress, except for election as Reserve Adviser.

3. Except as provided for in these Working Rules, all proposals to Congress shall be dealt with by the Presidium before being put for vote.

## ***III. WORKING RULES***

1. The Executive Committee proposes the Working Rules to the Congress for adoption by simple majority.

2. The working rules shall take effect immediately.

## ***IV. ORGANISATION OF CONGRESS***

1. Proposals for the organisation of Congress and to establish Congress Commissions shall be made by the Executive Committee.

2. Congress may, to facilitate its work, appoint ad hoc Commissions or working groups for specific purposes. Commissions elect a chairperson and a rapporteur who shall not be members of the Executive Committee or Congress Presidium. Commissions shall be requested to terminate their work within a time limit fixed by the Presidium.

3. Congress shall have four Commissions: Working Programme and Resolutions Commission, the Finance Commission, the Elections Commission and Appeals Commission. Appeals Commission dealing with Appeals on membership matters shall be convened if required.
4. When the number of Commissions exceeds the number of members of a national delegation, the member union may appoint the same person to more than one Commission.
5. The meetings of the Appeals Commission and the Finance and Constitution Commission are open only to the Secretariat and members appointed by national delegations. Commission meetings dealing with IFJ activities and general policy may be open to observers who shall have the right to speak only by invitation of the commission. A Commission may call upon persons in any specific matter under discussion without the right to vote.
6. The Working Programme and Resolutions Commission should make recommendations to congress on motions received, in particular rule them out order if they are void for uncertainty of meaning, incapable of implementation, or contrary to the rules and constitution of the IFJ.
7. The rapporteur of a Commission reports to Congress and makes, in a written form, recommendations of the Commission for decision by Congress. The rapporteur shall record and report the views of the minority in any matter where the Commission is divided.
8. Any delegate to Congress shall have the right to move amendments to the recommendations of the Commission. The Commission rapporteur shall have the right to reply to the Congress debate and, thereafter, Congress shall proceed to the vote immediately.

## ***V. INTERVENTIONS***

1. Each delegate or member of the Executive Committee has the right to speak within the framework of the agenda.
2. Speakers shall have the right to speak in the order they have asked for it. The Presidium shall set the time-limit for interventions.
3. The Presidium may, at any time, give the floor to members of the Executive Committee, Commission rapporteurs or to members of the Secretariat for short, factual interventions in order to facilitate the debate.
4. No delegate shall speak on a question for a second time until all who wish to speak have been given the opportunity to do so. No one shall speak more than twice on the same question except the mover of an original proposal.
5. Anyone who considers themselves to have been personally wronged by an intervention shall have the right, at the discretion of the Presidium, to make a brief personal statement immediately.

## ***VI. MATTERS OF URGENCY***

1. All proposals that are made later than the time-table for submission of motions as required by the Constitution must be urgent. All urgent motions, which must concern matters arising after the deadlines for submitting of motions, shall be submitted in writing no later than seven days before the opening of Congress.
2. Urgent motions shall be submitted to the Presidium to decide upon and reviewed by the Resolutions Committee which will determine the eligibility of the motions and advise the Presidium accordingly.
3. If Congress accepts that a proposal is a matter of urgency, it can be dealt with by Congress at any time.

## **VII. POINTS OF ORDER**

1. Any delegate entitled to vote may raise a point of order. This shall not refer to the content of the debate but only to the procedure. The Presidium shall decide whether the point of order stated fulfils the conditions of this Rule.
2. A point of order shall always take precedence and debate shall be suspended until a question of point of order is settled. No other points of order will be accepted until the first point of order is settled.
3. The Presidium shall rule on points of order. If the Presidium's ruling on a point of order is challenged the ruling shall be immediately put to a vote of Congress.
4. A proposal to proceed with the agenda may be made at any time. Such a proposal has precedence and a vote on this proposal shall be taken immediately after the intervention of any delegate who wishes to speak against it. If the proposal is carried, the question under debate will be closed.
5. This procedure shall apply to proposals asking for the closure of the debate and for proposals to close the speakers' list.

## **VIII. VOTING PROCEDURE**

1. Voting cards, according to Constitution, shall be issued at the time of Congress registration to delegates nominated by his/her union to receive them. Each delegation shall receive voting cards equal to the number of votes it is entitled to exercise at Congress according to the Constitution.
2. Where there is more than one full member union from the same nation, the total number of delegates/ votes to which they are entitled shall be based on their total membership numbers. In such cases the unions will decide among themselves how to apportion the votes. If the unions cannot agree, the Congress Presidium shall apportion the votes according to the number of members of each union. The Presidium's decision may not be altered during Congress.
3. A quorum shall be established for the work of Congress and shall be defined in the Working Rules for Congress activity. The Presidium shall announce the quorum at the outset of Congress on the basis of registered unions 24 hours before the opening of the Congress.
4. Voting can be registered by
  - Show of voting cards,
  - Roll call nation by nation and union by union
  - Secret ballot
5. Congress votes normally by show of voting cards. When such votes are recorded, it shall be the responsibility of the Presidium and tellers to ensure that national delegations with fewer delegates than the number of votes they are entitled to exercise have their votes recorded according to their voting entitlements.
6. Before a vote is taken on any proposal, the Presidium shall ensure that the complete wording is made known to Congress.
7. When deciding upon the Constitution or at the request of a majority of delegates, Congress votes by roll call nation by nation with each union called to record its vote.
8. Votes on constitutional matters can only take place when no other committee meetings are being held to ensure a maximum number of delegates are present and able to exercise their vote.

9. The Presidium may at its discretion determine whether or not any matter should be subject to a roll call or a secret ballot.
10. A roll call or a secret ballot shall be held at the request of at least 8 unions entitled to vote.
11. Amending the Constitution requires a two-thirds majority of the votes recorded. (Constitution Section XI).
12. Where amendments to the Constitution include a number of sections and articles related to the existing text, the Presidium shall determine a voting procedure to clarify the intention of the proposed amendments, and ensure that each proposed alteration is put to a separate vote. Each alteration shall require a two-thirds majority.
13. When a secret ballot is taken, every national delegation receives the number of ballot papers to which it is entitled. (Constitution Section VII)
14. Decisions shall be taken by simple majority of votes cast except where the Constitution requires otherwise. A simple majority is determined by reference to the total number of votes attributable to the national delegations present at the time of voting. A simple majority is half the total of votes cast plus one.
15. For a vote to be valid it shall require at least half of the national delegations representing at least 50 per cent of the total number of votes attributable to national delegations at Congress being present.
16. Any proposal, including amendments, requiring a vote shall be presented in a written form.
17. Amendments shall be put to the vote before the main proposal.
18. The Presidium shall fix an order of priority for the amendments. The amendments that would lead to the most differing result compared to the original proposal shall be put to the vote first. The decision of the Presidium on priority may be over-ruled only by a counter-proposal, which shall be put to a vote without discussion.

## ***IX. ELECTIONS***

1. Members of the Executive Committee shall be elected by secret ballot.
2. The Congress Presidium receives the nominations for elections and shall outline to Congress the procedure for voting in elections and the timetable for receipt of nominations and the holding of ballots.
3. Delegates shall receive a full list of nominations after the closure of nominations.
4. Election voting papers shall be prepared and shall be distributed to national delegations entitled to vote.
5. Elections shall be held in the following order: President, Senior Vice-President, Vice-Presidents, Honorary Treasurer, Advisers and Reserve Advisers.
6. Voting for each position shall take place according to the order above and national delegations entitled to vote shall be informed of the place to register votes and the time limit for registration of votes for each election.



7. If there is only one candidate for an election or where the number of candidates does not exceed the number of positions to be filled, delegations shall record votes in favour, votes against, or abstentions.
8. Where there are more candidates than the number of positions to be filled in delegations shall vote for at least two thirds of the number of positions to be filled.
9. Each candidate shall have the right to observe the counting of the votes or appoint another person to that role.
10. After each election the result shall be announced to Congress and national delegations entitled to vote shall be informed of the impact, if any, on the nominations for the following election and shall be informed of the place to register votes and the time limit for registration of votes.
11. Tellers shall monitor the registration of votes at a collection point close to but outside the main Congress hall. Tellers shall count the votes in each election and shall report the results to Congress.
12. Where there are any questions relating to the procedure or the conduct of the ballot these shall be dealt with by the Presidium and Tellers in consultation with the General Secretary.



# AMENDMENTS TO THE CONSTITUTION

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*1. Submitted by Swedish Union of Journalists, Danish Union of Journalists, Union of Journalists in Finland, Norwegian Union of Journalists and Union of Icelandic Journalists.*

Clause 29: The first meeting of the Executive Committee each year, shall constitute the annual general meeting to approve the audited accounts and budget plan. Members will be informed of the date of the meeting at least 4 months in advance. Provided they are not in arrears, they have the right to send motions at least 2 months in advance and to send an observer. **Observers can attend the meeting digitally.** The minutes of that meeting will be distributed to all member unions. The Executive Committee determines the internal rules of the Federation including compliance regulations for its officers, staff and the conduct of the federation. These rules will be made available to all member unions.

After “to send an observer” add: Observers can attend the meeting digitally.

Explanation: Even though all IFJ members have the right to send observers to the AGM:s few members do so. However, during the COVID pandemic when the AGM:s have been digital more members have chosen to send observers. This possibility to attend digitally is positive for the transparency and democracy of the IFJ and something that the IFJ should keep even after the pandemic.

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*2. Submitted by CCOO, Spain*

## Amendment 1

Justification:

For the FSC-CCOO, the largest class union in the Spanish State with almost one million workers members, it is essential to strengthen the role in purely trade union matters that must - in our opinion - be developed by our international organisations at European and international level, to ensure that the practice of journalism is carried out under decent working, wage, health and safety conditions and that promote the equitable and fair remuneration of communication professionals.

We argue that without reinforcing an approach that prioritises these minimum working conditions, it will not be possible to guarantee the exercise of the profession. For this reason, we call for an amendment to article 3.a of the IFJ Constitution to give greater prominence to the role of defending the working dignity of media workers:

Section III - Objectives - Clause 3.a): “To protect and strengthen the rights and freedoms of journalists; especially labour and trade union rights as without conditions that enable journalists to subsist with dignity, journalism can never be freely practised”.

## Amendment 2

Justification:

The situation of harassment of trade unions and any form of organising as workers to which colleagues in many of the IFJ member organisations are subjected, leads us to ask the accredited delegates at the 31st IFJ congress in Muscat to accept an amendment to clause 3. d) of the IFJ Constitution to strengthen member organisations in countries where the word trade unionist is associated with the danger of death, as well as our role in defending collective bargaining as a basic tool to ensure that the exercise of journalism takes place in conditions that guarantee independence and press freedom.

For this reason, we ask that the following amendment be taken into consideration:

Section III – Objectives - Clause 3.d): “To improve and defend the social and working conditions of all journalists, and guarantee their right to unionize to defend their rights, and encourage and

support affiliated unions ~~involved in collective bargaining~~ to defend their members' working conditions and dignity in the exercise of their profession through collective bargaining".



### Amendment 3

Justification:

For FSC-CCOO, it is essential that the IFJ Constitution guarantee its individual voting rights and its representation as an independent organisation in a country where the trade union model allows for as many trade union organisations as the workers deem appropriate and where it is not compulsory to join a trade union as it is not necessary in order to benefit from what the organisations achieve through collective bargaining.

Therefore, in the interests of each organisation having the capacity to represent itself according to the membership it declares and following the mandate of its members, taken in the management bodies that correspond in each case and not to a unity of action that is fictitious and even impossible in many cases, we propose that Clause 19 be amended as follows:

Section VII - Congress – Clause 19: “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~~ according to the number of members they declare to the IFJ and shall have votes at Congress, according to the following scale: (...)”

### Amendments 4, 5 and 6

Justification:

The fight for gender equality among IFJ member unions must cease to be a maxim that we only remember on 8 March. For this reason, we consider that the IFJ Constitution must clearly bet on equality and the active participation of women in congresses and in management bodies.

Likewise, we consider that the incorporation of young people into the IFJ member unions must also become a priority for the organisation if we want to guarantee their survival among the generations of journalists who are incorporating into the world of work. For this reason, we consider that the IFJ Constitution should clearly bet on the active participation of young people in the management bodies so that they themselves may indicate the way forward for our organisations to be the reference in defense of a journalism that is committed to freedom of the press and decent working conditions.

For this, we ask that article 19 of the Constitution be modified as follows:

#### **Amendment 4.**

Section VII – Congress - Clause 19b. Gender equality in delegations: Congress delegations of affiliated unions aim to ensure that shall be composed of a number of women and men delegates to Congress that is at least proportional to the percentage of men and women they represent in their membership and never less than 40 per cent of the under-represented gender. ~~However, each delegation with more than three delegates should aim to include at least one delegate and each delegation with more than five delegates should aim to include at least two delegates.~~

**In addition**, IFJ affiliated unions commit themselves to promote the participation of young people (under 35 years) in their delegations by aiming to include at least one delegate meeting this criterion among their delegates to Congress, especially in delegations of two or more members.

We also request that Article 43 be amended as follows:

#### **Amendments 5 and 6**

Section IX - Continental and Regional Groups, Gender Council and Youth Committee – Clause 43. There shall be a Gender Council whose mission is to advise on and coordinate the gender work of the IFJ. It shall have the right to set its working rules, composition and policies under the authority of the Executive Committee, and be financed accordingly, (AMENDMENT 5) with at least 0.7% of the IFJ's total budget. The chairperson of the Gender Council shall be a member of the IFJ's Administrative Committee in a non-voting capacity.

(AMENDMENT 6) In addition, the IFJ shall have a youth committee whose mission shall be to advise and coordinate activities to promote the participation of young journalists (under 35 years of age) in IFJ activities. It shall have the right to establish its working rules, composition and policies under the authority of the Executive Committee and shall be funded on the basis of the work plan it submits and which shall be approved by the Executive Committee.



## Amendment 7.-

Justification:

For the FSC-CCOO, it is essential to reinforce the transparency that the organisations of which we are members must - in our opinion - demonstrate at the international and European levels. For this reason we request that Article 53 of the Constitution be modified as follows:

Section X – Finance - Clause 53: A Safety Fund shall be deemed to be held on trust, kept in a separate account and administered according to its rules and subjected to external audit. The rules of the Safety Fund shall be brought to the attention of all IFJ member unions and shall be reviewed annually by the Executive Committee, on the proposal of the Administrative Committee, in the light of the objectives set out in the IFJ Constitution and the solvency of the Trust Fund. The Executive Committee shall submit and send to all IFJ member unions an annual report on the income and expenditure of the Safety Fund and a special report to the congress. Here shall be given detailed account of income, cash flow and reserves.

## Amendment 8.-

Justification :

For the FSC-CCOO, as it is essential for the sake of this transparency to request that clause 54 be also amended to ensure that all organizations that wish to do so have clear deadlines for submitting amendments and resolutions to the next congress. Thus, we propose:

Section XI – Amendment of the Constitution and Dissolution – Clause 54: 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. The General Secretary shall communicate to all full member unions of the IFJ the closing date for amendments to the Constitution at the same time as the Congress is convened and at least one month before the last day on which amendments to the Constitution are accepted. 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.

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### *3. Submitted by the IFJ Executive Committee*

## 1. Section V - Clause 10

Delete “~~The General Secretary shall advise all member unions of each membership application.~~”

Clause 10: 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.

Explanation: The IFJ receives applications of all sorts – some are incomplete; others need further documents or sometimes several exchanges for clarifications. There are also some applications that do not pursue their application until full completion. Sending to member unions each application who first received may not be that useful.

## 2. Section V - Clause 11

Insert at end “The General Secretary shall advise all member unions of membership applications that have been accepted by the Executive Committee”.

Clause 11: 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. The General Secretary shall advise all member unions of membership applications that have been accepted by the Executive Committee.

Explanation: More useful should be to inform member unions of the applications that have been successful and send them details of new members after they have been accepted into membership.

### 3. Section VIII - Clause 28

After “and, where appropriate,” delete “~~procedures for allocation of proxy votes for absent members~~”.

Clause 28: 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 define establish a quorum, where appropriate, procedures for allocation of proxy votes for absent members.

Explanation: This formulation should have been deleted from the Constitution a long time ago when proxy votes of absentee members were scrapped and replaced by a system of reserves.

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#### *4. Submitted on behalf of the IFJ Gender Council*

**Whereas:** the International Federation of Journalists agrees to promote gender mainstreaming in all activities;

**Whereas:** the IFJ recognizes women are under-represented in many of our affiliates and our leading bodies;

**Whereas:** the IFJ commits to work to continue to develop a stronger presence and participation of women in our unions and associations, with the aim of achieving equal representation, including in leadership positions at both national union and IFJ levels;

**Therefore** be it resolved that Section 32 and 43 of the IFJ Constitution be amended as follows:

32. Congress shall also elect two reserve committee members from each region and two further reserves not bound by any geographical criteria, **and one Gender Council Chair. The Gender Council Chair shall be a member of the Executive Committee with voice and vote. 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.

43. There shall be a Gender Council whose mission is to advise on and coordinate the gender work of the IFJ. It shall have the right to set its working rules, composition and policies under the authority of the Executive Committee, and be financed accordingly. **The chair of the Gender Council shall be a de facto member of the Executive Committee with voice and vote.**

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#### *5. Submitted by the NUJ (United Kingdom and Ireland)*

Section III 3 (m) To promote mainstreaming equality in journalism and to encourage member unions to pursue this objective in particular in collective workplace agreements.

Add at end “in particular in collective workplace agreements”

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## 6. Submitted by Indian Journalists Union (IJU)

Clause 31. 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~~(*three*) members shall be elected from each of the Europe, ~~Asia~~ (*Asia-Pacific*), Africa and Latin America regions; and no fewer than one member from the ~~each of the~~ North America ~~and Oceania~~ regions;
- (c) No more than one member may be elected from any member union or nation.

In section (b) delete “two” members and insert “three” members; delete “Asia” and insert “*Asia-Pacific*”; delete “each of the” “and Oceania regions”.

Explanation: In anticipation of the launch of the Federation of Asia Pacific Journalists (FAPaJ) at the ensuing Muscat Congress and its draft Constitution being adopted, the amendment would fit the new re-arranged and enlarged region.

Clause 2.1 of the Draft FAPaJ Constitution, states: The Federation of Asia Pacific Journalists – FAPaJ – is open to all member unions affiliated to the International Federation of Journalists (IFJ) in the Asia and Pacific continents, subject to acceptance by the FAPaJ Executive Council and in compliance with its Constitution. No member union is allowed to be a member of the Federation of Asia-Pacific Journalists without being a member of the International Federation of Journalists.

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## 7. Submitted by Syrian Journalists Union (SJU)

In : “Aims and objectives” of the IFJ

N. “Combatting hate speech”

And in view of the increase in terrorist acts committed against journalists to intimidate them and prevent them from practicing their work by groups classified on the United Nations list as terrorist organisations and the spread of some practices and actions related to racial discrimination.

**We suggest:**

Add the following phrase to this item.

N – “Combating hate speech, racial discrimination, offending religious beliefs, or any content that would incite the commission of crimes, acts of violence and terrorism.”







# ORDINARY MOTIONS

## 1. Centenary Congress

*Proposed by the IFJ Executive Committee*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022, resolves that the next congress of the IFJ – “the centenary congress” – takes place during 2026.

## **DEFENDING JOURNALISTS UNDER ATTACK**

## 2. IFJ convention against impunity

*Proposed by the Syndicat national des journalistes (France)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Welcoming the support given by the international community to journalists by awarding the 2021 Nobel Peace Prize to two of them: Maria Ressa of the Philippines, founder and managing director of “Rappler”, and Dmitri Muratov of Russia, editor-in-chief of “Novaya Gazeta”.

“We journalists are the antidote to tyranny,” said Muratov in his acceptance speech. He denounced the “authoritarian drift” of many countries and the “ideologues of death”. “Journalism in Russia is going through a dark period,” he added, with many journalists losing their jobs and others being forced to leave the country.

Touched by these simple words in that they represent what many of delegates experience on a daily basis and recalling that the IFJ's 2021 report lists 45 murders of journalists during 2021 in 20 countries and 365 colleagues in prison.

Noting the declaration by the IFJ that “These lists of imprisoned journalists and killed colleagues are clear evidence of deliberate acts to eradicate independent reporting. They also highlight the violation of people's fundamental right to access accurate, objective and fair information in order to be properly informed about public affairs, a prerequisite for an inclusive society and genuine government by consent”.

Congress acknowledge that journalists are on the frontline against fake news, lies and propaganda.

Recalling that the impunity of the killers of journalists and their sponsors is the reason why, over the last thirty years, more than 2700 journalists have paid with their lives their commitment to exercise their mission in the service of citizens, Congress calls on all IFJ affiliates to campaign for their governments to join the IFJ's effort to ensure that its Convention for the Safety of Journalists and Media Professionals is adopted by the United Nations' General Assembly.

## 3. National action plans to defend journalists

*Proposed by the National Union of Journalists (UK and Ireland)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Welcoming the launch in December 2020 by the IFJ of the White Paper on Global Journalism to commemorate its 30 years of annual reports of killed journalists – a document which lifted the veil on the worrying global trend of declining media freedoms and global attacks on journalists and journalism at the very time when access to information and quality journalism are needed everywhere;

Noting with alarm that, throughout this period, as well as dealing with the killing and jailing of journalists, affiliates have, since the onset of the Covid-19 pandemic, been confronting a global crackdown on journalists by governments implementing sweeping restrictions under the guise of combating misinformation and “fake news;”

Recalling how former US president Donald Trump was at the forefront of these attacks by lashing out at journalists who asked critical questions at the height of the pandemic and his reported 2500 negative tweets which contributed to creating a toxic environment against media in the US.

Other attacks ranged from China’s suppression of information and state censorship to the revocation of journalists’ credential as it happened to The Guardian correspondent in Egypt or the enactment of new laws in South Africa that makes it a crime to publish “disinformation” about the pandemic, new fake news ordinance in Malaysia or the new legislation promulgated by Viktor Orbán in Hungary which threatens journalists with up to five years in prison;

Believing that this crackdown is no longer confined to authoritarian regimes, as we have seen elsewhere cases of mass detention of journalists only to be released without charges, as happened in the US where the US Press Freedom tracker reported at least 110 journalists arrested or criminally charged in 2020 in relation to their reporting. Furthermore, journalists covering protests against coronavirus restrictions have often been physically attacked by members or supporters of extremist and conspiracy-theory groups in Germany, Italy, the UK, and France where new legislation “the global security bill” is being introduced that would restrict the publication of photos and video footage of the police at demonstrations;

Noting the approach by some governments to set up coalitions advocating media freedom and protection of journalists while others, like the French government supports its media NGOs to compete in initiating their own initiative on “information and democracy”, while it remains the historic task of the IFJ and its affiliates worldwide to be at the forefront of these battles to protect journalists;

Congress therefore **instructs** the Executive Committee to:

- (i) reinvigorate its campaign for the protection of journalists as set by the Tunis Congress and, now that UN agencies have re-opened for business, relaunch its efforts to promote its International Convention on the Safety and Independence of Journalists;
- (ii) use the success of the unique effort by the NUJ UK and Ireland to force government to launch a national action plan to protect journalists including important measures that will go a long way to ensure that journalists can do their job free of harassment and intimidation online and offline. This plan should serve as a template by affiliates and IFJ regional structures to focus on governments and parliaments in a global effort to campaign to initiate positive legislation as well as removing specific repressive legislations from their statute book;
- (iii) put in place intervention mechanisms to ensure that the IFJ voice is heard on behalf of journalists under attack at every level of UN and regional government structures.

## ***4. Safety of journalists in Latin America***

*Proposed by the Federación de Periodistas de América Latina y el Caribe (FEPALC)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

*Considering that:*

Mexico remains the country with the highest number of murdered journalists in the region, a figure that is indicative of the magnitude of such murders, which has continued during the pandemic;

Neither the Mechanism for the Protection of Journalists nor the specialised bodies in the fight against impunity in Mexico have produced real results that would allow us to perceive a change towards a climate of greater safety for our colleagues;

We are witnessing an increase in the misuse of force by the police in our countries, particularly against journalists and photojournalists covering social demonstrations, especially in Chile, Colombia, Peru, Argentina, among other countries, in the year 2021;

Judicial harassment of journalists continues to be one of the rising attacks in most of our countries, involving costly legal proceedings;

The pandemic has exacerbated the problems of access to public information in each of our countries, with governments that, despite having regulations that require transparency, use the pandemic as an excuse to foment obfuscation;

The so-called old threats to freedom of expression (murders, threats, judicial persecution) have been joined by the so-called "new threats to freedom of expression", including cyber-stalking, the instrumentalisation of so-called data protection laws, surveillance and censorship on major digital platforms;

Conflicts with large digital platforms implementing non-transparent and arbitrary moderation rules are increasingly frequent;

Digital platforms still do not take up their responsibility as intermediaries in case of cyber-violence against journalists, and in particular women journalists;

Congress **resolves** to:

1. ask the International Federation of Journalists to make the defence of the International Convention on the Safety and Independence of Journalists and other Media Professionals a priority for the next three years;
2. mandate the Secretariat, in collaboration with the political leadership of FEPALC, to evaluate the possibility of bringing one of the unpunished cases of murders of journalists in the region to the Inter-American Court of Human Rights as a strategic dispute;
3. urge all national organisations in the region where cases of surveillance of journalists have been denounced to take a leading role in the conflict with the governments and/or companies that carried out these criminal actions, in order to punish those responsible, compensate journalists and promote public policies that guarantee that such practices do not happen again;
4. associate the IFJ and its regional and national organisations with the work carried out by UNESCO in Latin America to promote protocols on the actions of law enforcement agencies in covering social demonstrations;
5. establish specific working guidelines on the moderation of internet platforms and the threat it poses to journalistic activity in the region;
6. instruct the IFJ Gender Council to work on advocacy protocols for women journalists who are victims

of cyber-violence, self-help workshops with the region and to mediate with advisory boards of platforms such as Facebook to find a collective response to these complaints.

## 5. Media freedom and safety of journalists in Africa

*Proposed by the Federation of African Journalists (FAJ)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Expressing profound concerns that the space for media freedom in Africa continues to shrink, with governments, armed groups and political forces using draconian laws as well as other repressive tactics, to harass, intimidate and censor critical journalists and independent media;

Noting that one of the biggest continuing threats to media freedom in Africa are the oppressive legislations such as criminal and media laws, which are being used to stifle media freedom and endanger the safety of journalists;

Seriously disturbed by the continued killings of journalists in Africa in clear retaliation for their work with total impunity and the lack of meaningful actions by African governments as duty bearers in protecting journalists' rights to life;

Condemning the acts of arresting and detaining African journalists who are incarcerated across the continent, many for their investigative work, opinion and reporting, and the inhuman conditions in which they are detained without due process or fair trials;

Voicing serious concerns about the lack of implementation of the resolutions of the African Commission on Human and People's Rights (ACHPR) that particularly concern media freedom, safety of journalists and access to information;

Welcoming the establishment of the African Digital Platform for the Safety of Journalists by UNESCO, FAJ, IFJ and other media freedom organisations as an important tool in promoting and protecting the safety and security of journalists and other media workers;

Congress **resolves** to :

1. urge governments in Africa to:

- a) take robust action to ensure the protection of journalists in line with the national constitutions, the constitutive act of the African Union and the African Charter on Human and People's Rights as well as international human rights instruments;
- b) release all journalists imprisoned for exercising their right to freedom of expression and their chosen profession of journalism and drop all charges levelled against them;
- c) end the rampant culture of impunity for crimes committed against journalists by conducting credible and swift investigations into the killings of journalists;
- d) promote media freedom, independent journalism and respect for the rule of law in line with national, continental and international human rights obligations;

2. urge the African Union (AU) and the Regional Economic Communities (RECs) to:

- e) assist by monitoring and applying whatever pressure necessary for these government to comply with their international obligations.



## 6. Seeking justice for Palestinian journalists at the ICC

*Proposed by the Palestinian Journalists' Syndicate (Palestine)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Deploring that since its last IFJ congress in Tunis the Israeli authorities, military and security forces never stopped attacking Palestinian journalists doing their work of gathering news in scores of violent and grave assaults ranging from physical attacks to firing metal bullets, gas and stun grenades at journalists;

Condemning in the strongest terms in particular the deliberate targeting of journalists, mainly photographers and videographers, by Israeli forces storming the Al Aqsa Mosque in Jerusalem on May 7th last year. Over 100 journalists were shot by rubber bullets and stun grenades, some incurring serious injuries, while they covered events at Al Aqsa and at Sheikh Jarrah, Bab Al Amoud and Wad El Joz, and later other cities in the West Bank;

Outraged by the subsequent air strikes in Gaza, carried out by the Israeli Air Force, which killed 260 Palestinians, including 60 children and 40 women according to the UN. Three attacks in particular targeted media offices and studios – on May 11th the Al Jawhara tower which hosted the offices of 13 media organisations was flattened down, followed by the destruction on May 13th of Al Shorouk tower housing 15 media organisations, and on May 15th the Al Jalaa tower housing the offices of Al Jazeera and Associate Press was razed to the ground.

Congress applauds the IFJ's lobbying of the subsequent Security Council meeting, with the support of its unions from the UK, Ireland and France, to demand that the UN takes immediate action to protect journalists.

Recognising the importance of building solidarity with Palestinian journalists as expressed in several resolutions agreed by successive IFJ congresses, it has now become crucial for IFJ affiliates to help the Palestinian Journalists' Syndicate step up its campaigns to advance the interest of Palestinian journalists regionally and internationally;

Congress **calls on** all affiliates to help the PJS

- i. refine its capacity to monitor attacks against its members and build on the work already started to publish credible statistics now regularly distributed to all international institutions. The PJS 2020 annual report documented over 600 violations against journalists – 490 violations by the Israeli army and security forces, 76 cases in the Gaza Strip by Hamas' security forces and 42 attacks in the West Bank perpetrated by Palestinian security forces.
- ii. expand its reach to engage UN agencies such as UNESCO and the Human Rights Council, parliamentarians in Brussels and other capitals, through visits, public meetings and briefings. The campaign "Palestinian Journalists under Attacks: This has to Stop" has had a wide resonance and strengthened the PJS's confidence to engage crucial decision-makers;
- iii. raise the issue of these attacks against journalists by taking them up whenever possible with Israeli authorities, diplomats and journalists.
- iv. support the efforts by the IFJ, in particular demands that its International Press Card is recognised by the Israeli authorities, and international campaigns, over many years, to defend the rights of Palestinian journalists to work freely without being subject to systematic suppression, censorship and travelling restrictions by the Israeli army and government on a daily basis.

Congress supports the joint effort of the IFJ and PJS in starting preparations, as expressed in motion 4 agreed unanimously by the Tunis congress, to seek legal remedies through the International Court of Justice, other national courts as well as independent human rights experts such as UN

Special Rapporteurs.

Congress thanks lawyers at the London's Doughty Street Chambers in making submissions to the UNSR on Extrajudicial, Summary or Arbitrary Executions and to the UNSR on the Promotion and Protection of Freedom of Opinion and Expression.

Congress further welcomes the work started by lawyers at London's Bindmans LLP to prepare legal action at the International Criminal Court to seek effective remedy against breaches of international legal frameworks and calls on all IFJ affiliates worldwide to support this action.

## ***7. Solidarity with Afghan journalists***

*Proposed by the Indian Journalists Union (India)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Making a note of the developments in Afghanistan since the takeover of the Taliban regime, and strongly condemning the sustained attacks on journalists, and the media regulations imposed, including barring of women journalists from working, which are a death knell for an independent and sustainable media in the country;

Appreciating the IFJ Secretariat's prompt response to the crisis by setting in place an Afghanistan Emergency Desk to deal with hundreds of requests pouring in from journalists for safe passage, asylum, visas and creating a special fund to help support them in the country;

Overwhelmed by both financial support offered by some affiliates and their members to the special fund and reaching out to their governments for providing visas on humanitarian grounds, among others;

Thanking all affiliates and their members who contributed to the fund;

Realising that it is going to be a long haul, that sadly a majority of our affiliates have not contributed to the special fund and that our affiliates AIJA and ANJU, who are tirelessly working to ensure safety, security and sustenance of journalists and their families, need a lot more support;

Congress calls on all affiliates to come forward and express solidarity with our colleagues in Afghanistan through action: reaching out to their respective governments to provide humanitarian visas and by at least donating to the fund, for every cent counts.

## ***8. Stop the extreme suffering of Yemeni journalists***

*Proposed by the Yemen Journalists' Syndicate (Yemen)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Condemning the continued targeting of journalists in Yemen since the beginning of the civil war in 2014, under deadly pressure from multiple sides in the war – the Ansar Allah or Houthis and the Saudi-led Arab coalition as well as the southern transitional council and other groups;

Applauding the IFJ member union, the Yemen Journalists Syndicate, in maintaining its presence and activities under horrendous war conditions – representing journalists both those who are still at work as well as those who fled the country, campaigning for the protection of journalists and exposing cases of human rights abuses suffered by journalists ranging from kidnaps to attacks, arson, judicial cases, and killings, some of which may amount to international crimes.

According to YJS monitoring some 39 journalists have been killed since the beginning of the war – at least seven killed in Saudi-led coalition air strikes – and 20 journalists have been the victims of enforced disappearance and kidnappings by government and non-government forces. They include 10 journalists taken hostage by the Houthis in Sanaa in 2015, four of them have since been facing death sentences;

Welcoming the most authoritative report released in September 2017 by the UN High Commissioner for Human Rights which highlighted the climate of fear and intimidation in areas under Yemeni government control as well as those under the Houthis which, it said, “have enjoyed a pervasive lack of accountability for violations of international humanitarian and human rights law.” It urged states, such as the UK, to refrain from providing arms that could be used in the conflict;

Noting, in particular, claims by families of journalists alleging torture and mistreatment of journalists in Houthi detention, which included beatings, verbal abuse, and denial of medical care and also deploring reports that journalists, in some instances, have been turned into bargaining chips and offered for release during prisoner exchanges;

Equally noting other reports such as the one in September 2020 by the Group of Eminent International and Regional Experts making the “Governments of Yemen, Saudi Arabia, the United Arab Emirates and the southern transitional council ... responsible for human rights violations including arbitrary deprivation of life, enforced disappearances, arbitrary detention, gender-based violence, including sexual violence, torture and other forms of cruel, inhuman or degrading treatment, ..... violations of fundamental freedoms, and economic, social and cultural rights.”

Expressing deep disappointment at the refusal of media NGOs, in particular those with a historic involvement in Yemen like International Media Support, to help implement the pledges they agreed as part of the International Partnership for Yemen organised by the IFJ in Brussels in October 2015. Since, the UN Office for the Coordination of Humanitarian Affairs designated Yemen as the world’s largest humanitarian crisis;

However, noting with thanks the support of the Swedish trade union movement agency Union to Union in helping to sustain the IFJ workplan in Yemen thanks to the involvement of affiliate Journalistförbundet, SJF;

Congress **gives** its full support to the renewed effort by the IFJ to reinvigorate its campaigns to help the YJS and its members, in particular:

- its call on the Houthis and all armed combatants to release all journalists in their custody (including the four journalists on death row since June 2021) and to stop detaining and intimidating journalists operating in areas under their control;
- its calls on the recognised government to meet its international commitments to uphold the rights of all journalists, regardless of their political affiliation and to commit to pay salaries and arrears to journalists working for state media;
- to take to the UN Committee against Torture cases of allegations of torture of journalists and make submissions to the Human Rights Council and UN Special Rapporteurs;
- to submit a complaint to the ILO with regard to the non-adherence by the de-facto authorities to International Labour Standards, including payment of salaries;

Congress instructs the Executive Committee to rally its affiliates worldwide, in particular in countries where significant numbers of Yemeni journalists fled into exile, and get them involved whenever possible in helping their Yemeni colleagues fight for their rights, justice and reparation.

## 9. Protection of journalists under threat

*Proposed by the Federazione Nazionale Stampa Italiana (Italy)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Noting that, in the past twelve months, the number of journalists killed and imprisoned has grown as a spreading and worrying phenomenon also in the European Union;

Considering that the Italian situation, in which 23 journalists have obtained protection from the Italian State, with the assignment of an escort, due to death threats suffered at the hands of criminal and mafia groups and of members of Nazi and fascist-inspired organisations;

Congress condemns the continuing attack against journalists all over the world and calls on the Executive Committee to act on the concerns of the Italian National Press Federation (FNSI) and to support them in their efforts to protect journalists' work at every level.

## 10. Attacks by Qasd militia against journalists and imprisonment of Muhammad Al-Saghir

*Proposed by the Syrian Journalists Union (Syria)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st - June 3rd 2022,

Noting the actions of US-backed separatist militia, Qasd, in intimidating journalists, assaulting and arresting them while doing their work, in particular:

1. They attacked the radio and television center's cameraman Tamer Hammad on 28/01/2021;
2. Fadel Hammad, correspondent of Al-Souria channel, was kidnapped for hours on 04/24/2021;
3. The Syrian News agency correspondent Khaled Al-Hassan, was arrested on 13/6/2019 and released on 28/8/2021;
4. Muhammad al-Saghir, correspondent of the Syrian News Agency, was arrested on 3/6/2019 while he was doing his job covering the fires of wheat fields in the Syrian al-Jazeera region... and this militia brought false and pre-prepared charges such as burning land. Discrediting the self-management. Spreading rumors of chaos, forming an armed militia, and preventing any lawyer from communicating with him to defend him;
5. It issued an invalid final judgement imprisoning him on 28/8/2021 for twenty years based on false and fabricated accusations of actions he did not commit and signed under torture. He suffered several strokes as a result of being electrocuted, which led to a partial loss of memory, so he did not recognize his son, who visited him two years after his arrest and sentencing on 1/7/2021.

Congress **therefore**:

- (i) condemns the attack carried out by the separatist Qasd militia against journalists, especially the arrest of journalist Muhammad al-Saghir and calls on its leaders to release him immediately and holds them fully responsible for his life, as this is in violation of freedom of expression, the Universal Declaration of Human Rights 1948 and the Fourth Geneva Convention of 1949, especially Article 3 thereof;
- (ii) calls on international human rights and humanitarian organisations to pressure the SDF to release him immediately;
- (iii) sends a message of greeting and solidarity to Syrian journalists who face all forms of violence and terrorism because of their professional work.



## **JOURNALISTS IN PRISON**

### **11. Free journalists behind bars**

*Proposed by the National Union of Journalists (UK and Ireland)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Welcoming the first publication by the IFJ of global statistics on journalists in prison in a special section of its White Paper on Global Journalism;

Believing that the spike in journalists put behind bars – the vast majority by their own government – demonstrates how more and more states now jail journalists to clamp down on critical voices;

Noting that while detention of journalists continues unabated in countries considered the worst jailers of journalists, such as China, Turkey, Egypt and Saudi Arabia, journalists are now increasingly imprisoned in states where progress has been achieved;

Further noting that in this crackdown many of these governments have been using the same charges such as:

- belonging to or aiding groups deemed by authorities as terrorist organisations;
- publishing false news;
- anti-state charges;
- membership of – or support for – groups which are behind events which journalists cover.

Monitoring organisations continuously document how some governments go to ridiculous lengths to keep critical journalists behind bars such as in the case of photographer Mahmoud Shawkan in Egypt; or Turkey where state prosecutors have been working around the clock seeking arrest warrants and applying new charges.

Congress believes that journalists should not be imprisoned for doing their job and **instructs** the Executive Committee to build on this first survey by publishing each year statistics of journalists in jail. This publication should be used to mobilise affiliates to help their sister unions in relevant countries build their own campaigns to release jailed journalists by raising their cases, including through individual adoption schemes, using international platforms, such as the CoE's or the African Online platform, or taking up cases and making formal complaints to UN institutions, and seeking solidarity support from the international labour movement.

### **12. Arrests of Palestinian Journalists**

*Proposed by the Palestinian Journalists' Syndicate (Palestine)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Deploring the increase of Palestinian journalists put behind bars by Israeli authorities which has now reached 14 reporters, correspondents, producers, photographers and cameramen in addition to five writers, according to a recent tally by monitoring organisations;

Condemning the arrests in May last year of more than a dozen journalists by Israeli authorities during the standoff in Jerusalem where they were gathering news under extremely dangerous and stressful conditions;

Noting that many arrested journalists are held in so-called ‘administrative detention’ – a euphemism used by Israeli authorities when they hold Palestinians for extended periods with no charges against them, but defined by B’Tselem, the Israeli Human Rights organisation, as “incarceration without trial or charge, alleging that a person plans to commit a future offense. It has no time limit, and the evidence on which it is based is not disclosed”.

Further noting that the Israeli occupation authorities are currently holding in prison about 4,400 Palestinian prisoners. They include 40 women and 170 children, and about 380 administrative detainees, according to official Palestinian data.

Congress instructs the Executive Committee to work with the Palestine Journalists Syndicate to:

1. launch a campaign to inform IFJ affiliates about the ordeal of these colleagues behind bars;
2. take up and expose within international institutions such as the UN Human Rights Council the use of this Order regarding Security Provisions, ostensibly meant to protect administrative detainees, routinely over the years to put thousands of Palestinians behind bars for periods ranging from several months to several years, without charging them, without telling them what they are accused of, and without disclosing the alleged evidence to them or to their lawyers.

Congress calls on the Executive Committee to seek the help, in this campaign, of organisations such as the International Commission of Jurists or the International Bar Association and on the PJS board to involve Palestine Civil Society organisations.

## ***SURVEILLANCE OF JOURNALISTS***

### ***13. The spyware threat to journalists***

*Proposed by the National Union of Journalists (UK and Ireland)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Welcoming the work undertaken by the IFJ’s Working Group on The Surveillance of Journalists to bring attention to the issue of the covert spying on journalists and coordinating the work of journalists worldwide in opposing such intrusions;

Believing that protecting our sources is a journalist’s most solemn obligation and that new techniques for spying on reporters, such telephone interception, automatic facial recognition, and computer hacking, profoundly challenge this responsibility;

Noting that in 2021 it was revealed that the Pegasus software, licensed by the Israel-based NSO group, had been used by countries such as: Azerbaijan, Bahrain, Kazakhstan, Mexico, Morocco, Rwanda, Saudi Arabia, Hungary, India and the United Arab Emirates (UAE) to target the phones of at least 189 journalists;

Also noting that these revelations caused international public outrage after which, the US Commerce Department ‘blacklisted NSO, India’s Supreme Court has ordered an inquiry into the use of the software, French prosecutors are investigating spying on French journalists, and NSO announced that its software would no longer work on UK registered phones.

The scale of this reaction shows both the general concern about spying on personal devices, and the limitations of piecemeal action. Nationally-based solutions will always have more exceptions than protections, and be easily outflanked by technological advance;

Further noting that NSO/Pegasus is but one of many software packages that enable the covert surveillance of mobile phones. While inhibitions on that company's operations are welcome, they represent only a fraction of the phone surveillance industry. Global regulation and oversight, as well as meticulous tradecraft on the part of journalists, are the only way that this threat will be resisted.

Congress calls for the IFJ to continue supporting campaigns to inform journalists of the risk they face and for the establishment of transparent international regulation of surveillance techniques with explicit protections for journalists.

## ***14. Pegasus spyware used against journalists***

*Proposed by the Syndicat national des journalistes (France)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Condemning the use by some countries of the Pegasus software, designed by the Israeli company NSO Group, to allow governments to spy on those they consider to be enemies. Whether they are political opponents, freedom fighters or journalists, this software has been used against them.

Noting that, as far as journalists are concerned, complaints have already been lodged, notably in France, where the SNJ and the SNJ-CGT stand alongside their colleagues.

Congress calls on all governments that have not used spywares to address, if they have not already done so, these serious violations of fundamental freedoms and put into effect the necessary national measures.

Congress thanks the consortium of 17 international media for having revealed on 18 July 2021 that at least 600 politicians, some 180 journalists and nearly a hundred human rights activists had been subject to this daily surveillance for several years. Thanks to the analytical work of Amnesty and Forbidden Stories, the acquiring countries and their targets have been identified and listed.

Congress equally calls for the sale and use of spyware such as Pegasus to be strictly regulated and for countries acquiring such software to declare it publicly and explain its purpose and scope of use.

Congress instructs the Executive Committee and the General Secretary to take all necessary measures and to continue their negotiations with the Office of the High Commissioner for Human Rights in Geneva, to put an end to these acts of a secret war against journalists.

## ***15. Digital freedom and data protection***

*Proposed by the Indian Journalists Union (India)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Noting that nearly every aspect of our lives has become digitalised with the emergence of digital platforms and new media and that in the absence of appropriate laws, policies and corporate practices, the data that we share through digital channels can be twisted to undermine democratic processes;

Realising that laws and policies are based on basic fundamental rights and these must enable us, particularly the journalists, to flourish while offering protection against the abuse of power; that countries across the globe are creating digital identity systems that connect to our biometric information, building a bridge from our digital activities to our lives and identity offline. This digital identity may then become the target of exploitation, either for commercial or political ends;

Equally noting that random shutdown of internet services by governments in the name of maintaining law and order has impacted media freedom. In many countries, such as India, the authorities are regulating internet services to crackdown democratic agitations and rights; the government extensively used internet blackout, circulated misinformation through corporate and government-dominated media outlets to repress democratic expression; and that governments across borders continue to cite COVID-19 pandemic to justify suppression of critical speech and the censorship of unfavourable news.

In 2020, a total of 155 internet shutdowns were imposed globally by 29 countries, of which India had 109 shutdowns. In 2019 too, India had led the highest number of internet shutdowns with 121 shutdowns, followed by 12 in Venezuela, 11 in Yemen, 8 in Iraq, 6 in Algeria and 4 in Ethiopia, as per report by Access Now.

The Indian government has formulated 'The Information Technology (Guidelines for Intermediaries and Digital Media Ethics Code) Rules, 2021' which may undermine the principles of open and accessible Internet and violate the right to privacy and free speech of users, particularly in absence of robust data protection law. It leads to a "chilling effect" on 'free speech' and media freedom.

Expressing concern over these developments which drastically impact press freedom, Congress urges all affiliates to reach out and stand up to their governments to respect Internet freedom and protect personal data of the citizens. Any regulation on digital platform and media should be in conformity with international human rights' conventions. Transparency and accountability in dealing with Internet access and digital platforms must be maintained by governments, and nations must ensure digital accessibility and unhindered Internet uses by journalists across the world.

## **IN DEFENCE OF MEDIA FREEDOMS AND QUALITY JOURNALISM**

### **16. Fight against the 'misuse of laws' to silence media**

*Proposed by the Indian Journalists Union (India)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Believing that press freedom, the right to free speech and expression and citizens' right to information is critical to any democratic society;

Affirming that dissent and criticism of governments and its various authorities is not an offence and is indispensable to democracy, particularly in these unprecedented times of Covid-19 and its various variants, when the media has played a vital role in the dissemination of information and saved lives;

Observing the rising instances of right-wing/nationalist governments in countries such as Turkey, Poland, Hungary etc blatantly misusing laws/legislations to intimidate, harass and imprison journalists to stop them from carrying out their rightful duties and crushing independent media;



Noting in particular, this dangerous trend in the world's largest democracy, India, wherein the recent past has witnessed the ruling party in States deliberately misusing laws such as defamation and worse the draconian 'sedition' law, falling under section 124A of the Indian Penal Code, a non-bailable offence, against journalists for their critical appraisal of the governments' handling of Covid-19 situation and the over year-long farmers peaceful agitation;

Deploring the sustained operation to harass journalists in Kashmir in the form of either summoning them to police stations or the Crime Investigation Department (CID), filing false cases and even detaining them, or having their houses raided, their gadgets seized, or laying down of a skewed 'media policy' under the garb of checking 'fake news' to instil a nagging sense of fear, or obstructing them from reporting events, among other tricks;

Expressing serious concern, Congress **joins** in solidarity these journalists under siege and calls upon these governments, to desist from such sinister practices, which have a chilling effect on journalists, indirectly invoke self-censorship and impact free press;

Congress **urges** the Executive Committee to come to their aid and encourage journalists through their affiliates to put global spotlight by raising attacks against them in international foras, vociferously support campaigns, provide legal aid to victims, wherever possible, and consider joining hands with legal professionals and organisations to aid pro bono cases.

## 17. Press councils

*Proposed by SNJ (France)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Noting that public distrust of the media and journalists is growing, calls on its affiliates to create, where they do not yet exist, self-regulatory structures for the ethics of journalism. These structures should be joint (journalists-publishers) or tripartite bodies (journalists-publishers-civil society), totally independent.

Congress recalls that the IFJ "Global Charter of Ethics for Journalists", unanimously adopted at the IFJ Congress 2019 in Tunis, stipulates in its article 16: "Within the general law of each country the journalist shall recognize in matters of professional honour, the jurisdiction of independent self-regulatory bodies open to the public, to the exclusion of every kind of interference by governments or others."

Noting that more than forty such institutions already exist, Congress calls on all its affiliates to help with any effort by the IFJ secretariat to assess situations where such joint institutions exist.

## 18. Against polarisation

*Proposed by the Federación de Asociaciones de Periodistas Españoles (FAPE), the Agrupación de Periodistas de la UGT and the Federación de Sindicatos de Periodistas (FESP) (Spain)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering that, in many countries, the polarisation of political life has contaminated the activity of journalists, exerting a very negative influence on their information activity;

Considering that this polarisation has repercussions on the right of citizens to receive truthful, pluralistic and quality information;

Noting that some of the media, in particular broadcast media, encourage this polarisation, paving the way for confrontation and division between journalists, who end up being more publicly exposed for their ideological position than for their work;

Noting that this division is often fostered by certain media owners, who have their own objectives and interests or who "quite simply" seek above all to increase their audience at any cost; and, finally noting that these circumstances contribute in many countries to the promotion of hate speech;

**Congress** calls on:

1. public authorities to establish, where it is still lacking, a legal framework that protects and guarantees the right to plurality and quality of information for citizens, as recognised in Article 19 of the Universal Declaration of Human Rights and in the legislation of many democratic countries;
2. media companies, especially television companies, to take up, promote and defend the work of their journalists on the basis of strictly professional criteria, rejecting political, economic or other pressures that alter the quality of information products;
3. journalists to carry out their work with honesty and independence, banishing the practice of journalism polarised by ideological interests that disregards the interest of citizens in information;
4. all IFJ unions and associations to denounce any pressure on its members and associates in the exercise of their work from any source -- corporate, governmental or any other source; and to
5. affiliates to campaign to commit their members to practice decent journalism, guided exclusively by the objective of plural and quality information, which is a necessary and indispensable element of a democratic society;
6. the IFJ and all its member organisations to become more involved in the global debate against polarisation, in order to better resist misinformation and hate speech, which undermine the living together of all and weaken democracy.

## ***19. The rise of the far right in Latin America and the threat of fascism***

*Proposed by Federación de Periodistas de América Latina y el Caribe (FEPALC)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering that in the last decade, Latin America, especially the Southern Cone but also the Caribbean, has experienced a kind of ideological changeover between the rise of left-wing governments and the resurgence of extreme right-wing movements, clearly with a fascist or neo-fascist approach. Brazil, Argentina, Peru, Chile and Bolivia, Honduras and Paraguay, to be more explicit, have seen progressive governments replaced by conservative movements within a few years and all following a scenario that needs to be explained.

Latin America and the Caribbean, which had managed to emerge from decades of bloody military dictatorships supported mainly by the United States and to make the transition, with some effectiveness, to democratic regimes with a nationalist and developmentalist drive, are beginning to be affected by 'libertarian' movements based on the principles of non-politics and 'renewal' at all costs, relying on digital technologies and nascent identity politics. First Honduras, then Paraguay and then Brazil, with different economic and social situations, suffer the same types of assaults from groups of young people, convened via the Internet under diffuse banners that show some similarities with debates both on gender and ethnicity, but which also claim freedom as an absolute principle and

mainly challenge progressive governments. These movements, now classified by some as part of a hybrid or low-impact warfare, have sought to dismantle conventional politics and replace it, in part, with behavioural politics with messianic content.

In addition to this ostensibly libertarian movement, groups articulated around far-right radicals are re-emerging, with an increasingly explicit struggle against the already atomised groups of gays, feminists, blacks and indigenous people. This new fascism makes no claim to nationalism or ethnic purity, except in sporadic cases, their declared enemy being the nation state.

The new technologies and the crisis of the bourgeois-democratic public sphere have been decisive for the rise of this new fascism, religious fundamentalist, denying science and explicitly advocating violence, at the heart of the systemic crises produced by global capitalism, regardless of the local nature of governments.

The crisis of the bourgeois public sphere has as its main fuel the crisis of media, with journalism spontaneously positioning itself in the suicidal condition of uncritical apologist for the new technologies and accomplice to the right-wing governments that have emerged from the political crisis, the clearest and most striking results of which are Bolsonaro in Brazil, Macri in Argentina and Piñera in Chile.

The political tilt, driven by economic crises and the speed provided by the same technologies that pushed the far right to reappear in the region, is repositioning itself in the opposite direction - Fernández replaces Macri, Lula is freed in the wake of the biggest legal scandal in the West, Boric replaces Piñera, and in Bolivia the coup is overturned in a year - but behind these disturbances, there are ambiguous media that rely on authoritarian solutions on the one hand, while contributing to journalism that serves the public interest on the other, as in the case of the Brazilian group Rede Globo - contradictory - both defending a legal sanction against Lula and creating a consortium of newspapers that help Brazilian society confront Bolsonaro's criminal health policy.

Congress **resolves**

**to demand from their International Federation,** on behalf of journalists in Latin America and the Caribbean and in order to confront the wave of far-right ideologies sweeping the region,

the defence of quality journalism that enables society to build strong and vigorous democracies;

the support for ethnic and gender movements that defend freedom and life;

the defence of nation states that have established their autonomy;

the fight against fake news' and the promotion of the dissemination of the truth.

## ***20. Professional solidarity in the midst of political crises and pressures***

*Proposed by the Russian Union of Journalists (RUJ)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering that strengthening the social and economic security of journalists is one of the key tasks for IFJ member unions;

Insisting that the attempts by politicians to use the media as tool in times of political crises completely contradict the core values of the IFJ and its member unions;

Asserting that the principles of journalistic solidarity and cooperation of journalistic unions are one of the basic foundations of independent and free journalism:

Congress condemns the calls and actions by some unions aimed at reprisals against journalists and the media, including harassment, threats, closure and liquidation of the media and other actions contrary to the principles of media freedom and journalistic solidarity,

Congress therefore instructs the IFJ Executive Committee to closely monitor such attempts and not allow the political conjuncture to replace the basic values of free and safe journalism.

## **IMPACT OF COVID ON JOURNALISTS**

### **21. Global platform for quality journalism**

*Proposed by the National Union of Journalists (UK and Ireland)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Applauding all those journalists who, throughout the pandemic, have worked around the clock to ensure the public has had access to timely, reliable and accurate information at a time of unprecedented crisis and huge need. Thanks to their commitment, journalism played an invaluable role in our communities, providing essential news and information to the public and holding power to account;

Noting with pride the massive success of IFJ affiliates in many countries that fought hard to secure key worker status for news gatherers, putting journalists on the frontline of essential public services, ensuring that their work could continue unimpeded in the face of coronavirus restrictions;

Regretting that some media companies exploited the crisis by making opportunistic cuts and seeking to cut terms and conditions of staff without full and proper consultation while others furloughed staff and failed to top up wages and cast adrift long-serving freelance and casual workers;

Observing that while media owners all over the globe responded to the crisis with closures, layoffs, furloughs and salary cuts on a scale never seen, the IFJ and its affiliates sought intervention through a range of short and medium term by campaigning for imaginative solutions to not only survive this crisis, but to revitalise medias and secure employment in the industry;

Inspired by the global stimulus plan called for by the IFJ in its Global Platform for Quality Journalism published in April 2020 with the support of the ITUC's Global Union Federations representing 200 million workers, affiliates promoted similar aid packages ranging from targeted tax credits to supporting measures for new entrants; from sustainable new investment in local public interest journalism to reform of media ownership rules and media literacy programs;

Congress renews calls already made for action to tackle the dominance of the tech giants, including a windfall tax levy to be used to support as a matter of priority public service media, private, independent media and national and local media not owned by multinational, co-operative and non-profit media enterprises; revitalise adequately staffed newsrooms and give help to precarious journalists (including freelancers) by creating a social protection fund.

Congress welcomes these measures and urges all affiliates to adopt similar short- and long-term action plans that promote quality journalism and advance press freedom. It further instructs the executive Committee to continue developing the Global Platform, to consolidate the endorsement of the international labour movement and to roll it out through its regional structures.



## 22. Journalism in times of pandemic

*Proposed by the Federación de Periodistas de América Latina y el Caribe (FEPALC)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

*Considering that:*

Latin America and the Caribbean is the region with the highest number of journalists killed by Covid-19;

Journalists have not only been killed by the virus, but also by the inadequate health response of our States and the high level of precariousness in which the activity of information is carried out in our countries, especially when it is carried out by local and regional journalists;

Media companies in our countries have in many cases used the pandemic as an excuse to carry out their plans for downsizing and restructuring the media, among other measures, to the detriment of the living and working conditions of journalists and other media workers;

Teleworking has become a form of eternal duty for journalists, affecting their rest, emotional stability and finances as most companies do not fund basic equipment and service fees;

The pandemic has highlighted that freelance journalists are the most deprived, as they have no company to provide them with personal protective equipment for frontline reporting, no access to social protection, among others;

The end of the pandemic seems to remain a distant horizon and economic recovery in regions like ours will have to wait a decade before returning to pre-pandemic levels, according to data from the Economic Commission for Latin America and the Caribbean (ECLAC);

Congress **calls** on the Executive Committee to:

1. **entrust** IFJ affiliates with the task of advocating for the implementation of public policies that guarantee the social protection of precarious journalists, especially freelance journalists;
2. **promote** training programmes for Latin American leaders with experts in the formulation of legislative initiatives and other legal formulas that will enable member organisations to promote regulatory frameworks that guarantee social protection;
3. **strengthen** mechanisms such as collective bargaining for journalists who are not self-employed to make progress on telework, telecommuting and the right to disconnect;
4. **urge** the International Labour Organisation to be more proactive in the role of States and employers in ensuring the welfare of media workers who must be considered "essential" in this time of pandemic;
5. **call** on the Regional Offices to include mental health as a priority area of work when addressing safety issues for journalists.

## 23. *International support for media during the pandemic*

*Proposed by the Russian Union of Journalists (RUJ)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Paying tribute to fellow colleagues who died from COVID-19;

Noting that the pandemic caused an unprecedented crisis in world journalism, which affected the financial and social security of hundreds of thousands of journalists;

Considering that the issues of practical solidarity and support for affected journalists, especially in the poorest regions of the planet, is one of the foundations of the activities of the IFJ and its member unions:

Congress welcomes and highly appreciates the work of the IFJ secretariat and the IFJ Safety Fund, and

instructs the IFJ Executive Committee and the IFJ secretariat to find opportunities to support journalists and media most affected by the pandemic.

Congress calls on all IFJ member unions to launch a broad campaign in their home countries to raise funds to the IFJ Safety Fund in order to protect our colleagues around the world in a situation of unprecedented and ongoing crisis.

## **EQUALITY**

## 24. *Gender parity*

*Proposed by the Syndicat national des journalistes (France)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Recalling that gender parity in the Federation's governing bodies is an imperative;

Noting that this objective is still far from being achieved;

Stressing that limited statutory measures have already been adopted at previous Congresses;

Congress instructs the Gender Council to prepare with the involvement of interested affiliates the constitutional changes necessary to advance the goal of gender parity within the IFJ. Such proposals should be finalised with the help of the IFJ secretariat and presented to the next IFJ Congress."

## 25. *Gender Council*

*Proposed by the Federación de Asociaciones de Periodistas Españoles (FAPE)), the Agrupación de Periodistas de la UGT and the Federación de Sindicatos de Periodistas (FeSP) (Spain) and the Sindicato de Periodistas de Portugal*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering that the IFJ is clearly committed to advancing equality between men and women journalists and taking into account that the Gender Council is an essential and specialised body for achieving this objective and taking up the concern of the members of the Gender Council, who are seeing how in recent months situations such as the Covid pandemic or conflicts such as the one in Afghanistan have meant clear setbacks, together with the rise in some countries of far-right political parties that jeopardise legislative and social advances in the field of equality;

Congress **resolves**:

1. To **value** and **ratify** the importance of the IFJ Gender Council which should be given greater capacity for action to influence equality policies within and outside the organisation and to the extent that the statutes make it possible;
2. To **redouble** efforts to facilitate the participation of all unions and organisations in the work of the Gender Council and, in particular, that there can be more representation from all regions;
3. That the Executive Committee should insist on its recommendation that IFJ Congresses should be attended by women delegates and encourage unions to make the issue of gender equality central to their organisations and to have protocols in place to prevent and prosecute harassment of women;
4. To **ensure** a balanced participation of men and women when the IFJ organises events, round tables, etc. and avoid collaborating with organisations that do not respect this balance.
5. To **recommend** that the IFJ, through its Gender Council, participates in organisations, forums and meetings where work is done in favour of equality.

## ***26. IFJ sexual harassment policy***

*Proposed by the Indian Journalists' Union (India)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Welcoming the prompt response by the IFJ Executive Committee and the Gender Council to draw up a comprehensive sexual harassment policy soon after the Tunis Congress, and adopting the practice of the policy to be circulated and drawn attention of all participants at the outset of each event;

Noting that having a policy in place is not enough and that all affiliates need to take concrete and meaningful steps to ensure that their governments enact legislations to adequately provide for specific protection of women from sexual harassment; and ratify ILO 190 Convention on violence which includes sexual harassment;

Ensuring there is zero tolerance to sexual harassment at workplace, it is expedient for employers and establishments as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment;

Congress urges affiliates to undertake specific steps in this direction and the IFJ Gender Council to proactively promote the policy, undertake a survey with all affiliates to get a global picture of erring countries and offer aid to such member unions.

## TRADE UNION DEVELOPMENT AND ORGANISATION

### 27. Strengthening IFJ's continental organisations

*Proposed by the Federation of African Journalists (FAJ) and Federación de Periodistas de América Latina y el Caribe (FEPALC)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Noting the work by continental structures of the IFJ such as the FAJ and FEPALC to amplify the visibility and representation of IFJ affiliated unions and associations and the multiple campaigns to advance the interests of journalists and promote their rights;

Recognising that the effective implementation of the IFJ programmes relies heavily upon effective and properly resourced continental and regional coordination with the full involvement of their elected leaderships;

Acknowledging the extensive work undertaken in Africa and Latin America by FAJ and FEPALC over the past several years aimed at re-energising and restructuring continental capabilities to implement IFJ policies and programmes and deliver tangible results for journalists;

Admitting that the IFJ has responsibility to develop and implement strategic, policy and resourcing framework for developing its continental and regional organisations through organisational capacity-building and sharpening their campaigning actions for the rights of journalists;

Applying the cardinal trade union principle of equality and non-discrimination based on shared solidarity rooted in professional solidarity and uniformity within the IFJ. including resources-sharing;

Reaffirming the importance of continental federations in the effective co-ordination of campaigns and actions complementing IFJ's global policies and programmes in the media industry and within the wider trade union movement;

Congress **instructs**:

1. The IFJ General Secretary as well as the Administrative and Executive Committees to **ensure** that resources including annual allocations to continental/regional offices or organisations are equitably distributed;
2. The IFJ General Secretary as well as the Administrative and Executive Committees to **provide** the necessary support to strengthen the institutional capacity of both FAJ and FEPALC in order to make them vibrant organisations and financially sustainable structures that effectively service member journalists.

### 28. Collective bargaining rights at national and regional level

*Proposed by the Federación de Periodistas de América Latina y el Caribe (FEPALC)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering the importance of secure, stable and dignified employment for journalists and communication workers;



Considering that neoliberal and labour flexibility policies implemented in all countries of the Latin-America region aim at restricting the space for trade union action and labour rights;

Considering that many of the countries represented in FEPALC have very unstable and complex political and social contexts that require trade unions to strengthen their actions as well as the training of new leaders in order to develop strategies that lead to the strengthening of their organisations and the construction of fairer and more equitable societies;

Noting that the difficult situation of job insecurity faced by media workers throughout the region and, in the most extreme cases, the large number of murders, threats, assaults and direct sanctions that result in the imprisonment of workers, requires a sustained struggle on the part of the trade unions so that the legislative, executive and judicial powers take concrete measures to put an end to the sanctions that limit the exercise of the profession and the right to communication in the broadest sense;

Noting the asymmetries between the different national press organisations that make up FEPALC, in terms of creating, supporting or reinforcing the regulatory standards that concern them;

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

- ensure that the IFJ makes progress in consolidating a trade union model of the organisation to achieve in the medium term the necessary collective bargaining, to establish rights and duties, using collective agreements or contracts with national and multinational companies;
- pursue the objective of systematically guaranteeing high standards at regional level to enable FEPALC and its affiliated unions to have the right to monitor the national and regional behaviour of these companies in this and other areas, and to report any violations of existing collective agreements in these companies.

## ***29. Decent working condition for all journalists***

*Proposed by the Federazione Nazionale Stampa Italiana (Italy)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering that information is going through a transformational phase all over the world. The transition from traditional to digital media increases a demand and supply of information. This process is accompanied by the progressive and growing weakening of regular work and an increase in precarious work;

Observing that the decrease in employment protections and guarantees produces a worrying reduction in wages;

Reiterating that quality information is an essential pillar of liberal democracy. Without information there is no democracy. Quality of information requires quality of work, with the recognition of rights, protections and guarantees and decent wages;

Congress calls on all IFJ affiliates to promote actions and campaigns at all levels to demand decent working conditions and wages for all journalists around the world.

## 30. Strengthening trade unionism

*Proposed by the Indian Journalists Union (India)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

*Given that*

- the IFJ 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;”
- the Constitution through Section 4 and 7 clearly defines admission criteria of membership, either full or associate, respectively;
- it specifically seeks to encourage associate members to become full members as per Section 8, laying emphasis on: “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. Any associate member that has not sought within 3 years of the date of the adoption of this amendment, or their acceptance (whichever is the later) to upgrade their membership into full membership shall be reported to the IFJ Executive Committee for the consideration of whether they should continue in membership.”
- in the disturbing trend in various countries of governance seeking to weaken trade union movement and deny workers their rights, and the ILO recommending there's even need to revitalise unions and innovate tactics and innovations, which are strong and relevant to decent work and social justice, it becomes all the more urgent that IFJ and its affiliates meet this new challenge, wherever it exists;

Congress **calls** upon the IFJ Executive Committee and the IFJ Secretariat to provide every assistance possible and make a comprehensive assessment of the list of its associate members, understand ground realities, difficulties in way of such members to become ‘trade unions’ and advice, aid and encourage them to recruit and organise in workplaces; fight to represent its members; mobilise to fight for better conditions and collective agreements; etc.

Further, it **urges** the General Secretary to instruct the Regional Offices to enlist membership status of all affiliates on the website; full members are given priority over projects and project activity given to associations or networks in the profession if these are not IFJ affiliates be best avoided, as the incentive to either become a trade union or change status or become members of the IFJ then gets defeated.

At the same time, while welcoming the aim of recruiting new members and trade unions fighting for journalists rights, the Federation must continue with its endeavour to encourage the spirit of solidarity within union leadership in a country, so that political rivalry, seen at times, doesn't play a role in the denial of membership.

## 31. Campaign to attract new members to the IFJ

*Proposed by the Russian Union of Journalists (RUJ)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering the damage caused by the pandemic and the associated economic crisis, which negatively affected journalism and the media in all regions of the world;

Considering that professional journalistic unions continue to be among key tools of protecting the social and economic rights of journalists, the safety of their health and work;

Realising the necessity and importance of strengthening professional journalistic unions and, accordingly, IFJ as the global family of these unions;

Stating that attracting new union members is one of the most powerful tools in countering the crises and threats of free and independent journalism:

Congress instructs the IFJ Executive Committee to launch a new broad international campaign to attract new union members around the world, and

consult with unions that are members of the IFJ, how to use their best practical experience and regional specifics to achieve the greatest effectiveness of the campaign.

## ***32. Organising freelances and new media journalists in Africa***

*Proposed by the Federation of African Journalists (FAJ)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Recognising the necessity for all working journalists, including freelance journalists and those working in new media, to have decent jobs in order to live with dignity with their families;

Realising the increasing numbers of journalists in almost all countries in Africa who are working as freelance journalists and journalists in New Media which have now mushroomed throughout Africa;

Fully aware how unscrupulous media employers hire and retain journalists under the conditions of freelance journalists but use them to replace permanent working journalists with full-time contracts, and this new way of employment is increasing throughout the media industry in Africa;

Noting the efforts, and some notable successes, by affiliates in building mass membership of freelance journalists and journalists in New Media through recruitment campaigns of young journalists in the digital sector across the continent;

Noting that organising and unionising freelance journalists and those working in New Media will not only improve their working and living conditions but will also increase the membership density of journalist unions and association, and enhance professional solidarity;

Congress instructs the Executive Committee to :

1. foster a long-term working plan to support unions in organising freelance journalists and those working in New Media, building on the existing professional solidarity and extending protection to all journalists;
2. encourage and provide IFJ support for freelance journalists and those working in New Media so that they are fully included in policy developments and representation at a regional, continental and global levels;
3. support targeted efforts that strengthen freelance women journalists' opportunities for a more conducive working environment, increase their representation and leadership, and promote initiatives that address violence and harassment against women journalists in the media industry;

4. develop a continental charter for freelance journalists to address their specific needs and interests while providing synergies with other working journalists;
5. reinforce collaboration between and within unions representing freelance journalists and those in New Media, particularly those organising in the context of digitalisation.

### ***33. Trade union education programmes on collective bargaining***

*Proposed by the Federación de Periodistas de América Latina y el Caribe (FEPALC)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering of the utmost importance for journalists and media workers to have a regulatory framework for their activities laid down in collective agreements or contracts;

Considering the reality of the different national media workers' organisations in each country of the region, many of which have never been able to bring a collective bargaining process to a successful conclusion due to loopholes in the labour legislation and exploitation by employers;

Recognising the need for a mutually supportive exchange of experiences in the process of drafting, adopting or enforcing laws that provide a framework for collective agreements or contracts;

Reaffirming the importance of the training of trade union leaders who conduct collective bargaining;

Recognising the plight of media workers across the continent due to job insecurity;

Congress instructs the Executive Committee to promote and strengthen at the national level of each FEPALC affiliated trade union the joint implementation with the IFJ regional office of trade union training programmes on collective bargaining, for a better defence of the rights, interests and fundamental freedoms of journalists and communication workers on the continent.

### ***34. Mobilisation of young journalists***

*Proposed by the Federation of African Journalists (FAJ)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Noting the importance of maintaining globally an inclusive journalists' movement whereby no journalist is left out from any action that fosters professional unity and nurtures development;

Recognising the massive contribution by young journalists to today's media and their increasing central role in shaping up the future of the media, and consequently they will need a union that can shield them from exploitation and recurrent rights abuses;

Congress **resolves** to:

1. **call** on the IFJ Secretariat and Executive Committee to develop an effective programme that would help affiliates gear up their structures towards organising young journalists, and allow the necessary resources to mobilise and attract young journalists;



2. **urge** affiliates to ensure greater involvement of young journalists in their activities and leadership structures and to promote the recruitment, participation and development of young journalists in their undertakings and leadership, as well as to ensure, wherever possible, the establishment of young journalists' committees within their individual unions;
3. **strive** to eliminate discrimination and communication barriers that divide journalists, whilst promoting professional solidarity in the journalism profession.

### **35. Justice for Giulio Regeni**

*Proposed by the Federazione Nazionale Stampa Italiana (Italy)*

The World Congress of the International Federation of Journalists, meeting in Muscat from May 31st – June 3rd 2022,

Considering that six years have passed since the killing of Giulio Regeni, the Italian researcher from the Oxford University who disappeared in Cairo on January 25, 2016. His body, has been found nine days later, and the autopsy established he has been tortured;

Noting that, from the beginning, the Egyptian government tried to sidetrack investigations into the death, by first talking about a car accident, then claiming that five people who were killed during a firefight were the murderers of the Italian researcher. They turned out to be innocent;

Also noting that the Public Prosecutor's Office of Rome investigated five agents of the National Security, the Egyptian Civil Secret Service, over charges of having participated in the kidnapping;

Considering that the National Federation of the Italian Press has promoted numerous initiatives to raise awareness institutions and to put pressure on the Egyptian government, in order to bring to justice the principal and material perpetrators of the crime;

Also considering that the FNSI has always stood by Giulio Regeni's family in their quest for truth and justice;

Congress **expresses** its deepest disappointment that the Egyptian government did not cooperate in the search for justice and truth, and

**Confirms** its commitment to support the FNSI in all its initiatives to obtain truth and justice for Giulio Regeni and to support the investigation of journalists committed to shedding light on those responsible for his death.



# WORKING PROGRAMME 2022-2026

## **PREAMBLE:**

After a mandate affected by the Covid-19 pandemic in 2020 and 2021, which brought part of the world to a standstill and weakened our affiliates, the working programme of the IFJ for 2022-2026 seeks to maintain the position of the IFJ as the global voice for journalists and journalism and to strengthen IFJ member unions worldwide in their mission to:

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

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

## **ORGANISE AND CAMPAIGN**

Strong unions are central to defending journalists and journalism. As such we will prioritise campaigns to organise and build workers' power, working with affiliates to grow and strengthen union organisation.

As such we will:

- Actively engage with the global labour movement to seek to redress the balance between employers and workers and to campaign to achieve an economic development-based model based on rights, decent work, the redistribution of wealth, participatory democracy, gender equality and the protection and social inclusion of all people.
- Campaign and build solidarity among member unions, encouraging them to mobilise their members in support of each other in defence of economic, social and professional rights;
- To strengthen the capacity within the Secretariat and regional offices to actively defend affiliates to uphold their rights to freedom of association, collective bargaining and all trade union rights as guaranteed by the Conventions of the International Labour Organisation (ILO);
- To build the capacity of affiliates globally to negotiate better terms and conditions for their members and a social protection floor, eliminate precarious work and exploitation, fight for quality jobs, and in doing so grasp the real potential of journalists as a collective force;
- To provide strong leadership to affiliates to understand, confront and take advantage of the real and important shifts occurring in the new media landscape and to make the necessary structural and cultural changes, reaching out to new media workers across the various categories including freelancers and young journalists. IFJ will engage affiliates in education, training and organising in the digital age and in global action on developing sustainable models for journalism.
- To develop the IFJ campaign, alongside UNI and ITUC, to defend and promote public service values in broadcasting and among national news agencies based on editorial independence, quality journalism, fair resourcing and democratic and accountable systems of administration.

## ***BUILDING GLOBAL SOLIDARITY***

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

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

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

## ***LEAD THE FIGHT FOR SAFETY AND AGAINST IMPUNITY***

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

To develop key campaigns and actions around the surveillance of journalists, exposing the threats to media freedom from such rights violations

## **MAINSTREAM GENDER EQUALITY**

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

To seek funding opportunities to enable the IFJ Gender Council to develop tools, resources and best practice guides for affiliates to help advance gender equality and tackle gender-based violence and harassment

To actively campaign for the ratification of ILO C190 as a key tool in the fight against gender-based violence at work

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

## **STRENGTHEN REGIONAL ORGANISATION**

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

## **GOOD GOVERNANCE**

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

In particular we will aim:

To build the ability of staff, particularly in trade union and labour rights matters and issues around the future of journalism; by reviewing every activity we can identify ways of achieving tasks more effectively and help liberate resources;



- To build on the reorganisation of our media operation based on a clear strategic plan to make the federation the global voice of journalists and increase the effectiveness of our internal and external communications.
- To continue to review the operation of our projects, in particular in how they best serve the regions and our strategic priorities, and to improve the ability of our projects to meet the agreed priorities and objectives of the IFJ; to train regional staff so that they can be managed and developed at regional level taking advantage of all global and regional funding opportunities. Immediate steps should be taken to diversify donors and build a strategy and a communications dimension to all of the projects.

*ANNEXES*  
**WORKING DOCUMENTS**

# GLOBAL CHARTER OF ETHICS FOR JOURNALISTS

*The IFJ Global Charter of Ethics for Journalists was adopted at the 30th IFJ World Congress in Tunis on 12 June 2019. It completes the IFJ Declaration of Principles on the Conduct of Journalists (1954), known as the "Bordeaux Declaration"*

**The right of everyone to have access to information and ideas, reiterated in Article 19 of the Universal Declaration of Human Rights, underpins the journalist's mission. The journalist's responsibility towards the public takes precedence over any other responsibility, in particular towards their employers and the public authorities. Journalism is a profession, which requires time, resources and the means to practise – all of which are essential to its independence. This international declaration specifies the guidelines of conduct for journalists in the research, editing, transmission, dissemination and commentary of news and information, and in the description of events, in any media whatsoever.**

1. Respect for the facts and for the right of the public to truth is the first duty of the journalist.
2. In pursuance of this duty, the journalist shall at all times defend the principles of freedom in the honest collection and publication of news, and of the right of fair comment and criticism. He/she will make sure to clearly distinguish factual information from commentary and criticism.
3. The journalist shall report only in accordance with facts of which he/ she knows the origin. The journalist shall not suppress essential information or falsify any document. He/she will be careful to reproduce faithfully statements and other material that non-public persons publish in social media
4. The journalist shall use only fair methods to obtain information, images, documents and data and he/she will always report his/her status as a journalist and will refrain from using hidden recordings of images and sounds, except where it is impossible for him/her to collect information that is overwhelmingly in the public interest. He/she will demand free access to all sources of information and the right to freely investigate all facts of public interest.
5. The notion of urgency or immediacy in the dissemination of information shall not take precedence over the verification of facts, sources and/or the offer of a reply.
6. The journalist shall do the utmost to rectify any errors or published information which is found to be inaccurate in a timely, explicit, complete and transparent manner.
7. The journalist shall observe professional secrecy regarding the source of information obtained in confidence.
8. The journalist will respect privacy. He/she shall respect the dignity of the persons named and/or represented and inform the interviewee whether the conversation and other material is intended for publication. He/she shall show particular consideration to inexperienced and vulnerable interviewees.
9. Journalists shall ensure that the dissemination of information or opinion does not contribute to hatred or prejudice and shall do their utmost to avoid facilitating the spread of discrimination on grounds such as geographical, social or ethnic origin, race, gender, sexual orientation, language, religion, disability, political and other opinions.
10. The journalist will consider serious professional misconduct to be
  - plagiarism
  - distortion of facts
  - slander, libel, defamation, unfounded accusations
11. The journalist shall refrain from acting as an auxiliary of the police or other security services. He/she will only be required to provide information already published in a media outlet.
12. The journalist will show solidarity with his/her colleagues, without renouncing his/her freedom of investigation, duty to inform, and right to engage in criticism, commentary, satire and editorial choice.
13. The journalist shall not use the freedom of the press to serve any other interest and shall refrain from receiving any unfair advantage or personal gain because of the dissemination or non-dissemination of information. He/she will avoid - or put an end to - any situation that could lead him/her to a conflict of interest in the exercise of his/her profession. He/she will avoid any confusion between his activity and that of advertising or propaganda. He/she will refrain from any form of insider trading and market manipulation.
14. The journalist will not undertake any activity or engagement likely to put his/her independence in danger. He/she will, however, respect the methods of collection/dissemination of information that he / she has freely accepted, such as "off the record", anonymity, or embargo, provided that these commitments are clear and unquestionable.
15. Journalists worthy of the name shall deem it their duty to observe faithfully the principles stated above. They may not be compelled to perform a professional act or to express an opinion that is contrary to his/her professional conviction or conscience.
16. Within the general law of each country the journalist shall recognize in matters of professional honour, the jurisdiction of independent self-regulatory bodies open to the public, to the exclusion of every kind of interference by governments or others.

# IFJ Policy on Sexual Harassment

**This policy will be both circulated and drawn to the attention of all participants at the outset of each IFJ event.**

The IFJ seeks to encourage the active participation of its members in meetings, projects, campaigns and activities. The IFJ is committed to the highest standards of professional and ethical conduct in all its activities. **The IFJ is committed to assure and promote gender equality.**

Every member has the right to participate and to be treated with dignity, equality and respect. Any kind of behaviour or intimidation that undermines these basic rights is unacceptable.

All participants taking part in IFJ events and activities must

- avoid personal remarks or behaviour that may cause offence or distress
- challenge **and report** inappropriate language or behaviour if you see it or hear it or

**The IFJ has a zero-tolerance approach to sexual harassment within its structures, events and activities.**

## **What is meant by sexual harassment?**

Sexual harassment is where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.

It can include:

- Unwanted physical contact, suggestive remarks or 'banter', propositions of a sexual nature or innuendos; unwanted comments on appearance; verbal abuse of a sexual nature or relating to a person's gender; leering; displaying pornographic pictures
- Sexual harassment directed at people because of their sexuality or their perceived sexuality. Lesbian, gay, bisexual or transgender (LGBT) members may feel particularly vulnerable.

According to the ITUC and IFJ Gender council, examples of sexual harassment include:

### Physical

- Touching, pinching, stroking, squeezing, or deliberate brushing against someone
- Leering or ogling
- Making homophobic comments and sexually suggestive signals
- Sending unwanted e-mails, text messages, whatsapp and any other messaging systems messages
- Unnecessary physical contact and touching
- Physical assault

## Verbal

- Making sexual comments or innuendos,
- Calling someone by a sexually-oriented nickname
- Telling sexual jokes, or asking about sexual fantasies
- Making insults based on a person's sex or rating their sexuality
- Turning work discussions to sexual topics
- Requests for sexual favours

## **Sexual harassment is:**

- Unwanted
- Unwelcome
- Perceived by the person on the receiving end as intimidating, humiliating, harassment.

## **Dealing with sexual harassment:**

If you are being sexually harassed - *you don't have to put up with it.*

- Don't think it is your fault or that you 'asked for it' You have a right not to be harassed. Remember, it's not you, it's him/her.
- Keep a note of anything that happens including dates, times, where it occurred, what was said or done, witnesses if possible and a copy of letters/emails/texts if relevant.

## **Informal approach**

- If you feel confident enough, tell the harasser that the behaviour is unwelcome and ask him/her to stop. Sometimes an early, strong response is enough to prevent the matter escalating. *But don't worry if you haven't done so the first time or subsequently. Sexual harassment can come as a shock when you are not expecting it and not everyone is ready with the right words and sometimes it takes a while to understand what is going on.*
- If you don't feel confident enough to speak to the harasser individually or personally – you can write/email to him or her or you might want to seek the support of a colleague, IFJ Executive Committee member, Gender Council member or a representative of your organisation to accompany you. But if you can't face it, don't worry.
- If the person subject to unwanted behaviour wishes to seek an informal resolution of the concern and requests it **the designated** IFJ representative/s may talk to both parties separately, and will pay particular attention to the allegations made by the subject of the harassment. They will then talk to the parties, together if appropriate, but ensuring that targeted person's privacy is respected according to her/his wishes, whilst aiming to find a settlement between the parties.

## **Making a complaint**

In all circumstances consider making an official complaint. You may find this decision difficult but it will not be any more difficult than living with the harassment.

**If the incident and/or unwanted behaviour is serious or persistent MAKE A COMPLAINT.**



*The IFJ will establish a pool of up to 10 members and train them to serve as a member of the independent complaints panel.*

*IFJ staff who have been subjected to sexual harassment at an IFJ event or in the workplace will have the option of making a complaint under this policy or under the procedures set out in collective agreements and/or their contracts.*

*This policy will be distributed as part of the statutory information at all IFJ events, including training sessions, workshops, meetings, conferences and other activities.*

*The policy will be reviewed by the Gender Council and Executive Committee annually.*

# IFJ Sexual Harassment Complaints Policy

## General Principles

All members taking part in IFJ activities have the right to raise concerns or complaints of sexual harassment without fear of discrimination or retaliation.

This Policy applies to all IFJ organised events and activities, including statutory meetings, training, projects, workshops and public events.

This policy applies to all staff, representatives and participants, including employees, volunteers, consultants or contract staff.

Throughout this process there must be respect for the general principle that the individual subjected to sexual harassment has rights, as well as the person who is accused of being a harasser.

The IFJ will, at all times, seek to ensure that the individual who is subject to unwanted behaviour will be treated in a way that minimises any harm caused.

Concern for the person subjected to sexual harassment must be at the heart of the process, and the IFJ should assist to ensure there is also a follow up after the event, that could include advice on therapy or other professional counselling (where appropriate).

This complaints process is not a formal legal process, it is a way to ensure safe, secure and good working environment for our members, based on trade union values, respect for all, and basic human rights.

## Making a formal complaint

Anyone who is subjected to sexual harassment should:

- promptly report the incident(s), either orally or in writing, providing as much evidence as they can, including details of any witnesses, names, dates, places and events that took place.

### ➤ Who to contact

Two named individual/s will be appointed at each event – one male and one female – to whom any initial report about the incident(s) should be raised.

Where a satisfactory response is not received, or if the organization or individual is uncomfortable addressing their concerns to the designated individuals, the complaint should be addressed to the IFJ General Secretary, Deputy General Secretary or President.

Once a complaint is received, immediate steps should be taken to inform the Adcom that a complaint has been received, without providing details of the complaint. Adcom, shall, within 7 days, establish an independent complaints panel of 3 persons (which will include at least two women members, at least one of whom shall be a representative of the IFJ Gender Council) to conduct an investigation into the matter and make a report with recommended action to Adcom within a specified period, which shall not exceed 30 days.

### ➤ Confidentiality and anonymity

At all times the IFJ will respect the confidentiality of any complaint received, except as necessary to conduct an investigation and address the complaint.

The IFJ encourages members to only make anonymous complaints as a last resort. If individuals choose to remain anonymous and/or do not provide sufficient detail, it may not be possible to undertake a comprehensive investigation of their claim.

➤ **Investigation and resolution of complaints**

The IFJ assumes that complaints made under this Policy are made in good faith, are real, legitimate and significant enough to warrant an investigation. All complaints under this Policy will be investigated as promptly as possible but at the very latest within 30 days after the establishment of the independent complaints panel.

In the event a member of the Administrative Committee or Executive Committee is under investigation he/she will be temporarily removed from the Council until the matter is resolved.

All information disclosed during the course of the investigation will remain confidential except as necessary to conduct the investigation and take any remedial action or where disclosure is required by applicable law.

In exceptional cases, the IFJ may choose to obtain external assistance in the conduct of the investigation.

At the conclusion of the investigation a report will be submitted to the Administrative Committee.

The Administrative Committee shall meet within 7 days to consider the findings.

If it is determined that the complaint has been substantiated appropriate corrective or disciplinary measures will be taken to address the issue with the offending party commensurate with the severity of the offence. Steps will also be taken to prevent further violations.

Such measures may include:

- A formal letter to the offender
- A formal letter to the offender's union
- Exclusion of the offender from the meeting
- Exclusion of the offender from any or all future IFJ events
- A temporary or permanent exclusion of offender's organisation from IFJ activities and/or membership.

The matter may also be reported to the appropriate outside agency to ensure compliance with all laws and regulations. The IFJ has the responsibility to make sure this process does not prohibit a person subjected to harassment from exercising her/his legal rights. If an offence is a violation of the law, or suspected as such, the targeted person must be helped to exercise her/his legal rights. This could take the form of a report to the police.

The status and resolution of the investigation will be communicated to the individual that made the complaint.

All IFJ member organizations or individuals attending IFJ events have a duty to cooperate in an investigation. If member organizations or individuals fail to cooperate or if they provide false information in an investigation, the IFJ will take action commensurate with the severity of the offence.

➤ **Prevention of retaliation**

If an individual makes a report under this Policy, they will be protected from retaliation, harassment, or other forms of reprisals or discrimination, or threats thereof, arising from the reports if:

- the disclosure of the information was made in good faith;
- they believe it to be substantially true;
- they do not act maliciously or make false allegations;

IFJ regards the making of deliberately false or malicious allegations under this policy as a serious offence. Such actions may result in appropriate disciplinary measures up to and including, if warranted, legal action.

## GLOBAL PLATFORM FOR QUALITY JOURNALISM

By bringing more than two thirds of humanity to a standstill, the health, political and economic crisis of Covid 19 will have terrible consequences on all our societies. And we are certain today that it will continue to do so for some time.

This "Great Confinement", as already defined by the International Monetary Fund, in reference to the "Great Depression of 1929", does not leave any continent or sector untouched, and the media, whatever their nature, are unable to escape this destructive wave. Many media companies have already closed down, millions of jobs have disappeared and journalists, even though quality information is essential for citizens in times of crisis, are suffering the full impact.

It is time to protect media, save jobs and support the most precarious workers.

But it is also time to prepare for the future, a future of quality, [ethical](#) and solidarity-based journalism that respects labour rights and fundamental freedoms.

The International Federation of Journalists (IFJ), the world's leading organisation of the profession with 600,000 members in 146 countries, today proposes a strong and immediate global stimulus plan to save the most badly affected media and the most precarious journalists; and calls on all national governments to commit to quality journalism in this time of misinformation through strong political and economic measures that will ensure the survival of quality media and professional journalists.

Many IFJ affiliates around the world have already achieved significant progress and strong commitments from governments or employers' federations:

- To ensure the physical and psychological safety and protection of media workers;
- To enable journalists to circulate freely in times of general confinement;
- To provide journalists and media workers with the means to live and work decently with exceptional financial assistance, despite a drop in income.



From the onset of the pandemic, journalists have amply proved the essential role they play educating their citizens, contextualising the non-ending number crunching, explaining the science and, most importantly, unravelling the narrative played by politicians, asking the tough questions and exposing institutional failures. Thanks to their engagement, journalism as a public good, kept on thriving as the backbone of our democracies.

Unfortunately, at the same time, too many states are taking advantage of this crisis to increase their authoritarian power, strengthen their systems of surveillance of the population or to jail journalists while some media companies reduce salaries without negotiation, cut benefits or lay off staff.

The IFJ and its affiliates around the world will be at the forefront of tomorrow's journalism, globally and nationally, and will continue to promote the quality, ethical and solidarity-based journalism it has been standing up for since its creation in 1926.

The IFJ therefore proposes a "Global Platform for Quality Journalism" to save and protect jobs in the media industry and create a future that promotes a sustainable, ethical and publicly supported information economy.

**Information must remain a public good.**

## **URGENT MEASURES - SUPPORTING MEDIA PROFESSIONALS**

- The IFJ calls on all governments to immediately open negotiations with the GAFAM – Google, Apple, Facebook, Amazon, Microsoft - to collect a tax on revenues generated within their national territory.
  - o These companies pay no tax in the majority of countries where they collect revenues, estimated at \$900 billion worldwide.
  - o Taxing these revenues at 6% could inject \$54 billion into journalism.
  - o The IFJ calls for these funds to be managed jointly by representative unions of journalists and media workers and national employers' organisations.
- The IFJ calls on these organisations to use the funds to support as a matter of priority public service media, private, independent media and national and local media not owned by multinationals. These media should demonstrate the financial need for it.
- Any journalism-recovery stimulus should be seeded with the necessary support to revitalise adequately staffed newsrooms able to deliver trustworthy news and

information, and should not be allowed to be used to prop up profit at all costs, hedge fund-driven business models that have failed.

- The IFJ wants these funds to be used as a priority to support independent, co-operative and non-profit media enterprises.
- The IFJ calls on all governments to give priority support to precarious journalists (including freelancers) by creating a social protection fund, a national minimum wage, exempting them from income tax and granting them bank loans at reduced rates.
- The IFJ wants public service media, private media and national and local media to be able to benefit from reduced national taxation provided that :
  - o Social dialogue and trade union rights are respected, in line with relevant ILO Conventions;
  - o Dismissals are prohibited if the company makes a profit;
  - o The annual accounts are public and transparent;
  - o There is diversity and equality between women and men ~~are demanded~~;
  - o Companies that have received funding may not, for a period of five years, engage in mergers and acquisitions or leveraged buy-out activity that would result in job cuts or wage reductions.
- The IFJ calls on companies to reserve seats on their boards for workers' unions ;
- To strengthen the media economy, the IFJ encourages the creation of national media advertising programmes to promote issues of national interest.
- The IFJ recommends that governments reform media ownership rules to allow for greater pluralism of information.
- In line with the EU Whistleblower Directive, the IFJ calls on governments to legislate urgently for the protection of these citizens acting in the public interest.
- The IFJ considers it necessary that independent press distributors, who are involved in the distribution of print media, should be supported by tax exemptions.
- The IFJ calls on governments to strengthen journalists' authors' rights in order to increase their income.
- The IFJ encourages governments to fund free digital subscriptions for the youngest (6-18 years) as part of access to education and information, in line with UNESCO's commitments, and proposes that families with a media subscription get tax credits.



Younes Mjahed  
President

Anthony Bellanger  
General Secretary

- The IFJ calls for media literacy initiatives at national level to combat misinformation and false news.

#### IN CONCLUSION,

- ⇒ The IFJ proposes to the world employers' federations to support this *Global Platform for Quality Journalism* and to ask their national members to implement it.
- ⇒ As an associate member, the IFJ calls for formal support from the United Nations and its agencies (UNESCO, ILO, OHCHR) as well as regional political and economic entities to follow up the *Global Platform for Quality Journalism*:
  - the 47 members of the Council of Europe;
  - the 55 countries of the African Union;
  - the 35 states of the Organization of American States;
  - the 22 countries of the Arab League;
  - the 21 members of the Asia-Pacific Economic Cooperation.

#### The IFJ has received the support of the Global Union Federations



**ITUC/CSI** : International Trade Union Confederation – 200 millions members / **UNI-Global** – 20 millions / **PSI** : Public Services International – 20 millions / **IndustriALL** – 50 millions / **EI** : Education International – 20 millions / **BWI** : Building and Wood Worker’s International – 12 millions / **IUF** : International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations – 12 millions / **TUAC** : The Trade Union Advisory Committee to the Organisation for Economic Co-operation and Development (OECD) – 58 millions / **ITF** : International Transport Workers' Federation – 20 millions.



# GENERAL SECRETARY'S REPORT





## GENERAL INTRODUCTION

*By Anthony Bellanger,  
IFJ General Secretary*

# 2019-2022: BETWEEN LIGHT AND SHADOW

At this 31st World Congress of the International Federation of Journalists (IFJ) in Muscat, Oman, history will record that the world's first and oldest professional federation of journalists is holding its triennial meeting in the Middle East for the first time.

On this occasion, I would like to sincerely thank the Oman Journalists' Association (OJA), especially its President Dr Mohammed Al-Araimi and his close team, for working for many months to host the entire IFJ family, especially after a term (2019-2022) that will forever be etched in the history of our federation.

A term divided between light and shade.

It has been a term marked by an unprecedented global pandemic, COVID-19, which has brought almost every part of our society to a halt in 2020 and 2021, leaving some hope of an exit in 2022.

It was also a term that reminded us of the centrality of the IFJ and its unions to the profession. Despite the difficulties of the last two years, which have come on top of the structural economic problems that the world's media have been facing for several decades; a very large majority of our affiliates have never given up and have always stood up for international solidarity, trade union struggles and social gains. Everything that has been the IFJ's DNA since its creation in 1926.

This term of office will go down in the IFJ's archives as one of the most difficult to live through, but history will also record that our profession was able to withstand the worst difficulties by showing future generations of journalists strength through unity. In any situation.

One only has to look at the last three years to understand this. As with every World Congress, the triennial report is intended for our archives as we prepare for the IFJ Centenary (2026), but above all it is an opportunity to highlight how far we have come and what has been achieved.

In this respect, the very large document containing all the motions voted during the 30th Congress in Tunis (2019) lists in detail the actions undertaken by the IFJ, via its employees at the Brussels headquarters as well as in the three regional offices in Sydney, Buenos Aires and Dakar, but also by its 21 elected members of the Executive Committee, who have experienced an year that was, to say the least, destabilising, with five out of the six meetings held by videoconference. Only the first meeting could be held face-to-face in Tangiers (Morocco), at the invitation of the National Union of Moroccan Press (Syndicat nationale de la presse marocaine - SNPM).

The Administrative Committee, for its part, has fulfilled its role by meeting monthly, running the IFJ on a day-to-day basis and supporting the General Secretariat in its work.

Despite the situation, the 21 members of the Executive Committee including the five elected members of the Administrative Committee have fulfilled their duties and I would like to pay tribute to them all for their unflinching commitment to the IFJ, as they remain volunteer activists, committed to our federation.

As it has been the case for several terms of office, the IFJ's motto remains the same: "For every question, an answer; for every problem, a solution".

## **COVID-19: IFJ FACING THE PANDEMIC**

In the early weeks of 2020, Covid-19 swept through with aggression. Media closed, jobs cut, union activities halted, IFJ unions redoubled their ingenuity to protect their members and safeguard freedom of information where it was threatened, to support their members who had lost their jobs, to negotiate with their governments for special support for journalists.

The IFJ, for its part, has accompanied them in all these steps and in April it published a Global Platform for Quality Journalism, which aimed to provide a compendium of cost-effective solutions from which our affiliates could draw. The Platform was widely welcomed internally, but also externally, with the full support of all Global Union Federations, including the International Trade Union Confederation (ITUC) and UNI-Global, our two special partners. More than 220 million workers supported our document, which was widely shared and inspired many unions in their national negotiations.

Not all the problems have been solved of course - many journalists remain unemployed today and unions have effectively lost members - but the IFJ has been quick to offer a consistent and reality-based response to this urgent global issue.

Also on the subject of COVID-19, the IFJ has published a series of [Tips for Media Professionals](#), several studies on [the working conditions of journalists during the pandemic](#), including one on [gender inequality in the media](#) and another on [the difficulties faced by women journalists during Covid-19](#).

"For every question there is an answer; for every problem there is a solution," we said. The proof in a few lines: between 2018 and 2020, the IFJ has, as never before in its long history, published global founding texts, which serve as the basis for our unions' work today:

- 2018: the [Convention on the Protection and Safety of Journalists and Media Workers](#), which is an IFJ response to the scourge of impunity, a real gangrene in the profession. A special session on the Convention and impunity is on the agenda of our 31st Congress.
- 2019: the [Global Ethics Charter for Journalists](#), which was unanimously adopted at the Tunis Congress and is now the authoritative text in many countries where there is no text. Three years after its adoption, Congress delegates will be asked about the document and the use they have made of it.
- 2020: the [IFJ Sexual Harassment Policy](#) which is an internal response to all assaults on IFJ affiliates and staff. This is now highlighted before every IFJ meeting and will of course be read out in Oman at the opening of our Congress.
- 2020: The [White Paper on Global Journalism](#) was published at the same time as the 30th Killed and Prisoners' List 2020. It is also a reference document that sets out IFJ studies on freedom of expression, working conditions, youth and gender equality.

## **PEGASUS: THE REALITY OF CYBER SURVEILLANCE**

The international consortium of 17 media outlets, Forbidden Stories, uncovered in July 2021 what will go down as one of the worst assaults on press freedom: Pegasus.

The Pegasus spyware, created and sold by the Israeli company NSO, has been used for several years to systematically monitor journalists and civil society activists via their smartphones, without them being aware of it. No less than a dozen governments around the world have bought this software to monitor more than 50,000 colleagues (at least).

This system is formidable: no link to click, the attack is totally invisible. Once installed, Pegasus gives full access to the phone, including encrypted messaging, and can even remotely activate the device's microphone and camera.

The consequences for journalism are disastrous: press freedom is trampled; protection of sources is violated; and journalists are in real danger and at the mercy of less scrupulous governments.

Since 2021, the IFJ has continued its work through its Global Expert Group on Surveillance<sup>1</sup>, in close cooperation with the Office of the UN High Commissioner for Human Rights, which has received a detailed report of the IFJ's concrete actions to ban the marketing of this type of software, prevent these outrageous practices and support investigative journalism.

1 The Global Expert Group on Surveillance is chaired by Tim Dawson (NUJ-UK/Ireland).

Cyber surveillance will be on the agenda of our Congress in Oman, with a roundtable discussion with unions involved nationally in the fight against Pegasus.

## **AFGHANISTAN : SOLIDARITY IN ACTION**

The fall of Kabul (Afghanistan) on 15th August 2021 was the start of a waking nightmare for hundreds of Afghan journalists who were forced to flee the Taliban regime. "The light of information must not be extinguished on Afghanistan," we wrote in a Column published in October 2021 in six international press titles. And we added this quote from Albert Camus, the French writer and journalist, in a message sent to Hungarian writers in exile in 1957: "Totalitarian regimes have no better allies than weariness and oblivion. Our watchwords are therefore obvious: memory and obstinacy."

Since then, the light of information has almost been extinguished in Afghanistan, despite the hard work on the ground of our affiliates, AIJA (Afghan Independent Journalists' Association) and ANJU (Afghanistan's National Journalists Union), who have been tireless in defending the interests of our sisters and brothers in the country.

The IFJ immediately set up an internal working group<sup>2</sup> to respond to the urgent needs of the journalists and their families: logistical support (renting accommodation in Pakistan, visas, etc.), financial support (purchase of plane tickets, hotel nights, clothing, health equipment, etc.) and diplomatic support with countries ready to receive refugees (Pakistan, France, Qatar, Macedonia, Canada, Australia, the United States, the United Kingdom, Italy, Greece, etc.).

Since August 2021, the IFJ has therefore continued to provide direct assistance, but also coordinates evacuations with a handful of national unions.

Our affiliates in all these countries reminded us of what international solidarity is all about by mobilising their members, most of whom are volunteers, to ensure they provided practical support and collected donations for the Safety Fund. Around €100,000 was collected - many thanks to the hundreds of people who sent donations! - and then transferred to the field.

This is the worst humanitarian crisis the IFJ has had to coordinate since the Second World War.

A special session in Muscat will be devoted to journalists under threat in Afghanistan, but also in Ukraine (see below) and Yemen, where four journalists are still on death row at the time of writing.

## **UKRAINE: JOURNALISTS ON THE FRONT LINE**

On 24th February 2022, war broke out on the European continent. Vladimir Putin's Russia entered Ukrainian territory, violating all the basic principles of international law.

Once again, it is the civilian population that is paying the heaviest price, and journalists are no exception.

From the first days of the war, the IFJ and its European group, the EFJ, set up an action group in Brussels to respond to the demands of our Ukrainian affiliates, the National Union of Journalists of Ukraine (NUJU) and the Independent Media Trade Union of Ukraine (IMTUU).

Unlike the crisis in Afghanistan, the IFJ does not (yet) have to deal with evacuations of journalists as men under the age of 60 are not allowed to leave the country. A few women journalists have found refuge in neighbouring countries in the west, but the majority have decided to stay behind with their families.

On the other hand, thanks to a new donation campaign for the International Safety Fund, the IFJ received more than €200,000, including more than €100,000 from UNESCO, and transferred it to Ukraine in the form of 120 bullet-proof waistcoats, 120 helmets, medical kits for the injured, computer and telephone equipment, etc. In April, our unions started to open centres in the west of the country for journalists. Here too, donations from the Safety Fund made it possible to set up these emergency projects.

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2 This IFJ internal group, led by Jeremy Dear, IFJ Deputy General Secretary, is composed of three members of the Administrative Committee: Jim Boumelha, Honorary Treasurer; Sabina Inderjit and Timur Shaffir, IFJ Vice-Presidents; plus representatives of our two affiliates in Afghanistan.

In addition to the huge donations received, it is worth noting that unions have mobilised for their colleagues, particularly in neighbouring countries (Greece, Poland, etc.).

At the beginning of April, the IFJ also started to receive specific requests for assistance from Russian journalists based in Turkey who want to join the European Schengen area. The IFJ and EFJ have made an official request to the 26 EU Member States to facilitate visas for journalists holding an International Press Card.

## **IFJ STAFF**

If all these activities have been possible around the world, apart from the work of our unions themselves of course, it is also thanks to the commitment of IFJ staff, at the Brussels headquarters, but also in the three regional offices in Sydney, Buenos Aires and Dakar (see IFJ staff list in appendix).

Since the Tunis Congress (2019) the number of staff has fallen from 13 to 10 in Brussels which was a consequence of the decline in activity in the projects division. With fewer projects the IFJ leadership has had no choice but to reorganise its day-to-day work to keep the finances viable - for the past 5 years the IFJ has had a positive balance sheet (see details in the Honorary Treasurer's report) - without lowering its level of commitment to affiliates. This introduction and the detailed reports that follow are an excellent illustration of this.

The projects have therefore been taken over by Jeremy Dear, Deputy General Secretary, who has taken full control of this important dossier, which represents between 20 and 30% of our income depending on the year. The precision and quality of his work has enabled IFJ to continue its activities with its historical donors - UtoU (Sweden), Norway, Friedrich Ebert Foundation (Germany), the European Commission - and to maintain confidence, while responding to new calls for tender. His report, later in this document, gives full details of what the projects have been between 2019 and 2022, but also addresses the question of the future of these funding sources which are drying up year on year.

The two years of COVID-19 crisis did not help, but with its dedicated team in Brussels and in the regions, he was finally able to continue many activities with our regions from a distance, enabling our unions around the world to continue training their members.

In Brussels and in the three regional offices, IFJ staff have been busy and the compulsory, then partial, then compulsory again and now flexible (3 days at IFJ, two days at home) teleworking has required a great deal of flexibility on their part both professionally and personally as many of them have had to juggle the urgency of their work at the IFJ with their family responsibilities.

All of them have been involved in numerous videoconferences and dozens of online meetings to reaffirm the IFJ's presence on the ground with and for our members.

Again, this was a first for the IFJ and as General Secretary I must acknowledge the commitment of all of you for all of our affiliates. The IFJ is not chosen as an employer by chance and the work of the staff is also a commitment.

Similarly, with the crises that have affected our member organisations over the years, IFJ staff have contributed in their own way to the financial efforts to keep our organisation competitive and viable. The positive results of the last five years and the good day-to-day management of the IFJ have enabled us, together with the Honorary Treasurer - who works as hard as an employee to maintain our high standards - to increase the working hours of the Brussels staff from 90% to 93% on 1st January 2022.

All of them, without exception, are concerned to use the money from our members' fees - representing between 70 and 80% of our income - well because they know that the IFJ's independence, both financial and political, is our only means of action.

In a world dominated by social inequality and the power of money, it is both an honour and a great responsibility for all employees to serve our soon-to-be century-old international federation.

## TOWARDS THE IFJ CENTENARY

The IFJ's 100th anniversary is coming up...

Founded in Paris in 1926 on the initiative of the French Journalists' Union, the IFJ has four years to prepare its first centenary. What will it be? Where will it take place?

The elected members of the next Executive Committee will have to evaluate the best bid to organise this unique event.

At the level of the IFJ General Secretariat, in partnership with the director of the School of Journalism at the Free University of Brussels (ULB), Florence Le Cam, we have started working on a publication in three languages that will look back on 100 years of journalism and trade unionism. We do not intend to write a book on the history of the IFJ, but rather to highlight the struggles of journalists, their victories, but also their difficulties in the wider context of the profession.

We will invite contributions from IFJ activists of course, but also from researchers, historians and sociologists, who will shed original light on what the IFJ has been and what it is in 2026, when it has become the world's leading professional organisation of journalists. All ideas and contributions are welcome.

**Brussels. 14th April 2022.**



**WE GET YOU  
COVERED  
TO TELL YOUR  
STORY**





# IFJ REGIONAL REPORTS

## AFRICA

Over the past three years, the IFJ Africa Office has conducted numerous activities under the Union To Union (UTU) Project on “Organising in the Digital Media, Trade Union Reform and Youth Recruitment and Climate Change Reporting” across the continent. In addition to this, during the turbulent days of the Corona pandemic in 2020, the IFJ Africa Office in collaboration with the Federation of African Journalists (FAJ) also conducted numerous webinars, while at the same time re-engaging UNESCO in numerous activities most especially in the organisation of world press freedom day in 2019 and the organisation of the International Day for Universal Access to Information (IDUAI). The IFJ Africa also in collaboration with the Norwegian Union of Journalists (NO) conducted a continental Conference on Gender Equality and Safety in Dakar in 2019 as well as a regional workshop for Lusophone and Central African countries in 2021. At the country level at least thirty- five workshops on Gender Equality were conducted in at least twenty five countries between 2019 and 2021.

### 1. Organising in the Digital Media, Trade Union Reform and Youth Recruitment

Between 2019 and 2021 the IFJ African Office conducted 7 in-country activities on Digital Organising, Trade Union Reform and Youth Recruitment seminars, namely in Ivory Coast, Togo, Cameroon, Senegal, Burkina Faso, Chad and Tanzania. These seminars on Digital organising brought together at least 140 participants mostly under the age of 35 as well as executive members of the union to deliberate about the working conditions of young journalists who work online, trade union reforms and developing campaign strategies for youth recruitment into the unions and associations.

However, in 2020, due to the COVID 19 restrictions we could not conduct any physical activity. Thus, two Youth Working Group Webinars were conducted for Anglophone and Francophone countries, bringing together 23 participants from The Gambia, Sierra Leone, Liberia, Ghana, Uganda, Botswana, Kenya, Senegal, Ivory Coast, Guinea Conakry, Congo Brazzaville, Democratic Republic of Congo, Cameroon, Mali, Togo and Burkina Faso to deliberate on the working conditions of young journalists online and developing recruitment strategies for the unions and associations.

These seminars have created a very positive impact in most of the unions that we have engaged as we have seen during the course of the seminars young journalists who came forth to join the union and even committed themselves to help the union to recruit their peers, most especially those who work online. In the same vein it has also given the unions and associations a unique opportunity to reach out to young journalists in the digital sector and to talk to them about the union and the benefits of joining the union. As have been expected in most of these seminars, young journalists emphasised that initially they did not know about the union or expressed that they initially believed that the union cannot do anything for them but after attending the seminars some of them now have a different perspective of the union and are willing to join the union and also help the union in the recruitment of their peers.

#### (1a) Youth Working Group Workshops on Digital Organising

In addition to the Webinars for the Youth Working Group conducted in 2020, we were also able to conduct two in- country activities for young journalists under the age of 35, in Guinea Conakry and Rwanda 2021. The aim of these Youth Working Group Workshops on Digital Organising was to identify young journalists who will serve as “ambassadors for their unions and associations” in working with them to help in developing specific programmes for young journalists (where they do not exist) and help the union to recruit young journalists. Furthermore the Youth Working Group workshops was also meant to create a sense of belonging in young journalists in the unions and associations and to ensure that they are given a place in the decision making body or executive committees of the unions.

Forty young journalists and executive members of *L'Association Journalistes Guineain* (AJG) and the Rwanda Journalists Association (RJA) attended the workshops.

#### (1b) Strategic Union Building Workshop

*Le Syndicat Nationale des Journalistes du Cameroun* (SNJC) and the Federation of African Journalists (FAJ) in collaboration with the International Federation of Journalists (IFJ) under the UTU Project 2019 held a two- day Strategic Union Building and Youth Working Group Workshop from 11 – 12 November, in Douala, Cameroon. The workshop brought together 14 young journalists under the age of 35 from Congo Brazzaville, the Democratic Republic of Congo, Chad, Togo and Cameroon as well as the FAJ President,

representatives of the CJTU executive and IFJ representative to deliberate about the working conditions of young journalists and to develop recruitment and campaigns strategies that will enable these unions to recruit young journalists working online. The workshop was also aimed at designing youth programmes for young journalists in the unions as well creating a conducive environment for young journalists to be involve in the decision making bodies of the unions.

In 2020, after various consultations with the IFJ Deputy General Secretary and the IFJ Honorable Treasurer, the IFJ Africa Office held a webinar with the members of the Steering Committee of the Namibia Media Professionals' Union (NAMPU) to deliberate on issues concerning trade unionism and trade union development as well as the work of the IFJ and to help review the draft constitution of the NAMPU. NAMPU has now been registered as a trade union in Namibia and became a member of the IFJ in November 2020.

As a follow-up to the developments of NAMPU as an affiliate of the IFJ, a Strategic Union Building workshop was organised in Windhoek in November 2021, under the UTU Project. The Strategic Union Building Workshop in Namibia was aimed at building the capacity of the members of NAMPU on trade union development, basically on freedom of association and the right to organise, trade union leadership and management as well as enhancing their capacity on how to organize campaigns for recruitments. The workshop brought together 18 journalists from the public and private media, members of media organisations as well trade union and labour rights experts.

### **(1c) Climate Change Reporting Workshop**

The Climate change reporting workshops under the UTU Project has continued to attract a huge demand amongst the IFJ affiliates in the continent. During the course of the period under review, the IFJ Africa Office conducted 7 training workshops on climate change reporting in Ghana and Congo Brazzaville, (2019) The Gambia, Guinea Conakry, (Webinars 2020) Senegal, Cape Verde and Guinea Bissau (2021). The aim of the workshops was to enhance the capacities of journalists to report more effectively on climate change.

The workshop in Congo Brazzaville brought together 28 journalists from the national television, radio, community radios and the print media including the executive members of FESTRAC to build their capacities in reporting more effectively on climate change. Likewise in Ghana, 25 journalists from the print media, radio, television, and online media were trained to report more effectively on climate change. In all 53 journalists were trained in these two activities.

Similarly, 42 journalists from the public and private media, namely, the print media, radio television, community radios and online media in Guinea Conakry and The Gambia attended the Climate Change Reporting Webinars in 2020. The two- day webinars dilated on critical climate change themes namely, climate change policies and conventions, effects of greenhouse gases and global warming, reporting on specific aspects of climate change, seven tips that journalists need to know to report on climate change and the gender dimension of climate change.

In 2021, three climate change reporting workshops were held in Guinea Bissau, Cape Verde and Senegal. The workshops brought together 64 journalists who were all trained in climate reporting. Despite the fact that almost every country has a unique problem with regards to climate change, one interesting development that had occurred over the past three years is that we are beginning to see more interest from journalists working with the community radio stations demanding to be part of the training. Since our workshop in Sierra Leone in 2018 we have also realised that reporters from the community radio stations most of whom live in the hinterland, bring a new dimension to the deliberations most especially with issues concerning adaptation and mitigation as they are often the most severely hit by the effects of climate change.

In all 159 journalists in seven countries were trained on climate change reporting under the UTU Project from 2019 – 2021. Two research on “**How the Media Reports on Climate Change**” were also conducted in The Gambia and Ghana.

## **2. Gender Equality and Safety Workshops**

The IFJ African Office in collaboration with the Norwegian Journalists Union (NO) organised a continental conference on “Gender Equality in the Media and Safety” in Dakar from 17 – 19 October, 2019 to deliberate on issues concerning gender equality in the unions and association, challenges facing female journalists in the newsrooms and the safety of female journalists. The continental conference brought together 50 participants from 18 countries including participants from Morocco, Tunisia and Algeria, who were participating in these training series for the first time. The main objective of the workshop was to train journalists, who will in turn return to their countries and train journalists at the national level. So far such training programmes have been conducted in at least 25 countries in Africa. Countries like Nigeria, Tanzania, Uganda, Ivory Coast, Ghana, Togo, and Kenya have conducted more than three activities since 2019.

In 2021, a Workshop on Gender Equality and Safety was conducted for the Lusophone countries and some countries from Central Africa, who could not attend the continental conference in 2019. The 2021 Dakar workshop brought two participants each from Cape Verde, Guinea Bissau, Burundi, Rwanda,

Cameroon, Democratic Republic of Congo and Congo Brazzaville.

So far more than 68 journalists have attended the Training of Trainers programme in Dakar, while at least more than 300 female journalists have benefitted from the training programmes at the local level.

### 3. Federation of African Journalists (FAJ)

The Federation of African journalists (FAJ) the African Regional Association of the IFJ has continued to engage its affiliates in promoting and defending freedom of expression, media freedom, right to information, freedom of association and the right to organise. Since 2019, FAJ in collaboration with the IFJ has conducted a number of activities with the affiliates across the continent with regards to these ideals.

- In 2019, a delegation from the Federation of African Journalists (FAJ) led by its President, Ibrahim Alsadig Alrizagi and two Officials of the IFJ attended the World Press Freedom Day Celebrations in Addis Ababa, Ethiopia from 1- 3 May. The IFJ/FAJ delegation hosted a side- event panel discussion on “**Journalism in the Firing Line: Facing the Challenges of Covering Elections in the Digital Age**”, which was very well attended by other delegates at the celebrations. The IFJ representatives at the celebrations also participated in the UNESCO/ AU side meetings on the safety and security of journalists as well as the Donor Conference.
- The Federation of African Journalists (FAJ) on Monday, 15 June, 2020 launched the results of its survey on COVID 19 and its impact on the African Media. “**African Journalism in the Eye of the Pandemic Storm**” is the result of a survey conducted among FAJ’s members. Twenty unions and associations participated in the survey representing 57% of the affiliates in Africa. The report showed that African governments’ programmes to respond to the economic impact of the pandemic have had a “negative” impact on the media sector and lacked proper support of media workers. A significant number of the unions and associations that participated in the survey pointed out that the curfew and quarantine measures adopted by the majority of governments in the continent have prevented journalists from doing their jobs, which can only be interpreted as a failure on the side of the governments to understand the realities of the profession.
- The Federation of African Journalists (FAJ) in collaboration with the Norwegian Union of Journalists (NO) held a Webinar on “ **The COVID 19 Crisis: The Role of Journalists’ Trade Unions in Protecting Journalists and Journalism**” on Monday, 1 March 2021. The Webinar brought together representatives of 31 journalists unions and associations across the continent as well as representatives from the African Union Commission (AUC), the International Labour Organisation (ILO) and ITUC- Africa.

The Webinar, while revisiting the FAJ Survey on “The Impact of COVID 19 and the Unions: What Future for Journalism” also deliberated on numerous crucial themes that currently posed huge challenges to the media, namely, COVID19 and media freedom, journalists’ and trade union rights, misinformation and fighting disinformation and enhancing media sustainability in the face of COVID-19..

- The Federation of African Journalists (FAJ ) in collaboration with its Ghanaian affiliate, the Ghana Journalists Association (GJA), held a two- day African Journalism Leadership Conference on “ **Building Stronger Unions to Enhance Journalism and Media Freedom in Africa** ” from 1- 2 June, 2021. The Conference was aimed at brainstorming on the challenges and achievements of African journalism, the precarious working conditions of journalists and the effects of the COVID-19 pandemic on various aspects of the media industry.
- The Federation of African Journalists (FAJ) participated in the World Press Freedom Day celebration in Windhoek, (Windhoek + 30) Namibia from April 29 – 3 May. The FAJ delegation which comprised of Omar Faruk Osman, Ronald Affail Monney, Peter Quaqua and Charmaine Ngatjiheue took part in a number of pre- conference events as well as on the Panel on the “ **Windhoek Declaration and the Safety of Journalists, Past Present and Future**”. Two members of the delegation also participated on the panel “ **The Future of the African Media**”.

### 4. IFJ/FAJ Engagements with UNESCO and the AU

Following a period of strained relations between the Federation of African Journalists (FAJ) and UNESCO successful efforts were made prior to the World Press Freedom Day celebrations in 2019 at both the global

level and regional level to rebuild and strengthen this important relationship. .

Following the normalisation of relations with UNESCO, the Director of the IFJ Africa Office, Pa Louis Thomasi held a meeting with the Head of Communication and Information at the UNESCO Dakar Office with regards to the participation of FAJ and the IFJ Africa Office in the celebrations of World Press Freedom Day 2019 in Addis Ababa Ethiopia.

- The IFJ/ FAJ participated in the in the UNESCO Dakar Webinar for West and Central Africa on the “Impact of COVID 19 on the Media Sector” from 29- 30 July, 2020. The webinar was aimed at identifying possible actions for the promotion and protection of freedom of expression, media freedom and the safety of journalists. Various media organisations in West and Central Africa also attended the webinar.
- The Federation of African Journalists in collaboration with UNESCO, the IFJ and other media organisation in the continent, held a virtual conference on Monday, 28 September, 2020 to mark International Day for Universal Access to Information (IDUAI). FAJ was identified by UNESCO to organise this virtual continental conference.

The virtual conference, “**Right to information in times of crisis: Saving Lives, Building Trust and Bringing Hope**” brought together more than one hundred participants across the African continent and beyond to highlight how constitutional or legal guarantees for public access to information can save lives, build trust and help shape sustainable policies. The conference sessions discussed three major issues: access to information and the COVID 19 crisis in Africa; the gender dimension of access to information in Africa and the inequality gaps; and challenges in covering COVID 19 and policy guarantees for access to information implementation in time of crisis.

These topics were tackled by a wide range of panellists from various media organisations in the continent including, Article 19, Access Now, African Women in the Media (AWIM), the Ethiopian Media Council, The African Editors Forum (TAEF), IFJ, FAJ and UNESCO.

Panellist and participants emphasised that African governments must go beyond simply putting in place access to information laws but also ensure its effective implementation based on the principles of transparency, accountability and participation.

- The International Federation of Journalists and Federation of African Journalists joined the leaders of the African Union, UNESCO and editors across the continent and media freedom campaigners to launch the Digital Platform on the Safety of Journalists in Africa to protect and promote the safety of journalists in Africa on 29 January 2021.

The IFJ and FAJ worked with the UNESCO Addis Office, The African Editors Forum (TAEF), AU Africa Peer Review Mechanism (APRM) and Article 19 to create the Digital Platform on the Safety of Journalists in Africa. The aim of this platform is to improve the protection of journalists, address threats and violence, create early warning mechanisms and improve the response from African states in protecting journalists and media freedom.

The initiative is supported through a multi-stakeholder partnership by AU bodies, journalists unions, media networks, CSOs and UNESCO. This digital platform is critical in creating a rapid and real time response system by the African Union Member States, with a view to ending the rampant impunity in the harassment, arbitrary arrests, assault and killing of journalists in Africa. The Platform is designed to address at the continental level, sub regional and nationally, media freedom violations that are increasing at an alarming rate. This is to be achieved through real time monitoring, reporting and follow-up actions to combat impunity on the rampant crimes against journalists on the continent.

## LATINA AMERICA

**2019**

### Activities implemented

#### Union to Union

**National activity El Salvador:** Workshops on data journalism, fake news and real digital security threats. In June, a series of workshops were held in El Salvador on data marketing, digital security threats, "fake news" and their implications for journalism. The aim of the meeting was to raise awareness of the risks of journalism in the face of new technological scenarios and digital threats, and the impact and incidence of disinformation campaigns and fake news in the work of journalism.

**National activity Ecuador:** In November, a national congress was held to reflect on 21st century formats in defence of human rights, frontier journalism and the new economic models of the media in the digital era. Topics such as computer security and the protection of personal data were discussed, always in connection with their labour impacts. FENAPE made a strategic alliance with the University of San Francisco and other organisations that also supported the activity.

**National activity Brazil:** The Federação Nacional dos Jornalistas (FENAJ) was able to carry out a series of activities with young trade unionists belonging to many of the federation's unions, and then synthesise the different issues present in each of the country's regions. It was on the basis of this analysis that it was then able to draw up a strategic plan for a comprehensive reorganisation of national operations.

**National activity Costa Rica:** Development of a manual of legal tools to guide digital and/or self-employed workers on how to demand their rights from employers, with a series of public policy recommendations. This product was able to include a series of legal issues that mainly affected the youth of the National Union of Journalists (SNP), so in addition to an activity in the framework of legal support, it was also an activity led by the union youth of the organisation.

#### Union to Union / Friedrich Ebert Foundation

**Regional activity in Buenos Aires:** Face-to-face seminar "Globalisation, technological change and actors in the labour world in Latin America and the Caribbean". In September, a face-to-face seminar was held in Buenos Aires with the support of the Latin American Faculty of Social Sciences (FLACSO), with the participation of trade union leaders who are members of FEPALC and young people who were elected by their national organisations to be part of the Youth Working Group.

This seminar school is a continuation of the virtual training course that we carried out in 2018 on "Digitalisation and the labour world. A rights perspective for Latin America".

We took advantage of this meeting to organise a meeting with the Asociación de Personal de Plataformas (the first platform workers' union in Latin America) to hear their experience on recruitment strategies used to identify and recruit workers from companies such as RAPPI, GLOVO and UBER, the challenges and conflicts they face and the precarious conditions under which they carry out their daily tasks.

We also met with the Bonaerense Press Union and the workers of the National News Agency TELAM, who are an example of victory in the collective and organised struggle for the defence of jobs; we also coordinated a meeting with the National Commission for Freedom of Expression and Human Rights in the Congress of Argentina, where FEPALC and IFJ presented their support and concern for the situation of public media in the country. Representatives of media and trade union organisations such as SIPREBA and FATPREN also participated in this meeting.

To conclude the presence in Buenos Aires, the FEPALC ExCom meeting was coordinated, where they updated and shared news on the situation of national organisations, country diagnoses and future actions/projects.



**2020**

**Activities implemented**

**Union to Union**

**National activity Paraguay:** Campaign to promote the affiliation of young workers, which is carried out digitally and includes, in addition, an adaptation of its website. At the same time, webinars were held on issues related to young people during the pandemic. Webinars were also held on the situation of women journalists working in the context of the pandemic. A strategic plan was also drawn up with a view to reforming the statute to allow for the representation of certain workers who are currently dispersed in other smaller organisations. Advocacy campaigns were also carried out, and legal support was provided to 2 workers who felt their labour rights had been restricted.

**National activity Peru:** Development of a cycle of webinars called "Young journalists in the labour world", consisting of four meetings on this topic. Virtual campaign on violence against women in the workplace and launch of a radio programme hosted by women journalists. Development of a strategic plan for an organisational reform of the association. Development of an advocacy campaign on social networks on the labour rights of journalists in the uncertain emergency context caused by the pandemic, later reinforced with the development of a manual on labour rights for journalists.

**National activity Mexico:** Cycle of webinars on the themes of trade union youth and gender equality. Development of a strategic plan for an organisational restructuring of the union. Legal coordination for the proposal of at least one collective bargaining agreement of the union that can incorporate the issues of the digital economy in the labour legislation of a company. Development of a compilation booklet on the labour rights of journalists in the country.

**National activity Puerto Rico:** Development of two webinars: one for journalism students to stimulate their affiliation to the union, and another focused on leadership skills for young delegates of the organisation. Research on the gender pay gap in the media. Development of a strategic plan focused on the renewal of the union's senior leadership and the assimilation of new digital technologies. Production of booklets on the different labour rights of journalists. Legal research to take advantage of existing legislation so that the organisation can identify workers infected by Covid-19 and improve union advocacy actions.

**Regional Activities:** Because a face-to-face meeting was impossible due to pandemic restrictions, activities were conducted entirely remotely. Creation of a microsite as an organiser and amplifier of the different productions of the organisations. Development of two webinars: one on the regional impact of telework, and the other on gender gaps in the workplace during the pandemic. Virtual campaign carried out by a consultancy firm of student interns from the Universidad Centroamericana (UCA), present in El Salvador, with the aim of improving the IFJ's institutional image and presence in social networks.

**FEPALC Activities:** Series of Facebook Live events involving interviews with different leaders of the organisations. Development of a virtual campaign with the aim of revitalising FEPALC's regional presence.

**Friedrich Ebert Foundation**

**Training course:** "Globalisation, technological change and actors in the labour world in the current situation. Debates and tools". Given by the Latin American Faculty of Social Sciences (FLACSO). The training revolved around the changes which were occurring in the world of work as a result of the pandemic.

It was proposed to teach a first theoretical block, which includes topics related to globalisation, the future of work, technological change and actors in the labour world in Latin America at the current juncture. A second block, of a practical nature, with the aim of providing tools and introducing students to the use of social networks, considering the importance they are acquiring in current journalistic work, as part of the challenges of digitalisation.

**Research on labour relations:** Research on the labour relations of press and media workers in Latin America and the Caribbean in the new context of the pandemic. The main aspects dealt with were virtual work (telework), trade union action and the role of the State. The main objective was to project strategies

for the post-pandemic, anticipating attempts at labour deregulation by economic groups influencing the different national states.

**Digital campaign:** The aim was to strengthen and/or renew the image of trade unions and associations. To highlight the importance and advantages of organising in this context of health, economic and social crisis. Focused on digital media workers, precarious and/or relocated/offshored workers, the campaign was launched on 30 November together with the Microsite.

**Research by FENAJ:** Study on the tax structure of the main digital platforms established in Brazil, the impact on the advertising market and the level of employment of journalists.

### **Other projects**

2021/2023 – European Instrument for Democracy and Human Rights (EIDHR) and Civil Society Organisations. Reference: EuropeAid/168542/DD/ACT/SV

- Project approved as part of a consortium with organisations from El Salvador (APES, IDHUCA, ACPD and El Faro).

Within the framework of this call of the European Commission (priority 1, lot 1), the action will promote the exercise of the right to freedom of expression and the quality of information and independence of the media. This project seeks to promote the exercise of the right to freedom of expression, the quality of information and the independence of the media in order to strengthen Salvadoran civil society in the promotion, protection and respect for democracy and human rights.

## **2021**

### **Union to Union**

**National activity Dominican Republic:** The National Union of Press Workers (SNTP) held a two-day workshop course called "Labour rights in the context of the digital economy for young press workers". In addition, a consultancy specialised in field surveys was hired and a survey on the situation of free-lance journalists in the digital economy sector was carried out.

**National activity El Salvador:** The Association of Journalists of El Salvador (APES) has developed two virtual campaigns called "I am freelance and I also have rights" and "A leap into the future". The aim was to stimulate and strengthen union organising by clarifying the main labour rights related to digitalisation. In addition, they developed research similar to that described in the case of the Dominican Republic on freelance workers, with the same objectives of affiliation and defence of labour rights.

**National activity Costa Rica:** The National Union of Journalists (SNP) developed a strategic plan for organisational restructuring. Its objectives or vision state that it "supports professionals in the sector in complex, changing contexts and aligned with the digital era". In addition, they held a series of forums to train young journalists to update them on labour rights violations during the pandemic. They also launched a short video campaign to raise awareness of these rights and encourage union membership as a way to fight for them, as well as an online magazine with a summary of labour rights around gender and their relation to the digitalisation of work.

**National activity Brazil:** Regional dissemination of the Global Platform for Quality Journalism / FENAJ proposal for the taxation of large digital platforms and the creation of the Fund for the Support and Promotion of Journalism / Training of women journalists for trade union organisation.

**Regional Activity:** As a face-to-face meeting was again impossible due to the pandemic circumstances, the activity was again cancelled. Instead, the available funds are being used for the production of:

- Two 6-8 minute videos based on interviews, supporting images and testimonials covering a total of eight countries in Latin America.
- Two 30-second videos summarising the first two videos.

The main objective is the public installation of the different national organisations, and of FEPALC at the regional level, as actors present in the scenarios opened up by the pandemic. In this line, it seeks to

reflect the trade union and often community work that our organisations have undertaken in the face of insufficient action by the national states.

The themes chosen for the videos were "*Gender and Youth*" and "*Future of Work*". The aim is that these two documentaries can become an asset for the organisations themselves, for multiple uses by their respective communications teams, first and foremost, but also as a kind of historical archive that can reflect the two unprecedented years of the pandemic. The overall production and coordination of the work, which will combine virtual interviews with image banks and environmental video filming in the countries of origin, will be the responsibility of the Paraguayan production company AtyCom.

In addition, accompanying the re-launch of the Regional Office's website,, (<https://fiplatina.press>) a regional campaign focusing on the impact of large platforms on society in general and workers in particular was launched at the end of October. The campaign was hosted on a landing page, where all the graphic and audiovisual pieces, as well as the information produced by the Regional Office during the course of the year, will be uploaded. The campaign is called "Precarización Digital" and can be found at the following link: <https://fiplatina.press/precarizaciondigital>.

**FEPALC communication:** Migration of the site from Wix to Wordpress (redesign). Advertising and generation of greater traction in social media. Strengthening of the "La voz de los periodistas" segment, incorporating podcasts into the cycle.

### **Friedrich Ebert Foundation**

**Brasil – Digital Profit Tax:** Dissemination of the study on the impact of digital platforms on journalism; Research on the draft bills on digital platforms, social networks and journalism, which are currently before the National Congress; Preparation of a draft bill for the taxation of large platforms and the creation of a fund to promote journalism; Formation of a coalition of entities for this purpose; Approval by the journalists' category of FENAJ's proposal for a bill for the taxation of large digital platforms and the creation of the Fund for the Support and Promotion of Journalism; Presentation of the draft bill to deputies and senators; Advocacy campaign; Presentation of the bill in the Chamber of Deputies.

**Peru - Union Renewal:** Research; Training Modules; Recruitment Campaign; Regional Meetings; Promotion of the Strategic Plan.

### **Other projects**

**EU – El Salvador:** 2021/2023 – European Instrument for Democracy and Human Rights (EIDHR) and Civil Society Organisations. Reference: EuropeAid/168542/DD/ACT/SV

- Project approved as part of a consortium with organisations from El Salvador (APES, IDHUCA, ACPD and El Faro).

Within the framework of this call of the European Commission (priority 1, lot 1), the action will promote the exercise of the right to freedom of expression and the quality of information and independence of the media. This project seeks ***to promote the exercise of the right to freedom of expression, the quality of information and the independence of the media in order to strengthen Salvadoran civil society in the promotion, protection and respect for democracy and human rights.***

In our participation in the project as Regional Office, we have already carried out the following activities:

- Meeting to present and promote the International Convention on the Safety and Independence of Journalists and Media Professionals.
- Presentation report on what was discussed at this meeting in relation to the Salvadoran policy.
- Campaign to promote the International Convention on the Safety and Independence of Journalists and Media Professionals (focus on El Salvador).
- Presentation of a report on the situation in El Salvador to the Media Freedom Coalition.

**Communication - Latin America Regional Office (LARO):** During 2021, the Communication area worked on three main axes: the conversion of the microsite that had been launched on the occasion of the pandemic, the #PrecarizaciónDigital campaign and the strengthening of the Regional Office's social networks.

The microsite was transformed and is now the official website of the Regional Office. It shares the news prepared for the global website and disseminates activities, struggles and demands of the affiliated organisations in our region.

The #PrecarizaciónDigital campaign, which was developed throughout the year, addresses the impact of large internet platforms on data privacy, fake news, workers' rights and democracy. It is published on social media and on a landing page on the Regional Office website.

Regarding social media, we worked hard to maintain a daily rhythm of publications, which resulted in an organic growth of our presence on the different platforms.

## NORTH AMERICA

**The NewsGuild-CWA**  
**February 2022**

### **Organizing**

Since the summer of 2019 The NewsGuild has been growing rapidly. Since July 2019, more than 4,500 workers have joined The NewsGuild across 107 workplaces. This includes workers in places such as Wirecutter, BuzzFeed News, the Miami Herald, the Southern Poverty Law Center, the Dallas Morning News, the Atlantic editorial staff, Insider, Oxford University Press, Politico and many, many more organizations. In the last four years our union has grown by 35%, making it one of the fastest growing unions in the United States. The rapid organizing has created a bargaining capacity challenge, which we are meeting by supporting locals in our union to hire staff. Since January 2020, we've created 12 jobs in several U.S. Guild locals.

### **Legislation**

In December 2020 we won an expansion of the Paycheck Protection Program to help keep journalists on the job at local news outlets across the U.S., saving thousands of jobs. We also successfully fought for and reformed the Local Journalism Sustainability Act, which would provide up to a \$25,000 refundable tax credit for local journalists on staff. The legislation made it into the last version of Build Back Better, before being scuttled in the Senate. We're continuing to support its comeback in some form. Separately, a version of the Australian bill to allow news publishers to negotiate fees from large online platforms like Google and Facebook is making its way through the U.S. Congress. We are not supporting it unless the additional revenue is tied to jobs, which has not yet happened. We testified to Congress in March 2021 and continue to push for reforms to the legislation to make sure it doesn't just go to vulture hedge funds and greedy executives.

### **UNIFOR - Jennifer Moreau**

**Lobbying:** Unifor has been lobbying the Canadian government over the past several years, pushing for tech giants (Google, Facebook etc.) to pay for news. In 2019, the Canadian government announced \$595 million in federal funding for journalism, mostly targeted at newspapers. The relief package covered three initiatives: not-for-profit journalism organizations will be able to accept charitable donations and issue tax receipts; tax credits for digital news subscriptions; and a labour tax credit for qualifying community journalism organizations. (Unifor helped determine the qualifying criteria.) In early 2022, the government introduced a bill to modernize the Broadcasting Act. If passed, it will compel Internet streaming companies (ie: Netflix, Crave Disney+) to support the creating of Canadian content. Unifor is pushing for an amendment to the bill that would ensure that a portion of any new money coming into the system from streamers go into a fund for the creation of local news journalism. Unifor also supports the Digital Sales Tax (DST), with amendments and is currently lobbying the government to ensure that a portion of the tax is used to support local news journalism.

**Alternative ownership model:** In December 2019, an employee-run cooperative in Quebec, which included Unifor members, took ownership of Groupe Capitale Médias (GCM) after the company filed for bankruptcy protection. GCM operates six newspapers and received \$15 million in loans from the provincial government.

**Pandemic impacts:** The 2020 global COVID-19 pandemic accelerated journalism's decline. According to J-Source, Canada has experienced 51 news outlets close, and 2,553 editorial jobs cut either permanently or temporarily during the pandemic. (Source: <https://bit.ly/3kl1C4g>) Unifor lost members in every sector, and teleworking was widespread. We expect some newspapers to move to a digital-only model in the future.

**Afghan evacuation:** Unifor is helping with the evacuation efforts (through Journalists for Human Rights and the IFJ) and has been pushing Canadian politicians for faster action from government. As of Feb. 17, 2022, JHR has helped 153 Afghan people permanently resettle, and 115 of them are in Canada. The focus is now on pushing government to create an emergency visa program for at-risk Afghan media workers.



**Online harassment/hate on the rise:** An extreme right-wing Canadian politician encouraged his supporters to harass journalists, and several were targeted, including Unifor members. This brought the online harassment problem – often sexist and racist in nature – to the forefront, and Unifor union is organizing a long-term action plan in response. We also participated in the roundtable discussions that produced [the Poisoned Well report](#). A recent IPSOS survey of more than 1,000 Canadian media workers found that 72% reported online harassment, and 73% believe the frequency of online harassment has increased over the past two years. Source: [https://www.ipsos.com/sites/default/files/ct/news/documents/2021-11/Online\\_Harm\\_in\\_Journalism-Report-2021-11-09-v1.pdf](https://www.ipsos.com/sites/default/files/ct/news/documents/2021-11/Online_Harm_in_Journalism-Report-2021-11-09-v1.pdf)

We are also conducting our own survey of union members' experiences with harassment.

**Press freedom violations:** Unifor is supporting a new project to track press freedom violations in Canada. It will be modelled after the U.S. press freedom tracker (<https://pressfreedomtracker.us>) but will also track online harassment of journalists. Anecdotally speaking, press freedom violations in Canada are often associated with police either restricting journalists' movements and sometimes detaining them, usually at the scene of a protest or conflict with police.

**Organizing:** Since November 2019, we've organized the National Post newspaper (40 people), Sportsnets broadcast associates (32), CTV (5), CFRB Radio (14).

**Internal updates:** As of November 2021, Randy Kitt is named Unifor's new media director (replacing retiring Howard Law), and Jennifer Moreau is elected the new media council chair.

### **Report from CWA Canada**

Feb. 14, 2022

### **Press Freedom**

J-Source (Ryerson University) has started the Canada Press Freedom Project to monitor press freedom threats and violations in Canada. CWA Canada President Martin O'Hanlon sits on the advisory board.

### **Online Harassment**

CWA Canada is part of a coalition — journalist groups, unions, employers, academics et al — working to come up with a plan to stop online harassment of journalists. A first report has been released: [https://caj.ca/images/downloads/Advocacy/poisoned\\_well.pdf](https://caj.ca/images/downloads/Advocacy/poisoned_well.pdf)

### **Federal Aid for the Media**

- The Canadian government has provided tens of millions of dollars in federal subsidies to media companies over the last two years through a special media aid package and through employer covid relief. This has no doubt saved many jobs and protected some companies from bankruptcy. But some companies are — as we warned — taking advantage of the system to reward their executives and owners. For example, Postmedia, which owns most of Canada's major daily newspapers, increased executive compensation packages, including \$3 million for its CEO. CWA Canada has repeatedly called on the government to put strict limits on executive compensation for companies receiving government aid.
- Last fall, CWA Canada made a submission to the Department of Canadian Heritage on fair revenue sharing between digital platforms and news media. The submission, based on the IFJ's Global Platform for Quality Journalism, calls for a tax on the profits of tech giants such as Facebook and Google to create a fund to support media companies / organizations. However, it appears Canada intends to follow the Australian model with direct negotiations between tech and news organizations.

### **Afghan Rescue**

We are part of a Canadian coalition, led by Journalists for Human Rights, working to get Afghan journalists and their families out of the country. We are also working with IFJ on this. Biggest problem is getting Canadian visas. We are pushing the government to speed the process and prioritize those most at risk. To date, we have gotten 388 out of Afghanistan. Over 150 are now in Canada or other countries, including France, Germany and Australia. Another 38 are cleared for Canada. Just over 200 are in third countries, mainly in Pakistan.

## **NWU Report to IFJ World Congress**

**Freelance Isn't Free:** On February 17, we launched a drive to pass the Freelance isn't Free (FIF) law in NY State. A similar campaign is underway in Los Angeles, CA. The law requires any freelancer who is doing work for \$250 or more (or \$250 over a 4-month period) to have a written contract, payment within 30 days of completion of the contract, and outlaws any retaliation against the freelancer for using the FIF law. A hiring entity that does not pay could end up owing double damages, legal costs, a \$25,000 fine and possible criminal charges. The NYC law, passed in 2017, has already collected more than \$2 million in fees owed to freelancers.

In December, NYC sued L'Officiel for violating the law, seeking \$100,000 for two dozen freelancers, the first time cases have been grouped together against a bad actor. The NYS law would be even stronger than the NYC law.

We are in coalition with the Authors Guild, National Press Photographers Association, American Society of Media Photographers, Graphic Artists Guild, National Association of Science Writers, American Photographic Artists, and more.

**CA Coalition and SB98:** In California, we are working in a coalition that is led by the California News Publishers Association but includes the West Coast TNG-CWA, SPJ-LA, SPJ-Oakland, and others. This coalition worked to pass SB98 last year that prohibits police from ordering journalists to vacate an area when they are covering demonstrations and protests.

During the past two years, working conditions for California journalists have steadily deteriorated as many of our newspaper, television, radio, digital, freelance and student media colleagues covering protests have been arrested, detained, or assaulted by law enforcement while on the job. From May 2020-April 2021, **there were at least 36 incidents** where California police injured, detained, arrested and violated the constitutional rights of clearly identifiable journalists.

**NWU Delegate Assembly:** In October 2021, we held our Triennial Delegate Assembly. We passed resolutions making the Freelance Solidarity Project (FSP) the Digital Media Division of NWU, and supporting a resolution of the Writers Guild of America East calling for the expulsion of all police unions from the labor movement. We also heard a report from our Book Author Division. The FSP reported on the progress of their organizing campaign to raise rates and standards for freelancers and on the Graduated Payment Campaign to get 50% payment upon signing of a freelance contract. Highlights included a talk from Comrade Omar Faruk Osman, the General Secretary of the National Union of Journalists of Somalia, and AFL-CIO President Liz Shuler sent a pre-recorded congratulations on our Direct Union Local Affiliation.

**Submissions to the US Copyright Office:** This past January, we submitted comments to the U.S. Copyright Office and Federal Trade Commission (FTC), urging the FTC to amend antitrust (competition) law, to allow freelancers the right to collective bargaining. We are also in a coalition with the Authors Guild and other creator organizations attempting to win collective bargaining in both the federal and state level. In June 2020, the U.S. Copyright Office adopted an NWU proposal to make registrations cheaper, and easier for online work.

**Collective Bargaining and Other Federal Initiatives:** NWU is an active supporter of the PRO Act, which would increase labor's ability to organize and give the right to collective bargaining to all freelancers. And during the depths of the pandemic, we campaigned with a broad coalition for federal aid to independent contractors and those with mixed incomes (employee and freelance) with the Mixed Earner Unemployment Assistance Act. We are also supporting the Creative Economy Revitalization Act and the Twenty-First Century

Federal Writers Project which would provide grants to creative workers who lost work and income due to the pandemic.

Also, after the fall of Afghanistan to the Taliban, NWU joined four other unions in pressing the Biden Administration to safely evacuate and resettle any Afghanis and their families who worked for US media companies over the past twenty years.

NWU is also a part of the #DisneyMustPay Joint Task Force which is led by Science Fiction and Fantasy Writers of America (SFWA) and includes Author's Guild, Horror Writers Association, Novelists,

**Inc., Romance Writers of America**, and **Sisters in Crime** to identify and guide authors who might be owed money by the Disney Corp.

In April; 2021. NWU entered into a service agreement with the Graphic Communications Conference of the 1.5 million-member International Brotherhood of Teamsters, which is coming up for review this spring.

### **Authors Guild Advocacy Report for 2020--2021**

#### **Legislative Initiatives**

##### **Pandemic Relief**

Like most organizations, the AG's advocacy work took a major shift as a result of the COVID-19 pandemic. The AG successfully lobbied Congress and the Department of Labor to amend the Pandemic Unemployment Assistance ("PUA") program to allow freelancer writers who work from home to obtain relief if their work had dried up due to the pandemic. The AG also lobbied alongside a coalition to make mixed-income earners (people who receive income from both traditional employment and independent sources) eligible to receive full PUA benefits.

##### **Small Claims Court**

In addition to its pandemic relief efforts, the AG continued to lobby aggressively for the passage of the Copyright Alternative Enforcement (CASE) Act, which was finally enacted on December 27, 2020, as part of an omnibus spending bill. Due to audiobook piracy dramatically increasing in YouTube and other online services via streaming, the AG also lent its support to the Protecting Lawful Streaming Act, which was also enacted as part of the same omnibus bill. This new law creates criminal penalties for pirate streaming organizations whose primary purpose is to disseminate infringing copies with no other commercially significant purpose.

##### **Notice and Takedown Law**

The AG continues to lobby Congress for changes to Section 512 of the Digital Millennium Copyright Act to hold internet service providers more responsible for helping to control piracy on their services beyond the fruitless "whack-a-mole" notice-and-takedown process. The AG is working with creator organizations in music, photography, and other industries to craft a creator-focused legislative solution to the whack-a-mole problem of digital piracy.

##### **Collective Bargaining**

In 2021, the AG formally launched a concerted initiative to enact legislation that would permit freelance writers and other creators to collectively bargain. US law treats all freelancers as independent contractors, and the antitrust law prevents them from working together in any manner to negotiate terms with those who employ them. Even a boycott or suggested minimum fees could be deemed an antitrust violation when engaged in by freelance workers – as compared to regular employees who have full collective bargaining rights. The Authors Guild is leading a coalition of creator organizations to lobby for amendments to the law to permit such collective bargaining.

##### **Copyright laws and Lawsuits to Address Piracy**

The Authors Guild has been actively involved in several legislative drafting initiatives to update the notice and takedown statute and to facilitate enforcement against piracy on the internet. In addition, we coordinated bringing a lawsuit against the Ukraine-based piracy site Kiss Library with Amazon Publishing, Penguin Random House and twelve AG members. The plaintiffs were awarded injunctive relief against the site, as well as millions in damages (collecting the damages is another matter).

### **Federal Writers Project and Creative Economy Revitalization Act**

The 21 st Century Federal Writers Project (FWP) and the Creative Economy Revitalization Act (CERA) were introduced on May 6, 2021, and August 31, 2021, respectively, with the goal of supporting unemployed and underemployed writers. Under CERA, state and local governments as well as public and private not-for-profit organizations will be eligible to apply for grants from a \$100 million fund to hire creative workers from any field to produce public facing arts projects. The FWP is open to only writers to chronicle and analyze the impact of the pandemic broadly. The AG accelerated its lobbying for these acts in the second half of 2021, meeting with a couple dozen members of Congress and their staff members to drum up support for the two bills.

#### **Campaign Against State Book Bans and Censorship**

In response to state bills banning or proscribing teaching of books on race, racism, gender, sexual identity, and reproductive rights, the AG launched a national write-in campaign in November. It is working with the American Library Association, PEN America, and the National Coalition Against Censorship on programs, initiatives, and advocacy to oppose the growing swell of censorship, and to support the teachers, librarians, and authors who are being targeted through such laws.

### **PRH-S&S Merger**

After over a year of investigations, in November 2021, the US Department of Justice (DOJ) filed an antitrust lawsuit to block the acquisition of Simon & Schuster by Penguin Random House, primarily on the basis of the merger's potential harm to authors. The complaint incorporated a number of arguments made in a letter sent to the DOJ by the AG and other writers' organizations in January 2021 - such as that the merger would lead to less competition for authors' manuscripts and therefore, lower author income, as well as the unique role of the book publishing industry in protecting democratic freedoms of speech and expression, which makes anti-monopoly enforcement in this industry of the utmost importance.

## ASIA PACIFIC

### Period in review: 2019-2022

In the face of the Covid-19 pandemic, a rise in the number of oppressive regimes, digital disruption, government controls and mounting violence towards journalists and media workers, the Asia Pacific region has experienced a rapid decline in press freedom. The labour environment remains more complex than ever as media unions attempt to remain strong and adapt in the ever-changing media landscape. The pandemic challenged journalists and media organisations to rapidly digitise, posing new challenges for organising, training, and recruiting. The Asia Pacific is the IFJ's most culturally and linguistically diverse region, with 33 IFJ affiliates and associate members in 24 countries. The IFJ welcomed new 'associate' affiliates from **Cambodia**, the Cambodian Journalists Association (CamboJA), the **Maldives**, the Maldives Journalists Association (MJA), and **Myanmar**, and Myanmar Journalists Network (MJN) and a full member in the Afghan National Journalist Union (ANJU) in **Afghanistan**. Past IFJ member, MJA was resurrected in 2020 after its collapse in 2013. Regional solidarity continued to be supported by the work of regional collectives of IFJ affiliates – the South Asia Media Solidarity Network (SAMSN), the South East Asia Journalist Unions (SEAJU), and the Pacific Media Network (PMN).

Arrests, detentions, misuses of law, threats, harassment, and violence escalated across the region in the congress period, as governments displayed their hostility towards the media, particularly when diverging from authoritarian narratives surrounding the Covid-19 pandemic. It also remains the IFJ's deadliest region in 2019, 2020 and 2021, with IFJ recording killings of 61 journalists and media workers in **Afghanistan** (19), **Bangladesh** (2), **India** (14), **Myanmar** (2), **Pakistan** (15) and the **Philippines** (9) from June 2019 to February 2022. The military coup in Myanmar on February 1, 2021, and the Taliban's capture of Kabul in August 2021, brought in unprecedented setbacks to media worker rights, safety, safeguards on freedom of expression as well as the collapse of independent media. More broadly, desecration of the democratic process, the introduction of internet and media restrictions, and the destruction of independent media has seen press freedom and shrink to lower levels than ever before in the Asia Pacific.

According to the IFJ's Asia Pacific affiliate snapshot, approximately 70% of nations in the region have seen the introduction of new laws to limit journalists' freedoms and ability to operate, including the National Security Law in **Hong Kong**, Penal Code on defamation in **Vanuatu**, new regulations under the Prevention of Terror Act in **Sri Lanka** and the Emergency Ordinance Act in **Malaysia**. Affiliates also reported civil space to be declining in 87% of Asia Pacific nations. **China's** media outreach has also continued to grow on the backdrop of the press freedom landscape in **Hong Kong** now all but decimated. After the National Security Law's implementation in 2020, **Hong Kong's** reputation as a bastion of press freedom in Asia has sharply declined, with an increasing media exodus mirroring a trend towards broader outward emigration that is symptomatic of citizens' loss of faith in their society and its institutions and the collapse of independent media due to threats of legal recriminations under the law and increased pressure from authorities.

IFJ AP affiliate priorities for the period included building/growing membership, government and policy engagement, strengthening revenue and financial stability, and professional development. IFJ surveys show that 30% of AP affiliates now have a gender quota for organisation's executives from 10%-50%. At least 39% of affiliates said their union's membership was growing, 10% said membership was declining, and 51% said membership was stable – which give a note of optimism to the role and relevance of representative organisations and unions amid digital disruption and the economic fallout of the global pandemic. An average of 29% of affiliate's national executive are female, with an average of 21% being aged 30 or under. The National Union of Journalists of the **Philippines** (NUJP) has the highest percentage of female executive members, at 66%. 70% of the Media Association of **Vanuatu** (MAV) are aged under 30. More than 40% of affiliates have dedicated programs to recruit female members and 52% have programs to recruit younger workers. Affiliates have varied numbers of fee-paying members, ranging from 80 to 12,000; one union had no fee-paying members but 271 non-fee-paying members. An average of 34% of media workers are members of an IFJ affiliate. The lowest union density was 0.02% while the highest was 90%. The average journalist's salary also varies greatly across the region, with the lowest in **Sri Lanka, India, Mongolia** and **Macau**, and the highest in **South Korea, Australia** and **Taiwan**, according to responses to the 2021 Asia Pacific affiliate snapshot.

The IFJ AP continues to monitor media rights violations across the region. From June 2019 to February 2022, the IFJ AP issued 851 statements, advocating for journalist rights, condemning violence against journalists and promoting campaigns from affiliate unions, global union federations and press freedom



organisations. The NJ South Asia project is currently also funding the re-design of the South Asia Digital Hub to enhance its role as an active tool for South Asia's media workers, while a new China microsite is being launched in 2022 to showcase the IFJ AP's work on its China Global Strategy and Engagement Project.

### Highlights:

APRO actively worked with affiliates to strengthen their capacity and organising abilities, address new challenges in the digital age, strengthening union leadership, strategy, constitutions and diversity and support their members in the face of challenges posed by the Covid-19 pandemic. In **Afghanistan**, the IFJ distributed funds from the IFJ Safety Fund to its affiliates to provide assistance and support on the ground to journalists most at risk and supported journalists fleeing the country. To address challenges posed by digitalisation, online recruitment initiatives were run by the IJU in **India** and CamboJA in **Cambodia**. In **Indonesia**, AJI awarded small grants for future media union leaders and ran a local training for young journalists, with similar programs for young union leaders held in **Cambodia, Pakistan** and **Sri Lanka**. In the **Philippines**, NUJP conducted a study to improve organising among freelancers, while in **Nepal**, NPU's media research project assessed the circumstances for digital journalists and publishers. APRO has continued to work with the ATJ in **Taiwan** on a program to support labour rights and combat misinformation in the **China** space. The IFJ secured major new project funding partners to support work in the **Maldives, Malaysia, Pakistan** and **China**. In **Malaysia**, the EU-funded project will run for five years while ongoing annual commitments by the British Foreign, Commonwealth and Development Office and the National Endowment for Democracy are providing the opportunity for longer-term strategies for **China**, the **Maldives** and **Pakistan**. The IPDC South Asia project mapped and assessed current media rights violations and reporting practices in **India, Nepal, Sri Lanka** and the **Maldives**, developed an online course on Media Rights Monitoring and published monthly bulletins for South Asia. In the **Pacific**, IFJ affiliates MAV and JAWS, alongside other media associations in **the Solomon Islands** and **Fiji**, held online consultations on the challenges to the media regulatory environment in those spaces and supported pilot programs in each country to support and promote professional journalism with the media and the broader public.

### Working program:

#### Union strengthening and capacity building

From 2019-2021, the IFJ AP UTU program made progress "to strengthen the capacity of Asia Pacific journalist organisations to recruit, organise and campaign for journalists' rights in the new digital economy". The strategy continued to develop out of needs identified with unions and digital media workers to adapt to the digital ecosystem, review organising strategies, support skills development, as well as supporting digital media workers to organise for better working conditions.

**2019:** In September 2019, the IFJ AP hosted its first Regional Organising Bootcamp, in Kuala Lumpur, **Malaysia**, with participants from **Cambodia, Indonesia, Malaysia, Philippines, Sri Lanka** and **Timor Leste**, to strengthen the skills of future organisers and trainers. Follow-up national affiliate-led trainings were held in 2019 and 2020. Tailored support via the IFJ AP small grants program supported professional training and mentoring; and field research on union organising approaches. This included research support to the South East Asia Journalist Union (SEAJU) network for its regional report launched in November 2019.

**2020:** APRO UTU work responded to the impact of the Covid-19 pandemic in its approaches, including a Regional Digital Working Group meeting to elaborate the challenges for unions in the pandemic and possible actions to tackle the issues. In May, a media rights monitoring page for Cambodia – Charting Cambodia's Declining Press Freedom launched and in June, the IFJ AP conducted a regional Covid and Union Strengthening Survey to canvas the experiences, challenges and needs of unions and journalist representative organisations during and after the Covid-19 health crisis. IFJ pilot projects in 2020 were aimed to help journalists' unions to build collectivism by recruiting and organizing among digital workers and/or younger journalists, but also allowed for specific union responses to Covid-19. Pilot projects ran from July through to November in **India, Sri Lanka, Nepal, Pakistan**, the **Philippines**, and **Indonesia**. On September 9, a national **Malaysia** media webinar was held to discuss the findings of the IFJ's report, Challenges and Controls: Impacts of Covid-19 on Media Workers in Malaysia. On October 21, the IFJ hosted a Digital Organising Strategies through Covid-19: Challenges and opportunities for media unions in Asia-Pacific regional leaders meeting.

**2021:** From May to November 2021, the IFJ evaluated the region's affiliates organisational and digital organising capacities to inform the rollout of pilot projects. This comprised the IFJ annual 'affiliate snapshot' survey, two sub-regional meetings and one regional meeting. IFJ pilot projects ran from July

to November in **Indonesia, Cambodia, Philippines, Sri Lanka, India, Pakistan** and **Nepal**. These included trainings for young union leaders in Indonesia, membership structure reform and recruitment in **Cambodia**, research on the digital media environment in **Nepal** and union and digital media worker organising project in **Sri Lanka**.

**2022:** The launch of the 2022 IFJ APRO Affiliate Snapshot survey will again gather baseline data from affiliates and will be followed by a call for IFJ Pilot Project proposals for organising and strengthening media around one or more of the five expected results of the IFJ UTU project in AP.

**Other projects:**

The EU five-year project for **Malaysia's** media commenced in February 2020 with the National Union of Journalists Malaysia (NUJM) in Kuala Lumpur. Despite the impacts of Covid-19 on planned activities, actions in 2020 included an NUJM Institutional Strengthening, stakeholder engagement consultations with media and civil society, a national report and webinar on the impacts of Covid-19 on media workers, a national journalist survey and commissioning of a trust in media report, and three workshops on Legal and Employment Rights. In 2021, ongoing pandemic conditions and controls saw activity limited to mapping and advocacy, with NUJM continuing to upgrade its new website and online membership system.

The IFJ began implementing its new project in **Pakistan** in October 2020, Promoting Labour Rights, Gender Equality and Freedom of Association in Pakistan's Media, with support from the National Endowment for Democracy (NED). Together with the Pakistan Federal Union of Journalists (PFUJ), the project is working to strengthen the capacity of journalists and journalist representative organisations to protect and defend the labour and professional rights of journalists and improve the capacity of women through active participation in media unions and press clubs and support collaborative efforts to improve the situation for women in mainstream, freelance, contract and entrepreneurial media and trained digital organisers and commissioned four digital organising campaign projects in Lahore, Islamabad, Karachi and in regional Pakistan.

In the **Pacific**, the IPDC regional project helped media associations strengthen professional journalism in the Pacific with partnerships with IFJ affiliates in **Vanuatu** and **Western Samoa** – Media Associen blong Vanuatu (MAV), Journalist Association of Western Samoa (JAWS) and media associations in the Solomon Islands and Fiji, Media Association **Solomon Islands** (MASI) and **Fiji** Media Association (FMA). IFJ also supported pilot projects to strengthen professional journalism in the Pacific. From 2021, the IFJ began implementing a new project in the **Maldives** in partnership with the revived Maldives journalists Association (MJA), working to improve the capacity of journalists and their representative organisations to support professional journalism and media rights and strengthen the role of journalists to engage and advocate for media reform in the **Maldives**.

**Gender:**

The IFJ Asia Pacific continues to coordinate and support gender equity and safety work in the region as a priority focus. The South Asia Media Freedom and Solidarity project, supported by Norsk Journalistlag (NJ), is supporting advocacy and campaigning around women's safety and gender issues in the media. The project encourages institutional strengthening to ensure diversity in unions' leadership structures, including gender quotas in leadership positions. At the end of 2020, the South Asia Leaders Meeting, supported by NJ, aimed to bring together young and established leaders post year one of Covid-19 to discuss the gender divide stimulated by Covid-19 and the mobilisation of online media. In Decembre 2021, the IFJ and the Network of Women in Media, **India** (NWMI) launched a joint report, '*In Their Own Words: Afghan Women Journalists Speak*', telling the lived experiences of women journalists struggling for their rights and their professions since the Taliban takeover in August, 2021.

In **Pakistan**, the NED project has a major focus on women in media and included the launch of a Women in Media Network, employment of a gender coordinator and the establishment of a Women's Mentoring Program with four national partners from civil society committed to working with women in media.

The IFJ's 2021 online regional meeting in November 2021 - *FUTURE POWER 2021: Organising media in challenging times* - supported by FES, held specific sessions on gender issues in the region, exploring how building diverse representation, including quotas, constitutional change and strategies to engage women

in media, will power unions for stronger representation. The IFJ's media rights Monitoring Training Module, relaunched as an online module in 2021, outlined the importance of gender equity in newsrooms and when recording violations of media rights, as well as how to address these violations once they occur.

### **IFJ China strategy:**

Since the launch of the IFJ's **China** program, funded by the British Foreign, Commonwealth and Development Office (FCDO) under the Magna Carta Fund, the IFJ has developed a global program to better understand the influence and impact of China on media and media workers. This has included two major global surveys of IFJ affiliates and four reports exploring the expanding nature of China's media influence in virtually every continent. The IFJ is working with local, regional, and international organisations to develop a global coalition working to promote, monitor and report on media freedom in China and East Asia. In January 2019, the project supported a professional and digital ethics workshop in **Hong Kong**. A second stage of the project addressed increasing controls on China's media and its impact and influence on independent media globally. An online resource hub analysing China's media influence was launched in May 2021. In September 2021, the IFJ employed a China Coordinator, based in Taiwan, to monitor media rights abuses in **China, Hong Kong, Macau, and Taiwan**, track violations, draft IFJ statements and bulletins. In 2020 and 2021, the IFJ engaged the Association of Taiwan Journalists (ATJ) for a continuing media rights monitoring project and a strategy to promote collective labour rights and verification journalism in **Taiwan**.

### **Safety - Myanmar and Afghanistan:**

Following the military overthrow of **Myanmar's** democratically elected government on February, the IFJ AP has implemented support grants to journalists via various networks in Myanmar – helping up to 100 journalists. The funding supported safety initiatives and equipment, communication assistance, aid to injured and relocating journalists, transport, and financial assistance to safe houses. After the Taliban's takeover of Afghanistan, the IFJ Asia Pacific office took immediate steps to address requests from journalists and media personnel, increase advocacy efforts and collect and distribute funds to journalists on the ground. Since mid-August 2021, the IFJ Asia Pacific office has received over 2,500 requests for assistance. The IFJ lobbied governments in **Australia, New Zealand, Pakistan, Canada, India, Iran, France, Germany, the United States and the United Kingdom** to accept and increase placements for Afghan journalists and media workers under their respective refugee programs. The IFJ worked with its affiliates, the Afghan Independent Journalists' Association (AIJA) and the **Afghanistan** National Journalists Union (ANJU), to provide emergency support to help journalists take protective measures and seek safety. The IFJ established a special **Afghanistan** Solidarity Fund within the IFJ Safety Fund to channel further support to journalists on the ground, distributed through AIJA and ANJU.

### **Campaigns/Lobbying:**

**Support Maria Ressa – February 2019:** The IFJ and NUJP rallied to support Ressa and condemning her arrest. [IFJ affiliates](#) joined a letter campaign to Philippines' representatives calling for charges to be dropped

**Submission on proposed FOI law (Hong Kong) – March 2019:** IFJ made two submissions with the Hong Kong Law Reform and provided recommendations for the Archives Law and the draft Freedom of Information law.

**Hong Kong Press Freedom:** From June 2019 when protests took over the city, the IFJ monitored violence and issued 17 statements in response to the protests. Media violations are logged here.

**Defend Democracy in Myanmar:** Following Myanmar's military coup on February 1, 2021, the APRO commenced a [Defend Democracy in Myanmar](#) campaign. It recorded 86 journalist arrests, 44 detainments and 44 prosecutions, with only one of the 86 journalists released. The campaign included six blogs and a submission to the Australian government.

**Afghanistan Media Campaign:** Following the Taliban's takeover of Afghanistan in August 2021, the has documented and 700 requests for assistance and found that almost 60% of journalists had experienced direct threats or violence, with 63% without accommodation.

**Postcards from Kashmir Campaign:** The [Postcards From Kashmir: Inside the world's longest communications shutdown](#) began ran from April 5 – April 9, 2020 highlighting the issues for Kashmir's media and included over 10,000 engagements to social media posts and website posts.

**#MYMediaMatters Malaysia Campaign:** The [first visibility action](#) for the EU Malaysia project, comprised 15 interviews with **Malaysia** journalists highlighting the challenges faced by media workers.

**Support for IFJ global campaigns** included teleworking campaign (October), equal pay day (September), Covid-19 campaign (April) and the annual Killed List (December-January)

**2022 Beijing Winter Olympics:** the IFJ campaigned for transparency and media safety in before and during the Beijing Winter Olympics, releasing two China reports to coincide with the games.

## Reports:

- *Underneath the Autocrats: A Report into Impunity, Journalist Safety & Working Condition in South East Asia's Media* – 2019
- *Holding the Line - South East Asia Media Freedom Report* - 2019
- *Trust vs Misinformation: The Collective Push Back* – 2018-2019
- *States of Control: Covid, Cuts and Impunity* – 2019-2020
- *The China Story: Reshaping the World's Media* - 2020
- *Truth in a time of contagion: The viral frontline* – 2020-2021
- *Locked down: Screws tighten on press freedom in Malaysia* - 2021
- *The Covid-19 Story: Unmasking China's Global Strategy* - 2021
- *Chasing Justice Maldives: Study on Impunity for Crimes Against Journalists* – 2021
- *Maldives: Overview of the Environment for Media* – 2021
- *Trust in Media: A Malaysian Perspective* – 2021
- *Decent Work in Pakistani Media: An Assessment of Labour Laws & the Impacts for Media Workers* – 2021
- *Fair Game: The Endangered Media Space for Foreign Correspondents Inside China* – 2022
- *Lights Out: Is this the End of Pres Freedom in Hong Kong* - 2022

## EUROPE

The restrictions related to the covid pandemic did not fundamentally alter the EFJ's capacity to act. While missions abroad have been reduced to a few opportunities, the EFJ team has increased its online lobbying activity tenfold, in order to influence several European initiatives: fight against disinformation on social networks, EU Recommendation "on ensuring the safety of journalists", the European Commission consultation on the scope of application of EU competition rules, [Collective bargaining agreements for self-employed](#), the European Commission Rule of Law Report, the EU Digital Service Act (DSA), upcoming media projects of the Creative Europe programme, the EU Media Freedom Act (MFA), SLAPPs...

In 2021, the EFJ negotiated with the European Trade Union Confederation (ETUC) to allocate significant EU funds (760,000 EUR) to its affiliates as part of the European recovery plan following the pandemic. The EFJ is the only European sectoral trade union federation to have obtained access to these subsidies, which are being distributed to journalists' unions and associations, following a call for proposals.

With the support of affiliates in neighboring countries and external partners (International Media Support, IMS, International Freedom of Expression, IFEX...), the EFJ has increased initiatives to support the Belarusian Association of Journalists (BAJ) and to organise the continuation of BAJ's activities after its liquidation by the dictator Lukashenko's regime.

Project activities remain strong, with a focus on ethical journalism through the Media Councils in the Digital Age project. See [here](#).

Increased monitoring of attacks both at the [Council of Europe Platform on the Protection of Journalism and Safety of Journalists](#) as well as the [Media Freedom Rapid Response](#) (MFRR) have been a much used tracking and advocacy tool.

Finally, the EFJ and IFJ signed a new cooperation contract for two years (2021 and 2022).

### Ukraine-Russia

In recent months, the EFJ has focused on supporting Ukrainian and Russian journalists who are victims of the invasion of Ukraine and of propaganda and censorship. A task force has brought together the IFJ and EFJ Secretariats. The IFJ/EFJ are in daily contact with the presidents of the two Ukrainian unions (NUJU and IMTUU), relocated in Western Ukraine, and with the leadership of the independent Journalists and Media Workers Union (JMWU) in Russia. The IFJ/EFJ sent an exploratory mission to Ukraine in March 2022. The IFJ/EFJ are assisting not only Ukrainian journalists but also hundreds of Russian and Belarusian journalists who are applying for humanitarian visas to reach Europe (many of them being stuck in Istanbul and Tbilisi). In Ukraine, the work from IFJ and EFJ is focused on providing safety equipment and setting up three safety hubs in Western Ukraine (in Lviv, Ivano-Frankivsk and Chernivtsi) via the IFJ International Safety Fund.

### EU Lobbying (Commission, Parliament & Council of Europe)

The EFJ has published official positions and lobbied the European Union authorities on the "Terrorist Content Online Regulation", the European recommendation on the safety of journalists, the fight against disinformation, the "Media Freedom Act", the use of artificial intelligence in the media, the European "Creative Europe" program, the "Digital Service Act", the call to promulgate a European directive punishing abusive legal actions (SLAPP), gender equality in the face of pandemic, the right of workers to disconnect (ETUC) ...

The EFJ focused on the following issues:

**Creative Europe** (budget for media freedom, media literacy, investigative journalism), MFF (Multiannual Financial Framework 2021-2027) and Recovery Plan, see EFJ advocacy [here](#) (at least 7 letters were sent to MEPs from the budget committee, German Presidency & European Commission).



**Disinformation:** the EFJ is part of the so called Sounding Board of the EU Multistakeholder Forum on disinformation online (together with representatives from media, civil society and academia) to strengthen the code of practice on disinformation, see [here](#).

**Collective Bargaining for self-employed- scope of application EU competition rules,** see [here](#). The EFJ and over 20 of its affiliates participated in the EU consultation arguing for the urgent need of covering self-employed or freelancers with collective bargaining rights, which should by no means be prohibited through EU competition law (101).

**Rule of law mechanism** (Hungary and Poland): The EFJ joined a letter to European institutions, see [here](#) and has responded twice to the yearly rule of law report.

**European Democracy Action Plan** (EFJ participated in the EU consultation and monitors the situation including European activities on the issue (country visits, hearings on the rule of law together with press freedom and civil society groups)).

**Digital Service Act** (EFJ participated in the EU consultation and lobbying efforts within the European Parliament).

**SLAPP.** The EFJ joined a wide coalition of journalists', press freedom and environmental organisations (including Greenpeace, PEN International, IPI, RSF...) to influence the European Institutions on the issue of SLAPPs. Tackling abusive lawsuits against journalists and activists is considered as a priority by the European Commission which included the topic in its Work Programme for 2021 and in the EU Democracy Action Plan.

**EU Democracy Action Plan (EDAP).** The EDAP is part of the European Commission's push to improve the resilience of Europe's democracies. The European Commission presented the European Democracy Action Plan in December 2020. The EFJ main points that were included in the response to the European Commission's public consultation are: Strengthening working conditions and safety of journalists and other media professionals, more actions to guarantee media freedom and pluralism; support for independent journalism, guaranteeing self-regulation through media councils and improving the promotion of media literacy initiatives (see [here](#)).

**Digital Service Act (DSA).** The Digital Services Act (DSA) is a legislative proposal by the European Commission submitted to the European Parliament and the European Council on 15 December 2020. The European Federation of Journalists (EFJ) welcomed the proposed EU Digital Service Act as a long overdue and crucial tool to create a safer, fairer and more accountable online environment. But the EFJ regretted that the DSA does not address the excessive power of "Big Tech" over information flows (see [here](#)).

**Media Freedom Act.** A new legislative package on media freedom to include strengthening of independent media regulators and public service media but also ownership transparency and more. There will be a draft in the second half of 2022. This will be a very important legislative act that should allow the Commission to be an actor on media issues. The EFJ is coordinating a group of press freedom and media organisations and media experts to prepare and advocate for a strong meaningful Media Freedom Act.

**Whistleblower directive.** Following the adoption of the directive in 2019, the EFJ published a [transposition guide](#) for journalists with the objective to provide journalists' organisations with information on how the directive may affect their profession and highlights areas where further outreach efforts are needed at the national level. Member States have until December 2021 to transpose the directive into national law. The EFJ is regularly in contact with fellow organisations regarding the transposition of the directive. The EFJ is a member of the Steering Committee in the project "Whistleblowing in European companies: Industrial relations for successful implementation of reporting channels" coordinated by Eurocadres.

**Disinformation.** In April 2021, the EFJ, as a member of the Sounding Board ("SB") of the EU Multistakeholder Forum on disinformation online (together with representatives from media, civil society and academia), joined partner organisations and academics in a statement which putted forward ten confidence building measures for online platforms to deliver verifiable and tangible actions to tackle disinformation online (see [here](#)).

**European Trade Union Confederation (ETUC).** The EFJ General Secretary attended most of the meetings of the ETUC Executive Committee and most of the coordination meetings with the general secretaries of the European Trade Union Federations (the ETUFs: EAEA, EFBWW, EFFAT, EFJ, EPSU, ETF, ETUCE, Eurocop, IndustrialEurope, UNI Europa). In coordination with the EFJ, the ETUC issued statements about the EU directive on the right to disconnect, the repression of journalists in Russia, the attacks on journalists in Bosnia & Herzegovina, and the EU Recommendation on the Safety of Journalists.

## Projects

**Trade Unions for a Fair Recovery.** The EFJ has negotiated with the European Trade Union Confederation (ETUC) to allocate significant EU funds (over 750,000 EUR) to its affiliates as part of the European recovery plan following the pandemic. The EFJ is the only European sectoral trade union federation to have obtained access to these subsidies via the new EU project “Trade Unions for a Fair Recovery”. A total of 15 EFJ affiliates in 11 countries (Spain, Croatia, Germany, Portugal, Slovenia, Estonia, North Macedonia, Serbia, Turkey, Montenegro, France) are involved. In early 2022, the EFJ transferred 248,000 EUR, as a first installment, to the involved affiliates.

**Trust and Quality in Journalism.** The [two-year project](#) was carried out with EFJ members in Belgium, Finland, France, Germany, Spain and Montenegro, as well as social partners European Broadcasting Union (EBU) and the European Newspaper Publishers’ Association (ENPA), to address issues such as disinformation, rights of freelancers, collective bargaining, protection of authors’ rights in the digital age, new skills and training needs for journalists, public service media, audience engagements and new forms of innovative journalism and photojournalists. It also allows exchanges of good practices among members through the [Expert Exchange Programme](#). As part of the project a background document on [Sustainable innovative journalism and new business models](#) was published in July 2021.

**Media Freedom Rapid Response.** For the second year, the EFJ is a partner of the [Media Freedom Rapid Response project](#) (MFRR) with a wide coalition of civil society organisations, research institutes and legal advocates. MFRR helps to mitigate the consequences of the deterioration of media freedom in the EU Member States and Candidate Countries by giving visibility to journalists’ attacks and media freedom violations, as well as providing practical and legal support for journalists. The EFJ, with support of its affiliates, is a key partner in monitoring the violations, organising online advocacy meetings and preparing [online safety and risk assessment training for journalists](#). For the first year, MFRR documented 403 alerts in 29 countries.

**Media Councils in the Digital Age #1.** The EFJ together with eight other organisations completed the first edition of this EU-funded programme which was implemented from October 2019 until December 2020. The consortium led by the EFJ included Press and Media Councils from Austria, Belgium (Flanders and Wallonia-Brussels), Finland, Germany and Ireland together with two universities (ULB in Belgium and Blanquerna in Spain) with the support of UNESCO. The consortium launched the website [presscouncils.eu](#) along with an exchange platform and a social media campaign. More info on [www.presscouncils.eu](#).

**Media Councils in the Digital Age #2.** The EFJ together with seven other organisations implemented the second edition of this EU-funded programme in 2021. The consortium is led by the EFJ and includes Press and Media Councils from Austria, Belgium (Flanders and Wallonia-Brussels), Finland and Germany together with two universities (ULB in Belgium and Blanquerna in Spain) with the support of UNESCO. In August 2021, the consortium applied for the third edition of the project to be implemented in 2022.

**EFJ-ETUI trainings/co-operations.** The EFJ concluded a three-year cooperation with the European Trade Union Institute (ETUI) to carry out training programmes for its membership.

In 2021, EFJ and ETUI held a six-week training course online for union workers on the topic of “Organising and recruiting in challenging times”. The training sessions were guided by the ETUI trainers, taking into consideration the challenges posed by the pandemic and the digital transformation in the media and union movement. An online manual was published: <https://europeanjournalists.org/blog/2021/07/25/etui-efj-training-organising-and-recruiting-in-challenging-times/>. [A second training will focus on collective bargaining and negotiations.](#)

**Building trust in media in South East Europe and Turkey.** For the fifth consecutive year, UNESCO partners with the EFJ to work in the Western Balkans region (as well as Turkey) in the field of labour rights.

In 2020 and 2021, the regional workshop was replaced by a series of online webinars (including LAREG meetings and specific trainings) to discuss with LAREG members the roles and actions of journalists' organisations in times of COVID-19 (and the way forward) and to gain skills specifically on campaign and communications strategies.

**Illiberal Turn.** The EFJ is one of the core partner organisations of the “Illiberal Turn” project developed by the University of Loughborough (UK) in order to analyse news consumption and political polarization in Central and Eastern Europe (<https://www.illiberal-turn.eu/>). The outcomes of the project were presented during the AM in Zagreb.

**Caucasus/Belarus/Ukraine safety project.** In May 2021, the Norwegian Union of Journalists (NJ) agreed to award a grant of EUR 44,000 for the year 2021 to the EFJ for implementation of a safety/digital safety project in the Caucasus (Georgia, Azerbaijan, Armenia), Ukraine and Belarus. Planned activities: one Online Risk Assessment Training of Trainers; two Online Video Modules; five National Trainings (Armenia, Azerbaijan, Belarus, Georgia, Ukraine) – 50 journalists to be trained; a Media freedom Campaign in Ukraine, a Solidarity and Safety campaign in Belarus.

**Nouvelles Perspectives** (AMIF). The EFJ is in charge of the journalistic component of the “Nouvelles Perspectives” project, launched by COSPE (Italy) in February 2021, in partnership with Carta Di Roma, Village Pilote and G2 Senegal Valdera APS. The EFJ's activities consist of organising training and exchanges between European and Senegalese journalists.

**Safety4Journalists.** The EFJ launched a [European survey on journalists' safety](#) on 3 May 2021, as part of a project co-funded by the European Commission. The EFJ will develop an online risk assessment platform, a free tool for journalists to conduct their own risk assessment when conducting assignments. A series of online modules containing security expert advices and practical tips on common security challenges (i.e. covering protests, investigative journalism, sexual harassment, digital security, mental health) will be offered to journalists. The project involves five national journalists' unions and associations in Croatia (TUCJ), Germany (DJV), France (SNJ-CGT), the Netherlands (NVJ), and Sweden (SJF) and their respective national employers organisations.

## Safety

Increased monitoring of attacks both at the [Council of Europe Platform on the Protection of Journalism and Safety of Journalists](#) as well as the [Media Freedom Rapid Response](#) (MFRR) have been a much used tracking and advocacy tool.

Between January 2019 and December 2021, the IFJ/EFJ posted **419 alerts** on the CoE Platform for the Protection of Journalism and the Safety of Journalists.

> All the EFJ activities are available here : <http://europeanjournalists.org/>

## **ARAB WORLD AND THE MIDDLE EAST (AWME)**

It is very hard to report in detail on three years of work, meetings, and events in AWME in the available space for this report. The region continued to be at the centre of global attention with its conflicts and geopolitical challenges, where journalists' unions, their members and the media are facing some of the biggest challenges they had to face ever. This report presents just the main highlights and the major events organised by the IFJ during this period. Although the IFJ work in the AWME covered a wide range of issues during this period, this report is organised under three main themes: Trade union development and union building, journalists safety and press freedom and media reform.

### **TRADE UNION DEVELOPMENT AND UNION BUILDING**

During the second half of 2019, the IFJ worked with affiliates in Palestine and Lebanon to review the situation of journalists working in digital media, the regulatory obstacles in organizing them and how the unions can combat fragile working conditions in the sector. It had become clear by then, how the regulation of journalist unions through national laws is undermining the ability of the unions to change, adapt and organize themselves independently from political interference. The case of the journalist union in Lebanon is a stark example. Its request to amend the law to allow it to organize journalists working in digital sector has been held by the government for over two years, mostly for political reasons. The inability of journalists' unions to legally organize digital media journalists has a very negative impact on the working conditions of the journalists. A very fragile working environment is being established in most countries, triggering a race to the bottom in the standards of working conditions across the sector.

During the same period, the IFJ focused its attention on the situation of journalists and the media in Algeria. It made several attempts to visit Algeria in the summer and fall of 2019 but members of the delegation were not granted visas. In January 2020, the IFJ invited a small number of journalists and union activists to Brussels for a consultation on the challenges facing journalists and media. The participants presented several union building initiatives as well as a government led initiative to reform the media in Algeria.

In early 2020, the Yemen Journalists' Syndicate (YJS) was struggling to maintain its structure and to be able to work across the heavily divided country riddled with civil wars. The YJS board members who are scattered across the country and in the diaspora didn't meet physically since the start of the conflict in 2015. The IFJ helped the YJS to organize a meeting for some of its board members still living in Yemen and heads of the branches in December. The meeting aimed to help the YJS to address the accumulated challenges facing the union.

While the IFJ planned in 2020 to focus on supporting unions to strengthen working conditions for digital media journalists, especially the young, all changed with the Covid 19 pandemic.

During the first half of 2020, most countries in the region were suffering from the relentless waves of the COVID-19 pandemic. While people were more drawn to journalism and news reports covering the pandemic and its consequences on people's lives and livelihoods, this support has not been converted into increased public support to protect and sustain the media. The private sector media have been particularly vulnerable to the devastating financial impact on the sector, as most of the advertising market dried up and financial support from governments to the media sector is in short supply.

The COVID-19 crisis hit the media sector in the region at the worst possible moment. The financial crisis facing global media has been escalating in the region during the last few years. Most private sector media were barely surviving, some of them with large, accumulated debt. In several countries an advanced dialogue between the media, the unions and governments on rescue packages and funding schemes to support the sector came to a halt due to the pandemic. In most countries across the region, there are news of media shutdowns. Many more media organizations are facing an uncertain future, especially in the press sector. Even long-established national titles, some of them state-funded, are now facing an uncertain future. Under pressure from unions and governments, some publishers and media owners are refraining from cutting jobs, but there was no doubt that without public funding schemes, thousands of journalists are at risk of losing their jobs in the following months and years.

As for the safety challenges for journalists during the pandemic, while there were infections and deaths among journalists and media workers, it has been very hard to make a breakdown of the cases between those who contracted the virus on/off duty. There was one case of a confirmed death of an Egyptian journalist,

Mohamed Mounir, who contracted the virus during his detention and died in hospital. On the other hand, numbers shows that there has been a sharp decline in the number of fatal attacks on journalists in the region this year since the spread of the pandemic, after the year started with a string of deadly attacks, especially in Yemen and Iraq during the first quarter.

Among other things, the IFJ started working with Arab Trade Union Confederation (ATUC), the ITUC regional organization and other GUFs in monitoring the effect of COVID-19 on workers in the region, including journalists and media workers.

Like in other regions, some of the planned activities during 2020 had to be amended in response to the challenges of the pandemic. In Palestine, more emphasis was put on the PJS work to campaign for digital media rights, research and reform, and a new component was introduced to support the PJS's associated platform (Kashif) dedicated to factchecking news and reports covering the pandemic.

In Yemen, the support focused on strengthening the YJS' communication tools to be able to communicate effectively with its members and the wider public, which had been strained from physical separation of the YJS leadership and members following six years of civil war and further stressed by the pandemic. The YJS website had been offline since 2015 but a new website was up and running by the end of 2020.

During 2020, a new regional Digital Media Working Group (DMWG) was formed with representatives from 11 unions. The group held regular digital meetings and supervised the productions and publication of three regional reports on: regulation of digital media sector, authors rights and digital taxation.

In 2021, the DMWG continued its meetings (via digital platforms) and worked to promote the recommendations of the reports among the union leadership, policy-makers and the media sector. The IFJ participated in four meetings in 2021 focusing on digital media reform, digital taxation and media sustainability in Jordan, Tunisia, Palestine and Lebanon.

During 2021, the IFJ supported the SNJT to campaign to improve working conditions for digital media journalists, promote public interest journalism and negotiate a company-level collective agreement in Mosaïque Radio FM. The union signed its first collective agreement in the audiovisual sector with Mosaïque in December 2021.

The IFJ joined ATUC and GUFs in the regional campaign on 8th March to promote the adoption of C190 in the region. A follow-up meeting for GUFs was organised in April, mostly focused on campaigning for the ratification of C190 in the region and proposed to focus on Morocco and Tunisia as the most likely countries to ratify the convention first. It also proposed to cover Palestine, even if it cannot ratify the convention, to align its national laws with the convention. The meeting also discussed continuing joint campaigning actions directed at strengthening trade union solidarity at the national and regional levels.

During 2021, the IFJ continued its support of the YJS in Yemen including to improving its capacity to reach young journalists in a country divided by the civil war. Young journalists are especially vulnerable to exploitation and political pressure. The YJS regional branches were active in organizing meetings for young journalists to raise awareness of the challenge they are facing and improve working conditions.

## **SAFETY OF JOURNALISTS**

During the second half of 2019, a new front opened against journalists in the region. Journalists in Iraq, Algeria and Egypt came under sustained attacks from state and non state actors. It was mostly linked to media coverage of mass demonstrations in these countries. In Iraq, a group of armed men vandalized several media houses and set one on fire. The IFJ sent a strong letter to the Iraqi government through the Iraqi Journalists Syndicate requesting a full and transparent investigation into these attacks.

On the other hand, throughout the year, the situation in Yemen was particularly difficult for all journalists and especially for the YJS leadership and union activists in Sana. The YJS General Secretary was forced twice to leave his house and family in Sana for weeks when his safety was threatened. The YJS press freedom officer also had to leave his house in Sana with his family for several weeks after receiving similar threats.



Under the regional safety programme, the IFJ supported unions in organizing multiple safety workshops in Yemen, Palestine, Egypt and Kurdistan Region of Iraq. Also, in Palestine the IFJ worked with UNESCO and Aljazeera training center to train media safety officers. The IFJ and its unions in Syria, Lebanon and Morocco were advocating that media employers should respect their “Duty of Care” and take appropriate safety procedures to protect their staff.

In early 2020, the IFJ organized a refresher training workshop for the network of media safety trainers in Jordan. New and updated training modules were introduced to the trainers, including a new digital safety module.

The Covid 19 pandemic and the measures taken by governments to deal with it affected the safety and well-being of journalists in the region. The IFJ network of safety trainers in the region led national and regional seminars to inform and educate journalists, they also helped their national unions in developing safety guidelines and advisories to protect themselves from the virus.

During January and February 2021, the IFJ organized the first part of a new Media Safety Training of Trainers (ToT) workshop for journalists from Iraq, Syria, Jordan and Palestine which was organized over digital platforms for three weeks. The second part of the ToT was organised face-to-face in November in Jordan. Ten journalists successfully completed the training programme. They joined a network of 12 other safety trainers in the region who will be able to deliver safety trainings and provide safety advice to unions. Twelve media safety workshops were organised in countries across the region during the year.

Throughout the year, the IFJ joined other media development organizations in advocating for media safety in the region especially in Iraq, Syria and Palestine.

## **PRESS FREEDOM**

At the beginning of 2020, the IFJ launched a new Arabic website and social media platforms to be able to communicate and campaign more effectively. In May that year, the IFJ published a regional report covering two major issues relevant to the work of unions and journalists: Right to Information laws and Regulation of the Internet. The report reviewed the existing right to information laws as well as analysing laws that criminalize the work of digital media journalists.

Throughout 2020, the IFJ was actively monitoring and reporting on attacks on journalists and the media which showed a sharp rise during the pandemic.

For the occasion of the 10th anniversary of the Arab Spring, the IFJ organized a meeting on 17th February for affiliates in the Arab World and the Middle East with the participation of Administrative Committee members and media experts. The meeting which was held under the title “10 YEARS ON: HAS THE ARAB SPRING CHANGED JOURNALISM AND THE MEDIA?” reviewed the pledges made by unions at the start of the Arab Spring, achievements, and shortcomings. It also included the results of unions’ responses to a press freedom survey especially designed for the meeting. The analysis of the results showed the existing gaps in the legislative and regulatory framework of the media sector across the region.

Participating unions renewed their commitment to continue their fight, under the IFJ programme, for media freedom and reform, safety of journalists, journalism independence including public service media, to strengthen solidarity and take a lead in the process of digital and social transformation of the media. It was agreed this will be done through an IFJ developed working programme based on unions’ contribution and revisions.

Later that year, considering the deteriorating state of press freedom in the Arab World and the Middle East during the last few years, mounting pressure on the sector and intimidating and jailing of critical journalists, the IFJ organized a regional workshop on media freedom on 10 November. It aimed to highlight the importance of publishing regular press freedom reports produced by unions and their use as tool to defend journalists and advance press freedom. It also aimed at encouraging unions who do not currently monitor and publish national press freedom reports to do that. The IFJ developed a methodological framework for press freedom reporting where unions can apply or adapt to produce their own reports.

The following month, another workshop was organised with press freedom officers from the unions where the methodology was further discussed and research indicators proposed.

The case of the four journalists on death row in Yemen since April 2020 showed the scale of atrocities committed by all warring parties in Yemen against journalists but especially by the Ansar Allah group. Abdulakhleq Amran, Akram Al-Waleedi, Hareth Humaid and Tawifq Al-Mansoori were arrested by Ansar Allah security forces, together with five other journalists, in June 2015 from the Palace of Dreams Hotel in Sana. The media they were working for had moved its offices to the hotel to have access to communications facilities and utilities. While their other five colleagues were released in a prisoner of war exchange deal in October 2020, they have been subjected to physical and psychological torture and deprived of their basic rights guaranteed by international law.

Our colleagues were convicted in April 2020 by the State Security Court in Sana of treason and 'aiding the enemy'. In reality, their only crime was doing their job as journalists. Following their conviction, The IFJ wrote to Antonio Guterres, Secretary General of the UN on 15th April to express our pain and anguish and urged him to stand by journalists and stand up for journalism in Yemen.

Throughout 2021, the IFJ was following up on the developments related to the case and discussing ways to pressure their captors to release them and all jailed journalists in the country. Before the end of the year, the IFJ leadership held a consultation with the YJS leadership to discuss ways to help our four colleagues as well as other urgent issues facing the union and the journalists in the country. The meeting agreed on an action plan to support journalists' social rights, solidarity, media independence and provide humanitarian support. On the top of the agenda was the organization of an IFJ global campaign aiming at pressuring Ansar Allah to release the journalists on the death row. The campaign was launched in February 2022 and had a global reach.

# TUNIS CONGRESS MOTIONS

<p>brought. One person has been sentenced to 15 years in prison. Demands are ongoing for all those involved to be brought to justice.</p>	<p><i>Noting that, one year later, there is as yet no progress in the investigation and no suspect being named;</i></p> <p>1) <b>Welcomes</b> the FNSI's call to international institutions that an independent commission of inquiry should be set to uncover what happened to Daphne Caruana Galizia, and finally to get to the truth about her murder;</p> <p>2) <b>Calls on</b> the Maltese authorities to give assurances that it will redouble its effort to bring the perpetrators to justice; and urges trade unions of journalists all over the world to join this campaign in order to keep the memory of the killed colleague in the public eye, and ask national governments and supranational institutions to make every effort to find the truth about her murder.</p>
	<p><b>10. Murder of Journalist Syed Saleem Shahzad</b> <i>Proposed - Federazione Nazionale della Stampa Italiana (FNSI)</i></p> <p><i>Considering that the National Federation of the Italian Press has joined the campaign promoted by the Italian news agency AdnKronos, together with Shahzad's wife, to remember his achievements, to bring his story back into the spotlight and to ask an end of the impunity on his murder;</i></p> <p><i>Reaffirming that, even after an investigation conducted by the American Intelligence and seven years after the murder, no one knows who was responsible for the crime, if anyone has been brought to justice;</i></p> <p>1) <b>Welcomes</b> the FNSI's call to international institutions to urge the Pakistani Authorities to get finally to the truth and ensure that justice is done in Syed Saleem Shahzad's murder; and</p>

MOTIONS	ACTIONS
<p><b>1. Convention on the Safety of Journalists</b> <i>Presented by the IFJ Executive Committee</i></p> <p><b>Congress reaffirms</b> the basic tenets of the Convention, namely:</p> <ul style="list-style-type: none"> <li>● To introduce binding norms establishing safeguards for media workers specifically;</li> <li>● To fill loopholes in humanitarian law, in particular the so-called ‘dual-purpose objectives’, ‘collateral damage’ which are not clearly defined and the risk of miscategorising the act of reporting as dissemination of information to the hostile party, war propaganda or espionage;</li> <li>● To take into account the risks associated with the journalistic profession against the background of a continuing vulnerability of journalists as a category targeted on account of their profession.</li> </ul> <p><b>Congress reaffirms</b> that any new instrument should include specific enforcement mechanisms and provide a codification of all applicable rules in one instrument, bringing together both human rights and humanitarian law provisions.</p> <p><b>Congress recognises</b> that UN missions and partners may have different views on priorities but mandates the Administrative Committee to seek to keep core minimum fundamentals such as the obligation to protect journalists against attacks on their lives, arbitrary arrest, violence and intimidation campaigns; the obligation to protect against forced disappearances and kidnapping; the obligation to protect out effective investigations into alleged interferences and bring the perpetrators to justice, and in the context of armed conflict, the</p>	<p>AIPM expressed public support to the Convention on the Safety of Journalists and on IFJ’s global initiative.</p> <p>IFJ’s affiliate in Indonesia, AJI conducted 15 holistic safety trainings with at least 350 journalists participants, updated and renewed its violence data reporting platform against journalists (advokasi.aji.or.id).</p> <p>In Sri Lanka, FMM is devising a strategy with IFEX to lobby the Sri Lanka Government to co-sponsor the 45/18 Safety of Journalist HRC resolution. Further FMM express concern FMM express concern that the current resolution does not meet the concerns expressed at the Tunis Motions or highlight the short comings of the UN resolution to key stakeholders.</p> <p>In Australia, MEAA published its annual press freedom report, <i>Unsafe at Work – Assaults on Journalists: the MEAA Report into the State of Press Freedom in Australia in 2021</i>, focussing on threats to the safety of journalists when working in Australia and when on assignment abroad.</p> <p>In Japan, Shinbororen assessed and monitored cases of journalist safety.</p> <p>In Pakistan, PFUJ has been in contact and meeting the Federal Government asking for the implementation of the UN charter. Additionally, in the Sindh Province in Pakistan, the Sindh Assembly passed a journalist protections bill following advocacy and consultation with the PFUJ.</p> <p>In India, IJU committed to the convention and shared the convention with state unions.</p>



<p>obligation to treat media workers as civilians as well as their facilities and to conduct military operations with due diligence.</p> <p><b>Congress urges</b> all its affiliates worldwide to commit themselves and their members to this cause.</p>	<p>In France, the SNJ and the IFJ General Secretary have held numerous meetings with the French Presidency and the Ministry of Foreign Affairs to get France to sign the text. Contacts are continuing.</p> <p>In Chad, the SG obtained the signature of the President of the Republic on the occasion of the Congress of the Central African Trade Unions (USYPAC).</p>

<p><b>2. To promote the Convention to Protect Journalists by strengthening our regular communication on the murders of journalists.</b></p> <p><i>Proposed by the Federación de Sindicatos de Periodistas (FeSP) and the Federación de Asociaciones de Periodistas de España (FAPE)</i></p> <p><i>Considering</i> that the IFJ's Annual List of murdered journalists and media professionals is usually more accurate and comprehensive than those made by some NGOs defending freedom of the press, expression and information;</p> <p><i>Noting</i> that these NGOs often have a greater media impact, despite the fact that they are lighter in drawing up the list and that they are concluded too early before the end of each annual period;</p> <ol style="list-style-type: none"> <li>1) <b>Approves</b> sending a specific quarterly communication on this subject to the media and our affiliates to multiply the impact of the IFJ's work in this field;</li> <li>2) <b>Confirms</b> the publication of its annual report (<i>killed list</i>) in the month of December but brings forward the usual date of communication to the media by three weeks. The objective will be to anticipate other international organizations, which obtain the absurd benefit of having a greater impact simply because they do it in advance (*this communication, which will always be carried out with the month of December already started, does not exclude that the final figure will be established after December 31 of each year);</li> <li>3) <b>Approves</b> coordinating and relaunching this specific type of periodic communication so that IFJ affiliates can send requests to their respective governments to support the Convention to Protect Journalists.</li> </ol>	<p>The IFJ Killed List is now published earlier – around 10 December – to improve media coverage.</p> <p>The full report is published in January providing a second opportunity to increase coverage.</p> <p>Reports on journalists' safety and killing of journalists, have been published in the MEAW and APRO region, where the IFJ continues to record violations through an online monitoring framework and regular statements.</p> <p>The IFJ's quarterly newsletter and regional newsletters have given more coverage to journalists' safety issues.</p>
<p><b>3. Safety of journalists and media workers in Latin America-Caribbean</b></p>	<p>Latin American affiliates (ANP from Peru, FENAPE from Ecuador and APU from Uruguay) have participated along with the IFJ in meeting in Geneva and NY regarding the adoption of a UN Convention on Safety</p>

<p><i>Proposed by the Federación de Periodistas de América Latina y el Caribe (FEPALC)</i></p> <p><b>Urges:</b></p> <ol style="list-style-type: none"> <li>1. Affiliated unions to pledge their States' support to the International Convention on the Safety and Independence of Journalists and other media workers;</li> <li>2. The IFJ Executive Committee to sustain the campaign against impunity and secure funding through projects to organise safety training for journalists and other media workers, implement self-protection protocols and establish a methodology for monitoring and recording aggressions to manage a unified global database;</li> <li>3. The General Secretariat and Deputy General Secretariat to lobby United Nations agencies - as a priority UNESCO and the International Labour Organisation (ILO) - so that IFJ affiliates are involved in all initiatives to ensure the safety of journalists (regional or national political meetings), training and missions;</li> <li>4. The IFJ Human Rights Officer to maintain an active presence in spaces such as the European Union, the UPR and the UN Report on Freedom of Expression by making the IFJ's position heard in the light of reports submitted by States.</li> </ol>	<p>for Journalists and will participate in World Press Freedom Day 2022 in Uruguay on safety of journalists.</p> <p>The IFJ's UNESCO project focuses on threats to journalists in Mexico.</p> <p>An IFJ project funded by the EU in El Salvador features safety of journalists as a key priority.</p> <p>In Colombia the IFJ UTU project has helped to support initiatives by FECOLPER to promote safety.</p> <p>Brasil was featured in the IFJ 2021 UNESCO World Press Freedom Day event around the safety of journalists in the face of Covid-19.</p> <p>The monitoring of journalists and workers affected by COVID19 is being carried out and statements/advocacy is being carried out at national/regional levels.</p> <p>FEPALC supported the Dominican affiliate to demand government officials to enhance safety and to adopt the Convention in Dominican Republic.</p>
<p><b>4. Stop Attacks against Journalists in Palestine</b> <i>Proposed by the Palestinian Journalists' Syndicate (PJS)</i></p>	<p>The IFJ, with the PJS, submitted two formal complaints to the UN Special Rapporteurs on attacks against journalists in Palestine.</p>

<p><i>Acclaiming</i> the efforts of the PJS in taking the plight of its members to the European Parliament in Brussels and the Human Rights Council in Geneva;</p> <ol style="list-style-type: none"> <li>1) <b>Notes</b> the pledge made by Michael Lynk, the Special Rapporteur on the Situation in Human Rights in the Palestinian Territories occupied since 1967, to produce a report on attacks against journalists for the Human Rights Council and urges the IFJ Secretariat to support his effort;</li> <li>2) <b>Joins</b> its affiliate, the PJS, in calling on the Israeli authorities to stop these attacks against journalists and recognise the IFJ press card as a bona fide accreditation of journalists;</li> <li>3) <b>Calls on</b> the IFJ Secretariat:             <ol style="list-style-type: none"> <li>a) To continue to support the PJS campaign to defend its members, in particular by taking their case to international institutions;</li> <li>b) To help seek legal remedies to these attacks in international and legal courts, and urge sister unions to help in this effort to identify the best legal options in terms of cost and efficiency;</li> <li>c) To lodge jointly with the PJS a formal complaint at the ILO against the Israel Defense Force while calling on other IFJ unions to join in such action in whatever way possible.</li> </ol> </li> </ol>	<p>The IFJ, with the PJS, has engaged leading human rights lawyers to apply to the ICC to represent four Palestinian journalists and their families in cases targeting impunity.</p> <p>The IFJ organised solidarity/briefing events at the European Parliament and UN Human Rights Council. The IFJ secured speaking slots for PJS representative at UN HRC.</p> <p>A formal case was submitted to the Media Freedom Coalition.</p> <p>Formal letters to the Israeli government and UN Secretary General were sent by IFJ and many affiliates following the attacks on Gaza as part of an international solidarity campaign. A motion supporting IFJ position was submitted in UK parliament.</p> <p>Extensive coverage of attacks against journalists and media and the PJS annual report of rights violations has been featured on IFJ web and social media sites and gained wider media coverage.</p> <p>The IFJ NJ-NMFA project continues to provide significant financial support to enable the PJS to monitor and address threats against journalists.</p> <p>In response to the escalation of attacks against media workers in Palestine, IFJ's Asia-Pacific affiliates, expressed solidarity with media workers. In particular, solidarity statements were issued by the South East Asia Journalists Union (SEAJU) network, Paksitan Federal Union of Journalists, the Media, Entertainment and Arts Alliance, and the IFJ's three affiliates in Sri Lanka, Free Media Movement, the Federation of Media Employees Trade Unions and the Sri Lanka Working Journalists Association.</p>
<p><b>5. Freedom of press must be allowed in the Palestinian Territories</b>  <i>Proposed by the Syndicat national des journalistes (France) and by FSC CC-OO (Spain)</i></p>	<p><i>See above.</i></p>

<p><i>Experiencing</i> the extent of press freedom violations perpetrated by the Israeli authorities in Ramallah when the armed forces of the Israel fired gases, without warning, against members of the IFJ Executive Committee marching peacefully towards the Qalandia Checkpoint on 17<sup>th</sup> November 2018;</p> <p><b>Condemns</b> this harassment worthy of the most shameful regimes, gives its full support to Palestinian journalists, the Palestinian Journalist Syndicate and its President injured during the march and calls on its affiliates to protest to the Israeli embassies in their countries to stop these practices.</p>	<p>We continue to closely monitor and report Israeli attacks and harassment of Palestinian journalists.</p> <p>We also renewed the support for the PJS to strengthen its internal capacity to monitor and report effectively by developing its communication and campaigning work.</p>
<p><b>6. Protection of Journalists in Africa</b> <i>Proposed by the Federation of African Journalists (FAJ)</i></p> <p><i>Believing</i> that, despite constitutional protections for freedoms of opinion and expression and for media freedom, journalists in several African countries such as Eritrea, Egypt, Burundi, Cameroon, DRC, Uganda, Nigeria, Somalia, Mozambique, Angola, Zimbabwe and Tanzania continue to face severe government repression, including the threat of arbitrary arrest and illegal detention, fabricated charges and systematic deprivation of their rights, including the right to due process and freedom of movement, and <i>having in mind</i> that many are held under the country's repressive laws, and some have been sentenced and condemned in absentia or even forced into exile;</p> <p>1) <b>Calls on</b> the African Union (AU) and Regional Economic Communities in Africa (RECs) to develop and implement a more effective system to address impunity in violent attacks and murders of journalists around the continent;</p>	<p>FAJ and IFJ, with UNESCO, AU and TAEF, launched the Online Platform for the Safety and Protection of Journalists in Africa to address impunity.</p> <p>Online events have been held with UNESCO,</p> <p>The Federation of African Journalists (FAJ) in June 2020 wrote a petition to the Chairperson of the African Union Commission, Honourable Moussa Faki Mohamat, calling on African Governments to “silence the guns” on journalists and media workers and to end the killing of journalists with impunity in Africa. The petition was signed by 30 journalists’ unions and associations across the continent, all affiliated to the IFJ and FAJ.</p> <p>FAJ also issued statements with regards to the killing of journalists with impunity on May 3 and on May 25, African Liberation day.</p> <p>The IFJ Africa Office and the Federation of African Journalists (FAJ) had been in a constant engagement with UNESCO and the AU with regards to the safety and security of journalists since May, 2019.</p>



<p>2) <b>Backs</b> the calls from the Federation of African Journalists (FAJ) to the governments of Africa to cease forthwith hostilities against African journalists and free all journalists detained in the continent for their media work including Aljazeera journalist Mohamud Hussein, who is detained incommunicado in Egypt without any trial, and to uphold national legal guarantees of media freedom, free expression, and their commitment under their international human rights obligations and the African Charter on Human and Peoples' Rights;</p> <p>3) <b>Urges</b> the African Commission on Human and People's Rights (ACHPR) and the UN Human Rights Council (HRC) to demand that governments of Africa end persecution of journalists, and to implore national authorities to allow a solidarity visit from IFJ and FAJ to persecuted journalists;</p> <p>4) <b>Urges</b> African governments to carry out drastic reforms of their current counter-terror/security/criminal laws and other legal provisions that undermine journalists' ability to report freely, and to ensure that journalists can cover issues of public interest without fear of arbitrary detention and other reprisals from State institutions.</p>	<p>The IFJ Africa Office was involved at WPF2019 and 2021 in sessions on safety of journalists and against impunity, including in the main Africa regional event and the safety of Journalists coalition event. Somalia was featured in the IFJ covid safety event.</p> <p>The IFJ Unesco project on threats to journalists features Burundi as one of the focus countries.</p> <p>Safety and protection of African journalists has featured in newsletters, media statements and submissions to UK government, EU, Unesco and others.</p>
<p><b>7. Against Impunity in Somalia</b> <i>Proposed by the National Union of Somali Journalists (NUSOJ)</i></p> <p><i>Considering</i> the problems of impunity and the lack of respect for the Somali journalists' rights to life, free expression, freedom of association and exercising legitimate union rights;</p> <p>1) <b>Demands</b> that the Somali government speeds up setting up independent investigations into the whereabouts of the physical and intellectual authors of these killings and other attacks on Somali</p>	<p>IFJ DGS took part in an event organised at UN Human Rights Council in 2021 with NUSOJ to highlight impunity and attacks on journalists.</p> <p>IFJ DGS spoke at <i>Turning Words into Actions: Protecting Media Freedom to Guarantee Freedom of Expression in Somalia in 2020</i> drawing attention to impunity as major cause of ongoing threats to media freedom</p> <p>IFJ has provided support to project applications by NUSOJ/FAJ covering safety and impunity in Somalia.</p>

<p>journalists by severely punishing the guilty parties, in accordance with the criminal justice system;</p> <p>2) <b>Equally demands</b> full guarantees for the freedom of expression in Somalia, recognition and promotion of the right to freedom of association Somali journalists, an end to violence against journalists and an end to impunity for crimes committed against journalists and trade unionists;</p> <p>3) <b>Condemns</b> the clear pattern to stigmatise, defame and delegitimise Somali journalists, in direct retaliation for their human rights activities and legitimate union engagements.</p>	
<p style="text-align: center;"><b>8. Sexual assaults against sports journalists</b></p> <p style="text-align: center;"><i>Proposed by the Union syndicale des journalistes - CFDT (France)</i></p> <p><i>Noting that in Brazil, some 50 sports journalists have launched a campaign on social networks against the prevailing machismo #DeixaElaTrabalhar ("Laissez-la travailler!", in French) and that in France, more than 400 French women journalists have launched the movement #NousToutes to denounce sexism and sexual violence in the media, professional and wage inequality between women and men journalists;</i></p> <ol style="list-style-type: none"> <li>1) <b>Calls on</b> sports federations all over the world to launch prevention campaigns to strongly and publicly condemn attacks against journalists, especially when they are women;</li> <li>2) <b>Encourages</b> all governments, through the relevant ministries, to take action to denounce violence against women in the exercise of their profession as journalists;</li> <li>3) <b>Calls on</b> all trade unions worldwide to think about how to better protect women journalists with a view to taking action to achieve this.</li> </ol>	
<p style="text-align: center;"><b>9. Murder of Journalist Daphne Caruana Galizia</b></p> <p style="text-align: center;"><i>Proposed by the Federazione Nazionale della Stampa Italiana (FNSI)</i></p>	<p style="text-align: center;">The IFJ and EFJ as well as affiliates campaigned and advocated for action in this case. A number of arrests have been made and charges</p>

<p>2) <b>Urges</b> trade unions of journalists all over the world to join the campaign to seek justice for the killed colleague, by asking national governments and supranational institutions to solve the murder.</p>	
<p><b>11. IFJ Safety Fund and strengthening of national organisations</b>  <i>Proposed by the Federación de Periodistas de América Latina y el Caribe (FEPALC)</i></p> <p><b>Urges</b> IFJ General Secretary, Deputy General Secretary and Administrative Committee to ensure that all requests for assistance to the Safety Fund are sponsored by the affiliated national unions.</p>	<p>All applications are now either submitted through IFJ affiliates or their consideration made subject to positive view of IFJ member unions.</p>
<p><b>13. Freedom to inform is increasingly threatened in the world</b>  <i>Proposed by the Syndicat national des journalistes (SNJ), the Syndicat national des journalistes-CGT (SNJ-CGT) and the Union syndicale des journalistes - CFDT (France)</i></p> <p>1) <b>Requests</b> that the Executive Committee set up a "watchdog committee" to identify as soon as possible all violations of the freedom of information and freedom of expression and to organise the appropriate trade union response and international solidarity;</p> <p>2) Also <b>suggests</b> that the UN, UNESCO, ILO, EU, UN Human Rights Committee and all other international bodies be called upon to report these facts and place in the dock those responsible for these restrictions on the freedom of information.</p>	<p>/</p> <p>IFJ continues to raise cases at all forums, including UN, UNESCO, ILO, EU, UN Human Rights Council.</p> <p>Given the IFJ's resources it is not possible to set up a watchdog committee, but this work is carried out by national affiliates and the results used by IFJ in advocacy work.</p>

<p><b>14. Campaign to demand and inform citizens about the need for publicly owned media for a real information democracy</b></p> <p><i>Proposed by the Federación de Sindicatos de Periodistas, FeSP (España)</i></p> <p><b>Is requested</b> to assume the commitment:</p> <ul style="list-style-type: none"> <li>- To promote a campaign aimed at raising awareness among the citizens of the different countries of our unions about the importance of public media;</li> <li>- To provide our unions with convincing arguments to develop their affiliations and to outreach teachers and students;</li> <li>- To generate audio-visual material in the same sense;</li> <li>- To promote that our unions organize meetings with citizen and consumer associations on these same issues, and that they put forward legislative proposals aimed at guaranteeing the financial survival of these media, regardless of the political composition of the respective parliaments;</li> <li>- To draw up and publish an analytical comparative study of the real independence of public media from political powers;</li> <li>- To ask international bodies and institutions (United Nations, European Union...) to get involved in the defence of the public media and to urge governments to promote the legislative reforms that are necessary to guarantee the future of the public media, with a professional and independent management of the respective governments and political parties.</li> </ul>	<p>In Macau, AIPIM called on public service broadcaster TDM uphold an editorial line that ensures diversity of news and points of view to ensure plurality and editorial autonomy, following which AIPIM engaged in dialogue with the relevant local management bodies to raise awareness.</p> <p>In Indonesia, AII together with the Press Council constituent and press organizations in Indonesia formed the Media Sustainability Team at the Press Council to encourage quality journalism in the digital era and build fair relationships between platforms and media.</p> <p>In Australia, the MEAA has initiated and partnered in numerous campaigns to cease political interference in Australia's public broadcasters (the Australian Broadcasting Corporation and the Special Broadcasting Service) and to ensure that their funding is restored, expanded and maintained. Specific campaigns included the Hands Off Our ABC (and SBS) campaign and collaborations with ABC Friends, GetUp and other organisations with similar concerns; campaigns for better public broadcasting funding and to protect independence of ABC from political interference.</p> <p>SLWJA have written to international organisations including the UN and European Union to raise issues of various crimes on political influence and requested them to urge the government and relevant authorities to ensure justice to journalists who were murdered, forcibly disappeared, assaulted, tortured and threatened.</p>
<p><b>15. Erosion of pluralism and quality information</b></p> <p><i>Proposed by the Federazione Nazionale della Stampa Italiana (FNSI)</i></p> <p><b>Calls on</b> IFJ to consider setting up a working group which, with the support of EFJ, shall state our concern to all international institutions,</p>	<p>IFJ has consistently used its position at UN, UNESCO, Media Freedom Coalition, EU level to campaign in defence of media freedom and for defending and enhancing pluralism.</p>

<p>i.e. UN, UNESCO, the European Union, and build a campaign to safeguard freedom of expression, pluralism of information and work of journalists, and to promote the adoption of relevant conventions.</p>	<p>Projects in Malaysia, Brasil, El Salvador all promote greater media plurality and quality information.</p>
<p><b>16. The crisis of democracy in Latin American and Caribbean countries</b> <i>Proposed by the Federación de Periodistas de América Latina y el Caribe (FEPALC)</i></p> <ol style="list-style-type: none"> <li>1) <b>Denounces</b> the concentration of media ownership, which inhibits good journalism, degrades the working conditions of professionals and compromises democracy;</li> <li>2) <b>Warns against</b> the existence of authoritarian and illegitimate governments that use the press to legitimize their exploitation of local populations and denounces the growing violence against media professionals based on organized crime and its penetration into the state levels of countries;</li> <li>3) Finally, <b>calls on</b> journalists around the world to denounce the establishment of neo-fascist governments supported by racist and exclusive neo-Pentecostal beliefs and practices of violence, intimidation and murder and states that democracy in the region depends on strong, independent and critical journalism.</li> </ol>	<p>FEPALC and its affiliates have monitored and denounced all attacks on media freedom and threats to journalists by governments and criminal gangs, including the denial of access to information, abuse of media power and labour rights abuses in particular in Colombia and Bolivia.</p> <p>The IFJ office and national unions have developed a new microsite to focus attention on abuses and promote more effective advocacy.</p> <p>Projects in Colombia, El Salvador, Brasil and other countries have also addressed threats to media freedom and journalists' rights posed by increasingly authoritarian governments.</p> <p>The case of Brasil was featured during IFJ WPFDD events.</p>
<p><b>17. Attack on democracy and the trade union rights in Brazil</b> <i>Proposed by the Federação Nacional de los Periodistas Jornalistas, FENAJ (Brasil)</i></p> <p><b>Proposes</b> to the International Federation of Journalists (IFJ):</p>	<p>Through the IFJ's FES programme the regional office has worked with FENAJ to support campaigns for media sustainability.</p> <p>The IFJ newsletter featured a special article from Brazil.</p> <p>Brasil was a key focus at the IFJ 2021 WPFDD events.</p>



<p>So far, an observatory has not been able to be established as funding opportunities to develop this objective have not been spotted and achieved.</p>	<p>1) To study the possibility of building, with the support of regional networks, an observatory for a systematic denunciation of attacks on the sovereignty and guarantees of the rights of Brazilian journalists with international bodies;</p> <p>2) To deepen the international solidarity network, and strengthen the campaigns and projects that can support, develop and guarantee the strength of Brazilian journalists' unions in this new period of coming resistance.</p>
<p>A joint IFJ/EFJ project has helped monitor journalists' rights violations in Turkey and raise awareness among journalists on their trade-union rights. It also offered solidarity and financial support to journalists prosecuted, jailed, or dismissed because of their work. <i>DiSK Basın-İş</i>' Almanac, a yearly report on press freedom violations published around WPFJ continued to be publicised, as well as TGS' campaigns against harassment and prosecution of journalists dismissals. Dozens of press releases were published in the past year to raise awareness on the struggle facing Turkish journalism, condemn arrests and media closures, monitor trials and highlight events and training organised in Turkey.</p> <p>The case of Turkish journalists was raised with the Media Freedom Coalition and has been raised in the UK parliament.</p>	<p><b>18. Turkey's Press Freedom Crisis</b></p> <p><i>Proposed by DiSK Basın İş (Turkey)</i></p> <p><b>Instructs</b> IFJ to redouble its support for Turkish journalists, in particular:</p> <ol style="list-style-type: none"> <li>1) To help strengthen the monitoring work on violations of press freedom in Turkey (closure of media outlets, trials and/or imprisonment of journalists, allegations of torture) and ensure these violations are documented and publicised;</li> <li>2) To help strengthen the monitoring work on violations of the labour law and trade-union rights of Turkish journalists and ensure that these violations are documented and publicised;</li> <li>3) To mobilise member unions, the wider labour movement and civil rights groups to keep the pressure on Turkish authorities by protesting harassment against press and media, raising individual cases and urging government officials to act, take up these cases and speak out against torture and other forms of pressure;</li> <li>4) To work with the ETUC and ITUC in involving the global labour movement in activities in solidarity with Turkish journalists,</li> </ol>

<p>including producing briefings on ongoing trials, lobbying politicians, and visits to Turkish embassies to protest important court cases.</p>	
<p style="text-align: center;"><b>19. Freedom of expression in Turkey</b></p> <p style="text-align: center;"><i>Proposed by the Syndicat national des journalistes (SNJ) and the Union syndicale des journalistes - CFDT (France)</i></p> <p><b>Calls on</b> all its affiliates to continue to show strong solidarity with Turkish journalists and to provide them with all possible assistance.</p>	<p>In addition to direct assistance, solidarity and support were offered through a joint project implemented with affiliates in Turkey, which offered legal advice, trained over 700 journalists and helped over a hundred through work assignments or direct humanitarian assistance (Solidarity Fund). Further support was offered to journalists in Turkey via affiliates there and in Europe, particularly in the context of the major lay-off at Hurriyet newspaper in November 2019, and and to some Turkish journalists looking for refuge in Europe.</p>
<p style="text-align: center;"><b>20. In Defence of Media Freedom in Poland</b></p> <p style="text-align: center;"><i>Proposed by the Association of Journalists of the Republic of Poland (SDRP) and the Society of Journalists (TD)</i></p> <ol style="list-style-type: none"> <li>1) <b>Expresses</b> its solidarity with those who are working to resist pressure on media freedom in Poland and in countries, such as Hungary;</li> <li>2) <b>Thanks</b> IFJ for what it has done till now to defend the independent media in Poland, the Council of Europe Platform for the Protection of Journalism and the Safety of Journalists as well as the EFJ which co-organised the Free European Media Conference on 15<sup>th</sup> and 16<sup>th</sup> February 2018 in Gdansk; it further supports efforts by the IFJ to establish a United Nations Convention for the protection of journalists;</li> <li>3) <b>Urges</b> IFJ to continue to support the independent media in Poland and to work with media freedom organisations in Poland and abroad, the EU institutions and Member States as well as the Council</li> </ol>	

<p>of Europe and its institutions, to defend the rule of law and media freedom in Poland.</p>	
<p><b>21. Against any restrictions on the use of the Internet and social networks</b></p> <p><i>Proposed by the Union des Journalistes Tchadiens (UJT)</i></p> <ol style="list-style-type: none"> <li>1) <b>Calls on</b> socio-political actors to raise public awareness and make rational use of these means of communication, which must be a source of unity and social cohesion;</li> <li>2) <b>Demands</b> the immediate lifting of any technical or extra-legal restrictions imposed by the authorities on users who have difficulty circumventing this restriction by paying a high price to keep in touch with the outside world.</li> </ol>	<p>In Indonesia, AJI conducted internet rights campaigns and initiated a lawsuit against Papua's internet shutdown at the Jakarta Administrative Court.</p> <p>In Cambodia, CamboJA together with other CSOs of the Digital Rights Working Group (DRWG) jointly organized the National Conference on the Digital Rights &amp; Internet Freedom in Cambodia to promote digital rights.</p> <p>In India, IJU have monitored ongoing restrictions and internet shutdown in different states – specifically in Kashmir and during anti-CAA protests in Assam. Further, IJU protested the new Information Technology (Guidelines for Intermediary and Digital Media Ethics Code) Rules, 2021, The Rules aim to regulate social media platforms and will likely impact the independence of digital and online media.</p> <p>In February 2021, the IFJ and its affiliate in Australia, the Media, Entertainment and Arts Alliance campaigned against the Facebook-imposed block against Australian audiences accessing and sharing news content on the platform. The block was lifted on February 17 following an agreement between Facebook and the Australian government made in relation to the proposed News Media Bargaining Code.</p> <p>The IFJ's consultations in Pakistan funded by the National Endowment for Democracy further brought to light a concerning trend of social media platforms restricting journalists' access or unjustly removing content. According to the lived experiences of Pakistan's media workers, content removal was often linked to criticisms of the government.</p>

## 22. Tackling Surveillance

*Proposed by the National Union of Journalists, UK and Ireland*

### **Calls on the incoming Executive Committee:**

- 1) To do more to raise awareness of and build a culture to resist the surveillance of journalists among journalists themselves;
- 2) To promote both technological and organisational approaches to avoiding surveillance;
- 3) To create shareable anti-surveillance tools that can be used by affiliates to prepare their members;
- 4) To mobilise IFJ affiliates to get organised to begin dismantling the veil of secrecy around the use of intercept powers to get access to journalistic material and put pressure on the authorities to explain how and why they're being surveilled;
- 5) To build campaigns that capitalise on the demonstrable public disquiet with surveillance legislation;
- 6) To reach out to lawyers, barristers, the medical profession, social workers, accountants and all other professions that rely on professional confidentiality, in order to build a strong and coordinated global movement to rein in the unchecked surveillance powers that governments have misused over citizens;
- 7) To seek resources in partnership with civil liberties organisations, open rights groups and investigative journalism organisations to organise a world conference to take stock of how surveillance is evolving worldwide and agree new strategies.

The IFJ surveillance group was established to share best practice and concerns.

In January 2020 in Amman a new training module on Digital Safety was introduced during the refresher ToT to the safety trainers in the Arab World and the Middle East.

Digital safety training, including covering useful tools, was provided to journalists in Ukraine, Belarus, Azerbaijan and Armenia in 2020 and 2021.

Through IFJ APRO's China project, digital security and surveillance trainings have been held in Hong Kong (December 2019 and October 2020) and secure communications channels developed to ensure the safety and security of journalists, sources and between IFJ's China coalition members.

The IFJ's APRO's China project conducted digital security training in Hong Kong and Taiwan (November 2020 and January 2021). Under this project, the IFJ surveyed 54 journalist unions and conducted roundtable discussions in Serbia, Italy and Tunisia to gain an insight into China's influence on global media, raising awareness on how China's global media influence has evolved and how this could lead to the surveillance of journalists.

Further, under the IFJ's Pakistan project, the Khyber Union of Journalists conducted a digital security training.

The IFJ is organising a special panel discussion at World Press Freedom Day 2022 in Uruguay on surveillance supported by APU and FEPALC.

<p><b>23. Against the confiscation of journalists' working materials and for their right to maintain the secrecy of their sources of information</b> <i>Proposed by the Federación de Asociaciones de Periodistas de España (FAPE)</i></p> <p><b>Calls on</b> the Spanish authorities to protect and confirm in practical and enforceable terms the right to professional secrecy of journalists, clearly established in the Spanish Constitution. Without the protection of this essential right of journalists, there is no truly free and democratic journalism.</p>	<p>The case of Mallorca (a judge ordered to seize the telephones and computers of two journalists) was obliged to be judged himself in court by his peers, because of the unions' complaints and protests. He was considered "not guilty", but the text of the sentence established as "unjust" his orders. Several demonstrations of journalists took place supporting the implicated colleagues. They received back their telephones and other confiscated material.</p>
<p><b>24. Professional secrecy of journalists</b> <i>Proposed by the Union syndicale des journalistes - CFDT (France)</i></p> <p>The World Congress of the International Federation of Journalists, meeting in Tunis from 11<sup>th</sup> - 14<sup>th</sup> June 2019,</p> <p><i>Noting</i> that the professional secrecy of journalists is not respected, or even violated, by or under instructions from the public authorities, namely that such practices occur on all continents, including Europe, particularly in Spain as illustrated by the following case: at the end of December 2018 in the Balearic Islands, police seized the computers and telephones of two journalists to identify the informant(s) and searched the premises of a daily newspaper and a news agency;</p> <p><i>Noting</i> that the profession, together with the Spanish trade unions, has protested, in particular to affirm that: "<i>Our professional secrecy is</i></p>	<p><i>See above</i></p> <p>In addition, the IFJ supported the NUJ in its defence of journalist Chris Mullin who successfully resisted attempts to make him hand over a source.</p>



<p><i>your right to information" and that this claim can be taken up everywhere by journalists;</i></p> <p><i>Observing, however, that Article 20 of the Spanish Constitution guarantees the professional secrecy of journalists;</i></p> <p><i>Noting that journalists in turn react in court to these breaches of professional secrecy, faced with business secrecy or State secrecy as revealed by the example of the Frenchman Édouard Perrin, who summoned the audit firm WaterhouseCoopers (PwC) for misusing the legal procedure on the protection of the confidentiality of journalists' sources in the Luxleaks case;</i></p> <ol style="list-style-type: none"> <li>1) <b>Denounces</b> slip-ups and breaches of professional secrecy in order to muzzle information;</li> <li>2) <b>Expresses</b> its solidarity with journalists whose right to the protection of sources is violated;</li> <li>3) <b>Condemns</b> violations of journalists' professional secrecy, in defiance of the rules and texts in force, such as the European Convention on Human Rights;</li> <li>4) <b>Defends</b> the right to professional secrecy for all journalists, as the protection of sources is one of the conditions for free and pluralistic information.</li> </ol> <p><b>25. Press Freedom under Grave Threat in India</b></p> <p><i>Proposed by the Indian Journalists' Union (IJU)</i></p> <p><b>Calls on</b> the IFJ Executive Committee to join the effort by its affiliates in India to protect the rights of journalists and press freedom and support their ongoing campaigns against the government's manoeuvres.</p>	<p>IJU had pleaded in the Anuradha Bhasin case in the Supreme Court of India in September 2019 which questioned the communication lockdown</p>
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	<p>in Jammu &amp; Kashmir and petitioned that it was an infringement of press freedom and the rights of the journalists to carry out their work.</p> <p>NUJ (I) took up cases of journalists threatened and attacked during farmers' protests and campaign for the Govt to provide full protection to journalists during Corona period.</p> <p>In November 2019, IJU submitted a memorandum and made personal representation to the Parliamentary Standing Committee of Labour, on 'The Occupational Safety, health and working conditions Code, 2019'.</p> <p>IFJ and IPI called on the Indian authorities (writing to Indian Prime Minister &amp; Information and Broadcasting Minister) to take urgent action to prevent the increasing use of sedition laws and other legal sanctions to threaten and silence independent journalists. The IJU has been regularly highlighting the issue, which is very grave in its various Press Statements.</p> <p>#EndImpunity# Campaign was the all-India focus for this National Press Day on November 16, 2020 and IFJ members were asked to write to their governments, or the Prime Minister or issue statements and hold meetings.</p> <p>IJU held a Webinar on 11 November 2020 on impact of Covid-19 on the labour market, jobs and what are options available to challenge job losses and salary cuts as these impact an independent press. (part of IFJ-UTU digital project)</p> <p>The situation in India was a focus of the IFJ event at NUJ (UK) conference.</p>
<p><b>26. Media Reforms in the Arab world</b> <i>Proposed by the Syndicat national de la presse marocaine (SNPM)</i></p>	<p>IFJ published a regional media report analysing reforming Right to Information and Internet Crime laws in the Arab World based on the</p>

<p><b>Instructs</b> the Executive Committee to:</p> <ol style="list-style-type: none"> <li>1) Re-energise the campaign for the Declaration by focusing the effort in particular on governments that have yet to sign;</li> <li>2) Keep the reform of media laws as one of the priorities for the work of the IFJ in the region, including a programme of more targeted workshops, seminars and projects;</li> <li>3) Give support to the SNPMP during the launch period of the National Press Council and ensure that the lessons learnt from this process are shared throughout the region.</li> </ol>	<p>Declaration's principles with recommendations promoting reform. The work is under way on this year's report on press freedom standards and reporting attacks and violations of media freedom.</p> <p>IFJ is working with affiliates in Kuwait, Lebanon and Oman to lobby their governments to sign the Declaration on Media Freedom.</p> <p>IFJ supported SNPMP during launch of National Press Council.</p>
<p><b>27. Media Reforms in Palestine</b> <i>Proposed by the Palestinian Journalists' Syndicate (PJS)</i></p> <ol style="list-style-type: none"> <li>1) <b>Calls on</b> the Palestine Authority to initiate forthwith a dialogue with the union representing journalists, publishers and media owners, as well as civil society organisations to consult on the introduction of such legislation in line with international standards;</li> <li>2) <b>Further instructs</b> the Executive Committee to support its affiliate, the PJS, in media literacy and education programme on self-regulation and the culture of accountability.</li> </ol>	<p>IFJ projects have supported PJS efforts to secure meaningful media reform and in campaigns to strengthen the social and professional rights of journalists.</p> <p>IFJ has actively supported the development of the PJS news fact checking service, launched during Covid-19 as part of the work to promote ethical and high-quality journalism.</p>
<p><b>28. Combating Disinformation and "Fake News"</b> <i>Proposed by the Russian Union of Journalists</i></p> <p><b>Instructs</b> the IFJ Executive Committee to:</p>	<p>IFJ campaigned within Media Freedom Coalition and UNESCO for action against fake news laws which undermine media freedom and about platforms use of algorithms.</p> <p>In Palestine the IFJ supported the establishment of a fact checking service during Covid-19.</p>

<p>1) Get involved whenever possible in consultations within these expert groups and give attention to their reports, analyses and recommendations;</p> <p>2) Collaborate with media stakeholders in their response to disinformation and distribute to IFJ affiliates relevant aspects of their research in particular their multi-dimensional approach insisting on transparency, promoting media and information literacy and developing adequate tools to empower journalists and citizens to tackle disinformation;</p> <p>Campaign to ensure that algorithm-driven business groups like Facebook and Google's YouTube are called on to end the secrecy over the way they work and ensure transparency</p>	<p>IFJ also supported individual cases of journalists jailed or prosecuted and/or national laws concerning fake news in Hong Kong, Myanmar, Malaysia, India, Egypt, UAE, Armenia, Pakistan, Mexico, Brasil among many other countries.</p> <p>The IFJ's China project conducted roundtable discussions in Serbia, Italy and Tunisia with journalist unions exploring the relationship between their country and China. Through these discussions as was highlighted in the IFJ's report, The China Story, it was noted that governments were utilising fake social media accounts to spread misinformation.</p>
<p><b>30. Ethical Challenges of Online News Sites</b> <i>Proposed by the Syndicat national de la presse marocaine (SNPM)</i></p> <p>1) <b>Reaffirms</b> its belief of the effectiveness of self-regulation and, in particular, the value of voluntary mechanisms over the law; in many cases, government regulation of journalism ends up becoming self-serving, leading to forms of censorship and undue interference, even if its intentions are good at the outset;</p> <p>2) <b>Calls on</b> the IFJ secretariat to organise and develop discussions and a plan of action among its affiliates affected by these challenges on the basic principles of self-regulation, how to establish dialogue and connections with civil society to restore public trust, and how to help develop a culture of accountability and promote a framework for setting standards.</p>	<p>IFJ has worked with affiliates to promote self regulation in the region (especially in Jordan and Lebanon) including organizing two national meetings in Mauritania (August and November 2019) to set up a national press council.</p> <p>IFJ has established a regional Digital Media Working Group with representatives of affiliates in the Arab World and the Middle East which will work, among other issues, on promoting ethical and high-quality journalism in this sector.</p>

<p><b>31. Campaign against Cyber-bullying</b> <i>Proposed by the Palestinian Journalists' Syndicate (PJS)</i></p> <p><b>Reiterates</b> the call made by the Santander conference to strengthen the campaign against cyber-bullying and <b>instructs</b> the IFJ Executive Committee to:</p> <ol style="list-style-type: none"> <li>1) Support its member unions in pushing back the tide of misogynistic-layered attacks against women journalists which are not only grave enough when online, but which can also become fatal;</li> <li>2) Help raise awareness about the kinds of threats women journalists encounter, online and offline, so that society could recognise such violations of rights and understand why these also put everyone's right to information and democracy at stake;</li> <li>3) Organise the sharing of best practices such as the NUJ UK's guidelines and relevant handbooks and legislation to allow member unions to train and specifically prepare their women journalists to confront the increase in threats targeting them;</li> <li>4) Make representation to Facebook which must accept its role as a news publisher and take responsibility for the problem.</li> </ol>	<p>An IFJ/EFJ programme in Turkey trained trainers and developed training modules on "Countering harassment and hate speech online".</p> <p>On 25 November 2019 the IFJ launched "You are not alone" a campaign to support women that face online abuse. <a href="https://www.ifj.org/actions/ifj-campaigns/online-trolling-you-are-not-alone.html">https://www.ifj.org/actions/ifj-campaigns/online-trolling-you-are-not-alone.html</a></p> <p>The campaign encouraged unions and colleagues to stand up for their female colleagues and included a guide for unions and media to support members subject to online trolling.</p> <p>The campaign compiles a set of best practices to support women and makes specific reference to the ILO Convention 190 on harassment and violence at work which specifically refers to online violence.</p> <p>Guidelines were developed to support unions and media in their fight against online abuse. Two studies were launched in 2022 assessing unions' and media's actions to eradicate online abuse. A list of world good practices to tackle online abuse was published following the surveys, as well as several best practices cases developed by journalists' unions.</p>
<p><b>32. Motion on the role of the IFJ in combating cyber-bullying against journalists and on the reinforcement of training programmes on cybersecurity</b> <i>Proposed by FSC-CC.OO.</i></p>	<p><i>See above</i></p> <p>In January 2020 in Amman, we introduced a new training module on Digital Safety during the refresher ToT to the safety trainers in the Arab World and the Middle East (points 2 and 3 in the resolution).</p>



<p><b>Urges the IFJ AdCom and ExCom:</b></p> <p>1) To put in place a shock plan to protect IFJ members from such 'cyberattacks' that seek to damage the public and professional image of the informant or intimidate him or her to stop doing the work in which he or she is involved:</p> <ul style="list-style-type: none"> <li>(i) training measures for members of IFJ member unions, with particular attention to gender-based harassment in networks;</li> <li>(ii) a campaign to call for regulation and protection, without limiting press freedom, to prevent these attacks on the performance of the journalistic profession in the States in which we are represented;</li> <li>(iii) a communication campaign in which it is clearly explained that it is a 'troll' and how to act in the face of such an attack and in which all individuals identified or not - who carry out attacks in this sense are publicly denounced.</li> </ul>	<p>Digital safety training, including covering useful tools, was provided to journalists in Ukraine, Belarus, Azerbaijan and Armenia in 2020 and 2021.</p>
<p><b>33. Support #MeToo Movement in the Media</b></p> <p><i>Proposed by the Indian Journalists' Union (IJU)</i></p> <p><b>Calls on</b> the IFJ Gender Council to:</p> <ol style="list-style-type: none"> <li>1) Encourage affiliates to support the courageous women who have come out and have spoken about their horrifying incidents;</li> <li>2) Build specific campaigns/modules to help women journalists recognise what amounts to sexual harassment;</li> </ol>	<p>The IFJ Gender Council piloted a new sexual harassment policy for IFJ events and affiliates.</p> <p>The IFJ campaigned around ILO C190 on violence in the world of work to highlight sexual harassment and threats and distributed materials setting out definitions of sexual harassment.</p> <p>The IFJ supported and publicised union actions to tackle sexual harassment issues/cases in US, Indonesia, Maldives, Cambodia, Denmark, Iran, India among other countries.</p>

<p>3) Impress upon governments to enact legislations against sexual harassment at work place;</p> <p>4) Take any other measure as found appropriate.</p>	<p>On International Day for the Elimination of Violence Against Women and Girls the IFJ published guidelines on tackling online sexual harassment.</p> <p>The IFJ Africa Office in collaboration with the UNESCO Dakar Office, SYNPICS and other media organisations organised a four-day workshop on the security of female journalists in Senegal in March 2020. The workshop while focusing mainly on issues of sexual harassment in the workplace</p> <p>In 2019 the Gender Council launched – You Are Not Alone – which focused on online trolling, particularly online sexual harassment.</p> <p>Under the IFJ’s Pakistan project funded by the National Endowment for Democracy, the IFJ conducted training workshops with two press clubs on promoting the participation of women in unions and newsrooms in addition to discussing how to raise gendered issues within these professional contexts.</p>
<p><b>34 &amp; 35. Equal Pay and the Gender Pay Gap</b></p> <p><i>Proposed by the National Union of Journalists, UK and Ireland</i></p> <p><i>Believing that it is essential that journalists’ trade unions take the lead in addressing this crucial issue;</i></p>	<p>The IFJ Africa Office in collaboration with the UNESCO Dakar Office, SYNPICS and other media organisations organised a four-day workshop on the security of female journalists in Senegal in March 2020. The workshop also focused on equal pay issues.</p> <p>The IFJ launched the Pay Me Equal survey and campaign which featured a number of case studies and shared resources from other global unions and union federations for tackling the gender pay gap including good practice guides. The campaign is ongoing.</p>

<p><b>Calls on the Executive Committee to work with the Gender Council to:</b></p> <ol style="list-style-type: none"> <li>1) Develop a Federation-wide campaign to include model pay surveys, a good practice guide, model agreements and to develop campaigns, training and awareness-raising initiatives to make combating unequal pay a core part of the IFJ's working programme;</li> <li>2) Coordinate a global strategy and campaign to end discrimination in pay and opportunities for women journalists;</li> <li>3) Work with other Global Unions to establishing and enforcing equal pay and anti-discrimination legislation in practice bearing in mind that there are international labour standards such as ILO Convention 100 on equal remuneration for work of equal value which many governments have yet to sign;</li> <li>4) Lobby and campaign to secure greater transparency amongst media organisations and commitments to action plans to tackle discrimination at work, in particular measures to enhance pay transparency, making it easier for unions to identify gender disparities in pay and for governments to identify violations of equal pay laws;</li> <li>5) Share good practices amongst affiliates to assist in organising and recruiting women journalists on this important issue and to achieve work-life balance and secure meaningful changes to workplace cultures.</li> </ol> <p><b>The Congress fully supports</b> all the recommendations of the action programme agreed at the IFJ women's Conference in May last year in Santander. In particular, <b>it calls on</b> affiliates to encourage greater participation by their women members at every level within their structures and organise concrete activities to start tackling the gender pay gap, including:</p> <ol style="list-style-type: none"> <li>1) Carrying out an audit of women members and developing a programme to address the gaps;</li> </ol>	<p>As part of UTU and FES projects around union capacity-building an audit of unions gender balance is being/has been carried out in a number of countries.</p>
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<p>2) Encouraging the use of equal pay surveys to ascertain the scale of the problem within workplaces;</p> <p>3) Facilitating training for equality reps and equality training for officials.</p>	
<p style="text-align: center;"><b>36. Impact of Automation Technology</b></p> <p style="text-align: center;"><i>Presented by the IFJ Executive Committee</i></p> <p><b>Instructs</b> the Executive Committee that among its working programme priorities should be to engage dialogues with the technology sector, to join other relevant trade union and research organisations in mapping up the impact of automation technology on the journalism profession and raising awareness among its affiliates through publications and workshops on the effects on jobs and working conditions.</p>	
<p style="text-align: center;"><b>37. Capacity-building in incorporating new technologies</b></p> <p style="text-align: center;"><i>Proposed by the Federación de trabajadores de los medios de comunicación social de Chile (FENATRAMCO)</i></p> <p><b>Instructs</b> the IFJ Executive Committee:</p> <p>to promote and strengthen in the national scope of each union affiliated to FEPALC the joint implementation of training programmes on new technologies and their impacts, in conjunction with the IFJ regional office, with a view to better defend our jobs, our rights, our</p>	<p>A regional workshop for young journalists and union leaders in Latin America, addressing the impacts of digital economy in the context of the pandemic. As a second step of this workshop, a training to incorporate knowledge about existing digital tools and their logic will be developed, with the aim of to improve the communication capacity of unions and associations, in order to strengthen and reach unions and associations.</p> <p>In October and November 2020 IFJ APRO ran a series of digital organising training sessions with leaders in the region. The focus has been on the use of digital technology during the Covid-19 pandemic and beyond, to strengthen union engagement and leadership.</p>

<p>interests and the journalists’ as well as communications workers’ rights in the continent.</p>	<p>An IFJ digital organising project is being developed.</p>
<p><b>38. “Controlled Digital Lending” (CDL)</b> <i>Proposed by the National Writers Union, USA (NWU)</i></p> <ol style="list-style-type: none"> <li>1) <b>Affirms</b> the “Appeal from the Victims of Controlled Digital Lending” and the “FAQ on Controlled Digital Lending” initiated by the National Writers Union;</li> <li>2) <b>Demands</b> an immediate halt to the practice of Controlled Digital Lending;</li> <li>3) <b>Calls on</b> the Internet Archive and other practitioners of Controlled Digital Lending to recognize that their activities are interfering with the rights of authors, including journalists, and with our ability to earn a living from our work;</li> <li>4) <b>Appeals</b> to archivists and librarians to engage in a dialogue with authors on how to enable and create digital libraries in better ways that respect authors’ rights;</li> <li>5) <b>Directs</b> the Secretariat to send copies of this resolution to the Internet Archive, the initiators of the Statement and White Paper on Controlled Digital Lending, the American Library Association, and the International Federation of Library Associations and Institutions (IFLA).</li> </ol>	<p>In February 2020, the <b>IFJ and the EFJ joined the NWU and the Authors Guild in a 40-strong coalition denouncing the scanning and distribution of complete copies of hundreds of thousands of books by the Internet Archive and its partners on the basis of the flawed legal theory of “Controlled Digital Lending” (CDL). CDL which currently affects mainly the book industry is a real threat for news publications and journalistic works. The IFJ/EFJ and NWU also joined a meeting hosted by IFRRO in February, during which examples of CDL of journalistic contents in Scandinavia were given, and our concerns about CDL strongly voiced. In June 2020, four major US publishers sued the Internet Archive for "willful mass infringement". Efforts continue to prevent the system from exploiting authors and affecting the press sector.</b></p> <p>The situation has worsened, as the Internet Archive has used the COVID-19 pandemic as the opportunity and pretext to expand its unauthorized, unremunerated scanning and Web distribution of copies of printed publications. In the face of a copyright infringement lawsuit by book publishers, the Internet Archive and its anti-copyright allies have launched a campaign for new exception for copyright in the US, to explicitly authorize CDL.</p> <p>The IFJ resolution against CDL has been helpful in organizing against these new attacks on authors rights, and provided the basis for a follow-up IFJ statement: <a href="https://www.ifj.org/media-centre/news/detail/article/united-states-ifj-renews-calls-to-end-unlawful-practices-based-on-the-flawed-theory-of-controlled.html">https://www.ifj.org/media-centre/news/detail/article/united-states-ifj-renews-calls-to-end-unlawful-practices-based-on-the-flawed-theory-of-controlled.html</a></p>



<p style="text-align: center;"><b>39. Payment for Use of Online News</b></p> <p style="text-align: center;"><i>Proposed by the Federazione Nazionale della Stampa Italiana (FNSI)</i></p> <p><b>Calls on IFJ affiliates to promote initiatives that campaign for rules to impose payments for copyright to whom use and disseminate news products online.</b></p>	<p>A global campaign is on track to enforce members' rights and remuneration of their works disseminated on media platforms (made available by search engine giants such as Google).</p> <p>In Europe, the IFJ/EFJ made a breakthrough with the adoption of the EU Directive on Copyright in the Digital Single Market (DSM) in 2019. Through AREG monitoring and campaigning around implementation continues.</p> <p>The IFJ supported the MEAA in its campaign in Australia around a mandatory bargaining code and has provided briefings to other unions in countries where governments are considering similar initiatives, including in the US where 2,000 news publishers are pushing for the adoption of a Journalism Preservation Act.</p> <p>The IFJ is running pilot projects around digital taxation – as seen in the Global Platform for Quality Journalism - in Brazil and Peru. Lobbying for digital taxes have taken place at UNESCO and with EU and national governments.</p> <p>Google has started negotiating with press publishers and some agreements were reached in June. Success in Europe is driving change and around the world for fair remuneration of the press sector, but journalists' share must still be negotiated or secured.</p> <p>The Media, Entertainment and Arts Alliance in Australia campaign for Media Collective Bargaining Code was successful, resulting in the Code's enactment in February 2021, requiring large technology</p>
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	<p>companies such as Facebook and Google to pay local news providers for content to introduce</p> <p>In Pakistan, a copyright and intellectual rights law has been framed and passed. Anyone can move an incident to the court if there is any violation.</p> <p>In India, the JU have driven the campaign for payment for use of online news through meetings with affiliates who have impress upon their state government to consider legislation on copyright issues in this area.</p>
<p><b>40. Moral Rights of Journalists and Authors</b></p> <p><i>Proposed by the National Writers Union, USA (NWU)</i></p> <ol style="list-style-type: none"> <li>1) <b>Calls on</b> Internet platforms and news summary services to respect the moral rights of journalists and other authors with respect to attribution of authorship and to the integrity of works that are “shared” or included in news summaries;</li> <li>2) <b>Denounces</b> the government of the United States of America for its failure to implement the provisions of the Berne Convention with respect to the moral rights of journalists and other authors;</li> <li>3) <b>Urges</b> the US Copyright Office to propose, and the US Congress to enact, legislation to protect and provide effective means of redress for violations of the moral rights of authors with respect to attribution and integrity of their works;</li> <li>4) <b>Appeals</b> to all other State parties to the Berne Convention to invoke all measures available to them to compel the US government to fulfil its obligation to implement the provisions of the treaty respecting the moral rights of authors;</li> </ol>	<p>Calls for platforms and news search engines to respect authors’ rights continued beyond the adoption of the EU Directive on Copyright. The IFJ continues to lobby at all levels, including at IFFRO, WIPO and the EU.</p> <p>In the US, the IFJ called last September with the NWU on the US Congress to repeal the Copyright Code provisions which required registration as a prerequisite for filing a copyright infringement lawsuit or obtaining statutory damages, which violate the Berne Convention, and reiterated support for the adoption of the Copyright Alternative in Small-Claims Enforcement Act or CASE Act, a proposal in the U.S. Congress to reform U.S. copyright law. A letter was sent to US Senate to push for the adoption of the CASE Act.</p> <p>Under Trump there was no action on copyright. The Biden Administration has not yet indicated any position on copyright, but hopefully will be more concerned with US failure to comply with international treaty obligations than was the Trump Administration. Showings of international concern, such as the IFJ resolution, are important and might eventually be heeded.</p>

<p>5) <b>Directs</b> the Secretariat to send copies of this resolution to Google, Facebook, the U.S. Register of Copyright, and the Chair and Ranking Minority Member of the Judiciary Committee of the US Senate and House of Representatives.</p>	<p>Efforts continue to widen the campaign defending journalists' moral rights in the US and in other regions. An initial meeting to discuss this was held in Kenya.</p> <p>This issue was the focus of the IFJ/EFJ statements on World Intellectual Property Day 2021</p>
<p><b>41. To urge the Government of Spain to regulate the authors' rights of Spanish journalists as individual and non-transferable rights, in compliance with objective 3.1 of the organisation's Statutes</b></p> <p><i>Proposed by FSC-CC.OO.</i></p> <p><b>Urges</b> the IFJ AdCom and ExCom:</p> <p>To launch a specific campaign in this sense to ensure that, regardless of the economic repercussions that it may have and that could be transferred to collective bargaining in each area, the Government of Spain regulates a situation which is completely atypical and leaves the authors of information published in collective format without any moral copyright on their own works, allowing publishers actions ranging from content modifications to the resale of those works, which can be published in any format or platform without the knowledge of the author.</p>	<p>Calls were made in the context of the EU Copyright Directive to urgently reform Spain's legislation and recognise journalists' rights as authors. Progress in Spain on the transposition of the Directive were monitored and regularly discussed in AREG meetings. Plans to reform Spanish legislation, including a draft to establish a 3% tax on tech giants are being explored.</p>
<p><b>42. Developing our Capacity in Africa</b></p> <p><i>Proposed by the Federation of African Journalists (FAJ)</i></p>	<p>Since 2018, the IFJ Africa Office started working on a new project under the UTU focusing on Digital Media, Trade Union Reform and Youth Recruitment. The objective of this project was to evaluate the</p>

<p><b>Instructs</b> the IFJ General Secretary and Executive Committee to:</p> <ol style="list-style-type: none"> <li>1) To promote African journalists' capacity development and proper training at all levels as a priority to renew the African journalists' movement particularly, in the following priority areas:             <ol style="list-style-type: none"> <li>a) Membership development;</li> <li>b) Political and Ideological development as a basis or tools of analysis to help African journalists understand their situation better.</li> <li>c) A comprehensive education programme that targets both men and women journalists and that deals with building leadership;</li> </ol> </li> <li>2) To support specific training actions to develop African journalists' capacity to communicate effectively, mobilise, negotiate, manage conflicts, critically engage and also build alliances;</li> <li>3) To prioritise the unionisation of women &amp; young journalists as well as freelance journalists to create the conditions for union membership growth, relevance and mass actions;</li> <li>4) To promote trade union independence in the media industry, as well as the full application and respect for trade union freedom and the right to bargain as stipulated in ILO Conventions N° 87 and 98;</li> <li>5) To help African affiliates in developing and implementing their organising strategies; this relates more particularly to the creation and/or consolidation of membership of freelance journalists, recruitment of new member journalists and retaining the existing members.</li> </ol>	<p>working conditions of young journalists in particular online as well as to develop strategies for recruitment for young journalists who work online.</p> <p>Training programmes/pilot projects have been organised in Cameroon, Ivory Coast, Togo also involving unions from DRC, Congo-Brazzaville, Chad, Sudan, Benin, Ivory Coast, Mali, Guinea Conakry, Burkina Faso, Senegal, Cape Verde</p> <p>A Youth Working Group was put in place in 2018 to help recruit young journalists working online in their respective countries as well as to exchange experiences on strategies for youth recruitment online. A Youth Working Group meeting and a strategic union building was held in Cameroon in 2019. These workshops were designed to build the capacities of young journalists in trade union issues as well as involving them in the recruitment process of the unions.</p> <p>In the light of Covid-19 FAJ has organised a number of activities/research aimed at helping journalists unions to respond to the pandemic and build their capacity. A special FAJ meeting in Accra in Ghana in May 2021 will draw up a strategic capacity-building plan.</p> <p>Relations have been developed with UNESCO and FES Media Africa to seek resources to develop further training for union leaders in developing capacity. WPFJ in Namibia provided opportunities to advocate for trade union independence and the implementation of ILO conventions.</p>

### 43. Collective Bargaining for Freelancers

*Proposed by the National Writers Union, USA (NWU)*

- 1) **Calls on** member organizations to support legislative remedies to antitrust laws that prohibit union organizing;
- 2) **Appeals** to freelance and self-employed media workers around the world to organize and challenge outdated and unfair laws that don't recognize freelance work as equal to other forms of labour;
- 3) **Asks** that sister unions and labour organizations around the world stand in solidarity with non-traditional independent workers who try to organize;
- 4) **Demands** that the United States and Australian government recognizes that freelance writers have the right to collective bargaining and affords them the same legal protections as all workers under the National Labour Relations Act.

The IFJ has made a submission to the EU investigation in to the impact of collective bargaining for freelancers.

IFJ has worked with other GUFs to push for labour laws and support campaigns which allow freelancers to bargain collectively.

In Indonesia, AJI conducted a media entrepreneurship workshop for startup media or self-employed media workers and actively campaigns for the importance of worker protection including freelance journalists. AJI joined advocacy efforts on the Omnibus Law in Indonesia which also harms the rights of not only contract workers but also freelancers in industrial relations.

In Australia, MEAA's freelance campaign has culminated in the endorsement of the *MEAA Freelance Charter of Rights* which will be the cornerstone of the ongoing campaign. MEAA has created a dedicated web site including a contributions from freelancers about the rates of pay offered by commissioning editors.

MEAA runs dedicated activities and services offered to freelance members, including the Freelance Pro membership which provides exclusive benefits to freelancers. MEAA members have already been successful in securing an increase to the minimums for most freelancers of 10 cents per word and continue to fight for minimum rates in an agreement with the publisher, and also a memorandum of understanding at Private Media.

In Pakistan, PFUJ supports freelance journalists and has included them as a theme in its strategic plan for the next two years.

In India, IJU discusses support for freelance journalists at its meetings and state unions are advised to engage them with the unions, as they seek to stay away.



<p><b>44. The future of international press agencies at stake</b></p> <p><i>Proposed by the Syndicat national des journalistes (SNJ), the Syndicat national des journalistes-CGT (SNJ-CGT) and the Union syndicale des journalistes - CFDT (France)</i></p> <p><i>With a view to defend the quality of information throughout the world;</i></p> <p><b>Calls upon</b> the IFJ Executive Committee:</p> <ol style="list-style-type: none"> <li>1) To challenge the governments to safeguard international agencies in order to guarantee the quality of information by initiating draft international framework agreements with the ad hoc trade union structures;</li> <li>2) To propose in this regard that a specific meeting of trade union representatives from the major agencies be rapidly scheduled in order to identify the situation not only of the three major international agencies (Reuters, AP, AFP), but also of the other national agencies which are subject to budget reduction measures, staff cuts, violations of social rights, as well as political pressures from structures dependent on the States;</li> <li>3) To support the struggles and demands of employees against a weakening of the role of agencies that would leave entire areas in the five continents without coverage.</li> </ol>	<p>The IFJ supported action at Telam and at Notimex, including organising an international solidarity campaign, to draw attention to cuts which undermine news agencies abilities to carry out their work.</p>
<p><b>45. To defend the public media as guarantors of the right to information (Telam and Canal Sur)</b></p>	<p>The IFJ has campaigned and launched solidarity campaigns with those fighting to defend public media including in Argentina,</p>

<p><i>Proposed by FSC-CC.OO.</i></p> <p><b>Urges</b> the IFJ ExCom:</p> <ol style="list-style-type: none"> <li>1) To launch a campaign in defence of the public media as guarantors of freedom of expression and the right to receive truthful and quality information;</li> <li>2) To send a formal protest to all governments that are attacking these public media, through the embassies of these countries in the States where IFJ has affiliates and urge them to readmit the dismissed public employees and to reactivate those public media that have been closed down in defence of the right to information;</li> <li>3) To conduct a follow-up and support campaign for all public media that are or may be at risk of being attacked by providing IFJ member unions in those countries with all the resources and infrastructure necessary to prevent such attacks.</li> </ol>	<p>Namibia, Tunisia, Mexico including lobbied governments and managements.</p> <p>In the Western Balkans the IFJ is working on a 3-year project with civil society to promote public service media.</p>
<p><b>46. Cooperation with UNI Global Union</b></p> <p><i>Proposed by the National Union of Journalists, UK and Ireland</i></p> <p><b>Instructs</b> the Executive Committee to open up an urgent discussion with UNI and, if necessary, other international federation on:</p> <ol style="list-style-type: none"> <li>1) Pooling resources in order to develop a more effective voice for journalists and other media workers in dealing with global corporations, governments and international institutions;</li> </ol>	<p>A number of meetings were held between the DGS of IFJ and UNI to set out a framework for collaboration. Regular project liaison meetings take place.</p> <p>Joint events have been organized to promote ideas around media viability and defending media jobs. Resources have been shared around digital organizing, use of data, teleworking and other labour rights issues. Solidarity messages have been shared where members of each GUF are in dispute. UNI were invited to participate in the IFJ panel for the Doha conference on online and social media.</p>

<p>As a result of Covid-19 opportunities for joint gender and training meetings had to be postponed</p>	<p>2) Organising trade union education on specific topics such as worker representation, women’s participation as well as health and safety issues among others;</p> <p>3) Increasing our work within GUFs to focus on media global corporations in particular with the increased convergence between the Internet, broadcasting and Telecoms;</p> <p>4) Setting out solidarity mechanisms between media workers to help in specific labour disputes involving violations of rights or health and safety standards, resistance to or denial of collective bargaining, and union recognition, and to strengthen our capacity to connecting with GUFs as a strategic resource for rescaling their struggle;</p> <p>5) Encouraging IFJ regional organisations in getting involved in a broad range of initiatives and activities that could be considered as regional union ‘network building’ in order to leverage bargaining power and develop union presence, such as works councils’ and union networks’ meetings.</p> <p>Further <b>calls for</b> the conclusion of such a debate to be disseminated among affiliates and, if necessary, be tabled in motions and reports for the forthcoming congress in 2022.</p>
<p>The IFJ formed a common front with the EFJ and key partner organisations such as FIA and UNI-MEI joining major coalitions to demand better remuneration for media workers in the digital market and robust recovery plans for the creative industries and the media sector, in the context of the ongoing Covid-19 global health crisis.</p>	<p><b>47. Promotion of framework agreements with other international federations in our field (UNI-MEI/ISP) and the inclusion of IFJ in any international space working on press freedom or working conditions and trade union rights of journalists</b></p> <p><i>Proposed by FSC-CC.OO.</i></p>

<p style="text-align: center;"><b>Urges the IFJ AdCom:</b></p> <ol style="list-style-type: none"> <li>1) To strengthen union ties and collaboration strategies in all areas with those international areas with which we share spaces, such as UNI-MEI, FIA, FIM or ISP among others, and to collaborate to make our member unions stronger and better protect them in all spaces;</li> <li>2) To occupy all possible spaces in which we work on press freedom or working conditions and trade union rights of journalists, to spread the voice and demands of our members to all corners.</li> </ol>	
<p style="text-align: center;"><b>48. Strengthening the ILO</b></p> <p style="text-align: center;"><i>Proposed by the National Union of Journalists, UK and Ireland</i></p> <p style="text-align: center;"><b>Congress calls on the incoming Executive Committee, in conjunction with the ITUC and affiliates, to:</b></p> <ol style="list-style-type: none"> <li>1) Campaign for fundamental reforms which would allow the ILO to make determination in respect of employers and not just governments;</li> <li>2) Examine how best the ILO may be used to further campaigns for the achievement of gender equality and the elimination of workplace discrimination;</li> <li>3) Support the campaign of the ITUC and the European Trade Union Congress for inclusion of Health and Safety standards in the list of labour rights;</li> </ol>	<p>The IFJ joined ITUC and ETUC in highlighting fundamental health and safety standards in the list of labour rights during IWMD and during the WPFDD event in 2021, which included an ILO speaker.</p>

<p>4) Campaign for ILO action on the outcome of the ILO Global Dialogue Forum 2014, with particular reference to the abuse of unpaid workers and interns in the media industry.</p>	
<p style="text-align: center;"><b>49. Protecting Trade Union Rights</b></p> <p style="text-align: center;"><i>Proposed by the National Union of Somali Journalists (NUSOJ)</i></p> <ol style="list-style-type: none"> <li>1) <b>Urges</b> all affiliates of IFJ to collectively take meaningful steps to assert that trade union rights are human rights which should be respected internationally, continentally and nationally;</li> <li>2) <b>Directs</b> the IFJ and all its affiliates to promote and uphold ILO core conventions on freedom of association and the effective recognition of the right to collective bargaining, and the recommendations from ILO supervisory mechanism;</li> <li>3) <b>Decides</b> that violators of trade union rights be branded internationally by establishing criteria for identifying and categorising these individuals, entities or governments by publicly exposing them and the crimes that they have committed against journalists and their unions and to further explore effective means and ways in determining ways to expose anti-trade union atrocities and crimes.</li> </ol>	<p>The IFJ inserted references to these rights in UNESCO WPFDF draft declaration and in key texts on media development drawn up by Media Freedom Coalition and civil society groups.</p> <p>IFJ has lobbied to ensure international public funds used to support media are conditional on respect for core ILO conventions and union rights.</p> <p>Robust campaign in Turkey to support trade-union rights, including recruitment, TU training legal advice and defense of freedom of association. IFJ has supported affiliates campaigns where these rights are being undermined, including in submissions to UNESCO and other inter-governmental bodies.</p>
<p style="text-align: center;"><b>50. On social security for workers in Latin America and the Caribbean</b></p>	<p>Due to the unexpected need to reframe national activities and objectives as a result of Covid-19, meant this planned campaign had to be dropped.</p>



<p><i>Proposed by the Federación de Periodistas de América Latina y el Caribe (FEPALC)</i></p> <ol style="list-style-type: none"> <li>1) <b>Urges</b> the IFJ leadership to hold talks with the ILO authorities in order to achieve the highest number of ratifications of Convention 102 on social security;</li> <li>2) <b>Asks</b> the IFJ leadership to include in its training platforms and campaigns the issue of social security as a fundamental mechanism for a full life, considering vulnerable sectors such as women, youth and older adults;</li> <li>3) <b>Urges</b> IFJ affiliates to look for ways to establish channels of dialogue and negotiation with social communication companies and governments, with the objective that all journalists enjoy social security;</li> <li>4) <b>Reiterates</b> and <b>reaffirms</b> that minimum standards on social security should be administered on a tripartite basis in order to guarantee and strengthen social dialogue between governments, employers and workers.</li> </ol>	
<p><b>51. The effective right to national and regional collective bargaining</b></p> <p><i>Proposed by the Federación de trabajadores de los medios de comunicación social de Chile (FENATRAMCO)</i></p> <p><b>Instructs</b> the FEPALC Executive Committee to:</p>	<p>Work is being developed with unions to regulate new working methods (such as telecommuting) observing current rights established by existing CBA.</p> <p>Through the IFJ UTU project, FECOLPER was able to monitor and table complaints with the ministry over rights abuses as a result of Covid-19.</p>

<p>1) Ensure that the IFJ makes progress in consolidating a trade union model of the organisation in order to achieve in the medium term the collective bargaining necessary to establish rights and duties through collective agreements or contracts with national and multinational companies;</p> <p>2) Pursue the objective of systematically ensuring high standards at the regional level that allow FEPALC and its affiliated unions the right to monitor the national and regional behaviour of these companies in this and other areas, as well as to raise any violation of existing collective agreements in these companies.</p>	<p>Specific campaigns in support of rights to collective bargaining have been run with unions in Mexico and Argentina.</p>
<p><b>52. Union training programmes on collective bargaining</b></p> <p><i>Proposed by the Federación de trabajadores de los medios de comunicación social de Chile (FENATRAMCO)</i></p> <p><b>Instructs</b> the IFJ Executive Committee to:</p> <p>to promote and strengthen, at the national level, the joint implementation with the IFJ regional office of Trade Union Training Programmes on Collective Bargaining, in order to better defend the rights, interests and fundamental freedoms of journalists and communications workers on the continent.</p>	<p>So far, it has not been possible to find international grants that have collective bargaining as one of their priority themes.</p>
<p><b>53. Safeguarding Independent and Responsible Media</b></p> <p><i>Proposed by the Indian Journalists' Union (IJU)</i></p>	<p>The IFJ Global Charter of Ethics has been widely distributed and has formed the basis of a number of training workshops.</p>

<p><b>Reiterates</b> its resolve to protect the freedom of the press by taking multiple actions to strengthen its affiliates by:</p> <ol style="list-style-type: none"> <li>1) Ensuring that media's credibility stays intact by committing to basic standards of good journalism and re-emphasising ethical journalism;</li> <li>2) Lending voice to affiliates which are seeking implementation of statutory Wage Boards as against contract employment based on the unfair practice of 'hire and fire' policy;</li> <li>3) Encouraging governments to commit themselves to safety of journalists, by legislating specific national laws for journalists' protection while carrying out their duties;</li> <li>4) Protecting and strengthening institutions set up to safeguard the independence of the press, which are increasingly getting undermined by governments;</li> <li>5) Preparing region-wise strategy on prevailing labour laws and trade unions, which are increasingly being diluted, with a view to protect media business entities in countries where affiliates need support.</li> </ol>	<p>The Charter has been republished by partner organisations and secured media coverage.</p> <p>The IJU and its affiliates held an all-India protest against Code on Wages Bill, 2019, a new labor code, arguing the codes threaten journalism by abolishing the wage board and removing the Working Journalist Act in August, 2019. IJU also wrote a letter to Labour Minister and gave oral evidence before Parliamentary Standing Committee on Labour challenging the bill. IJU has realized the need of further advocacy for enactment of new laws for safeguarding the interest of the working classes including journalists. A national law for safety and security of journalists is a long-standing demand of IJU.</p> <p>In India, IJU has emphasises responsible media, protested and issued statements against rising attacks on independent media. Further, IJU demanded a new safety law for the protection of journalists and protested against the new labour codes introduced by the Government of India, which scrap the wage board. IJU gave a memorandum to the Parliament's Standing Committee on Labour and appeared before the committee emphasising the code's impacts on media independence, journalist safety and security of employment.</p> <p>In Macau, AIPIM asked affiliates to include these critical issues as a priority On National Press Day and World Press Freedom Day. AIPIM issued statements regarding press freedom and access to information aimed at raising awareness among the civil society and Government, including statements expressing concern over the removal of certain photographs from the World Press Photo Exhibition, in October 2020 and calling on public service broadcaster to ensure an independent editorial line, one reflective</p>
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diverse points of view and in accordance with widely accepted codes of ethics in March 2021.

AJI, with the support of IFJ Asia Pacific, has conducted research on the working conditions of journalists in Indonesia during the pandemic. This research is the basis for AJI's campaign and trainings for journalist safety during pandemic. AJI regularly conducted workshops for ethical and independent journalists and actively works with organisations that have the same mission to safeguard independent journalists and press freedom. AJI regularly records and advocates for labor cases and violence against journalists and has worked with other organizations in advocating for the Omnibus Law that threatens and reduces workers' rights.

FMM's strategy is to monitor the Sri Lanka Media Landscape, figure out issues, and advocate accordingly. Each month a monthly bulletin is issued. In addition, an annual report is published highlighting the challenges to safeguard the independence of media and issues related to irresponsible Media practices.

MEAA releases its press freedom report each year, on UNESCO World Press Freedom Day, which is a summation of MEAA's concerns over the previous 12 months. MEAA has campaigned on shield laws and defamation law reform, national security, journalism in a democracy, press freedom abroad, ethical journalism. MEAA members have also successfully bargained to incorporate the MEAA Journalist Code of Ethics in collective agreements at The New Daily, Australian Associated Press and The Guardian.

SLWJA conducted a two-day online workshop of 50 journalists and students who learn journalism offering training on the ethics,

<p>rights and responsibilities of a journalist, ethical use of news photography as well as cyber security.</p> <p>PFUJ has been working to ensure freedom of speech and expression while safeguarding the rights of independent media. PFUJ also approved a 26-point charter of demands in our recent AGM held in Lahore to up before the Federal Government to ensure the rights of media works and media houses.</p> <p>Under the IFJ's Pakistan project, funded by the National Endowment for Democracy, Decent Work in Paksitani Media, a review of Pakistan's labour laws was undertaken which noted the inadequacies of enforcement and the limitations of the wage boards, applying only to traditional journalism fields. Following the report's publication, IFJ's affiliate, the Pakistan Federal Union of Journalists undertook efforts to address the Wage Board's inadequacies.</p>	
<p>The constitutive meeting of the Federation of Asia-Pacific of Journalists (FAPaJ) was due to be held in March 2020 in Oman, but in view of the global health crisis, it has been postponed.</p>	<p><b>55. For a Regional Federation in Asia-Pacific</b> <i>Proposed by the Indian Journalists' Union (IJU)</i></p> <p>Executive Committee members from the Asia-Pacific were <b>requested</b> to commence the work along with General Secretary and Deputy General Secretary to develop a proposal for consideration at the Congress in Tunis next year;</p> <p>Congress supports establishment of an Asia Pacific Federation.</p>



<p style="text-align: center;"><b>56. Appeal to African affiliates</b></p> <p style="text-align: center;"><i>Proposed by the Syndicat national des journalistes (SNJ), France</i></p> <p><b>Calls on</b> all affiliates to support their African sisters and brothers and to assist them through bilateral or multilateral exchanges of charters, collective agreements, experiences and texts that are more extensive and numerous.</p>	
<p style="text-align: center;"><b>57. Recruitment of New Journalists' Unions to the IFJ</b></p> <p style="text-align: center;"><i>Proposed by the Russian Union of Journalists</i></p> <p><b>Instructs</b> the IFJ Executive Committee to:</p> <ol style="list-style-type: none"> <li>1) Commission a global mapping exercise through the IFJ regional offices to list in every country unions that can be brought into membership;</li> <li>2) Use the RUJ experience in establishing regional journalists' organisations;</li> <li>3) Seek to revive unions that used to be affiliates and have ceased to function;</li> <li>4) Recruit new journalist's unions in countries where the IFJ organisation doesn't have members;</li> <li>5) Raise the visibility of the IFJ in these countries by organising actions and presentations of IFJ activities as well as cooperation with potential affiliates</li> </ol>	<p>The IFJ Africa Office was in consultation with a group of interested Namibian journalists through the FES Office to engage them in forming a union with the objective of bring them to the IFJ fold. The union was formally launched in November 2020 and is now affiliated to the IFJ.</p> <p>An application for membership has also been received from the Afghanistan National Journalists Union.</p> <p>The IFJ is discussing with a number of journalists associations and the Ethiopia Media National Support (EMNS). About the possibility of building a new journalists union.</p> <p>Other new affiliates include The Journalist Association of Western Samoa (JAWS), Cambodian Journalists Alliance (CamboJA).</p> <p>The revival of Maldives Journalists Association (MJA) presents another recruitment opportunity.</p>

<p>The US News Guild has rejoined the IFJ and is playing an active role with sister affiliates in the US and Canada.</p>	<p>Through its UTU projects IFJ affiliates in more than a dozen countries have now established youth structures, formal relationships with journalism universities/students.</p> <p>Youth working groups have been set up in 3 regions.</p> <p>A survey was organised in CEE region on youth attitudes to unions and communications, the results of which are helping to inform work on improving unions' messaging.</p> <p>Best practice materials have been shared with unions.</p> <p>In October and November 2020 IFJ APRO ran a series of digital organising training sessions with leaders, with a specific emphasis on youth leaders, with participants from Indonesia, the Philippines and Sri Lanka. The focus was on the use of digital technology during the Covid-19 pandemic and beyond, to strengthen union engagement, innovation and leadership.</p>
<p><b>58. Communication Strategies for Youth Recruitment</b> <i>Proposed by the Media Workers Association of South Africa (MWASA)</i></p> <p><i>Noting that at the recent Communication Strategy Workshop held in Windhoek, Namibia, the importance of doing proper formative research on the target audience was highlighted as key to effectively target your message; with this in mind, it was proposed that a survey be conducted to gather information from journalism students and recent graduates about:</i></p> <ol style="list-style-type: none"> <li>1. What challenges they face,</li> <li>2. Whether the training they receive adequately prepares them for work in the field;</li> <li>3. What they know about their rights in terms of labour laws;</li> <li>4. Whether they receive any training on self-care, stress management, etc.;</li> <li>5. Whether they are aware of IFJ and/or affiliated unions operating in their countries;</li> <li>6. What are their impressions of unions;</li> <li>7. What benefits could unions offer them to secure their membership;</li> </ol>	

<p><i>Believing that the survey could be developed so as to be taken online (i.e. by survey monkey) and hence shouldn't have steep cost elements; that it could be advertised by IFJ and affiliated unions on social media platforms and that a mailing list of University lecturers could be compiled; that the "reward" for completing the survey could be entrance into a draw, the prize for students could be an internship/mentorship with a suitable media house to be identified by the IFJ and for recent graduates;</i></p> <p><b>Calls on</b> the Secretariat to implement this initiative.</p>	
<p><b>59. Growing the Next Generation of Journalists</b></p> <p><i>Proposed by the Media Workers Association of South Africa (MWASA)</i></p> <p><i>Reaffirming that in line with IFJ's Objective 3 (c) "To uphold and improve professionalism and to promote high standards of journalism and journalistic education", and informed by the results of the survey proposed by the Windhoek's workshop, recommending that a study be conducted to determine whether journalism degree programmes in Africa provide the following elements deemed to be necessary:</i></p> <ol style="list-style-type: none"> <li>1. Awareness of labour laws related to their profession,</li> <li>2. Awareness of Access to Information regulations,</li> <li>3. Awareness of the value and existence of unions,</li> </ol>	<p><i>See above.</i></p> <p>So far, it has not been possible to identify the funds necessary to carry out the survey/research.</p>

<p>4. Awareness of best practices on the continent for negotiating freelance contracts,</p> <p>5. Awareness of the importance of the role of journalists in promoting free speech and discouraging hate speech,</p> <p>6. Health and Safety both in terms of the profession and in terms of the individual particularly with regard to psychological health – being able to identify the signs of stress and PTSD and be aware of psycho support available as well as self-care options;</p> <p><i>Believing that funding for such a study could be sought from various organisations, for example fesmedia Africa;</i></p> <p><b>Calls on</b> the IFJ Secretariat to seek ways to use the survey to forge links with Journalism/Media departments with the aim to promote high standards of journalistic education and facilitate unions’ engagement with students.</p>	
<p style="text-align: center;"><b>XXXXXXXXXXXXXXXXXXXX</b></p>	<p style="text-align: center;"><b>60. Fight against the precariousness of journalism</b></p> <p style="text-align: center;"><i>Proposed by FSC-CC.OO.</i></p> <p><b>Agrees:</b></p> <p>1) To instruct the ExCom to present an action plan within a period of no more than one year, with the objective of establishing lines of work for the right to unionization, the recognition of the effective right to negotiate working conditions and to obtain unemployment insurance, pension and health care, as well as effective measures for the conciliation of work and personal life of platform workers;</p>

<p>2) To demand, in accordance with the ILO recommendations, that equality of treatment between standard and atypical work be guaranteed at the legislative level with regard to the enjoyment of economic rights and benefits, a guaranteed minimum of working hours, limiting the variability of working hours;</p> <p>3) To strengthen the collaboration between the IFJ and the different international trade union organisations, with the aim of working towards guaranteeing a just and inclusive transition to the new digital scenario at all levels;</p> <p><b>Calls on</b> affiliated organisations to include in their trade union agenda the analysis of the digitisation process and of work through platforms in their field, in order to deal with its consequences in terms of labour and remuneration as well as intellectual property rights.</p>	<p>The IFJ published a statement on the case in August 2019.</p> <p>He was eventually released and secured compensation.</p>
<p><b>63. Motion to Free Manuel Duran and Support Central American Refugees</b></p> <p><i>Proposed by the National Writers Union/UAW US (NWU)</i></p> <p>1) <b>Calls on</b> the US Government to release and drop deportation proceedings against Manuel Durán Ortega, a Salvadoran immigrant reporter arrested in Tennessee last 3<sup>rd</sup> April and held in an Immigration and Customs Enforcement (ICE) detention center in Jena, Louisiana since his arrest;</p> <p>2) <b>Supports</b> the efforts of the National Writers Union and many immigrant rights groups to aid the thousands of refugees at the US-Mexico border in seeking asylum and peacefully entering the U.S.;</p>	

<p>3) <b>Joins</b> the growing chorus in the U.S. demanding an end to the Immigration and Customs Enforcement agency (ICE).</p>	
<p><b>URGENT MOTIONS</b></p>	
<p><b>UM1 US Government against Julian Assange</b> <i>Moved by: MEAA, SNJ, SNJ-CGT, CFDT</i></p> <p>The congress asks the IFJ Executive Committee to:</p> <ol style="list-style-type: none"> <li>1. To take the case to the UN Human Rights Council.</li> <li>2. To call on the European Parliament and the Council of Europe to respect freedom of opinion.</li> </ol>	<p>The IFJ GS participated in several public events in Brussels, spoke at the European Parliament in Brussels and at the Council of Europe in Strasbourg to recall the IFJ's commitment to Julian Assange. He is in close contact with Wikileaks and Julian Assange's father. He is also in contact with the city of Brussels to make him an honorary citizen.</p> <p>He recently signed a joint letter on the occasion of Julian Assange's birthday (3 July) calling for his release.</p> <p>Australia's Media Entertainment and Arts Alliance (MEAA) campaigns regularly in support of Julian Assange. This not only includes letters to relevant government departments but also union campaigning on social media and through webinars for union members (October 2020). The IFJ APRO office continues to support these union actions through statements (one a month issued in June, July and August).</p> <p>The IFJ has nominated Assange for various media freedom awards.</p>



	<p>MEAA campaigns regularly in support of Julian Assange. MEAA has held multiple events in support of Assange, including an exclusive briefing with Wikileaks editor-in-chief, who was attending the extradition hearing against Assange in September 2020. In 2021 MEAA called on the US government to drop all charges against Julian Assange and for the Australian government to expedite his safe passage to Australia.</p> <p>The IFJ APRO office continues to support these union actions through statements.</p>
<p><b>UM2 - The decision by International New York Times to end all daily political cartoons</b>  <i>Moved by: AGJPB-IVBB (Belgium) + NWU + Dansk Journalistforbundet + CWA + SNJ-CGT</i></p> <ul style="list-style-type: none"> <li>• Asks the IFJ Executive Committee to protest against this decision by the leadership of New York Times International</li> <li>• To urge the leadership of New York International to revise its decision on behalf freedom of expression</li> </ul>	
<p><b>UM3 - Menaces à la liberté de la presse en France</b>  <i>Présentée par le SNJ, le SNJ-CGT et la CFDT journalistes (France)</i></p>	

<p>Le congrès constatant que, malgré de multiples mises en garde au niveau français et international, les autorités françaises sont dans le déni :</p> <ul style="list-style-type: none"> <li>- demande une audience pour la FIJ au Président de la République française,</li> <li>- appuie la lettre ouverte au Procureur de Paris, signée par de très nombreuses organisations de défense des libertés et nombre d'avocats, de journalistes, de citoyens. Ce courrier demande l'arrêt de toutes ces poursuites judiciaires.</li> <li>- demande que des enquêtes indépendantes soient menées pour dégager les responsabilités des entraves et agressions contre les journalistes,</li> <li>- réaffirme son soutien aux journalistes français et va s'adresser en ce sens à tous les organismes internationaux qui se sont rendus en France pour auditionner les représentants des journalistes :</li> <li>- les Rapporteurs spéciaux du haut-commissariat aux droits de l'homme de l'ONU,</li> <li>- la Commissaire aux droits de l'homme du Conseil de l'Europe,</li> <li>- le Comité économique, social et environnemental européen.</li> </ul>	
<p style="text-align: center;"><b>UM4 - Economic sanctions on Syrian Media</b> <i>Moved by: SJU/Syria</i></p> <p>The International Federation of Journalists (IFJ) demands that these sanctions be lifted and that such measures be suspended immediately.</p> <p>The IFJ sends a message of greeting and solidarity to Syrian journalists who have faced all forms of violence and terrorism because of their professional work</p>	

<p>The Congress asks the Executive Committee to:</p> <ol style="list-style-type: none"> <li>1. Communicate with regional and international organizations and mechanisms to pressure these countries to lift sanctions and stop these measures.</li> <li>2. To send a message of solidarity and support to the Syrian Journalists Union and help him in this case.</li> </ol>	
<p><b>UM5 - Raids by Australian Federal Police on the home of a journalist and the offices of the Australian Broadcasting Corporation</b></p> <p><i>Moved by: MEAA</i></p> <p>IFJ Congress condemns the recent raids by Australian Federal Police on the home of a journalist and the offices of the Australian Broadcasting Corporation.</p> <p>We call on the Australian Parliament to take urgent action to legislate for the protection of journalists and their confidential sources, and to end its system of mass data surveillance.</p>	<p>The IFJ made submissions and the DGS gave evidence to the Australian Parliamentary Committee related to the raids.</p> <p>There have been minor developments into reforming laws to protect journalists and their confidential sources, and ending mass data surveillance through two <u>parliamentary inquiries into press freedom</u>. The Australian Senate's reports and recommendations into the inquiry have been delayed by Covid-19. The Media, Entertainment and Arts Alliance has made significant ground launching the <u>Right to Know Campaign</u> and publishing a report on the <u>State of Press Freedom in Australia in 2020</u>. The AFP have now dropped the case against both <u>Annika Smethurst following the raid on her home</u>, ABC journalists <u>Dan Oakes and Sam Clarke</u>. In November, the findings of an inquiry into the actions of Australia's special forces in Afghanistan was released. The allegations raised by Dan Oakes and Sam Clarke were pursued in this inquiry.</p> <p>MEAA released its 2021 press freedom report, <u>Unsafe at Work: Assaults on Journalists: the MEAA Report into the State of Press Freedom in Australia in 2021</u>, detailed the timeline of the raids, the parliamentary inquiry and MEAA's</p>

	<p>On April 15, 2020 the full bench of High Court of Australia ruled that the warrant used to authorise the search of the Canberra home of the then News Corporation journalist Annika Smethurst's home, was invalid and should be quashed. MEAA provided evidence in the trail.</p> <p>Following outcry at the raids on the ABC and News Corp's Annika Smethurst, then-Attorney General Christian Porter issued a direction under the Commonwealth Director of Public Prosecutions Act 1983 requiring the Attorney-General's consent to the prosecution of journalists for national security offences, "as a separate and additional safeguard" to the CDPP believing it is in the public interest to prosecute.</p>
<p><b>UM6 - Media owners against EDOEAP Fund</b>  <i>Moved by: by JUADN and PEPU (Greece)</i></p> <p>The journalists Unions members of the IFJ attending 30th World Congress in Tunis Tunisia in solidarity with Greek Unions JUADN and PEPU:</p> <ul style="list-style-type: none"> <li>• Join their voice of concern and express their solidarity with Greek Journalists and media workers who are in danger of losing EDOEAP Fund a model of insurance and health provider that has taken decades to build.</li> <li>• Instruct the new IFJ Executive Committee to contribute to the struggle of Greek Unions JUADN and PEPU in providing a viable solution for EDOEAP Fund to continue its operation for the benefit of all Greek journalists, media workers and their families.</li> </ul>	<p>The IFJ launched an international solidarity campaign with Greek unions to defend the scheme.</p> <p>The IFJ President went to Athens to support the affiliates.</p> <p>The unions secured a victory in the court case they took.</p>
<p><b>UM7 - la grève des femmes du 14 juin 2019 en Suisse</b> <i>Présentée syndicom, syndicat des médias et de la communication de Suisse</i></p>	<p>Issued statement of support.</p>

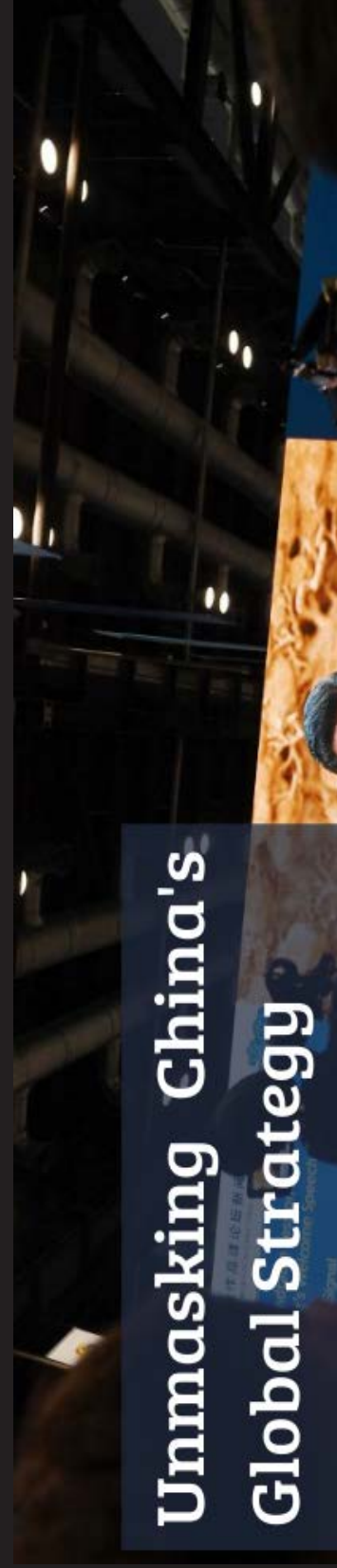
<p>le 12 juin 2019 Motion : Le 30eme Congrès de la FIJ, réuni à Tunis (11-14 juin 2019) ratifie la résolution prise par la réunion du Conseil de Genre de la FIJ du 11.06.2019. Et exprime toute sa solidarité inconditionnelle avec la grève de femmes du 14 juin 2019 en Suisse.</p>	
<p><b>UM8 - Safety of journalists in the Philippines</b>  <i>Moved by: NUJ Philippines</i></p> <p>recognizing the role of the International Federation of the Journalists and its affiliates in ensuring the safety of media workers and helping find justice for the victims of the massacre;</p> <p>Congress calls on the Philippine President Rodrigo Duterte and the Philippine government to uphold press freedom and ensure the safety of media workers in the Philippines;</p> <p>demands that the Philippine government takes concrete and credible steps and actions to resolve the killing of Filipino media workers and prevent further attacks; further demands the fast-tracking of the trial of the 2019 massacre case;</p> <p>supports the National Union of Journalists of the Philippines in fighting against worsening impunity and for justice for the massacre victims; enjoins all affiliates to actively support the Philippine media community and the families of murdered journalists by initiating and joining actions to defend press freedom in the Philippines and in marking the 10th massacre anniversary on November 23, 2019 which was declared as International Day to End Impunity.</p>	<p>The IFJ supported actions to commemorate the Ampatuan massacre and to highlight impunity in the Philippines.</p> <p>In August – September 2020, the NUJP led a coalition of journalists and press freedom organisations in the region to protest against UNESCO’s decision to declare the Ampatuan massacre as “resolved”.</p> <p>After a joint letter was sent to UNESCO, the deputy director general retracted the decision and the Ampatuan massacre as 'ongoing/unresolved' in the UNESCO Observatory of killed journalists, as well as in the upcoming 'Director-General's Report on the Safety of Journalists and the Danger of Impunity' until such a moment when a final verdict is reached by the Philippine judicial system.</p> <p>IFJ APRO has issued over 50 statements on violations against journalists and media workers and misuses of law in the Philippines since 2019, including joint solidarity actions with SEAJU.</p> <p>On September 25, 2020, the IFJ released joint statement with its Asia-Pacific affiliates welcoming the decision of the United Nations Educational, Scientific, and Cultural Organization (UNESCO) to maintain the classification of the Ampatuan Massacre legal case as ‘unresolved’.</p>

	<p>NUJP held a noise barrage on November 23, 2021, to commemorate the plight of journalists who were victims of the Maguindanao massacre.</p> <p>NUJP re-launched their Masked Media campaign, where the public can buy NUJP face masks. All sales or proceeds will go to the defense fund of Filipino journalists who are attacked for performing their duties.</p> <p>Through statements, activities and programs, NUJP actively campaigns to protect the constitutionally guaranteed rights to free expression and free press. It has campaigned for, among others, the enactment of a Freedom of Information law, decriminalization of libel, and government measures to stop attacks against media.</p>
<p><b>UM9 - In defence of democracy and justice in Brazil! Free Lula!</b>  <i>Moved by: National Federation of Journalists of Brazil - FENAJ</i>  Delegates at the IFJ World Congress support the Brazilian social and democratic movement in declaring that Lula is, in essence, a political prisoner;  Demand the review of former President Lula's conviction and his immediate release;  And stand with the Brazilian people and journalists of this country in their fight for the right to decide freely about their destiny.</p>	<p>Lula was released from prison and in March 2021 criminal charges he faced were dropped.</p> <p>IFJ continues to support FENAJ in the face of attacks from the Bolsonaro government.</p>
<p><b>UM10 - Résolution urgente sur les menaces contre le service public de l'audiovisuel en France et soutien aux mouvements de grève</b>  <i>Présentée par SNJ, SNJ-CGT, CFDT, France</i>    Le Congrès de la FIJ, réuni à Tunis du 11 au 14 juin 2019,</p>	<p>The three French unions fought for several months to keep Soir 3, but in vain. The management abolished it and the service was merged into the public service's new all-news channel, France Info.</p>

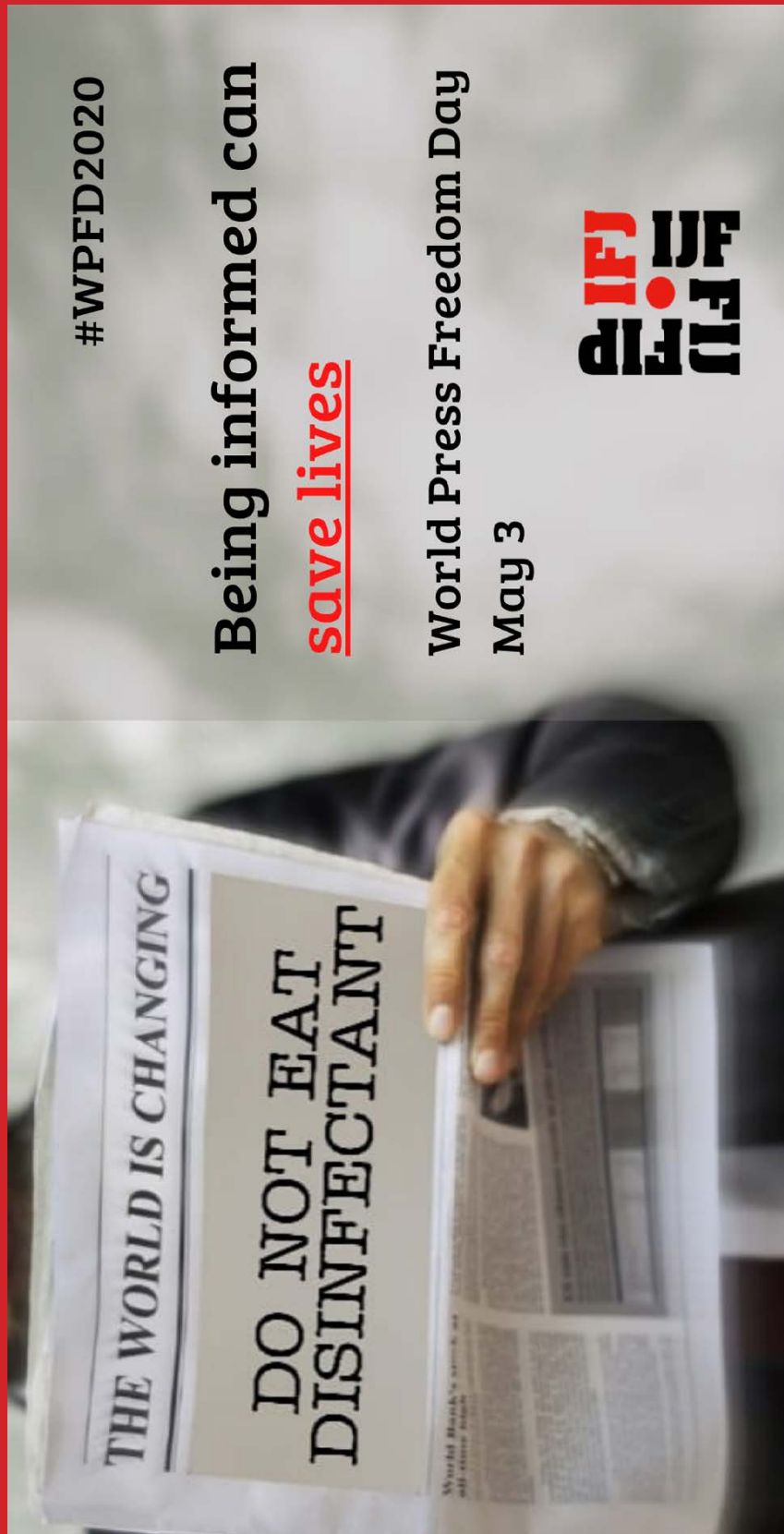


<p>- Exprime son soutien à tous les journalistes du service public audiovisuel français, ainsi qu'à ses membres adhérents SNJ, SNJ-CGT, CFDT,</p> <p>- Demande au gouvernement, représentant des actionnaires du Service Public d'imposer le maintien du Soir 3 à sa place et de faire respecter le dialogue social et de faire améliorer les conditions de travail au lieu de les affaiblir notamment en faveur des travailleurs précaires,</p> <p>- Rappelle que la précarisation des journalistes entraîne la désinformation des citoyens.</p>	
<p><b>UM11 - Fugitive Offenders Ordinance</b> <i>The Association of Taiwan Journalists</i></p> <p>Urgently calls on this congress of International Federation of Journalists to condemn the disproportionate use of force used by the Hong Kong police against citizens protesting the possible second reading of the controversial Fugitive Offenders Ordinance June 12.</p> <p>We also urge the congress to urgently call on the Hong Kong authorities to retract the proposed draft ordinance which would allow the extradition of any persons residing in, visiting or transiting through Hong Kong as “fugitives” to face possible trial in the People’s Republic of China (PRC)..</p>	<p>IFJ APRO has initiated actions around the introduction of the controversial new National Security Law, introduced on 30 June 2020, including a statement from regional affiliates and a statement from the Chinese coalition (July - August 2020). Since July 2020, IFJ APRO has issued over 15 statements on the impacts of the new law.</p> <p>As part of the Magna Carta China project, a coordinator based in Taiwan has been assigned to monitor violations.</p> <p>IFJ APRO’s latest report, Lights Out: Is this the End of Press Freedom in Hong Kong?, documents the detainment and jailing of journalists after inadvertently crossing invisible “red lines” set out under the new National Security Law.</p> <p>Through the Magna Carta China project, a coordinator based in Taiwan has continued to monitor violations in East Asia.</p> <p>IFJ APRO has released numerous statements condemning the closure of Apple Daily and Stand News, and the transformation of Radio Television Hong Kong (RTHK) into a government mouthpiece.</p>

	<p>The IFJ is building a dedicated China microsite, to display the IFJ's reports and advocacy work in the region, and provide access to monitoring data collected across the IFJ's various China projects.</p>
<p><b>UM12 - Urgent resolution to call on the United Nations' to end the policy of discriminatory exclusion of journalists from Taiwan</b> <i>The Association of Taiwan Journalists</i></p> <p>Urgently calls on this Congress of International Federation of Journalists to condemn the United Nations' discriminatory exclusion of journalists from Taiwan at this year's World Health Assembly in Geneva.</p>	
<p><b>UM13 - Vers une possible libération de Mumia Abu Jamal après 37 ans de détention arbitraire</b> <i>(SNJ, SNJ-CGT, CFDT-Journalistes)</i></p> <p>Pour appuyer cette demande, le secrétaire général de la FIJ avait adressé aux autorités de l'Etat de Pennsylvanie. Aujourd'hui, les syndicats français (SNJ, SNJ-CGT, CFDT-Journalistes) proposent au Comité exécutif nouvellement élu de s'adresser dès la clôture du congrès de Tunis au Gouverneur de Pennsylvanie en l'enjoignant de mettre un terme au calvaire dont Mumia a été victime.</p>	<p>The IFJ SG has written to the Governor of Pennsylvania requesting, among other things, a retrial for Mumia Abu Jamal. He has never received a reply.</p> <p>NWU has participated in numerous events and sent letters to the Governor of Pennsylvania, the new Philadelphia District Attorney, and the Director of the Department of Corrections. Mumia remains in prison, even after contracting COVID-19 and requiring heart surgery.</p>



**Unmasking China's  
Global Strategy**



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World Press Freedom Day  
May 3



## Congress Report (Tunis) – Motion 46:

# COOPERATION WITH UNI GLOBAL UNION

The following motion was passed by the 2019 Congress.

46. Cooperation with UNI Global Union

**Proposed by the National Union of Journalists, UK and Ireland**

*The World Congress of the International Federation of Journalists, meeting in Tunis from 11th to 14th June 2019,*

**Noting** IFJ's effort to represent journalists in the Global Unions, in particular working with international trade union organisations on transnational industrial relations and global unionism;

**Reiterating** policy decisions taken at various congresses regarding strengthening links with the wider trade union movement aimed at improving the efficiency and effectiveness of IFJ activities, expressed in particular in motions 1 and 2 agreed at the IFJ Seoul congress in 2001;

**Recalling** the decision to cooperate with the UNI Global union (UNI) on several fronts – authors' rights, freelances, globalisation and public sector broadcasting;

**Believing** that the new economic and technological forces that are shaping the global economy, our industry have made a far-reaching impact on our working lives, our journalism, our unions, and even to our identity as journalists;

**Instructs** the Executive Committee to open up an urgent discussion with UNI and, if necessary, other international federation on:

- 1) Pooling resources in order to develop a more effective voice for journalists and other media workers in dealing with global corporations, governments and international institutions;
- 2) Organising trade union education on specific topics such as worker representation, women's participation as well as health and safety issues among others;
- 3) Increasing our work within GUFs to focus on media global corporations in particular with the increased convergence between the Internet, broadcasting and Telecoms;
- 4) Setting out solidarity mechanisms between media workers to help in specific labour disputes involving violations of rights or health and safety standards, resistance to or denial of collective bargaining, and union recognition, and to strengthen our capacity to connecting with GUFs as a strategic resource for rescaling their struggle;
- 5) Encouraging IFJ regional organisations in getting involved in a broad range of initiatives and activities that could be considered as regional union 'network building' in order to leverage bargaining power and develop union presence, such as works councils' and union networks' meetings.

*Further calls for the conclusion of such a debate to be disseminated among affiliates and, if necessary, be tabled in motions and reports for the forthcoming congress in 2022.*

Following the Congress, the GS and DGS met with UNI-Global GS Christy Hoffman in September 2019.



## **Survey:**

In November 2019 the IFJ drafted and circulated a survey to all affiliates in 3 languages. 55 affiliates responded.

The most important findings were:

- 82% of respondents said they already worked closely with other unions, particularly unions in media – graphics, communications, social communications, other journalists’ unions, sister unions in neighbouring countries, culture workers unions, public sector unions.
- 96% said, given the chance, they would want to work more closely with other unions – just 2, from Sweden and Norway said they didn’t. The Swedish union sent an explanation of a particular issue they face with a UNI affiliate.
- 51% are members of a national trade union grouping/federation/council – a few are members of more than one.
- 13.5% of respondents are affiliated to UNI/UNI-MEI.

> In order of preference, the issues on which unions want more co-operation with other unions are:

1. Labour rights issues – 64%
2. Trade union education/training – 62%
3. Women’s rights/gender equality – 60%
4. Organising/recruitment campaigns – 42%
5. Health and safety – 42%
6. Establishing solidarity mechanisms – 42%
7. Social justice campaigns – 38%
8. Workers’ representation – 36%

> Respondents were also asked which other issues they would want more co-operation with other unions on. Among the answers given were:

9. Professional issues
10. Media freedom
11. Precarity/freelance issues
12. Human rights
13. Safety

## **Follow-up:**

The DGS met with Alke Boessiger, Deputy General Secretary of UNI on 3 February in Brussels to follow up on discussions held in 2019 to set out a framework for collaboration which included taking further steps towards strengthening cooperation and deepening relations which would include work in communications, gender, youth, union capacity building, campaigns, union organizing and other areas.

Common interest topics which were highlighted to increase cooperation included:

- Precarious work, labour rights (particularly collective bargaining), gender equality (C190), authors’ rights, press freedom and freedom of speech, new world of work / digitalisation
- Regional organising projects
- IFJ participation in the UNI Equality mentoring programme.

As a result:

- The IFJ and UNI affiliates worked together on a union organising drive in the Prisa group
- A joint event was organised with UNI Graphical to highlight the threat to jobs in publishing, including as a result of the platform companies

- The chair of UNI's women's committee joined the IFJ Gender Council mid-term meeting in Santander
- Solidarity messages have been shared for each other's disputes, including strong support for Nasser Abu Bakr following his dismissal by AFP.
- UNI GS Christy Hoffman joined the IFJ panel at the Qatar conference on the impact of social media
- Policy papers on digital organising, data rights, labour legislation, teleworking and other issues have been shared.

A further range of agreed activities were drawn up including

- IFJ attendance at UNI World Women's Committee
- IFJ participation in the UNI STEM - - equality mentoring programme for women.
- Joint participation in women and youth mentoring programmes in West Africa, Colombia and Nepal.
- Invitations being extended to IFJ speakers/regional office to the UNI P&L world conference in Dakar, particularly the sessions on organising.
- Invitation to take part in the UNI Americas regional conference, particularly on gender and youth issues. IFJ would be given a role in any session done on restriction of labour and human rights in the region, eg on freedom of speech.
- To establish a series of bilateral discussions on greater cooperation with a range of affiliates
- Joint meetings of the IFJ and UNI youth groups.
- A joint trade union solidarity mission to Turkey.
- Establishing a protocol for joint participation in training, seminars etc.

It was also agreed UNI would provide office space/desks which could be used by IFJ officials travelling for work/meetings in a number of countries.

It was further agreed to:

- Begin establishing regular meetings/contacts between regional directors
- Mapping global resources/affiliates which could give rise to identifying further opportunities for mutual support and solidarity.
- Regular liaison of project teams and identifying opportunities for joint applications around common themes.

However, as a result of Covid-19 it was not possible to carry out most of these plans.

On 2 February 2022 the DGS met again with the UNI DGS to restart the process of developing cooperation. A further meeting with the UNI GS is planned for late February 2022.

Almost two years have been lost but if anything, the Covid-19 pandemic shows even more the need to take bold steps to help to develop a more effective voice for journalists and other media workers in dealing with global corporations, governments and international institutions.





# PROJECTS REPORTS

## The Good News

Projects are central to the IFJ being able to deliver core support and benefits to affiliates, to implement the working programme and motions and to enable the IFJ to carry out vital training, advocacy, capacity-building and campaigning.

Without them the IFJ would not be able to deliver dozens of vital campaigns and actions.

Over the past 3-year period project funding has supported

Dozens of safety training workshops from Belarus to Syria and from Ukraine to Iraq

- Campaigning on behalf of persecuted journalists in Turkey, for journalists on death row in Yemen, for action to tackle violence against women and for an end to impunity in Palestine, Mexico, the Philippines and Afghanistan as part of a global drive to seek justice for those who kill journalists.
- Trade union capacity building, rights awareness and labour rights programmes in Colombia, Montenegro, Malaysia, Tunisia, Nepal, Pakistan, Guinea Bissau, Peru and many other countries
- Legal training and action in Mexico, Yemen and Burkina Faso
- Media freedom initiatives in Somalia, El Salvador, Hong Kong and Taiwan
- Workshops, publications and training on ethical journalism, disinformation, climate change reporting, labour migration, digitalisation, election reporting, media sustainability and much more in Serbia, Brasil, The Gambia, Albania, Kenya and dozens of other countries
- The establishment of youth and digital working groups in Africa, Asia, the Middle East and Latin America

And much more besides.

In 2021 we had 22 projects covering every continent with activities organised in 75 countries. The average annual value of projects over the past three years was around 4.190.000 Euros and our major funders included Union to Union in conjunction with the Swedish Journalists Union, UNESCO, NJ - Norwegian Journalists Union, ILO, Friedrich Ebert Stiftung, EU DG Near.

We are particularly grateful to the Norwegian and Swedish unions who enable us to access public funds in their countries for our core work on trade union capacity building and safety of journalists.

Thanks are also due to all the regional office staff who implement the vast majority of the programmes – and who despite the pandemic and being forced to work from home and remotely were able to help keep delivering vital support to affiliates.

## The (not so) Good News

For many years it was believed that the more projects the IFJ had, the more successful it became. It became a numbers game.

More projects it was assumed brought in more income and therefore it was to the benefit of the IFJ. But it is never as simple as that.

Projects require co-ordination, management, monitoring, financial accounting, audits, implementation and many have extensive reporting requirements – all of which require staff and have a cost.

Over the years the IFJ built up and staffed a Projects Division but since the 2010-2012 Congress cycle and the historical high point when the budgetary contract value of projects reached 7.59m Euros – there has been a steady decline in that value. In the first instance projects managed by the EFJ were removed from the figures and there was an additional 14% decline in income in the period up to the 2019 Congress.

This also meant that for many years IFJ projects have been running at a financial loss. For example, in 2018 the net deficit was 128,000 Euros.

It was possible for the IFJ as a whole to subsidise that deficit through fees and other sources of income.

But the financial crisis that hit the IFJ in 2018 meant that was no longer possible.

As a consequence, IFJ global projects have undergone a major reform over the past 3 years, driven by the need to address the negative cost/revenue model, by developing a stronger regional project portfolio and by seeking to diversify funding sources and focus our work on core activities – trade union capacity building, safety, gender and media freedom.

We have been able to achieve this to a large extent without undermining the valuable contribution projects play in enabling us to support affiliates and deliver on key motions and aspects of the working programme.

Since 2019 four staff who worked on projects have left the IFJ. Project implementation has been reorganised and Deputy General Secretary Jeremy Dear has taken on the management of projects. Nisrine Salameh who returned from her sabbatical has taken on a wider Project Officer role supporting him. All regional office staff and others at head office are involved in different aspects of project applications, implementation or management.

As a consequence of the decrease in staffing, there has also been a renewed focus on our core and most important work including that supported by UTU, Norway and UNESCO. Despite the changes, in each of the 3 years since the last Congress projects have achieved their budgeted target.

In 2020 the total contract value of projects managed by Brussels was 4.47m Euros, 3.96m in 2021 and for 2022 currently stands at 4.18m.

Regional offices have taken on a stronger role in trying to secure new projects and there has been a greater level of cooperation between Brussels and regions on projects. The value of projects from our regions is an increasingly important part of our income – for example in the Asia Pacific region in 2021 the contract value of projects was around 700.000 Euros.

## **The Future**

Project work is there to help fulfil the IFJ mandate and working programme, seeking primarily to support IFJ affiliates and their ability to serve and protect their own members – that means it must also play its role in helping to maintain the financial health and viability of the IFJ.

For many years project work has focused primarily on:

- Trade union development and capacity building
- Professional rights
- Media freedom
- Gender equality
- Ethical journalism and climate, migration and election reporting
- Safety and human rights

Trade union development and capacity building continues to be the core work of the UTU and FES programmes, focusing on working with unions to build membership and organisation among digital, women and younger workers, developing rights awareness, communication strategies, campaigning skills, financial sustainability and strategic plans. Safety and media freedom are core to the NJ-backed programme. We hope these will continue. We are already discussing the new 5-year Union to Union project which will start in 2023.

We have also been able to show flexibility in the programme, reacting to wars and crises in Afghanistan, Yemen and Ukraine by being able to shift funds to urgent needs to support our affiliates in those countries.

Other new priorities will be set by the working programme agreed at Congress but it is clear that digital safety and surveillance are becoming increasingly important issues alongside media viability and the impact of the platform companies on the future of journalism.

As well as seeking specific projects gender equality is mainstreamed into our programmes in line with the policies of the IFJ Gender Council. This is done through:

- Targeting at least 30% participation of each gender in events.
- Ensuring balanced gender representation among experts and panellists
- Exploring every theme, policy and action for how it affects women specifically and gender equality in general.

We must keep pace with the changing nature of journalism and the new challenges posed by the digital transition and with the changing nature of development funding which increasingly supports extremely large-scale multi-year projects which are aimed at the major global development organisations and are too large for the IFJ to apply for and manage.

While projects have been able to meet their budget over the past 3 years, the end of some big projects in Turkey, on public service media in the Western Balkans and others mean much work needs to be done to secure new projects.

Looking forward, the Administrative Committee has begun to discuss the future development of projects with a priority to diversify funding and support the regional offices and organisations to develop their own projects.

Already this has resulted in new projects on election reporting and media freedom in Africa, on media freedom and rights in El Salvador and labour and gender rights in Pakistan. Discussions with new potential funders have begun – DGB in Germany, the Solidarity Center in the US, FES Media in Namibia and with the EU's head of Human Rights. We have started discussions with other GUFs about some joint applications, especially with UNI.

A database of potential new funders is being developed. There are many funds and funders out there – but often they can only be accessed via personal approaches and contacts. Armed with a new Congress working programme it is vital that affiliates help open doors to funding streams in their countries – via embassies, philanthropic funds, trade union solidarity funds, overseas development assistance, regional government funds and others.

Looking forward to the IFJ's centenary the key is to find a sustainable model that meets both the needs of affiliates and the new financial reality.





# GENDER REPORT 2022

## **Gender Council**

The new gender council steering committee (GCSC) members first met informally at congress in Tunis. All members were circulated the action plan adopted in Santander.

The first formal meeting of the GCSC took place after the executive committee meeting in Tangiers in November 2019. All other 5 meetings (up to February 2022) took place online respectively in March and July 2020 and then in January and May 2021.

The Gender Council mid-term meeting took place online on October 27, 2020. Discussions showed a clear interest from the members on the ILO Convention C190 on violence and harassment at work. A number of speakers were invited to share their experience and views on the Convention to enrich the discussions.

## **Campaign #Youarenotalone**

The IFJ campaign against online abuse has continued to grow with the launch of guidelines aimed at unions and media organisations, testimonials and a dedicated page that brings together all initiatives to tackle online abuse. On the request of the gender council, the IFJ has launched 2 global surveys looking at unions and media's actions to respond to journalists' assaults online. Results will be launched in March 2022.

## **Women sports journalists and women in sports**

The IFJ Gender Council chair took part in the Federation of sports' journalists online conference to address the issue of sexism in sports journalism in summer 2020.

The IFJ and the Gender Council have called on sports federations, media organisations, journalists and trade unions to eradicate sexism in sports ahead of the Olympics in Tokyo. Testimonials from women sports journalists and unions were also shared on IFJ social media during the Olympics.

## **UNESCO Gender Sensitive Indicators in Media**

The IFJ was in charge of updating UNESCO's gender sensitive indicators in media. An advisory group composed of Gender Council members from across regions was set to provide input throughout the drafting process which took over 6 months. The final draft was handed over to UNESCO mid-July 2021.

## **Pay Me Equal Campaign**

A global wage survey was launched on 8 March 2021 including the sharing of testimonials of women journalists who have won gender pay battles. Participation in the survey has been too limited to draw concrete conclusions. The GCSC has been taking about training to support women journalists to negotiate better salaries.

## **Convention C 190 on harassment and violence at work.**

The Global unions federations have put together a manual to support unions in their campaign in support of ILO C190. The manual is also a good tool to set policies to eradicate violence at work. The IFJ provided input and testimonials to the manual which was published in June 2021.

## **GAMAG**

The Gender Council chair has participated in one Gamag global meeting, as vice-president of the group, and in several Gamag Europe meetings. The organisation in Europe has been reactivated with a stronger presence on social media, taking a stand on issues related to women and journalism.



### **ETUC**

The Gender council chair participated in the Women's Committee of the European Trade Union Confederation (ETUC). Numerous meetings have been held on directives of interest such as equal pay or ILO Convention 190.

### **UN Commission on the Status of Women (CSW)**

The IFJ gender officer was involved in the drafting of several unions' annual statements ahead of the Commission meeting in 2020 and 2021. The texts have pointed at gender equality in media and gender portrayal in the news in line with the Beijing Platform and insisted on the need to fight against online trolling. The pandemic has made attendance in person impossible to achieve, while the IFJ had secured seats for Gender council delegates.

### **IFJ policy on sexual abuse**

Following incidents at the last IFJ Congress, the Gender Council has drafted a policy against sexual harassment. It has been endorsed by the IFJ Executive committee and shall be reminded at each IFJ gathering.



# HUMAN RIGHTS AND SAFETY

This report covers activities carried out by the IFJ's Department for Human Rights and Safety in the last three years (2019-2021)

## 1. Publications

- The department published three annual reports of journalists and media staff killed in work-related incidents, including targeted killings, bomb attacks, cross fire shootings and accidents as well illness and natural disasters which claimed journalists' lives.
- Media Handbook on Covering Protests ahead of Presidential Election in The Gambia: The Department prepared, on the request by the Gambian Press Union (GPU), a handbook to train Gambian journalists in safety skills in the lead up to Presidential elections in the country.
- Thomson Foundation Online Course on Media Safety in Covering Covid-19: The Department contributed a section on journalists' safety covering to the joint IFJ and Thomson Foundation's project on developing an online course on reporting Covid-19 in 2020. The course has now been translated into several languages.

## 2. Relations with United Nations, its Special agencies and other Inter-Governmental Organisations

- The Council of Europe: The Department contributed, together with EFJ, sections on the attacks on journalists and other violations of media rights and freedoms in European countries for the annual reports of the Council of Europe's Platform for the promotion of journalism and the safety of journalists (2019-2021).
- UN Human Rights Council: The IFJ made arrangements for oral statements at Interactive Dialogues on South Sudan and Somalia during the 42th Session of the UN Human Rights Council in Geneva. The Department also made other arrangements for oral statements at Interactive Dialogues on South Sudan and Iran at the 43rd Session of the UN Human Rights Council in Geneva. It further booked speaking slots for IFJ's representatives at the debates during the 47th and 48th Sessions on the situations of BBC Persian journalists and their Somali colleagues.
- UN Ecosoc Quadrennial Report :The Department prepared and submitted the IFJ's quadrennial report on its activities in support of the UN missions and goals from 2016-2020, as part of the Federation's obligations under its Ecosoc status at the United Nations.
- UNESCO World Press Freedom Day 2020: The Department has coordinated with UNESCO on the plans for IFJ participation at the World Press Freedom Day 2020 held on 9-10 December in The Hague, Netherlands.
- UNESCO/ Global Media Defence Fund (GMDF) Project: The Department organised two trainings in May 2021 for lawyers from Burundi, Mexico, Sri Lanka and Yemen on providing legal representation for journalists in those countries. The Department also provided assistance on the final arrangements for the promotion and implementation of the recent grant from UNESCO/GMDF for setting up support networks for journalists.
- UNESCO: The Department submitted an activity report towards the successful renewal of the IFJ associate status at UNESCO during the upcoming consideration of contribution from NGOs in associate status to the work of the UN agency. The IFJ's status was renewed in 2022.
- OSCE: The Department represented the IFJ as the keynote speaker at the OSCE experts conference of 28 September 2020 debating the handling of relations between media and police during crisis situations.
- African Union/European Union: The Department contributed a panel presentation at the webinar conference 'Journalists as Frontline Workers' of 22 September 2020 convened by the European Union delegation to the African Union on the impact of Covid-19 on media freedom in Africa.



# COMMUNICATIONS AND CAMPAIGNS

Since the 30th IFJ World Congress in Tunis in 2019, the IFJ has strengthened its communication strategies through higher social media communication, use of new communications tools to develop IFJ branding, continuous use of languages to reach out affiliates in Spanish, English and French and specific focus on the pandemic consequences on journalism and unions' work.

## Core Communications Work

- Web site: intensive efforts were put in making the IFJ site more user-friendly and available in 3 languages. A top news banner has been regularly used to highlight specific news to be put in focus.
- Specific attention was paid to enhancing fair gender portrayal and diversity in all communications strategies including use of inclusive language, photos, sources.
- IFJ's use of social media continues to develop quickly, leading in particular to a sustained increase in the number of people following the IFJ on Twitter, Facebook and Instagram. The IFJ group on linkedin also receives regular updates and calls for action to support the IFJ work.
- The use of videos to illustrate certain events and campaigns such as the IFJ anniversary has increased and are available on IFJ Youtube channel. The IFJ now has an updated profile on wikipedia.
- A number of surveys have been launched to assess members' needs and best practices on a number of topics: Covid19, reporting migration, online abuse, reporting climate change...
- The team has continued its involvement within the Global Unions' communications group to exchange and support global unions campaigns .
- Newsletters: IFJ Global newsletter has been issued every three months and has developed into exclusive content for IFJ affiliates and their members, including relevant podcasts, competition and awards on top of latest IFJ news. A special monthly newsletter has been issued to support members' needs during the pandemic.

## Campaigns

**COVID-19:** The pandemic outbreak led the department to focus and get involved in a number of initiatives to support IFJ members. Two surveys on covid were launched, as well as a monthly newsletter collecting world unions' and media best practices and opportunities for change.

**Save afghan media workers:** Since the takeover of Kaboul by the Taliban and the global call for donations to the Safety Fund, the communications department has tried to provide as much information as possible on the use of the funds and IFJ actions by interviewing the Deputy General Secretary as coordinator of the global support, one of the IFJ [affiliates's leader](#) on the ground, a rescued woman journalist, a [special newsletter](#), an [Opinion](#) from General Secretary published in several global newspapers and online media, a story by the DGS published in online publication [Equal Times](#).

**Climate:** Specific emphasis was put on the role of journalists in reporting on climate change. The communications department, along with the IFJ working group on climate organised an international panel discussion on journalism and the climate crisis, held with the People's Summit for COP26.

**End impunity:** The IFJ has mobilised its affiliates yearly to mark the International Day against impunity, sharing ideas for national campaigns, social media tools, key messages, protest model letters to targeted governments and highlighting members' own initiatives.

**Online trolling- You are not alone:** The Department has been serving the Gender Council work in supporting its campaign against online abuse with visuals, social media support, surveys.

**LGBTI:** the department actively contributed in the building of the Council of Global Unions LGBTI website to share the work of Global Unions promoting LGBTI rights at work at national, regional and international levels.

**End oppression of journalists in Yemen:** The Department has liaised with the IFJ MEAW Policy and Programme Director in launching a campaign to save the life of 4 journalists on death row, including the launch of an open letter to the UN Special Envoy to Yemen that has received the support of 1.500 people (until February 15, 2022).

**ILO - Reporting migrants workers:** The department has developed a specific web site to support the ILO work on reporting migration and forced labor as part of the ILO-IFJ project to promote best practices on migrant reporting. The site migrantnarratives.org provides key tools, resources, forums and practical tips for journalists covering migrant stories.

**Battleface insurance:** battleface now provides a special covid-19 coverage to its holders and the department has helped in disseminating the information amongst its members.

**World Press Freedom Day (WPF) and Memorial Day:** Campaigns around around WPF and Memorial day partly focused on the impact of the Covid-19 pandemic on the health of media workers. Communication focused on paying tribute to all media workers who have died from the virus and praised the enormous work of affiliates to protect the health and safety of journalists all over the world.

**World Day for Decent Work (7 October):** Each year, 7 October has been an opportunity to highlight the values of decent work-especially during COVID- and to call on governments and media leaders to do more to support media workers. Specific emphasis was put on the Platform for quality journalism and its proposals to save jobs.

**IFJ Killed list:** The Department was involved in the design and dissemination of the killed list.





## AUTHORS' RIGHTS EXPERT GROUP (AREG)

Before one chapter in the saga of European Union action on Authors' Rights closes, another opens. The European Union is working on a proposal for a "Digital Services Act" to regulate online service corporations such as Facebook and Google. The Authors' Rights Expert Group worked closely with the Director of the European Federation of Journalists on the Authors' Rights aspects of a response to the consultation on this.

The Expert Group thanks Bernard Vanmuyswinkel in the Brussels office for his administrative support. AREG regrets that it no longer has the campaigning and lobbying support that Pamela Morinière, in particular, was able to provide. This has limited the ability of AREG to stay abreast of developments in partner organisations and in the European Institutions.

The not-quite-closed chapter in European policy is the EU [Directive on Copyright in the Digital Single Market](#), which was formally signed off by the Council, representing the member states, on 15 April 2019.

Among the things the Directive promises are:

- **Article 15** provides a so-called "neighbouring right" for newspaper publishers, intended to allow them to get income from companies that use headlines and snippets of newspaper content online. Work by AREG and others ensured that the Directive includes Article 15(5):

*Member States shall provide that authors of works incorporated in a press publication receive an appropriate share of the revenues that press publishers receive for the use of their press publications by information society service providers.*

Google and similar internet corporations are kicking back against this. One result is its opening negotiations with newspaper publishers of its choosing over licensing their content, with a [headline offer](#) of \$1 billion (over 3 years). Several EU member states failed to transpose this Article into their law by the July 2021 deadline. AREG advises IFJ/EFJ member unions to continue to press for proper transposition of Article 15 into their countries' laws, not least because the above legal provision gives some hope of journalists receiving a fair share and the proposed commercial contracts do not.

- **Article 17** encourages the big online service providers to seek licences for works uploaded – presumably collective licences (much as supermarkets licence music). If they do not have a licence, they will be liable for unauthorised uses. It is possible that photo-journalists in particular will benefit financially from this. Google in particular – as owner of YouTube – is kicking back against this. One effect is that it is now [labelling search results](#) for photographs that are licensable through agencies such as Alamy and Getty (and now the Flickr.com site). Many EU member states have failed to transpose this Article into their law. The EU Commission issued guidelines – a heavily compromised and not-very-helpful document – days before the July deadline.

- **Article 18** establishes a general "principle of appropriate and proportionate remuneration". It's not yet easy to see how this will translate into hard cash.

- **Article 5** sets out an exception to copyright covering "Illustrating for Teaching". Together with other authors organisations and with IFRRO (the collecting societies organised in the International Federation of Reproduction Rights Organisations) we have been urging that this article be implemented in member states' legislation so that licensing overrides exemptions to ensure remuneration of both authors and publishers.

- **Article 12: Extended Collective Licensing (ECL):** We have urged for this article to be implemented in all legislation to safeguard ECL schemes that already work in some countries and for other countries to be prepared to transform licensing schemes into ECL, when collecting societies are representative enough to provide for it.

- **Articles 19-21:** A “tripod” of measures intended to improve the bargaining position of authors and performers:
  1. Rules for transparency of reporting uses made of the works of authors (including, of course, journalists whether textual or photographic);
  2. Provision for authors and performers to “adjust” contracts in the case of windfall income to the exploiter of the work (and perhaps more generally); and
  3. Ensuring that there are voluntary alternative dispute resolution procedures throughout the European Union.

These last three measures will probably be the most constructive for journalists, in particular freelancers. They are a direct response to AREG’s discussions with the European Commission over many years.

AREG continues to work on offering advice through the IFJ and EFJ to member unions on the vital task of ensuring that the “transposition” of the Directive into national laws fulfils the promise set out in Brussels. Of course the pandemic and consequent loss of work for journalists have been massively distracting.

As I write AREG is organising an online seminar for member unions to assist with this, and with application of the Directive where it has been transposed.

AREG has also reminded member unions of the potential for national implementation of the **updated Satellite and Cable Directive** to protect authors’ rights on streaming services.

The Commission proposal for a Digital Services Act is at

<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020PC0825&from=EN>

and the amendments adopted by the European Parliament on 20 January 2022 are at

[https://www.europarl.europa.eu/RegData/seance\\_pleniere/textes\\_adoptes/definitif/2022/01-20/0014/P9\\_TA\(2022\)0014\\_EN.pdf](https://www.europarl.europa.eu/RegData/seance_pleniere/textes_adoptes/definitif/2022/01-20/0014/P9_TA(2022)0014_EN.pdf)

The IFJ and EFJ will continue to work with the Authors’ Group of other European and international organisations.

I continue to represent the IFJ at the World Intellectual Property Organisation (WIPO) Standing Committee on Copyright and Related Rights.

The participation of Edward Hasbrouck, an activist in the US National Writers’ Union, in AREG meetings has continued to bring a strengthened international perspective.

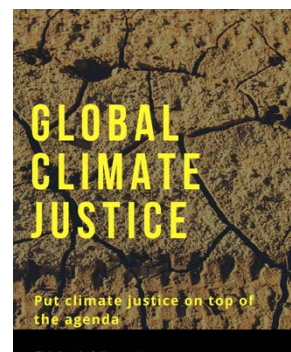
Mike Holderness

# CLIMATE ACTION TEAM

Submitted by Jennifer Moreau, Feb. 28, 2022

## New team members, effective Feb. 9, 2021

- Jennifer Moreau (Unifor, Canada) - President
- Paco Audije (FAPE-FeSP, Spain) - Vice president
- Jim Boumelha (NUJ, UK)
- Zuliana Lainez (ANP, Perú)
- Zied Dabbar (SNJT, Tunisia)
- María José Braga (FENAJ, Brazil)
- Filemón Medina (SPP, Panamá)



\*Anthony Bellanger, IFJ General Secretary

\*Alberto Fernandez provides communications support

**First committee meeting:** The team held its first meeting with translation on Feb. 9, 2021. We have a budget for two meetings per year with translation.

**First online event:** On Nov. 8, the Climate Action Team held a panel discussion on journalism and the climate crisis as part of the People's Summit, a series of activist events organized around COP26. Canadian investigative journalist Sean Holman moderated. Jennifer Moreau opened and chaired the event. The guest speakers were Jhesset Enano (Philippines), Katia Brasil (Brazil) and Sarah Lawrynuik (Canada). Sean Holman secured funding for speakers' honoraria of 100 Euros each from the University of Victoria's writing department. The panel discussed various barriers to effectively covering the climate crisis. Stella Moris, wife of Wikileaks founder Julian Assange, made a brief appearance to talk about how journalists can use Wikileaks to report on the oil corporations causing the climate crisis.

**COP meetings and observer status for the IFJ:** Jennifer Moreau reached out to Bert de Wel, the climate policy officer for the International Trade Union Confederation (ITUC), to discuss the work of the IFJ's CAT. Bert offered to share an observer ticket with the IFJ, and we were planning to send an organizer from the National Union of Journalists (NUJ), but due to last-minute constraints on attendee numbers due to COVID, Bert received far fewer passes than normal.

Bert held a post-COP26 Zoom meeting Jan. 19 2022, with stakeholders to debrief. Jennifer Moreau and Anthony Bellanger attended. Bert summarized that the COP26 agreement seemed to make rich, polluting countries happy, while poorer countries complained it was an unbalanced, sad agreement, and that governments are not delivering on past commitments. It was also observed that many governments fail to recognize the role of unions in just transition, and they fail to see trade union rights as part of civil rights. [The ITUC's summary report can be found here.](#)

## Survey issued on climate coverage and journalism:

We issued a survey to affiliates to gather information and input on the kind of work they'd like the climate action team to focus on.

Highlights:

- Of the 223 respondents, more than 80% are very concerned about climate change, yet only 24% think the media is doing a good job covering the crisis.
- Respondents want the climate action team to focus on training and workshops for journalists covering the climate crisis.
- 120 of the 223 respondents gave us their emails to get more involved in the IFJ's climate action work.

## Website presence:

Alberto Fernandez has created a section on the IFJ website to document the work of the committee and post relevant articles. See the section here: <https://www.ifj.org/actions/working-groups/climate-change.html>

*ANNEXES*  
**GENERAL SECRETARY'S  
REPORT**

## ANNEXE 1

# NEW IFJ AFFILIATES (2019-2022)

1. Turkey: Gazeteciler Cemiyeti Dernegi (GCD) – Associate member – Category B
2. Journalists Association of Samoa (JAS) - Associate member / Category C
3. Journalists Workers Union of Tanzania (JOWUTA) - Full member / Category C
4. Georgia: Abkhazian Journalists Union (AJU) - Associate member / Category B
5. Spain : Federación de Servicios, Movilidad y Consumo de UGT - Full member /Category A
6. Namibia Media Professionals Union (NAMPU) - Full member – Category C
7. Cambodian Journalists Alliance (CJA) - Associate Member - Category C
8. Russia : Journalists' and Media Workers' Union (JMWU) - Category C / Associate member
9. France : Syndicat Général des Journalistes - Force Ouvrière (SGJ-FO) – Category A / Full member
10. Indonesia : Sindikasi - Category C – Full member





## ANNEXE 1 IFJ STAFF

### BRUSSELS – IFJ HEADQUARTERS

#### **ANTHONY BELLANGER**

**General Secretary**

[French / English, Spanish]

IFJ General, administrative and financial management.

#### **JEREMY DEAR**

**Deputy General Secretary**

[English / French, Spanish]

The Deputy General Secretary is working closely with the General Secretary and taking decisions in his absence. Since 2019, after the departure of the Project Director, in addition to his duties, he has taken over the coordination of this important dossier.

##### **Projects**

*UTU - global plus implementing Europe project*

*NMFA*

*PSM WB*

*FES – global plus implementing Europe project*

*UNESCO/GMDF*

- Annual and interim reports
- Liaison with funders
- Project meetings with regional offices
  - Project applications – drafting/checking/proofreading including for regional offices and FAJ
- Monitoring project opportunities
- Excom/Adcom reporting
- Drawing up contracts
- Authorising payments/timesheets

##### **Regional Offices**

- Monthly liaison meetings with regional offices
- Assisting with project applications/advocacy/operational issues
- Assistance with China project

##### **Campaigns/Communications**

- Proofreading press releases
  - Campaigns such as BBC Persian Service/Iran, Digital Profits Tax, UN Convention
- Drafting briefings/press releases

#### **Other**

- Adcom minutes
- Represent IFJ at CSO Coalition on Safety of Journalists
- Represent IFJ at Media Freedom Coalition Advisory Network
- Work on issues at Human Rights Council
- IPC
- Insurance
- Palestine UN/ICC legal cases and complaints
- Liaison with North America/UK group
- Responding to surveys/consultations
- Liaison with UNI
- Staff interviews

#### **And during normal times:**

- Excom meetings
- Attending workshops/seminars/conferences
- Missions

## **NISRINE SALAMEH**

### **Projects Officer**

**[Arabic, French/ English, Spanish]**

### **PSM/BALKANS**

#### **Administration:**

- Follow-up of monthly timesheets and coordination of timesheets with the different experts;
- Drafting and adapting contracts for partners, experts and office staff in Montenegro;
- organising the monthly meetings of the consortium (video-conference);
- participate in the monthly meetings;
- read and file the narrative reports;
- file documents according to the activities, ToRs and Ares approved by the EC.

#### **Finance:**

- - Receive financial reports from partners and the Montenegro office;
- Monitor payments and salaries;
- Consolidate partners' financial reports and send them to the EC;
- Prepare the auditS of BDO and the EC.

#### **- NORWAY AND UTU**

- Elaborate and send the partners' contracts
- Reviewing and approving financial reports
- Monitoring payments to beneficiaries
- Preparing the audit and drafting the financial report to donors
- Assist the APG in developing new projects and the corresponding budget
- Receive the budgets and activities of the partners, study and approve them in coordination with the DGS.
- Organise regional events (ToT, Safety conference, UTU regional meeting)
- Recruit experts and interpreters for the activities (e.g. David Bevan)

#### **- CHINA PROJECT**

- To help organise the discussion tables held in Italy, Serbia and Palestine.

## **PAMELA MORINIERE**

**Head of Campaign and Communication department and Gender officer**

**[French / English, Spanish]**

#### **COMMUNICATION / CAMPAIGNS**

- Represents the SG in IFJ external communications.
- Proposals and coordination of communications and campaigns with all IFJ staff in Brussels and regional offices.
- Management of contacts with the media worldwide, press agencies, etc.
- Writing/reading/editing IFJ press releases
- Ensures that IFJ com' guidelines are followed.
- Writing minutes of Executive Committee meetings

#### **GENDER**

- Coordination of the IFJ Gender Council and working closely with the President
- Organisation of online meetings of the Gender Council
- ITUC/UNI relations for Convention 190

## **ALBERTO FERNANDEZ**

**Communications and Campaigns Officer**

**[Spanish/ English, French]**

- Website management
- Social media management
- IFJ campaigns management, development and coordination with regional offices
- Research on hot topics hitting journalism (tax on techs, online abuse etc)
- IFJ Communications management (press releases, letters, interviews, newsletters etc)
- Translations English-Spanish
- Graphic design
- LGBTI working group representative
- Assisting events on behalf of the IFJ

## **ERNEST SAGAGA**

**Head of Human Rights and Safety**

**[French, English, Kinyarwanda, Swahili/ Spanish]**

- Monitor safety crisis in media (threats, attacks, killings)
- Maintain and update IFJ safety website

- Draft and edit IFJ annual report on journalists and media staff
- Coordinate applications for assistance to the SF and process payments
- Draft and present reports to the AdCom, ExCom and Congress on the work of the Department
- Prepare and present statements and submissions to Sessions of the UN Human Rights Council
- Prepare and conduct training and workshop on human rights and safety for IFJ and partners (ICRC, UNITAR, ACP, etc..)

## **MONIR ZAAROUR**

### **Middle East and Arab World Policy and Programme Director**

[Arabic/ English]

- Producing /editing Arabic version of IFJ communications, letters, and campaigns sent to IFJ affiliates or published on the IFJ Arabic website.
- Responding to member unions questions and inquiries, provide technical and content support to their national work and campaigns.
- Follow up on IFJ global campaigns with unions in the region.
- Report to the IFJ leadership/ExCom on IFJ work and issues affecting unions and journalists in the region.
- Follow up with unions regarding their membership fees, their response to queries, etc..
- Manage/supervise/report on IFJ project work in the region, including production and editing thematic reports.
- Manage the organizations of events at the national and regional level.
- Contribute to IFJ fund raising efforts for projects in the region and beyond.
- Represent the IFJ in national or regional meetings for GUFs, media development organizations and other regional/ international organizations.
- Review IFJ PRs on the regional before publications.
- Draft IFJ official letters on individual or collective safety or press freedom in countries.
- Collate/produce/edit regional content in contribution to IFJ global reports.
- Provide support and advices to members of IFJ affiliates from outside who are working in the region or planning to travel it.

## **AURELIE MATTHYS**

### **IFJ Finance Officer**

[French/ English]

- Preparation of MBF invoices (contributions)
- Preparation of the MBF table + daily update
- Elaboration of other rebillings
- Encoding of MBF outgoing invoices, Encoding of IPC Invoices, Encoding of other Invoices.
- Encoding of incoming MBF Invoices (+/- 1000 invoices per year)
- Invoice payments
- Verification of payments received
- Concordance between the contribution table and the accounting accounts
- Verification of International Press Card payments
- Encoding of IFJ bank statements
- Preparation of salary slips and payment of salaries + Sodexo card

- Drawing up the table of leave and sickness
- Encoding of wages in the accounts and verification of wage concordance (NSSO PP figures)
- Cash management
- Verification of Amexco Invoices (project correspondence)
- Verification and encoding of credit cards (matching with projects)
- Unifor project management (invoices + payments)
- Payment Safety fund, drawing up the table and monitoring of bank accounts
- Preparation of financial tables for the Administrative, Executive and Congress Committees
- In charge of the audit of all accounts
- Drawing up the depreciation table
- Structural Funds monitoring of the regional offices

## **BERNARD VANMUYSEWINKEL**

### **IFJ Administrator**

[French/ *English, Spanish*]

The IFJ Administrator supports, within the Administration & Finance Department, the IFJ secretariat IFJ committees as well as the Authors' Rights Expert Group (AREG).

The Administrator's role involves specific tasks relating to the organisation and preparation of IFJ meetings and oversight of the IFJ's press card systems. He also sends the invoices for the IFJ fees to all the member unions and deals with the follow-up of most of them for Europe. Eventually, he translates texts in the various official languages of the IFJ.

#### **Providing general administrative assistance to IFJ Secretariat, including:**

- Providing administrative support to the General Secretary and elected Officers updating IFJ address books, sending of correspondence, etc.
- Managing the IFJ inboxes and distributing mails to the appropriate staff members
- Distribution of circulars and other general correspondence to IFJ affiliates (in the three official languages of the organisation)

#### **Providing support in the organisation and preparation of IFJ statutory meetings and other events, including:**

- Issuing of invitations, agendas and meeting documents
- Dealing with practical organisation of services related to the meeting, such as arranging room hire, technical support, catering, interpretation, etc.
- Managing attendance lists, reserving accommodation and insurance forms when and where necessary
- Managing the translation process of meeting documents and minutes

#### **Managing & Overseeing the IFJ Press card systems, including:**

- Acting as the main point of contact for queries regarding IFJ press cards
- Managing stock control
- Overseeing the issuing and the shipping of press cards

#### **Providing translations/proofreading of texts, mainly from English and Spanish into French**

- Minutes of statutory meetings
- IFJ Reports
- Mailings



### **Fees**

- Mailing of the all invoices to the member unions
- Follow up of the payments by most of the unions based in Europe (reminders, etc)

## **NADIR SENHADJI**

### **Project Assistant Middle East and Arab World IFJ Assistant**

[French/ Arabic / English]

#### **IFJ ADMINISTRATION**

- Working closely with the Secretary General
- IFJ mailbox in the absence of a BV
- IFJ Standard
- Monitoring of IFJ postal mail (and its distribution)
- Management of teaching materials, purchases (cooking, cleaning...)

#### **MIDDLE EAST - ARAB WORLD**

- Follow-up of membership fees (reminders, payments)
- Follow-up of international press cards (reminders, payments)
- Financial coordination with AM (audit, invoices, activities)
- Logistical organisation of activities (hotels, meals, plane tickets, etc...)
- Translation of statutory texts from Arabic into French and from French into Arabic
- Creation and maintenance of a database of experts in the region for IFJ projects.
- Preparation of project contracts (coordinators, activities)
- Follow-up of the SF received from WOAgri (links with affiliates)
- Search for projects and links with affiliates
- Webinar management

#### **COMMUNICATION**

- Contacts with affiliates in the region
- Preparation and realization of audiovisual interviews (video capsule)
- Preparation of IFJ press releases for the region
- Translation of press releases from English and French into Arabic; and from Arabic into French
- IFJ Social Network Management in Arabic
- Management of the IFJ website in Arabic
- Sending and writing the IFJ newsletter in Arabic

## REGIONAL OFFICES

# ASIA-PACIFIC/AFRICA/LATINA AMERICA

Sydney, Dakar, Buenos Aires

### Directors

**JANE WORTHINGTON (SYDNEY)**

**PAULA CEJAS (BUENOS AIRES)**

**LOUIS THOMASI (DAKAR)**

Under the responsibility of the General Secretary, the main tasks of the three IFJ regional directors are :

- 1. Represent the IFJ in the region and lead the work of the office staff ;
- 2. Be responsible for the proper financial management of the office at all levels in relation to Brussels and report to the IFJ Executive Committee;
- 3. To promote and support ALL IFJ affiliates, journalists, trade unionists and media workers ;
- 4. To write and propose texts for IFJ communication in case of necessity (murder of a journalist, attack on freedom of the press, strike, march, congress, important negotiations...);
- 5. In addition to monitoring the budget of the office, seek external funding (programmes, projects) in relation to Brussels ;
- 6. Supervising the narrative and financial reporting of projects and programmes ;
- 7. Work closely with IFJ partners (UN, UNESCO, ITUC, UNI-MEI...);
- In carrying out these tasks, each director must submit quarterly to the General Secretary and monthly to the Deputy General Secretary:
  - An annual strategic plan (research);
  - A follow-up plan for ongoing activities;
  - A financial and activity report of all activities

### **SYDNEY**

**JOHN TROUGHTON**, *ADVOCACY COORDINATOR (SYDNEY)*

**UMESH POKHAREL**, *SOUTH ASIA PROJECT COORDINATOR (NEPAL)*

**RATNA ARIYANTI**, *SOUTH EAST ASIA PROJECT COORDINATOR (INDONESIA)*

**GULHAM MUSTAFA**, *PROJECT COORDINATOR IN PAKISTAN*

**TENG PEI-JU**, *CHINA MONITORING AND ADVOCACY COORDINATOR (TAIWAN)*

**LUBNA JERAR NAQVI**, *PAKISTAN GENDER COORDINATOR*

### **DAKAR**

**SOKHNA DIA**, *HEAD OF ADMINISTRATION AND FINANCE OF THE AFRICA OFFICE*

### **BUENOS AIRES**

**SEBASTIÁN SANJURJO**, *PROJECT OFFICER*

**LUISINA COLOMBO**, *COMMUNICATIONS OFFICER*

# IFJ/EFJ COOPERATION CONTRACT (2021-2022)

## Preamble

(1) The Administrative Committees of the International Federation of Journalists (IFJ) and the European Federation of Journalists (EFJ) as the regional group of the IFJ in Europe share the aim to have a strong IFJ as well as a strong EFJ. They are convinced that everything must be done to maintain a sustainably effective work of both structures, in line with their resources.

(2) As the IFJ AISBL and the EFJ AISBL have identical locations, synergies are possible and reasonable. The Executive Committee of the IFJ and the Steering Committee of the EFJ therefore agree to the following paragraphs as practical solutions for their relation in 2021 and 2022.

(3) The EFJ will receive from the IFJ an annual continental contribution, as the other regional groups of the IFJ (€50,000 in 2021 and 2022).

## Staff matters

(4) 50 per cent of the labour costs of the EFJ General Secretary will be covered by the IFJ. In 2021, this contribution will be reduced by 10%, accordingly to the IFJ "Survival Plan", but not more than €45,000 per year. Both sides understand that through this position the power of the whole IFJ family is strengthened.

(5) The administrative servicing of the Authors' Rights Expert Group (AREG) will also be covered by the IFJ.

(6) IFJ will give administrative support to the EFJ General Secretary, European director and EFJ Steering Committee and provide advice and support to the acquisition, management and implementation of EFJ project work in coordination with the IFJ.

(7) Where projects are undertaken that involve the resources of both organisations, the IFJ General Secretary and EFJ General Secretary will agree on the distribution of potential project income in consultation with the projects division, based on the work undertaken by each side.

## Administration costs

(8) The EFJ will pay 37,5% of the administration costs of the IFJ but not more than €20,000 per year in recognition of the office space and services used by EFJ staff.

## Working program/special activities

(9) The EFJ is responsible for financing its own working program including statutory meetings through its own budget. It is also responsible for financing activities like its own campaigns, missions and eventual separate conferences in cases when these are not joint IFJ/EFJ activities.

(10) The IFJ provides a budget for common travel costs for the staff of the IFJ and the staff of the EFJ, when the related activities will benefit both organisations. Decisions on which travel costs can be covered by this budget will be taken by the IFJ and EFJ General Secretaries.

## Clearance of payments

(11) Any administration costs and payments of salaries of staff members through the IFJ and EFJ accounts as defined in (3), (8) and (10) will be transferred from the EFJ to the IFJ account or from the IFJ to the EFJ account twice a year. They shall be offset with any project income as defined in (7).

**Validity of the agreement**

(12) This cooperation contract will run for two year (2021-2022). Any existing clause can be renegotiated or new ones introduced every year providing either side gives notice four months before the end of that year.

Brussels / 1st May 2021

-The IFJ President, Younes Mjahed



The EFJ President, Mogens Blicher Bjerregård



-The IFJ HT, Jim Boumelha



The EFJ HT, Martine Simonis



-The IFJ GS, Anthony Bellanger



The EFJ GS, Ricardo Gutiérrez



# EXECUTIVE COMMITTEE STANDING ORDERS

## MEETINGS OF THE EXECUTIVE COMMITTEE

1. The General Secretary shall convene all meetings of the Executive Committee (EC). Regular meetings of the EC shall take place in such places as agreed by the EC or the Administrative Committee (AC).
2. The presence of 50% of Executive Committee members, plus one, shall form a quorum.
3. In the event of an EC meeting not being quorate within 30 minutes of the notified time it shall be adjourned for up to 4 hours after which it shall be abandoned, unless a quorum is present.
4. An attendance record will be kept of all EC meetings. This record will show the attendance of each half day session and will be recorded in the Minutes. The three year's attendance will be published in the General Report presented to Congress.
5. Any EC Member who cannot attend a meeting must notify the Secretariat four weeks in advance of the meeting to allow organising attendance of the appropriate reserve.
6. There shall be a cycle of two meetings per year, plus a meeting of the EC immediately before the opening of Congress and after Congress.
7. All EC meetings will take place in Brussels unless a different venue is agreed in advance. Any proposal to hold a meeting outside Brussels cannot be considered unless it is accompanied with a detailed financial budget.
8. The General Secretary, in consultation with the President, shall prepare the Agenda for each EC meeting. The Agenda shall be circulated to all EC members at least one month before each meeting.
9. Minutes of each meeting shall be circulated to every member of the Council one month before being submitted for confirmation at the next meeting. No motion, except in regard to accuracy, shall be allowed on the Minutes. When the Minutes have been confirmed, members may raise matters which arise out of them.
10. All minutes and briefing papers shall be circulated to EC members by e-mail as soon as they are written and finalised by the secretariat.
11. Any matter of which ten days notice has been given to the General Secretary in writing by any member shall be placed on the Agenda of the next EC meeting.
12. No matter, other than that appearing on the Agenda shall be discussed at an EC meeting, unless it is a matter of urgency and the EC consents.



13. The President, or, in his/her absence, the Senior Vice-President, shall chair meetings of the EC and shall have the authority to keep good order at meetings.
14. In the absence of both the President and the Senior Vice-President, any of the other two Vice-Presidents shall chair the meeting. In their absence, the EC shall elect another member to chair the meeting.
15. The Chair shall rule on all questions of procedure not covered in these Standing Orders. Where there is disagreement a motion "That the Chair's ruling be not upheld" may be moved and seconded. When this happens the Chair shall have the right of reply and the vote shall then be taken without further debate.



16. No motion shall be discussed until it has been moved and seconded.
17. A member speaking on a motion must direct his/her speech to the question under discussion.
18. No member, except the mover of an original motion who shall have a right of reply without the permission of the Chair, shall speak more than once on any motion or amendment, except if it be to ask a question or, at the invitation of the Chair to give an explanation.
19. An amendment must be relevant to the motion upon which it is moved.
20. Each amendment must be stated before it is moved.

21. A member may intervene at any time for the purpose of calling the attention of the Chair to any order or rule which, in his/her opinion, is being contravened; in such cases the discussion shall be suspended until the Chair has ruled.
22. Any member who has not spoken in the debate may move "next business." If this motion is seconded, it shall be put to the vote without debate unless it shall appear to the Chair that such a motion is frivolous and/or an infringement of the rights of the minority.
23. Any motion proposed for tabling in the Agenda for Congress on behalf of the EC shall be submitted to the General Secretary in writing 40 days prior to the relevant meeting of the EC.
24. The Chair may adjourn any meeting for a specified period if in his/her opinion the business of the EC is being impeded by disruptive or unruly behaviour. The Chair may, with the consent of the majority, adjourn any meeting for a specified period.
25. Any Standing Order which governs procedure at meetings may be suspended, provided such suspension is supported by at least two thirds of members voting. Suspension shall be for a definite purpose and the meeting shall automatically revert to normal procedure immediately this purpose has been fulfilled.
26. A member of the EC who has a personal financial interest in any matter under consideration shall declare it and such declaration shall be recorded in the Minutes of the proceedings.

## VOTING AT MEETINGS

27. Voting on all questions shall be by show of hands.
28. The Chair shall have only one vote at EC meetings which may be cast either as a deliberative or a casting vote.
29. All motions or amendments before the EC shall be decided by a simple majority. In the event of a tied vote the motion or amendment shall be declared "not carried".
30. A resolution of the EC may not be rescinded until the next meeting unless a proposal is put to the EC and the EC agrees that new facts justify reconsideration of the matter immediately.



## AMENDMENTS TO STANDING ORDERS

31. These Standing Orders may be amended at the second meeting after the triennial Congress. The text of any amendments to Standing Orders shall be in the hands of the General Secretary at least 40 days before that meeting, and shall be distributed to members of the EC in advance of the meeting at which they are to be considered.

# PRESIDENT'S REPORT





# IFJ PRESIDENT'S REPORT

**Oman Congress – 31st May – 3rd June 2022**

As the year 2022 is marked by the decline of the pandemic in the world, I want to spare a thought for all the journalists whose lives were taken away by COVID-19, and I must emphasise that this period has had a profound effect on us all.

As President of the International Federation of Journalists (IFJ), I have had a lot of contacts with all our members in the different regions of the world, both elected members and officials of our organisation, and we know how difficult this three-year period since our Congress in Tunis in June 2019 has been for all of you, for all of us, journalists and trade unionists, because many media outlets have experienced or are experiencing economic difficulties, tens of thousands of sisters and brothers have lost their jobs. But we have been able to withstand this new crisis, thanks to the work of our unions on all continents, who have demonstrated their commitment to the values of the IFJ, to the defence of press freedom and the rights of journalists.

I would also like to congratulate my sisters and brothers who were elected to the Executive and Administrative Committees and the IFJ Secretariat. All of them have continued to work and to face all these problems, to protect our achievements and to consolidate our organisation.

Since our election, we have been able to meet physically only once in Tangier, Morocco, but all other meetings have been organised remotely. And despite this constraint, we have been able to respect the necessary work rhythms and all the compulsory deadlines imposed by our Constitution and the IFJ rules.

In this short presentation I will focus on the highlights of our global action over the last three years.

## **GLOBAL PLATFORM FOR QUALITY JOURNALISM**

One of the biggest actions in the early weeks of the pandemic was to counteract the negative ethical, social and economic consequences of the crisis. And across the world, journalists and media workers have played a key role in educating citizens about the media. The IFJ has played a part in this by providing a background document, the Global Platform for Quality Journalism, to explain the reality to citizens, enshrining journalism as a public good.

At the same time, we have seen how authorities in several countries have taken advantage of the crisis to tighten the noose on press freedom, while some companies have cut salaries and made people redundant.

Various measures have been proposed, and I will mention only the most prominent ones:

- The IFJ called on all governments to immediately open negotiations with GAFAM to collect a tax on revenues generated on their national territory.
- It called for these funds to be managed on a joint basis by representative unions of journalists and media workers and by national employers' organisations to support, as a priority, public service media, private, independent, co-operative or not-for-profit media enterprises.
- The IFJ has called on all governments to give priority support to precarious journalists by creating social protection, a national minimum wage, exemption from income tax and the provision of low-interest professional bank loans; that social dialogue and trade union rights be respected in accordance with ILO conventions; a ban on dismissals if the company makes a profit; public and transparent annual accounts; the promotion of diversity and gender equality; and other measures to preserve the media and protect journalists.
- Several meetings at regional level have been organised by the IFJ and its members based on this platform and it has been noted that some of our affiliates have been able to make progress and obtain achievements and rights in special programmes, press and media support.

## **FREEDOM OF THE PRESS AND PROTECTION OF JOURNALISTS**

As we all know, the murder of journalists and the impunity that protects their killers is the main threat to all media workers around the world and our organisation has published a list of journalists who have lost their lives since 1990 as part of the 30th edition of our Killed List.

On 10 December 2020, International Human Rights Day, the IFJ published a White Paper on Global Journalism, to pay tribute to the 2,658 journalists killed since 1990 and to analyse the circumstances and contexts of these killings.

The White Paper covers all the trade union fields of the profession (safety and protection of journalists, ethics, quality of information, gender, youth, working conditions, wages) and it shows in detail all the work that has been done by the IFJ in recent years, by the current team, but also by my predecessors.

But the IFJ's work has not been limited to publishing the lists and analysing the tragic reality of journalists' killings, our elected members and IFJ officers have carried out advocacy work at the UN Human Rights Council, including organising side events at the UN.

The IFJ proposal for an international convention to protect journalists was presented to UNESCO by our General Secretary and myself as President and our affiliates lobbied their governments. The proposal was also submitted to the Members of the European Parliament; a media campaign was organised as well as several other actions such as trainings in regions.

More efforts were made on the issue of protection of journalists and we urged some governments to end this policy of impunity, because in 90% of the cases there was no investigation or inquiry into all these crimes.

In the same vein, every year on 2nd November the IFJ organises a campaign to condemn impunity for crimes against journalists and to hold governments around the world to account for their lack of commitment to bringing to justice the abusers and killers of journalists.

In 2021 the IFJ campaign focused on Afghanistan, Kosovo, Mexico, Somalia and Yemen.

Within this same framework of protection, an online platform for the safety of journalists in Africa has been launched: two African colleagues on the Executive Committee and I have been following up with the participation of other members, for the success of this initiative.

It has been noted with great concern in recent years that several governments, especially in advanced democratic countries, have adopted laws, taken decisions or pursued policies that include more restrictions on press freedom.

Furthermore, in its latest global survey of journalists in prison in 2021, the IFJ lamented that there were at least 235 journalists in detention in 34 countries around the world.

Press freedom is also threatened by what can be called "judicial harassment", which opens the door to systematic censorship of journalists by courts, cyber harassment, internet blackouts. All these measures have affected the quality of journalists' work, to the benefit of money power and political interferences against the independence of journalism.

The concentration of media in several countries and the monopoly of public media by states are also problems for all of us, as trade unionists and press freedom advocates. Above all, it is a flagrant violation of the citizen's right to be well informed.

We have campaigned, together with our affiliates and other global organisations, for the release of imprisoned journalists; we have denounced repression, harassment, threats, attacks and have called for reforms of

certain laws, the removal of all restrictions on the freedom to inform.

### **Surveillance of journalists**

Among the priority issues that our organisation has faced during this term of office are the increasingly recurrent practices of some governments to spy on journalists. Digital technology was used to create illegal ways for some authorities to monitor journalists and their sources, the content of their calls, written exchanges and other forms of communication.

The IFJ has deployed considerable resources against the Pegasus software of the Israeli company NSO. At least 12 States have been placed in the dock.

Our expert group on the surveillance of journalists has been working on this issue and the General Secretary has held meetings with the UN High Commissioner for Human Rights. For its part, the IFJ has taken a number of steps, such as publishing the cases of media professionals who have been monitored; encouraging journalists to adopt defensive practices; and lobbying governments and international organisations to create conditions that will put an end to such criminal practices.

The IFJ leadership has supported the complaint filed by two French unions in the courts in Paris against the Moroccan government and continues to work with its affiliates to take action at the judicial level with parliaments and other bodies to investigate those governments that have used these methods.

### **The crisis in Afghanistan**

In Afghanistan, after the Taliban took power in August 2021, the Administrative Committee set up a crisis unit to monitor the situation on the ground where journalists were under direct threat.

The IFJ received more than 2,000 requests for assistance in evacuating journalists, and our Secretariat, which I would like to thank, did a tremendous amount of work to collect all the necessary information, to establish databases and to verify that all these cases were legitimate. The General Secretaries also met with several governments to obtain seats on planes and emergency visas.

Several IFJ affiliates have also been active in this global effort.

### **Yemen**

In Yemen, we have been involved for months in an extreme case where four journalists have been sentenced to death by Houthi militias. Several meetings have been held with the Yemeni union to coordinate our actions and save the lives of these journalists. Contacts with governments in the region, who can play a role, and with representatives of international bodies, continue to be made.

### **Palestine**

The situation in Palestine remains difficult for journalists as attacks by the Israeli authorities intensify.

The IFJ, together with its affiliate the Palestinian Journalists' Syndicate (PJS), has submitted two formal complaints to the UN Special Rapporteurs on attacks on journalists. They have engaged leading lawyers to ask the International Criminal Court to represent four Palestinian journalists and their families in cases of impunity.

Several other IFJ actions were taken for the protection of Palestinian journalists and media.

### **Other actions**



During the last three years the IFJ leadership has worked on other important issues such as climate change. A group of experts from the Executive Committee has been established and has done outstanding work on this issue including participation at COP 26 in Glasgow.

In addition, the IFJ Global Gender Council has developed a new sexual harassment policy for IFJ events.

The IFJ leadership has been working in co-ordination with the Council on gender issues including the adoption of the International Labour Organisation Convention 190 and Recommendation 206 on Violence and Harassment in the Workplace.

In the same vein, the IFJ has organised a campaign on harassment of women journalists on social media and websites.

**In conclusion, I can state here** that our organisation continued to function and its management assumed all its responsibilities by maintaining normal activity, in a context that was anything but ordinary. COVID-19 is not going to go away just yet, and our organisations will face more and more difficulties in the months and years to come.

The impact on jobs, salaries and working patterns has had a negative impact on journalists' and media workers' unions, which has made us adapt to new situations and find adequate ways to make our administration work, our finances remain stable and our programmes, projects and campaigns do not diminish because of the crisis.

It can be said that the IFJ, as a global organisation, has demonstrated an extraordinary capacity to carry out its mission of trade union development and to be present in the struggles of its affiliates around the world.

It is also an authentic voice for press and media freedom, for ethical, quality and free journalism.

The IFJ continues to be one of the leading actors in the world in the fight against impunity and in the denunciation of all forms of repression against journalists. It has continued to raise all these cases around the world and has expressed its solidarity with its members.

Before I conclude, I must thank my comrades, women and men, on the Executive Committee for their selflessness in safeguarding and consolidating our organisation through collective work and true team spirit.

I must pay tribute to the IFJ Secretariat which has often sacrificed to keep our organisation running smoothly and has been remarkably effective in delivering quality work for all of us and for our members.

Thank you all, IFJ member unions and associations, and the future is now in your hands.

The report I have presented is just an overview of what we have done over the past three years and we have always tried to live up to our responsibilities and to the expectations of our affiliates and journalists around the world.

There are many more challenges ahead but I am confident today that we will build a better future together. As the IFJ has been doing since its foundation in 1926.

**Younes Mjahed**  
**IFJ President**

# IFJ ADMINISTRATIVE COMMITTEE : ATTENDANCE

2019-2022

<i>Visioconference</i>	<i>Mjahed Younes</i> <i>President</i>	<i>Zuliana Lainez Otero</i> <i>Senior Vice-President</i>	<i>Sabina Inderjitt</i> <i>Vice-President</i>	<i>Timur Shafir</i> <i>Vice-President</i>	<i>Jim Boumelha</i> <i>Honorary Treasurer</i>	<i>Anthony Bellanger</i> <i>General Secretary</i>	<i>Jeremy Dear</i> <i>Deputy General Secretary</i>
<b>2019</b>							
27/6	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
31/7	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
23/9	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
24/10	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
26/11	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
<b>2020</b>							
30/1	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
23/3	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
22/4	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
26/5	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
24/6	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
28/8	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
09/10	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
01/12	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
<b>2021</b>							
27/1	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
24/3	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
27/4	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
17/5	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
3/6	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
19/7	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
31/8	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
7/9	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
19/10	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
24/11	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
<b>2022</b>							
29/1	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
30/3	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ
11/5	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ	Ċ

## IFJ EXECUTIVE COMMITTEE : ATTENDANCE

	2019 Tangier 27/28 November	2020		2021		2022		Total
		Video conference 9/10 July	Video conference 16 > 17/12	Video conference 21/22 June	Video conference 30/11 > 1/12	Video Conference 4/5 April		
Mjahed Younes	1/1	2/2	2/2	2/2	1/1	6/6		
Zuliana Lainez Ottero	1/1	2/2	2/2	2/2	1/1	6/6		
Sabina Inderjit	1/1	2/2	2/2	2/2	1/1	6/6		
Timur Shafir	1/1	2/2	2/2	2/2	1/1	6/6		
Jim Boumelha	1/1	2/2	2/2	2/2	1/1	6/6		
Nasser Abubakar	1/1	2/2	2/2	2/2	1/1	6/6		
Mohamed Al Hammadi	1/1	1/2	2/2	2/2	1/1	5/5		
Moiad Al Lami	1/1	2/2	2/2	2/2	1/1	6/6		
Paco Audije	1/1	2/2	2/2	2/2	1/1	6/6		
Maria José Braga	1/1	2/2	2/2	2/2	1/1	6/6		
Sofia Branco	1/1	2/2	2/2	2/2	0/1	5/6		
<i>Ian Chen (resignation)</i>	0/1	0/2	0/2	0/2	0/1	0/6		
Zied Debbar	1/1	2/2	2/2	2/2	0/1	5/6		
Larry Goldbetter	1/1	2/2	2/2	2/2	1/1	6/6		
Adriana Hurtado	1/1	2/2	2/2	2/2	1/1	6/6		
Raffaella Lorusso	1/1	2/2	2/2	2/2	1/1	6/6		
Filemón Medina	1/1	2/2	2/2	2/2	1/1	6/6		
Jennifer Moreau	1/1	2/2	1/2	1/1	1/1	5/6		
Paul Murphy	0/1	1/2	0/2	1/1	3/6			
Omar Faruk Osman	1/1	2/2	2/2	2/2	1/1	6/6		
Dominique Pradalié	1/1	2/2	2/2	2/2	1/1	6/6		
Maria L. Rogerio	0/1	1/2	2/2	2/2	1/1	4/6		
Reserves								
Dhairan Almutairi	1/1	2/2	1/1	1/1	5/5			
General Secretary								
Anthony Bellanger	1/1	2/2	2/2	2/2	1/1	6/6		
Deputy General Secretary								
Jeremy Dear	1/1	2/2	2/2	2/2	1/1	6/6		
Observers								
Mogens Bjerregard (EFJ)	1/1	2/2	1/2	1/1	5/6			
Hechmi Nouira (FAJ)	1/1	2/2	2/2	0/1	5/6			
Mandakhbayar Kharkhuu <i>CMJ Mongolia</i>		1			1			
Mohamed Al Hammadi	1							
Salem Ali OJA	1	1	1	1	4			
Dr Mohamed Alaraimi (OJA)			1		1			
Maria-Angeles Samperio CG			1	1	2			
Marta Barcenilla (EFJ)			1		1			



# **HONORARY TREASURER'S REPORT**

# HONORARY TREASURER'S REPORT

## GENERAL INTRODUCTION

2021 was another turbulent year for the world economy but also for us as labour unions. The Covid-19 pandemic, which started a few months after our Tunis congress and lasted for most of the congress cycle, triggered phenomenal changes for us all, even when physically we barely moved. It forced our societies to change the way we live our lives, from how we educate our children to how businesses, and our industry in particular, operate.

At the last congress our prime concern was the crisis that was shaking the world economy and the new technological paradigms that were impacting profoundly on our industry, and consequently on our unions and their members, forcing us to seek to adapt our operational capacity to the new economic realities. Less than a year later we had to confront a far bigger crisis. Although its impact has been more pronounced on some affiliates, almost everywhere our unions started confronting layoffs, furloughs and closures. In every zoom meeting we held, the central concern focussed on the future of our industry and the catastrophic impact on our affiliates everywhere fearing for the future of their members and, in some cases, having to face up to some media likely being lost forever and never re-opening.

The daily operations of our Secretariat and regional offices were immediately impacted as they had to take dramatic measures such as closing offices and scaling down on travel, while the Administrative Committee was in overdrive to prepare the IFJ for the terrible uncertainties, such as whether affiliates would still be able to send their fees or buy international press cards, or whether donors would continue to finance their programmes as they were also likely to be facing a massive financial crisis.

During those months, our overarching effort was the rolling out of our own platform which focussed on complementing everything our affiliates were doing to sustain their structures, support their members and play a primary role in negotiating with employers and government the very survival of our medias. Moreover, we strengthened our interventions, representing and defending the interests of members in crucial forums ranging from international institutions to negotiations with governments and media owners. And this ongoing process was shaped at all time by our collective interests, beliefs, values and strategies.

Although the last cycle was filled with a lot of change and no small amount of uncertainty, I look back at what we have achieved with a great sense of pride.

In presenting this report on the International Federation of Journalists' financial position and results for the years 2019-2021, ending December 31st, 2021, my first remark is that, despite an extremely challenging backdrop, we delivered a strong set of results. They show that the green shoots of recovery which we forecast in 2019 continued to consolidate and we can even say that our finances have stabilised, compared to the very turbulent pre-Angers congress period.

This is not to say that we must relax our guard. For a start we should take with a pinch of salt the bombastic claims by some governments that they've won their battle against the pandemic. Most science is preparing for what new variants SARS-2 will continue hurling at us.

Our affiliates have learned important lessons about the impact of the virus on their organisations, their members and their work. They will remain engaged for years in complex negotiations regarding the return to work, not just occupational health and safety processes but also new arrangements for long-term teleworking. The media industry is counting the damage it has suffered, and how this is shaping its future. ITUC statistics show that "49% of people live in a household where someone has either lost their job or had their working hours reduced due to the pandemic".

As for the IFJ Secretariat it will equally be learning lessons in terms of its day-to-day operations and may review the way it works and communicates. The pandemic has already imposed new ways of working and we should have no doubt that the pace of change will accelerate with some of our operations constantly open to review.



Looking ahead to the next cycle, starting after the Oman congress, we should continue with prudence as the future will continue to be uncertain. We must at all times stand ready to champion the needs of our members through whatever lies ahead and continue to maintain the stability that we have achieved so far. However, we must be ready to face up to continuing volatility in revenue as a result of a loss in membership – as shown by the declaration of membership analysed below – our slow ability to diversify funding, the collapse of the media economic model and the unending wave after wave of restructuring, and their impact on our affiliates.

Overall, we have made good progress and, most importantly, we have entered 2022 with good momentum and our income streams are all performing strongly. We should continue rolling out the strategic choices that we have put in place which are helping us build a purpose-led, future-fit organisation, running our finances as efficiently as possible, and at the same time always open to new ideas and new thinking.

## **CONTRACTUAL AUDITED REPORTS**

The auditors from BDO conducted their annual audits for each year ending 31 December during the January period in line with their statutory obligation and issued audit reports for 2019, 2020 and 2021 attached in **Annexes 1 a-c**. Their missions were described in detail in their letters of engagement.

Their reports testified that the evidence they obtained was “sufficient and appropriate to provide a basis for our opinion,” further stating that the annual accounts gave them a “true and fair view of the IFJ’s net equity and financial position as at 31st December, as well as of its results for the year then ended, in accordance with the International Standard of Auditing as adopted in Belgium”.

They concluded by confirming each year the total balance sheets which amounted to **€2,752,640** for the financial year 2019, **€1,961,785** in 2020 and **€1,960,852** for 2021. They finally included income statements showing profits for the year of **€39,907** in 2019, **€7,251** in 2020 and **€18,096** in 2021.

We have once again produced a surplus for the fifth year running starting from the Angers congress in 2016 (of €37,930, followed by +€7146, +€39,907, +€7,251 and €18,096 in successive years). This is proof that our finances have stabilised after several difficult years and we now have the ability, driven by our strategic choices, to deliver good financial performance albeit in a challenging operating environment.

The auditors’ reports usually include, for identification purposes only, the main IFJ tables dealing with fees, income and expenditure, and the safety fund.

As well as auditing, BDO also gives opinions on aspects of our financial operation. They made sure that the recommendations made by their predecessors among them changes to how the Safety Fund was accounted for as agreed by an AGM decision, provisions to pay for overtime worked, new evaluation rules were executed satisfactorily.

In 2019 they appended a supplementary letter reviewing issues raised for the last few years including write offs, congress provisions, overtime, control of invoices, and project accounting.

In 2020 they also sent a supplementary letter giving advice on the allocation of the surplus for the year – €20,000 as provisions to congress; €39,500 as provisions to pay for overtime worked but not paid which they raised the year before; €49,120 as annual repayment with the project director following the mutual separation agreement; and €117,080 as provisions for bad debts and write off.

Last year, we held extensive discussions to set aside €99,900, as provisions for bad debts and write off (reduction of values, see notes to the accounts), and other contingent liabilities.

## **BNB**

The contractual auditors' report also includes the bundle submitted to the Banque Nationale de Belgique (BNB). It encloses the balance sheet, liabilities, income statement, appropriation account, statements on assets, personnel costs, and social report. I attach in **Annex 2** the BNB for the 2021 accounts and the notes to the accounts, all the details of the current assets including the current investments, receivables and cash at bank as well as liabilities, including provisions and debts.

## **STRATEGIC CHOICES**

As we delivered another strong year, on the back of a good 2020, it has become evident that the strategic choices we worked hard to establish sit at the heart of our effort to stabilise our finances. Starting from a crippling deficit at the Angers congress, we managed to put in place laboriously the building blocks of our current recovery.

First, we should recall all the radical steps that we undertook to try to balance our accounts, starting with our stability plan which continues to help us counteract downward pressures, resulting this time from decreased revenue from projects.

We set a strategy that we worked hard to deliver year in year out – (i) ensuring we achieve a balanced budget; (ii) scrutinising, with the help of the Secretariat, every single budget item now and in future; (iii) continuously looking for innovative solutions to resolve the structural deficit that resulted in successive cash losses.

Against a deteriorating global economic outlook resulting in volatility in our revenues, and in recent years the impact of the global pandemic, we made sure that our budget goes hand in hand with the bold measures proposed in our medium-term stability plan while at the same time continues to deliver security for our staff. As a result, we succeeded in achieving successive surpluses, and made the necessary reforms so that the IFJ could survive the countervailing pressures.

Second, we know that while we are nowhere near rebuilding our reserves, all the indications are that we are moving in the right direction as we started developing long-term solutions to long-term problems, while keeping a high level of investment in our staff and our regions and supporting our infrastructures.

We swallowed very hard when we proposed our stability plan that included painful adjustments, ranging from a reduction in regional grants to staffing levels and remuneration, including a freeze in staff pay until the IFJ finances are more stable, and reduced hours as a better alternative to layoffs. Our stability plan was conceived and implemented after thorough discussions with staff and their representatives and everybody understood that, without sound finances, there is no economic security for our hard-working staff.

Congress should express its gratitude to staff for their commitment in helping us create financial security for the IFJ as a whole. In the 2022 budget we have scheduled to pay as of January 1st the statutory index-linked increase in salaries as well as increasing staff working time from 90 to 93%.

Third, we endeavour at all times to conduct our operations in accordance with general principles of good governance and best practice. For a start, we maintained regular evaluations by our Administrative and Executive Committees as an important element in maintaining high standards of governance and effectiveness and with a high degree of engagement. We also strive to maintain a valuable relationship and trust with all our affiliates by ensuring a transparent financial reporting system. This is crucial now in particular owing to the fact that the future of the IFJ will remain dependent on that of our affiliates and their ability to navigate through all the complex challenges they face.

We endeavour to ensure that all the working tools we established run smoothly, such as our General Meetings which scrutinise and validate our financial reports and take policy decisions. We are still testing the best way to ensure that all affiliates have equal power, whatever their resources, to scrutinise the audited accounts and send in comments and formal motions in response, and help shape the finances of the organisation. But I can only repeat that the IFJ is a beacon of financial transparency among the global labour movement organisations in opening its books to this level of scrutiny.

Our Finance Commission is another important level of oversight. Since its inception after the Angers congress, it has been producing timely reports which constitute further layers of scrutiny and participation (see **Annexes 3 a-c**).

Finally, as the world of work is changing, Covid-19 has been a catalyst to expand flexible and more inclusive ways of working. Although it is too early to rethink how our Secretariat will work, the next challenge will be to develop new ways of working which will undoubtedly have a major impact on our finances.

## FINANCIAL PERFORMANCE 2018-2021

### INCOME

Throughout the cycle, one of the most encouraging aspects of the IFJ's strong operating performance has been our ability to deliver our targets of main income streams – fees collection, projects revenues and sales of International Press Cards – by setting clear strategies in line with achievable timescales (see Figure 1).

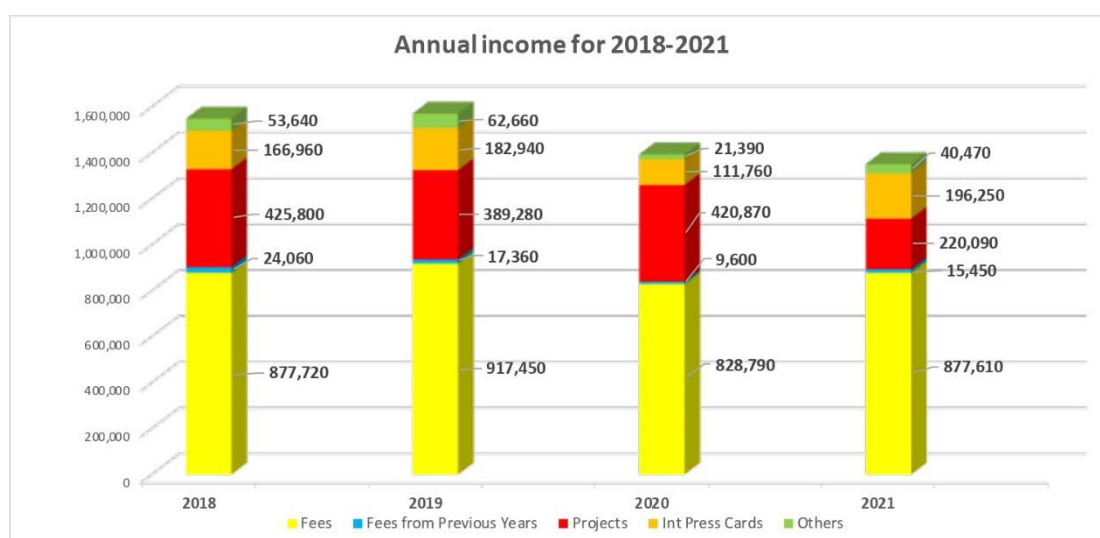


Figure 1. Annual income for 2018-2021.

### INCOME FROM FEES

Since the Tunis congress, we worked hard to maintain our incomes, in particular from fees which remains the cornerstone of our financial architecture and took immediate steps to change considerably the way we collect revenue. Our effort became more and more complex as we had to deal with sensitivity with all the problems that came up, in particular since we knew that our big contributors were facing challenging times, and we sought to produce solutions tailored to every situation.

I would like to thank all the affiliates that paid their fees on time, in particular those which, despite genuine difficulties, kept with their engagement and solidarity, as all unions should do – from the big contributors to the smallest, paying just around €50, and in particular those in financial difficulties who dug deep into their pockets to keep our collective organisation functioning for the benefit of everybody. Without them, we could not have balanced our books, or paid our staff, or achieved our goals on so many fronts to advance the interests of journalists globally.

Our new approach to chasing up the payment of fees has become a complex and labour-intensive operation, but it is yielding good results. This continuous effort is now operating almost 24/7 thanks to the work of an IFJ team consisting of our GS, finance and regional offices staff and HT which meets regularly to prosecute our vigorous campaign to collect fees and deal with the flurry of issues which must be resolved by providing bespoke solutions in each case.

In three successive years, income from fees was on the whole stable, bringing in €934,810 in 2019; €838,390 in 2020 (including €9,600 of fees from previous years), and, last year, despite the vagaries of the pandemic, we succeeded in improving on previous year's fees by bringing in **€893,060.14** (including €15,449.18 from previous years).

In our continuous effort to improve our fees collection, the most important procedure are now the agreements with affiliates to pay fees by instalments. In 2022, we increased the number of agreements from 18 to 24: Brazil FENAJ; Bulgaria UBJ; Burkina Faso AB; Chad; Chile FETRACOSE; Colombia FECOLPER; Congo FESYTRAC; Dominican Republic SNTP; France SNJ; Hungary HPU; Ivory Coast SYNAPPCI; Lebanon SJL; Poland SDP; Poland SDRP; Russia RUJ; Spain FAPE; Syria JU; Turkey Disk; Turkey TGC; NUJ UK; Ukraine IMTUU; Ukraine NUJU; Venezuela SNTP; and USA TNG.

Twelve arrangements worked well and the fees were cleared by December 31st. For the rest, payments were extended into 2022 and only one union defaulted completely.

Two indicators have an influence in the final fees received in any one year – one is the amount of old debts collected, which used to be as high as €93,010 in 2017 and which fell to €15,449.19 last year. The other is the amount for exonerations which last year came down to a low figure of €10,268.91 but which almost doubled the previous year's of €6,170.

Another set of important indicators can be deducted from the table of fees received last year (**Annex 4**) which shows the affiliates that did not pay their fees (39) totalling **€435,773.97** which is less than in 2021 where 48 affiliates did not pay, but the total owed is more (in 2021 it was €347,741.59). However, looking in more details at the outstanding fees, you will see that €289,850 (66.5%) is owed by one union, DJV Germany. Of the remaining 38 affiliates in debt, 10 are in the process of being suspended and owe €109,247.05; 14 have made formal arrangements to continue paying by instalments in 2022 (€27,263.57). This will leave only 9 unions in debt, owing €5667.49 – perhaps the lowest figure in the history of the IFJ.

However, this cannot be cause for excessive optimism. It remains a snapshot on December 31st and cannot be a decisive indicator for the future. The double whammy of the pandemic and the crisis engulfing media globally will continue to have a marked impact on our unions. In fact, other indicators such as the annual declaration from our affiliates is more precise in giving a more realistic view of expected fees in years to come.

As well as working hard to collect fees from current affiliates, we set out to build new areas of growth, and took two apposite decisions:

(i) to reinstate annual increases in fees based on the Belgian index of inflation. These were frozen in 2009 but never reinstated resulting in significant loss of revenue.

(ii) to build category B. All affiliates from the Arab region were canvassed and agreed to be moved out of category C – those from the Gulf moved into category A and the rest with a couple of exceptions into category B.

## **SUSPENDED UNIONS**

Since the last congress, we have been making a massive effort to engage with unions that have accumulated debts of more than two years. The majority dealt with their debts, but once it became clear that an affiliate is not responding – usually because they virtually ceased to exist or refused to enter a financial arrangement – the Executive Committee had no alternative but to suspend them, pending a decision by congress.

**Annex 5** lists the member unions that Congress will have to decide whether to remove from the rolls, after considering the recommendations of the Appeal Commission.

Auditors usually scrutinise potential bad debts – these are arrears fees that have built up and look unlikely to be paid, as well as write off – debts left by unions that have been suspended. We agree with them to make annual provisions for these totalling **€65,654.88**. They are:

Germany DJV (€20,850 - 2021 fees, 1/3); USA SAG-AFTRA (€18,140.30 - first year, 1/3); Congo UNPC (€1,690 - first year, 1/3); Belarus PABUJ (€903.55 - first year,1/3); Azerbaijan Radio (€810.16 - second year, 1/3); Uganda UMU (€1,626.92 - third year,1/3); Faroe Islands (€341.83 - first year,1/3); Botswana BMAWU (€325.33 - first year,1/3); Cambodia CAPJ (€128.42 – first year, 1/3); Georgia IAGJ (€63.81 – first year,1/3); Thailand NUJ (€90.57- second year,2/3 ); Nigeria NUJ (€13,600 -third year,3/3).

The Administrative Committee has been in discussion with DJV Germany to try and find a financial arrangement for their arrears.

Furthermore, the IFJ has so far made little progress in convincing the 32 unions which have faded away since the Dublin congress. And the strategy to recruit more unions and associations into the IFJ has yet to make serious progress as it needs more resources from the Secretariat, regional offices and elected leaders.

## OTHER INCOMES

Two other incomes are equally crucial to our financial performance: (ii) project revenue and (i) sales of International Press Cards.

Projects: Since 2019 when we lowered our expectations of revenue from projects which used to bring in about 27% of IFJ's revenue, and helps fully pay the salaries of staff dealing with project implementation, we are now fulfilling better the targets we have set up.

In the last three years we brought in €389,280 (positive variance of +€49,280) in 2019; €420,870 (positive variance of +€80,870) in 2020 and €220,090 (positive variance of €90) in 2021. It is clear that there has been a significant drop in the projects income last year which we predicted and budgeted for, an issue that the IFJ has been grappling with since. Our special meetings and brainstorming sessions are slowly putting together a blueprint to try and rebuild this income to the level it was many years ago which will necessitate increased engagement from our affiliates.

Regarding IPCs, thanks to the efforts of the Secretariat, we now have a more accurate idea about how to promote new sales among affiliates and deal with our weak spots. Following the launch of our new marketing strategy, it achieved a successful year in 2019 when revenue totalled €182,940 – a positive variance on our budgeted target of +€52,940. However, this was greatly affected by the pandemic on 2020 when the orders from affiliates dipped dramatically, reaching €111,760 (a negative variance of -€38,240). Last year, sales started picking up again as shown by an income of €196,250 achieving a surplus on budget of +€16,250. It remains to be seen how this revenue stream will continue growing in the years to come.

### Income from interest

Since the 2008-9 crisis, financial institutions have been experiencing historically low interest rates for many years and we have even seen negative interest rates. Consequently, the interest accrued from our various bank accounts continue to be negligible, while in the past it used to be an important income for our operations. In 2008 we received €77,925 in income from interest and in 2010 €167,739.

## EXPENDITURE

While it is always difficult to predict the direction and intensity of the continued turbulence affecting our main revenue streams, we are better placed to fine tune our efficiency and keep our overall expenditure, in particular Administration and Benefits to Affiliates, in line with budget throughout the congress cycle. Much can be achieved without the usual rollercoaster of cuts in our spending. We have learned to make progress through continuous and systematic monitoring of expenditure and a tight control, not just to verify expenditure against targets but also to identify changing patterns or circumstances that need corrective action, and constantly seek efficiencies in all our practices.

This has resulted in stabilising most of our expenditures and achieved savings in others. Figure 2 below shows the level of expenditure throughout the cycle and the share of each major expenditure: salaries, administration and our working programme.



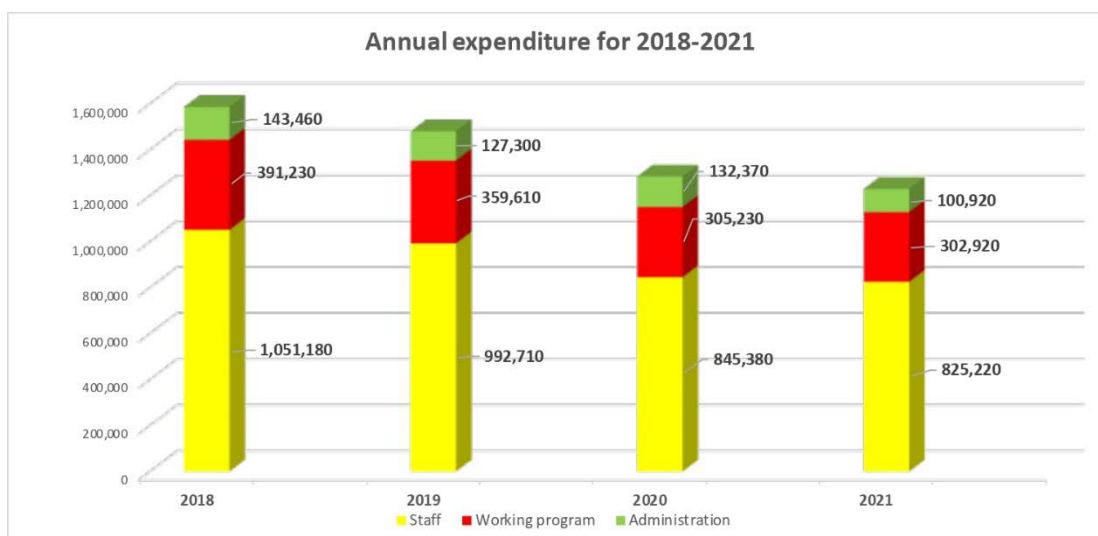


Figure 2. Annual expenditure for 2018-2021.

2019 was the only year where the overall expenditure showed a negative variance of €-16,270 due to two items that were overspend: a bulk purchase of press cards (€-11,200) and an overspend in statutory meetings (€-14,280). This was balanced out by our positive performance of expenditure on Administration of €13,200.

But both in 2020 and 2021, we made significant savings -- some 30% in Benefits to affiliates in the first. Also, thanks to the negotiating skills of the General Secretary with the management of Résidence Place we moved into more compact premises which is saving us €11,400 in rent. In the second, Benefits to affiliates were €11,520 underspent (16% of the budget). Administration also achieved positive variance on budget of +€19,660 and Activities +€1,080.

From time to time there have been odd items that were impossible to predict, and avoid a negative variance, but most are likely to be more of a blip than of serious concern.

There is no doubt that, by forcing closure of the office, remote or home working and the absence of statutory meetings (in 2009 we spent over €60,000 on them), the pandemic has had a significant impact on the work of our Secretariat and regional offices and consequently a knock-on effect on our expenditure on Administration and Benefits to affiliates.

However, one important area of expenditure that has proved difficult to keep in line with our plans has been staff salaries. In 2019 they were above budget by €84,710 due to unpredictable statutory payments of compensations and benefits to staff who left; in 2020 they showed a positive variance of +€46,200; and in 2021 a negative variance of -€38,220.

To put this in perspective when we compare what we spent on staff in 2021 (€825,220) to what we did in 2009 (€1,226,583) it shows a significant difference. We remain committed to further restructures in order to diminish this line of expenditure, and keep with a reasonable ratio to the overall revenue.

Our instruction to the Secretariat remains to try and keep all items under tight control, and I have been encouraging them to set up forecast outturns for all the expenditure budgets. I have every confidence that they will keep all expenditure within budget.

## TUNIS CONGRESS 2019

We have achieved our objective, which was to balance our accounts with revenues of €165,180 and expenses of €164,950€, resulting in a positive overall balance of 230€, which is a major achievement considering the complexity of such a global gathering. Thanks to our partners from the Friedrich Ebert Foundation, UtoU and Norway we managed to fly in all the delegates in need of assistance. Equally thanks to our Tunisian affiliate SNJT, which fully delivered all its various commitments as agreed to finance many aspects of congress, up to €171,900 in total – a massive undertaking which we are grateful for.

The provision made at the end of 2017 and the advertising space sold to finance the activity reports helped us achieve our objective.



## SAFETY FUND

In the context of current wars and conflicts, our International Safety Fund has once again proved to be a major tool to deliver help to journalists and their families in need, which is summed in **Annexes 6 a-c**.

We continued giving humanitarian assistance whenever needed – in 2019 we allocated **€74,380** to 23 recipients in need, slightly less than what we gave in 2018. In 2020, requests for assistance were less in terms of sums allocated (**€48,430**) and 17 recipient countries. In 2021 requests dipped further at **€44,600** from 11 countries.

While the sales of merchandise ground to a halt, for the first time in many years the Fund started receiving encouraging donations which totalled €25,630 in 2019 with three donations from the NUJ UK and Ireland (€11,220), Sweden SJF (€6856.15) and Japan (€5550) and other smaller donations. In 2020, only €11,370 were received with the NUJ UK contributing €11,220. Last year income shot up to €44,608 including €29,360 received from Swiss-based Proton, and €14,737 of donations from affiliates in Belgium (€150), UK and Ireland (€11,587) and Japan (€3000).

The indefatigable efforts by a few IFJ affiliates who have consistently raised money for the Fund is proof of the enormous reservoir of goodwill that can be tapped among journalists. The Executive Committee decided to use the 30th anniversary of the Fund as an opportunity to lift it from its current state of erratic growth into a well-oiled solidarity machine involving most of the affiliates, outside donors and benevolent media employers.

In May 2020, a Brussels-based academic, Véronique Waterschoot, was commissioned to produce a report to help re-launch the Fund at the forthcoming congress with the foremost objective to maintain and strengthen the current flow of donations from affiliates, but also to propose recommendations for new ways of raising money and infuse novel ideas in the way we promote the Fund and put it on a more professional footing.

In August last year, our most formidable achievement in many years has been the launch of the Afghan Fund in response to the crisis. Faced with dramatic calls for money to provide shelter and food, pay for visa applications and medical support, we appealed to IFJ members for help and the reply was phenomenal. Over 1000 donations were received in matter of weeks totalling some €140,000. The success of this initiative shows the readiness of IFJ members the world over to dig deep and respond generously to appeals to raise urgent money.

The Fund now stands at €807,406.59.

The Safety Fund for interpreters which we administer on behalf of CUM VERBIS scrl (société coopérative à responsabilité limitée) stands at around €30,000.

## **STRATEGY AND ACTION – Next Steps**

At this congress, we will be assessing the impact of the steps we have taken so far to stabilise our financial situation, and we will also be discussing what must be done to continue building the IFJ on sturdy pillars.

We all agree about our analyses of the continuing pressures and the broader operating environment, which provides both positive and negative signals regarding the future.

In terms of our immediate financial plans for the next cycle, we first have to agree a budget that sets priority financial measures to keep our revenue streams on target, bearing in mind the potential for downward trends and how they will impact on the rest of our expenditure, in particular staffing levels and benefits for affiliates.

### **PROPOSED BUDGET 2022**

In the last congress cycle, we succeeded in setting budgets despite the uncertainties of how the pandemic had impacted on our day-to-day operations and affected our targets. In many instances, the work of our staff globally has often been dictated by the decisions of governments; or if you take the delivery of our projects they were dependent for delivery on the various restrictions in travel. This is not to say that our budgeting exercise has become less rigorous but we prepared ourselves to see our targets change and be ready to tweak our budget lines whenever necessary. At the same time, we managed to stay as close as possible to what we would be likely to achieve at the close of the financial year. This approach is likely to be with us for some years to come.

In the 2022 draft budget, I have replicated most of our budget lines and the slight changes we made have been in our revenue figures (see [Annex 7](#)).

- 1. Regarding fees, it would still be difficult to predict how much we will collect, but I am confident that the robust mechanisms we have put in place will put us on a strong position to deal with any hiccup as and when they arise. The overall effort is costing significant time and energy but we now accept that it has become a core operation of the work of the Secretariat in Brussels and the regional offices. We have tweaked this figure to add €20k to our target for fees and reduce the exoneration to €40k. The total target of fees will be slightly higher at €876,000.
- 2. For projects we have already lowered our expectations last year by budgeting for an annual income of €220,000 only, partly due to the impact of the pandemic on donors. We shall be continuing with the same target.
- Regarding the sales of International Press Cards, we will have to rely on our strong marketing campaign and hope for a continued growth. We must however remain cautious and, for this reason, we increased our forecast by €20k only to reach €200,000.
- 3. In this budget we must continue to seek to diminish our overall salary bill, which we set out over many years to achieve. Last year, we budgeted €787,000 for salaries but we could not achieve it. For 2022, the dynamic to decrease staff salaries will be slowed down by the statutory rise in wages in line with the increase in the living index by the Belgian government. We also agreed to increase staff working time from 90 to 93%. As a result, staff salaries in this budget are being set at €835,000.
- 4. Expenditure on Administration having decreased in four successive years, it may have reached a level where they are unlikely to go any lower, at least not significantly. We kept most items at their current forecast. Equally we are forecasting benefits to affiliates to keep comparable as we will continue to hold our meetings on line, saving a considerable amount of expenditure.

Once again, we are proposing a balanced budget and we will remain constantly vigilant and disciplined in an effort to keep staff expenditure within budget allocation, seek efficiencies and innovate whenever possible to deliver improved benefits to our members.

## OUR FUTURE STRENGTH

In trying to set a precise financial strategy for the next few years, our task is likely to be more complex than it has ever been. We have always strived to analyse the direction of the non-ending crisis in the newspaper industry, which has recently also started affecting digital media. This dynamic of decline will continue to make it increasingly difficult to predict the shape of our unions and how they will continue to contribute to the IFJ. In addition, the Covid crisis has added another layer of uncertainties making near-impossible to set out absolutely clear objectives.

This does not mean that we are rudderless. One of the financial indicators we have used to identify changes and put in place solid policies, processes, or personnel, to ensure the long-term sustainability of the IFJ has been our annual declaration of membership which, although it can present conflictual figures, it nevertheless gives an insight in the economic circumstances of our big unions and the resulting impact this may have on the IFJ's finances.

The 75 declarations of membership for 2022 is slightly lower than last year's when we received 78. Despite an early effort from the Secretariat to start very early to motivate affiliates it is still just about half of the total affiliates. The membership patterns vary from union to union but the general dynamic points to a continuation of the decline which seems to have accelerated, arising from a combination of the effect of the pandemic and the crisis still prevailing in many medias.

Looking at the details, 21 out of 75 affiliates have not declared any change. Among the 54 remaining, 13 unions in category A have lost members, four in category B and eight in category C. In total 25 unions declared less members which will result in a loss to the IFJ of 4120 members and a financial loss of €15,471. On the plus side, 26 affiliates increased their members -- nine in category A, four in B and 13 in C, bringing in 3,040 new members and add €6,980 to our fee income.

The final tally of the 2022 declarations show a decrease of 1,080 members resulting in a loss of €8,491. Last year, the IFJ lost 366 members and €3,115.79 in revenue.

Three years of Covid-19 have generated a fair deal of doomsday scenarios but the reality is a much more mixed package with some affiliates even increasing their membership. But on the whole, the declarations show that the decline is continuous and will stay with us for a long time.

In conclusion, we should not react to the financial headwinds with knee-jerk plans or hastily-conceived grand visions. We should remain vigilant and disciplined, as we have done in the last three fiscal years, and recognise the importance of every further action that we must take to counteract pressures on the IFJ's revenues and expenses.

We have put in place strategic choices and we have succeeded so far in delivering a solid financial performance, bringing about a fair amount of stability. Many crucial parts of these plans were disrupted by the pandemic but we hope to revitalise them within the next cycle such as the restructure of some functions; the recruitment of new affiliates; an overhaul of our projects' operation; the self-financing of our regional offices; and more. These are debates we should commit ourselves to continue and we can rely on the values that bring us together, where every one of our sister unions makes a contribution in defence of, and for the future of, journalists and journalism.

Our biggest strength remains the dedication and professionalism of our employees around the world. I offer my sincere appreciation for their hard work and commitment characterised by many challenges but also a lot of progress. I thank in particular those members of the Secretariat who worked throughout the year to realise our financial plans and prepare these accounts.

Jim Boumelha,  
IFJ Honorary Treasurer



**#Free Press\***

\*except war crimes and corruption

**#FreeAssange**



**Ukrainian journalists are under fire. They need our **solidarity****

**IFJ IFJ IFJ** **EFJ EFJ EFJ**

*New IFJ-EFJ Safety Fund for Ukrainian journalists*





# *ANNEXES*

# HONORARY TREASURER'S REPORT

ANNEX 1a. Audit report 2019

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ANNEX 1b. Audit report 2020

ANNEX 1c. Audit report 2021

ANNEX 2. BNB annual accounts and notes to the account

ANNEX 3a. Finance commission report 2019

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ANNEX 3c. Finance commission report 2021

ANNEX 4. Fees paid as of December 31st 2021

ANNEX 5. Unions suspended as of December 31st 2021

ANNEX 6a. International safety fund 2019 accounts

ANNEX 6b. International safety fund 2020 accounts

ANNEX 6c. International safety fund 2021 accounts

ANNEX 7. Draft budget 2022



## ANNEX 1A. AUDIT REPORT 2019



#Yemen  
**Take action**  
for Yemeni  
journalists on  
death row



## **Auditor's report to the General Assembly meeting of the members of the International Federation of Journalists AISBL for the year ended 31 December 2019.**

We hereby present to you our audit report in the context of our auditor's mandate of International Federation of Journalists (the "association"). This report includes our opinion on the audit of the annual accounts.

We were appointed as Auditor in charge of the audit of the association. This mission is further described in our engagement letter dated 13 October 2019. This is the 3<sup>rd</sup> year that we have ensured the audit of the annual accounts of the association.

### **Report on the audit of the annual accounts**

#### ***Unqualified opinion***

We have audited the annual accounts of the association including the balance sheet at 31 December 2019 and the profit and loss account for the year ending at that date and for which the total balance sheet amounts to 2.752.640 EUR and the profit and loss account leads to a positive result of the financial year of 39.907 EUR.

In our opinion, the annual accounts give a true and fair view of the equity and financial position of the association as at 31 December 2019, as well as of the results of its operations for the year then ended, in accordance with the financial reporting framework applicable in Belgium.

#### ***Basis of unqualified opinion***

We have conducted our audit in accordance with the international standards on auditing (ISA) as adopted in Belgium. Our responsibilities under these standards are further detailed in the section "Responsibility of the Auditor" from the current report. We have complied with all the ethical requirements which apply to the auditing of the accounts in Belgium, including the requirements related to the independence.

We have obtained from the Board of Directors and association management the explanations and information necessary for our audit.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### ***Responsibilities of the Board of Directors related to the annual accounts***

The Board of Directors is responsible for the preparation of the annual accounts that give a true and fair view in accordance with the financial-reporting framework applicable in Belgium, and for the internal control that the Board of Directors determines as necessary to the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

During the preparation of the annual accounts, it is the responsibility of the Board of Directors to evaluate the association's capacity to maintain its operation, where appropriate to provide information related to going concern and to apply the accounting policy of going concern, unless the Board of Directors intends to put the association into liquidation or to close down its operations or unless the Board of Directors cannot conceive any other alternative realistic solution.

### ***Responsibilities of the auditor***

Our objectives are to obtain reasonable assurance that the annual accounts taken as a whole are free from material misstatements whether due to fraud or error, and to provide an audit report expressing our opinion. Reasonable assurance corresponds to a high level of assurance, which does not however guarantee that an audit carried out in accordance with international audit standards will always detect any existing material misstatements. The misstatements can be due to fraud or error and are considered material when there is a reasonable expectation that they could, either individually or combined, influence economic decisions which the users of the annual accounts make based on it.


In the context of an audit carried out in accordance with the ISAs and throughout this process, we apply our professional judgement and display a critical attitude. Furthermore:

- we identify and assess the risk of material misstatements of financial statements whether due to fraud or error, determine and implement audit procedures in response to these risks and gather sufficient appropriate audit evidence for the basis of our opinion. The risk of not detecting a material misstatement due to fraud is higher than the risk of a material misstatement due to error as fraud may involve collusion, falsification, deliberate omission management override ;
- we become aware with the internal control relevant to the audit in order to define audit procedures which are appropriate in all the circumstances but not for the purposes of expressing an opinion on the effectiveness of the association's internal control ;
- we assess the appropriateness of the chosen accounting policies and the reasonableness of the accounting estimates made by the Board of Directors as well as the information provided by the Board of Directors and related to it ;
- we conclude on the appropriateness of the application by the Board of Directors of the going concern accounting principle and, based on the evidence gathered, as to whether or not there is significant uncertainty related to events or situations that could cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we have the obligation to draw the attention of the readers of our audit report to the information provided in the financial statements about that uncertainty or, if that information is not adequate, to express an amended opinion. Our conclusions are based on the evidence gathered up to the date of our audit report. However, future events or situations could lead the association to cease its operations ;

- we assess the overall presentation, structure and content of the annual accounts and whether the annual accounts reflect the underlying transactions and events in a way that it gives a true and fair view of it.

We communicate to the Board of Directors notably the scope of the auditing work and the implementation timeframe, as well as the significant findings identified during our audit, including any significant weaknesses in the internal control.

Zaventem, 3 March 2020



BDO Réviseurs d'Entreprises SCRL  
Represented by Ignace Robberechts  
Partner

## **ANNEX 1B. AUDIT REPORT 2020**

Free translation

## AUDITOR'S REPORT TO THE GENERAL MEETING OF THE INTERNATIONAL FEDERATION OF JOURNALISTS AISBL FOR THE YEAR ENDED 31 DECEMBER 2020

We hereby present to you our audit report in the context of our contractual auditor's mandate of International Federation of Journalists (the "association"). This report includes our opinion on the audit of the annual accounts.

We were appointed as Auditor in charge of the audit of the association. This mission is further described in our engagement letter dated 8 September 2020. This is the 4<sup>th</sup> year that we have ensured the audit of the annual accounts of the association.

### REPORT ON THE ANNUAL ACCOUNTS

#### Unqualified opinion

We have audited the annual accounts of the Association, which comprise the balance sheet as at 31 December 2020, the income statement for the year then ended and the notes to the annual accounts, characterised by a balance sheet total of 1,961,785 EUR and an income statement showing a positive result for the year of 7,251 EUR.

In our opinion, the annual accounts give a true and fair view of the Association's net equity and financial position as at 31 December 2020, as well as of its results for the year then ended, in accordance with the financial reporting framework applicable in Belgium.

#### Basis for unqualified opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) as applicable in Belgium. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the annual accounts' section in this report. We have complied with all the ethical requirements that are relevant to the audit of annual accounts in Belgium, including those concerning independence.

We have obtained from the administrative body and the officials of the Association the explanations and information necessary for performing our audit.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



### ***Responsibilities of administrative body for the drafting of the annual accounts***

The administrative body is responsible for the preparation of annual accounts that give a true and fair view in accordance with the financial reporting framework applicable in Belgium, and for such internal control as the administrative body determines is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, the administrative body is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the administrative body either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

### ***Auditor's responsibilities for the audit of the annual accounts***

Our objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to provide an audit report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts.

When executing our audit, we respect the legal, regulatory and normative framework applicable for the audit of annual accounts in Belgium. However, an audit does not

guarantee the future viability of the Association, neither the efficiency and effectiveness of the management of the Association by the administrative body.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the administrative body;
- Conclude on the appropriateness of the administrative body's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our audit report to the

related disclosures in the annual accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our audit report. However, future events or conditions may cause the Association to cease to continue as a going concern;

- Evaluate the overall presentation, structure and content of the annual accounts and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the administrative body regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identified during our audit.

Zaventem, 4 March 2021

BDO Réviseurs d'Entreprises SCRL  
Represented by Ignace Robberechts  
Partner

# ANNEX 1B. AUDIT REPORT 2021



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B-1930 Zaventem

INTERNATIONAL FEDERATION OF  
JOURNALISTS AISBL

**Auditor's report  
to the general meeting  
for the year ended 31 December 2021**

*[Free translation]*

## AUDITOR'S REPORT TO THE GENERAL MEETING OF THE INTERNATIONAL FEDERATION OF JOURNALISTS AISBL FOR THE YEAR ENDED 31 DECEMBER 2021

We hereby present to you our audit report in the context of our contractual auditor's mandate of International Federation of Journalists (the "association"). This report includes our opinion on the audit of the annual accounts.

We were appointed as Auditor in charge of the audit of the association. This mission is further described in our engagement letter dated 19 November 2021. This is the 5th year that we have ensured the audit of the annual accounts of the association.

### REPORT ON THE ANNUAL ACCOUNTS

#### *Unqualified opinion*

We have audited the annual accounts of the Association, which comprise the balance sheet as at 31 December 2021, the income statement for the year then ended and the notes to the annual accounts, characterised by a balance sheet total of 1.960.852 EUR and an income statement showing a profit for the year of 18.096 EUR.

In our opinion, the annual accounts give a true and fair view of the Association's net equity and financial position as at 31 December 2021, as well as of its results for the year then ended, in accordance with the financial reporting framework applicable in Belgium.

#### *Basis for unqualified opinion*

We conducted our audit in accordance with International Standards on Auditing (ISAs) as applicable in Belgium. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the annual accounts' section in this report. We have complied with all the ethical requirements that are relevant to the audit of annual accounts in Belgium, including those concerning independence.

We have obtained from the administrative body and the officials of the Association the explanations and information necessary for performing our audit.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### ***Responsibilities of administrative body for the drafting of the annual accounts***

The administrative body is responsible for the preparation of annual accounts that give a true and fair view in accordance with the financial reporting framework applicable in Belgium, and for such internal control as the administrative body determines is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, the administrative body is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the administrative body either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

### ***Auditor's responsibilities for the audit of the annual accounts***

Our objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts.

When executing our audit, we respect the legal, regulatory and normative framework applicable for the audit of annual accounts in Belgium. However, a audit does not

guarantee the future viability of the Association, neither the efficiency and effectiveness of the management of the Association by the administrative body.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the administrative body;
- Conclude on the appropriateness of the administrative body's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's report to

the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern;

- Evaluate the overall presentation, structure and content of the annual accounts and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the administrative body regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identified during our audit.

Zaventem, 28 February 2022

BDO Réviseurs d'Entreprises SRL  
Auditor  
Represented by Manuel Soria Machado



## ANNEX 2 BNB

**COMPTES ANNUELS ET AUTRES DOCUMENTS À DÉPOSER  
EN VERTU DU CODE DES SOCIÉTÉS ET DES ASSOCIATIONS**

**DONNÉES D'IDENTIFICATION (à la date du dépôt)**

Dénomination: **FEDERATION INTERNATIONALES DES JOURNALISTES**

Forme juridique: Association internationale sans but lucratif

Adresse: Rue de la Loi

N°: 155

Boîte:

Code postal: 1040

Commune: Etterbeek

Pays: Belgique

Registre des personnes morales (RPM) - Tribunal de l'entreprise de Bruxelles, francophone

Adresse Internet:

Numéro d'entreprise

BE 0471.775.633

Date de dépôt du document le plus récent mentionnant la date de publication des actes constitutif et modificatif(s) des statuts.

25-10-2019

COMPTES ANNUELS EN EUROS approuvés par l'assemblée générale du

02-06-2022

et relatifs à l'exercice couvrant la période du

01-01-2021

au

31-12-2021

Exercice précédent du

01-01-2020

au

31-12-2020

Les montants relatifs à l'exercice précédent sont identiques à ceux publiés antérieurement.

Numéros des sections du document normalisé non déposées parce que sans objet:

A-asbl 6.6, A-asbl 7, A-asbl 8

**LISTE DES ADMINISTRATEURS ET COMMISSAIRES  
ET DÉCLARATION CONCERNANT UNE MISSION DE  
VÉRIFICATION OU DE REDRESSEMENT COMPLÉMENTAIRE**

## LISTE DES ADMINISTRATEURS ET COMMISSAIRES

LISTE COMPLÈTE des nom, prénoms, profession, domicile (adresse, numéro, code postal et commune) et fonction au sein de l'association ou de la fondation

**M'JAHED** Youness

Journalistes

Med Ben Radouan Cherkaoui , Rabat, Maroc 8

MAROC

Début de mandat: 28-05-2010

Fin de mandat: 10-06-2022

Président du Conseil d'Administration

**BOUMELHA** Jim

Journalistes

Cricket Road OX4 3dQ Oxford, Royaume Uni 60

ROYAUME-UNI

Début de mandat: 01-06-2007

Fin de mandat: 10-06-2022

Tresorier

**INDREJIT** Sabina

Journalistes

Central Lane , New Delhi 110001, 5

INDE

Début de mandat: 10-06-2016

Fin de mandat: 10-06-2022

Vice-président du Conseil d'Administration

**SHAFIR** Timur

Journalistes

Sillkatnaya str 49/3/155

RUSSIE

Début de mandat: 14-06-2019

Fin de mandat: 10-06-2022

Vice-président du Conseil d'Administration

**LAINÉZ OTERO** Zuliana

Journalistes

Parque Santa Rosa 116

PÉROU

Début de mandat: 14-06-2019

Fin de mandat: 10-06-2022

Vice-président du Conseil d'Administration

N°	BE 0471.775.633		A-asbl 2.3
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## MISSION DE VÉRIFICATION OU DE REDRESSEMENT

Mentions facultatives:

- Dans le cas où des comptes annuels ont été vérifiés ou redressés par un expert-comptable externe ou par un réviseur d'entreprises qui n'est pas le commissaire, peuvent être mentionnés ci-après: les nom, prénoms, profession et domicile de chaque expert-comptable externe ou réviseur d'entreprises et son numéro de membre auprès de son Institut ainsi que la nature de sa mission:
  - A. La tenue des comptes de l'association ou de la fondation,
  - B. L'établissement des comptes annuels,
  - C. La vérification des comptes annuels et/ou
  - D. Le redressement des comptes annuels.
  
- Si des missions visées sous A. ou sous B. ont été accomplies par des comptables agréés ou par des comptables-fiscalistes agréés, peuvent être mentionnés ci-après: les nom, prénoms, profession et domicile de chaque comptable agréé ou comptable-fiscaliste agréé et son numéro de membre auprès de l'Institut Professionnel des Comptables et Fiscalistes agréés ainsi que la nature de sa mission.

## ANNUAL ACCOUNTS

### BALANCE SHEET

		Code	Period	Previous
<b>ASSETS</b>				
Formation expenses		20	<b>106,348</b>	<b>150,353</b>
<b>FIXED ASSETS</b>		21/28	<b><u>5,489</u></b>	<b><u>9,266</u></b>
<b>Intangible fixed assets</b>	<b>6.1.1</b>	21	<b>3,808</b>	<b>5,885</b>
<b>Tangible fixed assets</b>	<b>6.1.2</b>	22/27	<b>1,067</b>	<b>2,767</b>
Land and building		22		
Plant machinery and equipment		23		
Furniture and vehicle		24	1,067	2,767
Leasing and other similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27		
<b>Finance fixed assets</b>	<b>6.1.3</b>	28	<b>614</b>	<b>614</b>
<b>CURRENT ASSETS</b>		29/58	<b><u>1,849,015</u></b>	<b><u>1,802,165</u></b>
<b>Amounts received after more than one year</b>		29		
Trade debts		290		
Other debts		291		
<b>Stocks and contracts in progress</b>		3	<b>22,302</b>	<b>10,140</b>
Stocks		30/36	22,302	10,140
Contracts in progress		37		
<b>Amounts receivable within one year</b>		40/41	<b>294,773</b>	<b>366,365</b>
Trade debts		40	229,848	340,247
Other amounts receivable		41	64,925	26,118
<b>Current investments</b>		50/53	<b>850,616</b>	<b>850,561</b>
<b>Cash at bank and in hand</b>		54/58	<b>677,130</b>	<b>569,960</b>
<b>Deferred charges and accrued income</b>		490/1	<b>4,194</b>	<b>5,139</b>
<b>TOTAL ASSETS</b>		20/58	<b><u>1,960,852</u></b>	<b><u>1,961,784</u></b>

	Ann.	Codes	Period	Previous period
<b>LIABILITIES</b>				
<b>EQUITY</b>		10/15	<u>493,054</u>	<u>474,958</u>
Association or foundation funds	6.2	10		
Revaluation surpluses		12		
Allocated funds and other reserves	6.2	13	1,029,224	1,029,224
Accumulated positive (negative) results		14	-536,170	-554,266
Investment grants		15		
<b>PROVISIONS AND DEFERRED TAXES</b>	6.2	16	<u>896,427</u>	<u>781,027</u>
<b>Provisions for liabilities and charges</b>		160/5	<u>896,427</u>	<u>781,027</u>
Pensions and similar liabilities		160		
Fiscal charges		161		
Major repairs and maintenance		162		
Environment liabilities		163		
Other risks and charges		164/5	896,427	781,027
<b>Provisions for repayable grants and legacies and for gifts with a recovery rights</b>		167		
<b>Differed taxes</b>		168		
<b>AMOUNTS PAYABLE</b>		17/49	<u>571,371</u>	<u>705,800</u>
<b>Amounts payable after more than one year</b>	6.3	17		
Finance debts		170/4		
Credit institutions, leasing and other similar obligations		172/3		
Other loans		174/0		
Trade debts		175		
Advances received on contracts in progress		176		
Other amounts receivable		178/9		
<b>Amounts payable within one year</b>	6.3	42/48	<u>562,183</u>	<u>685,836</u>
Debts payable after one year fall in due within one year		42	48,568	48,571
Financial debts		43		
Credit institutions		430/8	0	0
Other loans		439	0	0
Commercial debts		44	35,898	120,475
Suppliers		440/4	35,898	120,475
Bills of exchange payable		441	0	0
Advances received on contracts in progress		46	292,716	352,798
Taxes, remuneration and social security		45	105,691	113,020
Taxes		450/3		
Remunerations and social security		454/9	105,691	113,020
Other amount payable		48	79,310	50,972
<b>Adjustment account</b>		492/3	<u>9,188</u>	<u>19,964</u>
<b>TOTAL LIABILITIES</b>		10/49	<u>1,960,852</u>	<u>1,961,785</u>



## INCOME STATEMENT

	Ann.	Codes	Period	Previous period
<b>Operating income and charges</b>				
Gross operating margin	(+)/(-)		1,062,086	
Non-recurrent operating revenue		76A		
Turnover		70	2,165,246	2,852,060
Contributions, gifts, legacies and grants		73	979,953	961,658
Raw materials, consumables, services, other goods		60/61	2,083,113	2,706,924
Remunerations, social security and pensions	(+)/(-)	62	825,225	930,852
Depreciation and amount written down on formation expenses, on tangible and intangible fixed assets		630	47,783	47,783
Amounts written down on stocks, on contracts in progress and on trade debts: appropriations (write backs)	(+)/(-)	631/4	48,780	140,608
Provisions for risks and charges: appropriations (uses and write-backs)	(+)/(-)	635/9	115,401	31,770
Other operating charges		640/8		
Operating charges carried to assets as restructuring costs		649		
Non-recurring operating charges		66A		
<b>Positive (negative) operating result</b>	(+)/(-)	9901	<b>24,897</b>	<b>19,322</b>
<b>Financial income</b>	<b>6.4</b>	75/76B		<b>140</b>
Recurrent financial income		75	0	140
Non-recurrent financial income		76B	0	0
<b>Financial charges</b>	<b>6.4</b>	65/66B	<b>6,323</b>	<b>11,746</b>
Recurrent financial charges		65	6,323	11,746
Non-recurrent financial charges		66B		
<b>Positive (negative) results before tax</b>	(+)/(-)	9903	<b>18,574</b>	<b>7,716</b>
<b>Deduction from postponed taxes</b>		780		
<b>Transfer to postponed taxes</b>		680		
<b>Tax on profit</b>	(+)/(-)	67/77	<b>478</b>	<b>466</b>
<b>Positive (negative) result for the period</b>	(+)/(-)	9904	<b>18,096</b>	<b>7,250</b>
<b>Deduction from untaxed reserves</b>		789		
<b>Transfer to untaxed reserves</b>		689		
<b>Positive (negative) results for the period</b>	(+)/(-)	9905	<b>18,096</b>	<b>7,250</b>

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## APPROPRIATION ACCOUNT

		Codes	Period	Previous period
<b>Positive (negative) result to be appropriated</b>	<b>(+)/(-)</b>	9906	<b>-536,170</b>	<b>-554,266</b>
Positive (negative) result to be appropriated for the period		9905	18,096	7,250
Accumulated positive (negative) result for the previous		14P	-554,266	-561,516
<b>Deduction from equity: funds, allocated funds and other reserves</b>		791		
<b>Addition to allocated funds and other reserves</b>		691		
<b>Positive (negative) results ot be carried forward</b>	<b>(+)/(-)</b>	14	<b>-536,170</b>	<b>-554,266</b>

## ANNEX

### EXPLANATORY DISCLOSURE

#### INTANGIBLE FIXED ASSETS

Acquisition value at the end of the period

Movement during the period

Acquisitions, including produced fixed assets

Sales and disposals

Transfers from one heading to another

(+)/(-)

Acquisition value at the end of the period

Depreciation and amount written down at end of the period

Movement during the period

Recorded

Written back

Acquisition from third parties

Cancelled owing to sales and disposals

Transferred from one heading to another.

(+)/(-)

Depreciation and amount written down at end of period

NET BOOK VALUE AT THE END OF THE PERIOD

Codes	Period	Previous period
8059P	XXXXXXXXXX	35,709
8029		
8039		
8049		
8059	35,709	
8129P	XXXXXXXXXX	29,824
8079	2,077	
8089		
8099		
8109		
8119		
8129	31,901	
21	3,808	

**TANGIBLE FIXED ASSETS**

**Acquisition value at the end of the period**

**Movement during the period**

Acquisitions, including produced fixed assets

Sales and disposals

Transfers from one heading to another.

(+)/(-)

**Acquisition value at the end of the period**

**Revaluation surpluses at the end of the period**

**Movement during the period**

Recorded

Acquisition from third parties

Cancelled

Transferred from one heading to another

(+)/(-)

**Revaluation surpluses at the end of the period**

**Depreciation and amount written down during the period**

**Movement during the period**

Recorded

Written back

Acquisitions from third parties

Cancelled owing to sales and disposals

Transferred from one heading to another

(+)/(-)

**Depreciation and amount written down during the period**

**NET BOOK VALUE AT THE END OF THE PERIOD WHERE OF**

**Owned by the association or foundation in full property**

Codes	Period	Previous period
8199P	XXXXXXXXXX	<b>95,516</b>
8169		
8179		
8189		
8199	95,516	
8259P	XXXXXXXXXX	
8219		
8229		
8239		
8249		
8259		
8329P	XXXXXXXXXX	
8279	1,701	
8289		
8299		
8309		
8319		
8329	94,449	
22/27	<u>1,067</u>	
8349	1,067	

	Codes	Period	Previous period
<b>FINANCIAL FIXED ASSETS</b>			
<b>Acquisition value at the end of the period</b>	8395P	XXXXXXXXXX	<b>614</b>
<b>Movement during the period</b>			
<b>Acquisitions</b>	8365		
Sales	8375		
Transfers from one heading to another	(+)/(-) 8385		
Other movements	(+)/(-) 8386		
<b>Acquisition value at the end of the period</b>	8395	<b>614</b>	
<b>Revaluation surpluses at the end of the period</b>	8455P	XXXXXXXXXX	
<b>Movement during the period</b>			
Recorded	8415		
Acquisitions from third parties	8425		
Cancelled	8435		
Transferred from one heading to another	(+)/(-) 8445		
<b>Revaluation surpluses at the end of the period</b>	8455		
<b>Amounts written down at the end of the period</b>	8525P	XXXXXXXXXX	
<b>Movement during the period</b>			
Recorded	8475		
Written back	8485		
Acquisitions from third parties	8495		
Cancelled owing to sales and deposits	8505		
Transferred from one heading to another	8515		
<b>Amounts written down at the end of the period</b>	8525		
<b>Uncalled amounts at the end of the period</b>	8555P	XXXXXXXXXX	
<b>Movement during the period</b>	8545		
<b>Uncalled amounts at the end of the period</b>	8555		
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	28		<b>614</b>

**STATEMENT OF FUNDS, ALLOCATED FUNDS AND PROVISIONS**

**FUNDS**

Initial assets  
Permanent resources

Financial year	Previous year

Changes during the year

Amounts
---------

**ALLOCATED FUNDS**

**Valuation rules adopted for the determination of allocated amounts**

Allocated funds account 13 is a Member Contributions Reserve Fund for an amount of 1,029,224.32

**PROVISIONS**

Breakdown of heading 167 of the liabilities (Provisions for subsidies and legacies to be reimbursed and for donations with right of recovery) if it represents a significant amount

Financial year
-------------------



**STATEMENT OF DEBTS**

**BREAKDOWN OF DEBTS ORIGINALLY DUE IN MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL TERM**

Total amount payable after one year falling due within one year

Codes	Exercise
42	<b>48,568</b>
8912	
8913	
8921	
891	
901	
8981	
8991	
9001	
9011	
9021	
9051	
9061	
8922	
892	
902	
8982	
8992	
9002	
9012	
9022	
9032	
9042	
9052	
9052	

Total amount payable after more than one year but within 5 years

Total debts with more than 5 years to run

**GUARANTEED DEBTS**

**Debts guaranteed by the Belgian public authorities**

Financial debts

Credit institutions, finance lease liabilities and similar liabilities

Other loans

Trade debts

Suppliers

Notes payable

Advance payments on order

Payroll and social security liabilities

Other debts

**Total debts guaranteed by the Belgian public authorities**

**Debts guaranteed by securities granted or irrevocably promised on the assets of the association or foundation**

Financial debts

Credit institution, finance lease liabilities and similar liabilities

Other loans

Trade debts

Suppliers

Notes payable

Advance payment on orders

Tax, salaries and social security debts

Taxes

Remuneration and social security

Other debts

**Total liabilities secured by collateral pledged or irrevocably promised over the assets of the association or foundation**

**RESULTS**

**PERSONNEL**

Employees for whom the association of foundation has submitted a Dimona declaration or are recorded in the general personnel register

Average number of employees calculated in full-time equivalent

**INCOME AND CHARGES OF EXCEPTIONAL SIZE OR INCIDENCE**

**Non-recurring operating income**

Non-recurring income

Non-recurring financial income

**Non-recurring expenses**

Non-recurring operating charges

Non-recurring financial

**FINANCIAL RESULTS**

Intercalary interests recorded as assets

Codes	Period	Previous period
9087	9.8	11.2
76		
76A		
76B	0	0
66		
66A		
6502		

**RIGHTS AND OFF-BALANCE SHEETS COMMITMENTS**

**PERSONAL GUARANTIES GIVEN OR IRREVOCABLY PROMISED BY THE ASSOCIATION OR FOUNDATION AS SECURITY FOR DEBTS OR COMMITMENTS OF THIRD PARTIES**

**Of which**

Outstanding commercial papers endorsed by the association or foundation

**REAL GUARANTEES**

**Real guarantees given or irrevocably promised by the association or foundation on its own assets as security for debts and commitments of the association or foundation**

Mortgages

Book value of the encumbered properties

Amount of registration

For irrevocable mandates to mortgage, the amount for which the agent is authorised to register under the mandate

Pledges on business assets

The maximum amount up to which the debt is secured, and which is subject to registration

For irrevocable mandates to mortgage, the amount for which the agent is authorised to register under the mandate

Pledges on other assets or irrevocable mandate to pledge other assets

The book value of the encumbered assets

The maximum amount up to which the debt is secured

Collateral pledged or irrevocably promised on future assets

The amounts of assets involved

The maximum amount up to which the debt is secured

Seller's lien/privilege or preferential right

The book value of the property sold

The amount of the unpaid price

**Real guarantees given or irrevocably promised by the association or foundation on his own assets for debts and commitments of third parties**

Mortgages

Book value of the encumbered properties

Amount of registration

For irrevocable mandates to mortgage, the amount for which the agent is authorised to register under the mandate

Pledges on business assets

The maximum up to which the debt is secured, and which is subject to registration

For irrevocable mandates to pledge business, the amount for which the agent is authorised to register under the mandate

Pledges on other assets or irrevocable mandates to pledge other assets

The book value of the encumbered assets

The maximum amount up to which the debt is secured

Collateral pledged or irrevocably promised on future assets

The amount of the assets involved

The maximum amount up to which the debt is secured

Seller's lien/privilege or preferential right

The book value of the property sold

The amount of the unpaid price

Codes	Exercise
9149	
9150	
91611	
91621	
91631	
91711	
91721	
91811	
91821	
91911	
91921	
92011	
92021	
91612	
91622	
91632	
91712	
91722	
91812	
91822	
91912	
91922	
92012	
92022	

**AMOUNT, NATURE AND FORM OF LITIGATIONS AND OTHER SIGNIFICANT COMMITMENTS**

Project PSMWB Guarantee KBC

PERIOD
299,980

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**SUPPLEMENTARY RETIREMENT OR SURVIVOR’S PENSION SCHEME FOR THE BENEFIT OF STAFF OR MANAGERS**

Brief description

Measures taken to cover the burden

**PENSIONS WHICH THE FOUNDATION OR ASSOCIATION ITSELF IS RESPONSIBLE FOR FINANCING**

Estimated amounts of liabilities resulting from services already rendered

Basis and methods of this estimate

Code	Period

**NATURE AND BUSINESS PURPOSE OF NON-BALANCE SHEET TRANSACTION**

Provided that the risks or benefits arising from such transactions are significant and to the extent that the disclosure of the risks or benefits is necessary for the assessment of the financial position of the association or foundation

Period

**OTHER RIGHTS AND OFF-BALANCE SHEET COMMITMENTS (INCLUDING THOSE THAT CANNOT BE QUANTIFIED)**

Period

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## Social report

Number of industrial committees competent for the association or foundation : 200

### EMPLOYEES FOR WHOM THE ASSOCIATION OR FOUNDATION SUBMITTED A DIMONA DECLARATION OR ARE REGISTERED IN THE PERSONNEL GENERAL REGISTER

During the period and previous period	Codes	1. Full-time	2. Part-time	3. Total (T) or total full-time equivalents (FTE)		3P. Total (T) or total full-time equivalents (FTE)	
		(period)	(period)	(period)		(previous period)	
Average number of employees	100	8	2	9.8	ETP	11.2	FTE
Number of hours worked	101	11,080	2,628	13,708	T	14,781	T
Personnel costs	102	738,380	86,845	825,225	T	930,852.26	T

At the closing date of the period	Codes	1. Full-time	2. Part-time	3. Total in full time equivalent
<b>Number of employees</b>	105	10		10
<b>By nature of the employment contract</b>				
Contrat for an indefinite period	110	10		10
Contrat for a definite period	111			
Contrat for specifically assigned work	112			
Replacement contract	113			
<b>Par sexe et niveau d'études</b>				
Men	120	7		7
primary education	1200			
secondary education	1201			
higher education (non-university)	1202	1		1
university education	1203	6		6
Women	121	3		3
primary education	1210			
secondary education	1211	1		1
higher education (non-university)	1212	2		2
university education	1213			
<b>By professional category</b>				
Management staff	130			
Employees	134	10		10
Workers	132			
Others	133			

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### TABLE OF PERSONNEL CHANGES DURING THE FINANCIAL YEAR

#### ENTRIES

The number of employees of whom the association or foundation submitted a DIMONA declaration DIMONA or are recorded in the personnel during the financial year

#### DEPARTURES

The number of employees in the DIMONA declaration or in the general personnel register listed date of termination of the contract during the financial year

Codes	1. Full-time	2. Part-time	3. Total in full-time equivalent
205	0	0	0
305	0	0	0

### INFORMATION WITH REGARD TO TRAINING RECEIVED BY EMPLOYEES DURING THE PERIOD

#### Total number of official advanced professional training projects at company expense

Number of participant employees  
Number of training hours  
Net costs for the association or foundation  
of which gross costs directly linked to the training  
of which paid contributions/deposits in collected funds  
of which received subsidies and other financial advantages (to be deducted)

#### Total number of less official and unofficial advanced professional training projects at the expense of the employer

Number of participant employees  
Number of training hours  
Net costs for the association or foundation

#### Total number of initial professional training projects at the expense of the employer

Number of participant employees  
Number of training hours  
Net costs for the association or foundation

Codes	Men	Codes	Women
5801	0	5811	0
5802		5812	
5803		5813	
58031		58131	
58032		58132	
58033		58133	
5821		5831	
5822		5832	
5823		5833	
5841		5851	
5842		5852	
5843		5853	



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## Règles d'évaluation

Les règles d'évaluation sont établies conformément à l'arrêté royal du 29 avril 2019 portant exécution du Code des associations. En vue d'assurer l'image fidèle, il n'a pas été dérogé aux règles d'évaluation prévues dans cet arrêté.

MODIFICATIONS aux règles d'évaluation :

Amortissements:

A partir de l'année 2019 la FIJ modifie le mode de calcul de ses amortissements. Les amortissements sont calculés au prorata temporise.

Explications complémentaires:

Compte de provision 1640006

Le safety Fund compte de provision 1640006 n'est qu'un des comptes de provisions qui a été créé pour aider les journalistes en détresse dans le monde.

Les mouvements de ce compte n'impactent pas le résultat.

Les dons augmentent le compte (débit) et l'utilisation diminue le compte (crédit).

Restructuration

La FIJ a licencié un membre du personnel sans prestation de préavis d'où l'utilisation du compte 2040 restructuration de personnel.

Cette charge est amortie au prorata temporise sur une période de 5 ans à partir du mois de juin 2019.

Voir règles d'évaluation de l'année 2016.

PRINCIPES GENERAUX

1. Résumé des règles d'évaluation

AR-S art. 28, §1er, al. 2

§1er. Chaque association ou fondation détermine les règles qui, dans le respect des dispositions du présent chapitre, mais compte tenu de ses caractéristiques propres, président aux évaluations dans l'inventaire prévu à l'article 9, §1er, de la loi du 17 juillet 1975 relative à la comptabilité des entreprises et, notamment, aux constitutions et ajustements d'amortissements, de réductions de valeur et de provisions pour risques et charges ainsi qu'aux réévaluations.

Ces règles sont arrêtées par l'organe d'administration de l'association ou de la fondation et actées dans le livre prévu à l'article 9, §1er, de la loi du 17 juillet 1975 relative à la comptabilité des entreprises. Elles sont résumées dans l'annexe; ce résumé doit, conformément à l'article 24, alinéa 1er, être suffisamment précis pour permettre d'apprécier les méthodes d'évaluation adoptées.

2. Complément d'informations en vue de garantir l'image fidèle

AR-S art. 24, al. 2

Les comptes annuels doivent donner une image fidèle du patrimoine, de la situation financière ainsi que du résultat de l'association ou de la fondation.

Si l'application des dispositions du présent titre ne suffit pas pour satisfaire à ce prescrit, des informations complémentaires doivent être fournies dans l'annexe.

3. Droits et engagements importants éventuellement non quantifiables

AR-S art. 25, §3, al.1

§3. Sont mentionnés par catégorie dans l'annexe, les droits et engagements qui ne figurent pas au bilan et qui sont susceptibles d'avoir une influence importante sur le patrimoine, sur la situation financière ou sur le résultat de l'association ou de la fondation.

Les droits et engagements importants qui ne sont pas susceptibles d'être quantifiés, font l'objet de mentions appropriées dans l'annexe.

4. Dérogation aux règles d'évaluation d'usage

AR-S art. 29, al. 2 et 3

Dans le cas exceptionnel où l'application des règles d'évaluation prévues au présent chapitre ne conduirait pas au respect du prescrit de l'article 24, alinéa 1er, il y a lieu d'y déroger par application dudit article.

Une telle dérogation doit être mentionnée et justifiée dans l'annexe. L'estimation de l'influence de cette dérogation sur le patrimoine, la situation financière et le résultat de l'association ou de la fondation est indiquée dans l'annexe relative aux comptes de l'exercice au cours duquel cette dérogation est introduite pour la première fois.

5. Adaptation des règles d'évaluation par rapport à l'exercice précédent

AR-S art. 30, al. 3

Les règles d'évaluation visées à l'article 28, §1er, alinéa 1er, et leur application doivent être identiques d'un exercice à l'autre.

Toutefois, elles sont adaptées au cas où, notamment à la suite d'une modification importante des activités de l'association ou de la fondation, de la structure de son patrimoine ou des circonstances économiques ou technologiques, les règles d'évaluation antérieurement suivies ne répondent plus au prescrit de l'article 24, alinéa 1er. Les alinéas 2 et 3 de l'article 29 s'appliquent à ces adaptations. La présente disposition n'est pas applicable aux comptes annuels du premier exercice auquel s'appliquent pour une association ou une fondation les dispositions du présent titre.

6. Estimation aléatoire de certains risques, pertes et dépréciations

AR-S art. 33, al. 1

Il doit être tenu compte de tous les risques prévisibles, des pertes éventuelles et des dépréciations qui ont pris naissance au cours de l'exercice auquel les comptes annuels se rapportent ou au cours d'exercices antérieurs, même si ces risques, pertes ou dépréciations ne sont connus qu'entre la date de clôture des comptes annuels et la date à laquelle ils sont arrêtés par l'organe d'administration de l'association ou de la fondation. Dans les cas où, à défaut de critères objectifs d'appréciation, l'estimation des risques prévisibles, des pertes éventuelles et des dépréciations est inévitablement aléatoire, il en est fait mention dans l'annexe si les montants en cause sont importants au regard de l'objectif visé à l'article 24, alinéa 1er.

7. Influence importante de produits et charges imputables à un autre exercice

AR-S art. 33, al. 2

Il doit être tenu compte des charges et produits afférents à l'exercice ou à des exercices antérieurs, sans considération de la date de paiement ou d'encaissement de ces charges et produits, sauf si l'encaissement effectif de ces produits est incertain. Doivent notamment être mis à charge de l'exercice, les impôts estimés sur le résultat de l'exercice ou sur le résultat d'exercices antérieurs ainsi que les rémunérations, allocations et autres avantages sociaux qui seront attribués au cours d'un exercice ultérieur à raison de prestations effectuées au cours de l'exercice ou d'exercices antérieurs. Si les produits ou les charges sont influencés de façon importante par des produits et des charges imputables à un autre exercice, il en est fait mention dans l'annexe.

8. Méthodes et bases de conversion des avoirs, dettes et engagements en devises

AR-S art. 34

Il est fait mention dans l'annexe parmi les règles d'évaluation visées à l'article 28, §1er, des méthodes et bases de conversion des avoirs, dettes et engagements libellés en devises étrangères, des méthodes de conversion des situations des succursales et sièges d'opérations à

l'étranger et du mode de traitement dans les comptes des différences de change et des écarts de conversion des devises.

9. Redressement des chiffres de l'exercice précédent en vue de les rendre comparables à ceux de l'exercice courant.

AR-S art. 83, al. 2 et al. 3 (modifié par l'AR-A art. 11)

Le bilan et le compte de résultats indiquent pour chacune des rubriques et sous-rubriques les montants correspondants de l'exercice précédent; toutefois, lorsqu'une association ou une fondation qui avait établi ses comptes annuels de l'exercice précédent conformément à l'article 82, §2, est tenue d'établir ses comptes annuels pour l'exercice conformément à l'article 82, §1er, l'indication des montants correspondants de l'exercice précédent peut être limitée aux montants qui figuraient de manière distincte dans les comptes annuels de l'exercice précédent.

Si les chiffres relatifs à l'exercice ne sont pas comparables à ceux de l'exercice précédent, les chiffres de l'exercice précédent peuvent être redressés en vue de les rendre comparables; en ce cas, l'annexe doit mentionner et commenter, avec renvoi aux rubriques concernées, les redressements opérés, si ceux-ci ne sont pas sans signification. Si les chiffres de l'exercice précédent ne sont pas redressés, l'annexe doit comporter les indications nécessaires pour permettre la comparaison. La présente disposition n'est pas applicable au compte de résultats et à l'annexe faisant partie des comptes annuels du premier exercice comptable auquel s'appliquent les dispositions du présent titre. Sont considérés comme chiffres du bilan de l'exercice précédent, les chiffres du bilan d'ouverture déterminés conformément à l'article 37 de l'arrêté royal du 19 décembre 2003 relatif aux obligations comptables et à la publicité des comptes annuels de certaines associations sans but lucratif, associations internationales sans but lucratif et fondations.

10. Modification de la présentation des comptes

AR-S art. 86, al. 2

La présentation des comptes annuels doit être identique d'un exercice à l'autre.

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Toutefois, elle est modifiée au cas où, notamment à la suite d'une modification importante de la structure du patrimoine, des produits et des charges de l'association ou de la fondation, elle ne répond plus au prescrit de l'article 24, alinéa 1er. Ces modifications sont mentionnées et justifiées dans l'annexe relative à l'exercice au cours duquel elles sont introduites.

11. Changement de modèle de comptabilité AR-A art. 21

Toute association ou fondation qui ne répond plus aux critères visés à l'article 17 §3, 37, §3, ou 53, §3, de la loi du 27 juin 1921 et qui décide de tenir sa comptabilité selon le modèle de comptabilité simplifiée déterminé en exécution de l'article 17, §2, 37, §2, ou 53, §2, de la loi du 27 juin 1921 est tenue de mentionner et de justifier cette décision dans l'annexe à ses comptes annuels et de l'accompagner de l'indication de ses principales conséquences pour l'association ou la fondation. Elle tient alors sa comptabilité en appliquant exclusivement les dispositions arrêtées en exécution de l'article 17, §2, 37, §2, ou 53, §2, de la loi du 27 juin 1921.

AR-A art. 22

Toute association ou fondation qui tenait sa comptabilité conformément au modèle de comptabilité simplifiée et qui doit respecter les obligations applicables aux associations et aux fondations visées à l'article 17, §3, 37, §3, ou 53, §3, de la loi du 27 juin 1921 doit mentionner le changement des règles applicables dans l'annexe à ses comptes annuels et en indiquer ses principales conséquences pour l'association ou la fondation. Elle tient alors sa comptabilité et établit ses comptes annuels en appliquant exclusivement les dispositions du présent arrêté.

12. Montant des redevances et loyers dans le cadre de contrats de location-financement

AR-S art. 102, §1er

§1er. En ce qui concerne les conventions constitutives de droits visés à l'article 62, portant sur des biens immobiliers conclues avant le 1er janvier 1980 :

1° les redevances et loyers échelonnés afférents à l'exercice sont portés au compte de résultats sous la rubrique "II. B. Services et biens divers"; leur montant est mentionné dans l'annexe;

2° les droits d'usage sont chaque année portés à l'actif du preneur à concurrence de la fraction des versements échelonnés afférents aux exercices ultérieurs représentant la reconstitution en capital de la valeur du bien, objet du contrat;

3° dans l'état des immobilisations prévu au point 3 de l'annexe des comptes annuels, la fraction des redevances et loyers afférents aux exercices clôturés, représentant la reconstitution en capital de la valeur du bien, objet du contrat, est mentionnée sous les postes "Amortissements et réductions de valeur";

4° dans le chef du propriétaire qui donne en location-financement, les biens sont portés à l'actif du bilan sous la rubrique "Autres immobilisations corporelles" et les redevances et loyers sont portés au compte de résultats parmi les produits d'exploitation.

13. Bilan d'ouverture et comptabilité au moins équivalente

AR-A art. 37

§1. Toute association ou fondation qui existe au moment de l'entrée en vigueur du présent arrêté applique les règles fixées ci-après pour procéder avec prudence, sincérité et bonne foi, aux opérations de relevé, vérification, d'examen et d'évaluation nécessaires pour établir, le premier jour du premier exercice comptable auquel s'appliquent les dispositions du présent arrêté, le bilan d'ouverture dudit exercice.

Le présent article s'applique par analogie à toutes les associations et à toutes les fondations qui, disposant d'un patrimoine au début de l'exercice, sont tenues, en application de l'article 17, § 3, 37, § 3, ou 53, § 3, de la loi du 27 juin 1921, ou décident, en application de l'article 15 de l'arrêté royal du 26 juin 2003 relatif à la comptabilité simplifiée de certaines associations sans but lucratif, fondations et associations internationales sans but lucratif, d'appliquer pour la première fois les dispositions du présent arrêté.

§2. Si, de l'avis du conseil d'administration de l'association ou de la fondation mentionné dans l'annexe aux comptes, celle-ci dispose déjà d'une comptabilité au moins équivalente à celle requise par le présent arrêté, le bilan d'ouverture du premier exercice auquel s'appliquent les dispositions du présent arrêté correspond au bilan de clôture de l'exercice précédent.

Si une association ou une fondation applique des règles d'évaluation qui ne sont pas conformes à celles prévues par le présent arrêté, l'association ou la fondation adapte ses règles d'évaluation.

La mention de cette modification dans l'annexe est accompagnée de l'estimation de son influence.

§3. Si, de l'avis du conseil d'administration de l'association ou de la fondation, celle-ci ne dispose pas d'une comptabilité au moins équivalente à celle requise par le présent arrêté, le bilan d'ouverture du premier exercice auquel s'appliquent les dispositions du présent arrêté est établi en évaluant les éléments d'actifs à leur juste valeur ou, à défaut, de juste valeur, à la valeur d'usage qu'ils ont à ce moment.

A défaut de juste valeur ou de valeur d'usage fiable, il est fait mention de l'actif dans l'annexe des comptes annuels et de l'indication qu'aucune juste valeur ou valeur d'usage fiable ne peut y être attachée.

VALEUR D'ACQUISITION - PRINCIPE ET EXCEPTIONS

14. Non inclusion des frais indirects de production dans le coût de revient de certains produits

AR-S art. 37

Le coût de revient s'obtient en ajoutant au prix d'acquisition des matières premières, des matières consommables et des fournitures, les coûts de fabrication directement imputables au produit ou au groupe de produits considéré ainsi que la quote-part des coûts de production qui ne sont qu'indirectement imputables au produit ou au groupe de produits considéré, pour autant que ces frais concernent la période normale de fabrication. Les associations et les fondations ont toutefois la faculté de ne pas inclure dans le coût de revient tout ou partie de ces frais indirects de production; en cas d'utilisation de cette faculté, mention en est faite dans l'annexe.

15. Inclusion éventuelle des charges d'intérêt dans la valeur d'acquisition d'immobilisations corporelles et incorporelles et de stocks et commandes en cours

AR-S art. 38

La valeur d'acquisition des immobilisations incorporelles et corporelles peut inclure les charges d'intérêt afférentes aux capitaux empruntés pour les financer, mais uniquement pour autant que ces charges concernent la période qui précède la mise en état d'exploitation effective de ces immobilisations. Le coût de revient des stocks et des commandes en cours d'exécution ne peut inclure les charges d'intérêt afférentes aux capitaux empruntés pour les financer, que pour autant que ces charges concernent des stocks ou des commandes dont la durée de fabrication ou d'exécution est supérieure à un an et qu'elles soient relatives à la période normale de fabrication de ces stocks ou d'exécution de ces commandes.

L'inclusion des charges d'intérêt dans la valeur d'acquisition d'immobilisations incorporelles ou corporelles ou de stocks ou de commandes en cours d'exécution est mentionnée dans l'annexe, parmi les règles d'évaluation.

16. Différence entre valeur comptable de stocks et évaluation de la valeur de marché

AR-S art. 43

Le prix d'acquisition des avoirs dont les caractéristiques techniques ou juridiques sont identiques est établi par une individualisation du prix de chaque élément ou par application soit de la méthode des prix moyens pondérés, soit de la méthode "Fifo" (sortie en premier lieu des avoirs les plus anciens), soit de la méthode "Lifo" (sortie en premier lieu des avoirs acquis en dernier lieu). En cas de modification de méthode, le prix d'acquisition des biens censés être entrés en premier lieu ne peut être inférieur à la valeur pour laquelle ces biens étaient portés, avant réductions de valeur y afférentes, à l'inventaire établi au terme de l'exercice précédent. Lorsque, en particulier par application de la méthode Lifo, la valeur comptable des stocks diffère pour un montant important d'une évaluation sur la base de la valeur de marché à la date de clôture, le montant de cette différence est indiqué dans l'annexe, de manière globale pour chacun des postes de stocks figurant au bilan. Dans les grandes associations et fondations n'atteignant pas les critères définissant une très grande association ou fondation, tels que repris aux articles 17, §5, 37, §5 ou 53, §5 de la loi du 27 juin 1921, cette différence peut être indiquée de manière globale pour l'ensemble des stocks.

PLUS-VALUES DE REEVALUATION

17. Réévaluation d'immobilisations corporelles et financières

AR-S art. 57, §1, al. 2

§1er. Les associations et les fondations peuvent procéder à la réévaluation de leurs immobilisations corporelles ainsi que des participations, actions et parts figurant sous leurs immobilisations financières, ou de certaines catégories de ces immobilisations, lorsque la valeur de celles-ci, déterminée en fonction de leur utilité pour l'association ou la fondation, présente un excédent certain et durable par rapport à leur valeur comptable. Si les actifs en cause sont nécessaires à la poursuite de l'activité de l'association ou de la fondation ou d'une partie de ses activités, ils ne peuvent être réévalués que dans la mesure où la plus-value exprimée est justifiée par l'activité de l'association ou de la fondation ou la partie concernée de ses activités.

La valeur réévaluée retenue pour ces immobilisations est justifiée dans l'annexe des comptes annuels dans lesquels la réévaluation est actée pour la première fois.

IMMOBILISATIONS

18. Conditions pour porter les frais de restructuration à l'actif

AR-S art. 58, al. 2 (modifié par l'AR-A art. 7, 3°)

Les frais d'établissement ne sont portés à l'actif que s'ils ne sont pas pris en charge durant l'exercice au cours duquel ils sont exposés.

Les charges engagées dans le cadre d'une restructuration ne peuvent être portées à l'actif que pour autant qu'il s'agisse de dépenses nettement circonscrites, relatives à une modification substantielle de la structure ou de l'organisation de l'association ou de la fondation et que ces dépenses soient destinées à avoir un impact favorable et durable sur l'activité de l'association ou de la fondation.

La réalisation de ces conditions doit être justifiée dans l'annexe. Dans la mesure où les frais de restructuration consistent en charges qui relèvent des charges d'exploitation ou des charges exceptionnelles, leur transfert à l'actif s'opère par déduction globale explicite respectivement du total des charges d'exploitation et des charges exceptionnelles.

19. Conditions pour amortir les frais de recherche et développement et le goodwill sur une durée supérieure à cinq ans

AR-S art. 61, §1, al. 1 (adapté par l'AR-A art. 7, 4°) et 4

§1er. Les immobilisations incorporelles dont l'utilisation est limitée dans le temps font l'objet d'amortissements calculés selon un plan établi conformément à l'article 28, §1er. Ces immobilisations font l'objet d'amortissements complémentaires ou exceptionnels lorsque, en raison de leur altération ou de modifications des circonstances économiques ou technologiques, leur valeur comptable dépasse leur valeur d'utilisation par l'association ou la fondation. Les amortissements actés en application de l'alinéa 1er sur les immobilisations incorporelles dont l'utilisation est limitée dans le temps ne peuvent faire l'objet d'une reprise que si, à raison de modifications des circonstances économiques ou technologiques, le plan d'amortissement antérieurement pratiqué s'avère avoir été trop rapide. Les amortissements actés en application de l'alinéa 2 qui s'avèrent ne plus être justifiés, font l'objet d'une reprise à concurrence de leur excédent par rapport aux amortissements planifiés conformément à l'alinéa 1er. Si dans des cas exceptionnels l'amortissement des frais de recherche et de développement ou du goodwill est réparti sur une durée supérieure à cinq ans, il doit en être justifié dans l'annexe.

20. Non amortissement d'une immobilisation corporelle à fonctionnalité constante  
AR-S art. 64 §1er al.1 (modifié par l'AR-A art. 7, 5°) et §3 (ajouté par l'AR-A art. 7, 6°)

§1er. Les immobilisations corporelles dont l'utilisation est limitée dans le temps font l'objet d'amortissements calculés selon un plan établi conformément à l'article 28, §1er. Ces immobilisations font l'objet d'amortissements complémentaires ou exceptionnels lorsque, en raison de leur altération ou de modifications des circonstances économiques ou technologiques, leur valeur comptable dépasse leur valeur d'utilisation par l'association ou la fondation. Les amortissements actés en application de l'alinéa 1er sur les immobilisations corporelles dont l'utilisation est limitée dans le temps ne peuvent faire l'objet d'une reprise que si, à raison de modifications des circonstances économiques ou technologiques, le plan d'amortissement antérieurement pratiqué s'avère avoir été trop rapide. Les amortissements actés en application de l'alinéa 2 qui s'avèrent ne plus être justifiés, font l'objet d'une reprise à concurrence de leur excédent par rapport aux amortissements planifiés conformément à l'alinéa 1er. §3 Lorsque la fonctionnalité d'une immobilisation corporelle est constante, le conseil d'administration de l'association ou de la fondation peut moyennant mention et justification dans l'annexe, décider de ne pas amortir cette immobilisation corporelle et de prendre en charge les coûts d'entretien et de remplacement qui y sont liés.

#### AUTRES ACTIFS

21. Dérogation aux règles comptables relatives à l'escompte des créances

AR-S art. 67, complété par un §3 (ajouté par l'AR-A art. 7, 7°)

§1er. Sans préjudice aux dispositions du §2 du présent article et des articles 68 et 73, les créances sont portées au bilan à leur valeur nominale. §2. L'inscription au bilan des créances à leur valeur nominale s'accompagne de l'inscription en comptes de régularisation du passif et de la prise en résultats pro rata temporis sur la base des intérêts composés :

a) des intérêts inclus conventionnellement dans la valeur nominale des créances; b) de la différence entre la valeur d'acquisition et la valeur nominale des créances;

c) de l'escompte de créances qui ne sont pas productives d'intérêt ou qui sont assorties d'un intérêt anormalement faible, lorsque ces créances :

1° sont remboursables à une date éloignée de plus d'un an, à compter de leur entrée dans le patrimoine de l'association ou de la fondation, et 2° sont afférentes soit à des montants actés en tant que produits au compte de résultats, soit au prix de cession d'immobilisations ou de branches d'activités. L'escompte visé sous c) est calculé au taux du marché applicable à de telles créances au moment de leur entrée dans le patrimoine de l'association ou de la fondation. Pour les créances payables ou remboursables par versements échelonnés, dont le taux d'intérêt ou de chargement s'applique durant toute la durée du contrat sur le montant initial du financement ou du prêt, les montants respectifs des intérêts et chargements courus à prendre en résultats et des intérêts et chargements non courus à reporter sont déterminés par application du taux réel au solde restant dû en début de chaque période; ce taux réel est calculé compte tenu de l'échelonnement et de la périodicité des versements. Une autre méthode ne peut être appliquée que pour autant qu'elle donne, par exercice social, des résultats équivalents. Les intérêts et chargements ne peuvent être compensés avec les frais, charges et commissions exposés à l'occasion de ces opérations. §3. Le conseil d'administration de l'association ou de la fondation peut déroger au §2 c), moyennant mention et motivation de la dérogation dans l'annexe aux comptes annuels qui doit en outre dans ce cas reprendre le relevé des créances concernées par la dérogation. La mise en oeuvre de la présente disposition ne peut porter atteinte au principe visé à l'article 24.

22. Méthodes et critères adoptés pour évaluer les commandes en cours d'exécution  
ARS art. 71, al. 2

Les commandes en cours d'exécution sont évaluées à leur coût de revient majoré, compte tenu du degré d'avancement des travaux des fabrications ou des prestations, de l'excédent du prix stipulé au contrat par rapport au coût de revient lorsque cet excédent est devenu raisonnablement certain; une association ou une fondation peut toutefois adopter pour règle de maintenir les commandes en cours d'exécution ou certaines catégories d'entre elles au bilan à leur coût de revient.

Il est fait mention dans l'annexe, parmi les règles d'évaluation, des méthodes et critères adoptés pour l'évaluation des commandes en cours d'exécution.

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### ATTACHMENT 1 : INCOME AND EXPENDITURE

	BUDGET 2019	COMPTES AUDITES 2019	BUDGET 2020	COMPTES AUDITES 2020	BUDGET 2021	2021-Q1	2021-Q2	2021-Q3	2021-Q4	TOTAL 2021	BALANCE
<b>RECETTE</b>											
<b>1 Cotisations recues</b>											
Cotisations	€ 870.00	€ 944.81	€ 860.00	€ 838.39	€ 840.00	399.25	235.686	77.239	173.767	882.80	34.50
Cotisations des années précédentes	€ 950.00	€ 917.45	€ 950.00	€ 828.79	€ 920.00	394.68	229.295	79.758	173.767	877.61	-42.28
Crédants douteux	€ -65.00	€ 17.36	€ 40.00	€ 9.6	€ 40.00	0	6.091	0	0	15.45	24.55
Exondations	€ -55.00	€ -54.49	€ -65.00	€ -6.17	€ -65.00	-4.66		-2.52	3.17	-10.74	56.82
<b>FACTURES</b>											
<b>2 Projets</b>											
Recettes	€ 340.00	€ 389.28	€ 340.00	€ 420.87	€ 220.00	47.15	62.77	39.03	71.14	220.09	0.09
<b>3 Autres recettes</b>											
Centres de presse	€ 184.00	€ 245.59	€ 170.00	€ 133.15	€ 234.00	47.15	62.77	39.03	71.14	220.09	0.09
FEJ - Contribution à l'administration/comptabilité	€ 130.00	€ 189.94	€ 150.00	€ 111.76	€ 180.00	54.86	55.18	46.18	80.56	196.25	3.07
Service administration/refacture	€ 34.00	€ 34.00	€ 34.00	€ 18	€ 34.00	34	34	10	10	34.00	0.00
7% Administration du Fonds d'entraide	€ 15.00	€ 23.41	€ 15.00	€ 5	€ 15.00	5	5	1.37	4.25	6.47	1.47
<b>TOTAL DES RECETTES</b>	€ 1,394.00	€ 1,569.68	€ 1,370.00	€ 1,392.41	€ 1,294.00	€ 501.26	€ 353.64	€ 162.45	€ 325.41	€ 1,314.43	€ 37.43
<b>SOLDES DES COMPTES REVENUS TOTALX</b>											
<b>DEPENSES</b>											
<b>4 Personnel</b>											
Personnel IFJ	€ 908.00	€ 992.71	€ 850.00	€ 845.38	€ 787.00	€ 173.64	€ 226.08	€ 187.80	€ 237.70	€ 825.22	€ -38.22
Restructuration	€ 140.50	€ 127.30	€ 152.00	€ 132.37	€ 119.00	€ 18.19	€ 23.73	€ 20.07	€ 38.93	€ 100.92	€ 5.73
Honoraires d'audit	€ 3.00	€ 7.07	€ 6.00	€ 11.33	€ 14.00	€ 2.23	€ 5.35	€ 4.88	€ 3.91	€ 11.02	€ 2.98
Frais de banque + pertes sur taux de changes	€ 2.50	€ 2.08	€ 2.50	€ 1.60	€ 12.00	€ 1.60	€ 0.93	€ 1.71	€ 1.41	€ 5.35	€ 6.38
Carrière	€ 3.50	€ 2.80	€ 4.00	€ 2.50	€ 5.00	€ 0.07	€ 0.07	€ 0.16	€ 0.14	€ 1.45	€ 1.05
Nettoyage	€ 9.00	€ 4.15	€ 10.00	€ 20.84	€ 10.00	€ 0.02	€ 1.03	€ 0.03	€ 0.14	€ 5.29	€ 0.21
Informatic	€ 3.50	€ 7.51	€ 3.00	€ 8.18	€ 7.50	€ 2.31	€ 2.82	€ 0.19	€ 3.50	€ 7.84	€ 2.16
Fournitures (viking)	€ 12.00	€ 12.00	€ 13.00	€ 13.00	€ 13.00	€ 13.00	€ 13.00	€ 13.00	€ 13.00	€ 13.00	€ 13.00
Assurances bureaux	€ 5.00	€ 6.92	€ 4.00	€ 5.60	€ 34.00	€ 9.47	€ 9.47	€ 6.43	€ 9.97	€ 35.34	€ 3.11
Risques juridiques	€ 67.00	€ 88.85	€ 10.00	€ 6.9	€ 8.00	€ 0.98	€ 0.67	€ 0.87	€ 0.82	€ 3.34	€ 1.34
Location bureaux	€ 8.00	€ 8.00	€ 8.00	€ 8.00	€ 8.00	€ 8.00	€ 8.00	€ 8.00	€ 8.00	€ 8.00	€ 8.00
Téléphones + GSM	€ 1.00	€ 0.51	€ 1.00	€ 1.16	€ 1.00	€ 0.94	€ 0.92	€ 0.11	€ 0.53	€ 0.82	€ 0.82
Poste	€ 3.00	€ 1.33	€ 3.00	€ 1.16	€ 3.00	€ 0.33	€ 0.32	€ 0.11	€ 0.33	€ 1.45	€ 1.51
Impression	€ 1.00	€ 2.42	€ 1.00	€ 4.39	€ 3.00	€ 0.01	€ 0.01	€ 0.02	€ 1.10	€ 0.71	€ 0.72
Station de (Cartes de visite, papier)	€ 7.00	€ 14.11	€ 12.00	€ 11.86	€ 12.00	€ 2.76	€ 3.56	€ 2.27	€ 1.63	€ 11.19	€ 1.79
Autres	€ 1.00	€ -	€ 1.00	€ 0.80	€ 1.00	€ -	€ -	€ -	€ -	€ 0.00	€ 1.00
Projet	€ 345.00	€ 359.61	€ 316	€ 305.23	€ 304	€ 328.38	€ 63.25	€ 82.42	€ 101.91	€ 302.92	€ 1.08
<b>6 Activités / Programme de travail</b>											
A bureaux régionaux	€ 267.00	€ 265.34	€ 227	€ 245.67	€ 222	€ 47.98	€ 52.28	€ 64.05	€ 72.57	€ 242.44	€ 7.92
Average Latine	€ 54.63	€ 54.63	€ 50	€ 50	€ 50	€ 34.00	€ 20.11	€ 0	€ 29.89	€ 50.00	€ 0.00
Algerie	€ 54.63	€ 54.63	€ 50	€ 50	€ 50	€ 34.00	€ 20.11	€ 0	€ 29.89	€ 50.00	€ 0.00
Europe	€ 103.05	€ 101.42	€ 77	€ 95.67	€ 82	€ 131.11	€ 17.39	€ 16.59	€ 0.00	€ 50.00	€ 2.93
<b>9 Activités pour les membres</b>											
Caractéristiques	€ 78.00	€ 94.27	€ 91.00	€ 59.56	€ 72.00	€ 4.85	€ 7.96	€ 18.33	€ 29.34	€ 60.48	€ 11.59
Réunions statutaires	€ 17.00	€ 22.29	€ 29.00	€ 13.89	€ 29.00	€ 1.75	€ 5.27	€ 2.37	€ 11.97	€ 22.29	€ 6.24
FA Réunions statutaires	€ 18.00	€ 32.28	€ 19.00	€ 23.91	€ 10.00	€ 0.05	€ 0.42	€ 12.02	€ 11.62	€ 24.15	€ -14.15
Campagnes	€ 18.00	€ 10.91	€ 15.00	€ 2.13	€ 5.00	€ 0.00	€ 0.00	€ 0.85	€ 0.85	€ 0.00	€ 5.00
Siège - Mission SG	€ 2.00	€ 2.94	€ 4.00	€ 2.13	€ 4.00	€ 0	€ 0	€ 0	€ 0	€ 0.00	€ 3.15
Genre	€ 3.00	€ -	€ 5.00	€ 0.5	€ 5.00	€ 0	€ 0	€ 1.04	€ 0.60	€ 1.64	€ 1.64
Siège - Mission CA IFJ	€ 9.00	€ 8.04	€ 9.00	€ 6.05	€ 9.00	€ 0.84	€ 0.56	€ 0.85	€ 0.85	€ 0.00	€ 4.50
Securité et droits de l'homme	€ 11.00	€ 11.90	€ 10.00	€ 12.48	€ 10.00	€ 2.17	€ 1.71	€ 1.22	€ 3.29	€ 2.24	€ 4.51
Communications	€ -	€ -	€ -	€ 22.57	€ -	€ -	€ -	€ -	€ -	€ 8.39	€ 1.61
Provisions (réductions de valeur...)	€ -	€ -	€ -	€ 22.57	€ -	€ -	€ -	€ -	€ -	€ 98.90	€ -
<b>TOTAL DES DEPENSES</b>	€ 1,399.500	€ 1,479.62	€ 1,370.00	€ 1,382.98	€ 1,260.00	€ 244.67	€ 313.07	€ 290.30	€ 424.31	€ 1,313.33	€ -52.73
<b>SOLDES DES COMPTES</b>											
FLUX DE LIQUIDITES	€ 0.50	€ 90.06	€ -	€ 109.43	€ 33.40					€ 136.56	

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## NOTES TO THE ACCOUNTS

**Assets: Everything the IFJ owns and include current assets that can be converted into cash**

Assets (page 4 -BNB)	2018	2019	2020	2021
1 Formation expenses	-	194,359	150,353	106,348
<b>Fixed assets</b>	<b>13,076</b>	<b>11,769</b>	<b>9,267</b>	<b>5,489</b>
2 Intangible fixed assets – <b>Notes 6.1.1</b>	10,039	7,962	5,885	3,808
3 Tangible fixed assets – <b>Notes 6.1.2</b>	1,883	3,193	2,768	1,067
4 Finance fixed assets – <b>Notes 6.1.3</b>	1,154	614	614	614
<b>Current Assets</b>	<b>2,474,321</b>	<b>2,546,512</b>	<b>1,802,165</b>	<b>1,849,015</b>
5 Stock	16,430	16,412	10,140	22,302
Amounts received after more than one year	743,489	900,795	366,364	294,773
6 Trade debts	716,110	898,565	340,247	229,848
7 Other debts	27,379	2,230	26,118	64,925
8 Current investments	965,182	895,379	850,561	850,616
9 Cash at bank and in hand	745,362	729,601	569,961	677,130
<b>Deferred charges and accrued income</b>	<b>3,858</b>	<b>4,326</b>	<b>5,139</b>	<b>4,194</b>
<b>TOTAL ASSETS</b>	<b>2,487,397</b>	<b>2,752,640</b>	<b>1,961,785</b>	<b>1,960,852</b>

1 Cost of restructuration which started in 2019. If there are no further restructuring this will decrease to 0 in 2025

2 Amount spent on the website + accounting software/amortization in 5 years

3 IT equipment: depreciations in 5 years

4 Guarantee for a parking badge

5 International press cards available on 31/12.

6 Situation of the open customers' accounts, in the case of the IFJ MBF +IPC + reports to be received for the projects  
EXEMPLES: in 2020, €190,391.24 and in €2019, 680.887 and €229.848 in 2021. It shows that we made less advances.

7 Amount between IFJ and projects

8 ISF accounts + Guarantee +Saving account

9 Amounts in IFJ current accounts + projects

**Liabilities : Current or long-term they refer to money or service owed**

Liabilities (page 5 -BNB)	2018	2019	2020	2021
<b>Equity</b>	<b>427,801</b>	<b>467,708</b>	<b>474,959</b>	<b>493,054</b>
1 Allocated funds and other reserves – <b>Notes 6.2</b>	1,029,224	1,029,224	1,029,224	1,029,224
2 Accumulated positive (negative) results	- 601,423	- 561,516	- 554,266	- 536,170
3 Provisions (SF interpreters+SF+Provisions con	<b>890,522</b>	<b>812,996</b>	<b>781,027</b>	<b>896,427</b>
<b>Amounts payable</b>	<b>1,169,074</b>	<b>1,471,936</b>	<b>705,799</b>	<b>565,971</b>
4 Amounts payable after > 1yr – <b>Notes 6.2</b>		85,205	48,571	48,568
5 Commercial debts (suppliers+bills payable)	12,153	292,019	120,475	35,898
6 Advances received on contracts in progress	884,523	822,214	352,798	292,716
7 Taxes, remuneration and social security	178,268	181,356	113,020	105,691
8 Other debts	89,247	87,103	50,972	73,910
9 Adjustment account	4,884	4,039	19,964	9,188
<b>TOTAL LIABILITY</b>	<b>2,487,397</b>	<b>2,752,640</b>	<b>1,961,785</b>	<b>1,960,852</b>

1 Total IFJ reserves

2 Accumulated losses which have been decreasing every year

3 Provisions for ISF+Congress : the Safety Fund recently started receiving funds

4 Loan in 2019 to pay for OMK's settlement + 13th month

5 Invoices to be paid on 31/12 to projects and to the IFJ

In 2019 we made a request to pay ONSS in instalments which came to an end in 2020.

6 Amounts paid for project activities not used by 31.12; decreased this year due to regional reports UTU received before 2020 and ending of several projects in 2020 (CE Turkey II + III, and of Ecorys).

7 Amount to be paid to Partena on 31/12 : ONSS+holidays payment+taxes

8 Amounts that the IFJ will recover from project on 31/12

9 Adjustment account between 2021 and 2022

## **ANNEX 3 FINCOM REPORT**



## ANNEX 3A FINCOM REPORT 2019

### Introduction:

2019 was a very good year for the IFJ from a financial perspective. The organisation returned to surplus with fee income rising by almost €60,000. Project income showed signs of stabilising while press card income continued to increase. Progress was made on arrears.

On the other side of the coin, staff costs were considerably over budget and this is a situation that will have to come in for special attention in the more difficult economic environment which lies ahead.

### Income:

2019 proved an exceptionally strong year from an income point of view. Fees received reached €934,000, well ahead of the budget target of €870,000. While fee income for the year was still somewhat short of the €950,000 due had every affiliate paid its fees in full, bad debts and exonerations were well below budget and brought total fee income in well ahead of target.

Project income was also ahead of budget but still fell in relation to 2018 receipts. The corrective action taken by the secretariat to stabilise project income is clearly having some effect. However, this source of income must be kept under constant scrutiny as it still represents more than 25% of all income and any further significant decline would have a severe impact on the overall financial position.

Special note should be made of press card income which has risen steadily in recent years and is well ahead of budget. The efforts put into increased press card sales by the DGS and elected officers are noted.

### Expenditure

Overall expenditure, while showing a reduction on 2018 was still ahead of budget by some €86,000. This overrun can be attributed almost in its entirety to staff costs of €992,000 which were €84,000 over the budgeted figure. While staff costs were down on 2018 and 2017 levels there is clearly more work to be done in this area. Close attention should also be paid to once off staff expenses.

The €16,000 reduction in administration costs is very welcome and is a reflection continuing work of the secretariat in keeping costs under control.

### Safety Fund

The Safety Fund balance continues to deplete, and this remains a cause for concern. However, on a more positive note, efforts to encourage donations appeared to be bearing fruit during the year and this arrested the decline somewhat. The actions agreed at the Bari ExComm meeting to further increase income are welcome as are the overall improvements in fund administration in recent years.

The Treasurer's Report draws attention to regular payments to exiled Burundian journalists and that these may fall outside the provisions of the Fund. The Commission asks for a full report on all recurring payments to ensure that the fund is used only to "provide emergency humanitarian help".

### Outstanding fees

The Commission notes the auditors' insistence on writing off a proportion of the arrears owed by DJV and TNG USA. This was long overdue. On the other hand, the Commission welcomes the

progress made in relation to TNG USA and the fact that DJV is paying fees, although based on a disputed membership number, and is purchasing a large number of press cards.

Overall, the secretariat is to be congratulated on its work in both recovering arrears and in collecting fees as they fall due.

However, also noted is the Treasurer's statement that the IFJ can no longer simply send out invoices and expect them to be paid without special engagement with affiliates. These engagement efforts will likely need to be intensified in the coming years as unions around the world deal with increased economic volatility.

### **Covid-19 pandemic**

The 2019 report naturally predates the Covid-19 pandemic and its massive global economic impact. While it is still far too early to estimate the final extent of the economic damage that will be caused by the coronavirus, we have already seen the loss of many thousands of media jobs worldwide. This will result in severe financial pressure both on affiliates and on IFJ fee income.

It would therefore be prudent for the secretariat to budget for a significant fall in fee income for the current year and an even sharper drop in 2021. This will largely be beyond the control of the secretariat. Areas within its control will therefore have to be addressed.

Unfortunately, the largest single component of IFJ expenditure is staff costs which account for more than two-thirds of all outgoings. This will have to be reduced significantly in the coming years if the IFJ is to remain a viable organisation.

It must also be recognised that the climate in which the Safety Fund operates is likely to deteriorate further in the coming years with increased demands on the Fund being accompanied by constraints on donations. A near term strategy to address this worsening situation should be developed as soon as possible.

### **Conclusion**

2019 was a year of considerable achievement from a financial point of view. That achievement was the result of several years effort by all involved and that should be acknowledged. However, the fallout from Covid-19 is likely to destabilise the IFJ's finances in ways which we can only guess at. Early and decisive action is therefore required to deal with the likely impact of the pandemic.

**Barry McCall**

**IFJ Finance Commission Chair**

## ANNEX 3B FINCOM REPORT 2020

Outgoing Chair, FC Barry McCall, concluded the 2019 report with a warning that: 'the fallout from Covid-19 is likely to destabilise the IFJ's finances in ways which we can only guess at. Early and decisive action is therefore required to deal with the likely impact of the pandemic.'

Jim Boumehla's Report for 2020 notes that: 'A few weeks before WHO declared COVID-19 a global pandemic, many of our affiliate unions started speculating about the impact of the virus on their organisations, their structures, their members and their work.'

### CONTRACTUAL AUDITED REPORT

We are pleased that the auditors have been in regular contact with the office and are also offering advice on the allocation of the surplus for the year, including looking forward to the next triennial congress.

### INCOME

#### Fees

Early last year the federation realised that the payment of annual fees would be problematic and threaten its main income stream.

In the circumstances, we must applaud the efforts of all involved who helped ensure that the total collected (€838,390) was some €100,000 less than the record collection in the previous year and just €50,000 less than the 2018 total.

We believe the greater involvement of regional offices and members of the ExCom has made a significant contribution to a level of fees income much higher than feared at the beginning of 2020.

We thank those affiliates who did manage to pay their fees in very difficult times but, pandemic or not, the non payment of fees and mounting arrears is an on-going issue of grave concern. At the end of

2020, €347,742 was owing (76% from just four unions and smaller amounts from 37 other affiliates); money that could have benefitted all affiliates. We sincerely hope that agreements with non-paying affiliates can be reached in the next period.

Given the problems caused by the pandemic a total end-of-year surplus of €7,251 is to be applauded.

### **Projects**

Projects performed well and beyond expectations, and achieved a year-end positive variance of 80,870. We thank the DGS for his work in this regards.

### **International Press Cards**

The greatest knock-on effect of Covid restrictions on the income was the sale of IPCs because, not surprisingly, there was very little demand. While the annual target was not reached the shortfall was much less than was at first feared at €38,240 out of a budget of €150,000.

## **EXPENDITURE**

We believe that a critical factor in managing expenditure is rigorous and regular control which is, thankfully, something the IFJ Secretariat has been doing for a number of years. Even more critical last year as Covid forced radical changes to the way people work.

It was, indeed, an outstanding performance that overall expenditure came on over budget by €37,020.

### **Administration**

It is completely acceptable that facilitating remote and home working meant that the IT spend went over budget. Negotiating a decrease in rent was a welcome bonus and we thank the GS.

### **Staff costs**

We appreciate that it is too early to assess the effectiveness of the medium-term plans to decrease the wage bill and hope to see steady progress in future years.

### **Benefits to affiliates**

While it was not possible to hold physical statutory meetings the overspend in that budget line on translations and communications to ensure all affiliates were fully informed was the correct decision.

## **SAFETY FUND**

The recent criminal attacks on journalists are tragic examples of why the Safety Fund is so crucial and we are alarmed that the requests for humanitarian aid have continued to decline. With the Fund nearing its 30th anniversary we sincerely hope that all affiliates will recognise their responsibility to promote the fund.

## **NOTES TO THE ACCOUNTS**

We thank the Secretariat and, especially the IFJ's Finance Officer for their very helpful explanatory notes to the accounts.

## **BUDGETING**

We note the budget for the current financial year.

We understand the problems of setting a future budget when there is no fixed date for the end of the pandemic and believe that the HT's outline of the methodology of how the various budget headings will be set is a reasonable approach.

Anita Halpin  
London, 31 May 2021

## ANNEX 3C FINCOM REPORT 2021

We thank the ExCom, AdCom and GS, the DGS, the Secretariat and all IFJ staff for their sterling efforts in the past two very difficult years.

### **Contractual Audited Report for the year ending 31 December 2021**

We thank the auditors and commend their report. We also thank the IFJ officials and the AdCom for providing sufficient and appropriate information for the auditors to be able to conduct the audit.

We thank the auditors for their agreement to allow the IFJ to set aside €99,900 to provide for bad debts, write offs and other contingent liabilities; we believe this is a very prudent decision.

### **Income**

#### ***Income from fees***

Fees income was stable in the three years before the emergence of Covid and the pandemic, with an average annual income of €913,000.

Understandably fees were down in 2020, but an income of €838,390 (including 9,600 for previous years) was good and 2021 was even better with fees of €893,060 (including some €15,500 from previous years) being received.

2020 got off to good start with fees income of over €395,000 already received in the first quarter which, very positively equates to half the annual amount due.

Agreements about paying outstanding fees have been reached with a number of individual affiliates with the result that the amount of outstanding fees is possibly the lowest ever recorded.

Fees are a core income stream for the IFJ and we can only hope that outstanding issues of non payment and arrears can be sorted by the time Congress convenes in Oman.

#### ***Other income***

The other two income streams, projects and the sale of International Press Cards (IPCs) - which were very much at risk during the pandemic and restrictions on movement and association.



At the start of the pandemic, sales of IPCs fell dramatically, but with systematic campaigning many affiliates re-ordered cards with the result that sales exceeded the budget estimate. The income from projects came in very close to budget.

These two streams brought in a joint income of €456,810, a positive variance of €3,560.

### **Expenditure**

The pandemic continues to impact on the work of the Federation's secretariat and regional offices and therefore also the spend on administration and benefits to affiliates. While some elements of the cost of administration were on budget target, other elements went over budget given a total negative variance of €11,750. We note that the grant to EFJ was overspent by €10,430

We have already expressed our opinion that expenditure on staff is too high as a proportion of total income; the aim should be to spend no more than 50%. We are somewhat concerned that, so far, there has been no progress in the planned reduction in staff costs but do believe that Federation remains committed to the restructure. .

### **Safety Fund**

Donations received received during 2021 equalled the amount of assistance given to 11 affiliates (€44,600).

Affiliates responded well to the special appeal launched in August 2021 in response to the crisis in Afghanistan and, after €47,892 was given on relief funds, the balance of the Afghan Fund at year end was €79,604.

### **Budget 2022**

We agree with the Honorary Treasurer that while governments claim to have won the battle against coronavirus, this is not the view of most health organisations and believe, as we said in our November 2021 report, that: 'It is impossible to predict when or where large-scale outbreaks (epidemics) of Covid might occur which creates uncertainty, especially for global organisations, in forward planning and budgeting.'

We therefore suggest that budgets need to include some flexibility to allow for contingency planning.

Anita Halpin  
2 April 2022

**ANNEX 4 FEES PAID  
AS OF DECEMBER 31ST 2021**

	N° MEMBERS	CAT	Status	OUTSTANDING G FEES DUE 2020 31.12.2020	FEES 2021	EXONERATION	TOTAL IFJ FEES OUTSTANDING G+2020	PAYMENT RECEIVED Q1 (UNTIL30/03/2021)	PAYMENT RECEIVED Q2 (UNTIL30/06/2021)	PAYMENT RECEIVED Q3 (UNTIL31/09/2021)	PAYMENT RECEIVED Q4 (UNTIL31/12/2021)	BALANCE
1	Abkhazian	161	B	A	199.64		199.64					0.00
1	Afghanistan-AIJA	380	C	A	233.70		233.70	-233.60				0.00
1	Afghanistan-ANJU	2000	C	F	1,240.00		1,240.00					1,240.00
1	Albania-APIA	220	C	A	136.44		136.44					0.00
1	Angola-SIA	718	C	F	890.32		2,096.93					1,277.91
1	Arab Emirates-JAUAE	1236	A	F	6,118.20		6,118.20	-6,118.20				0.00
1	Armenia-UAJ	295	C	A	182.90		182.90	-182.90				0.00
1	Australia-MEAA	4895	A	F	24,230.25		24,230.25	-24,230.25				0.00
1	Austria-GPA	1559	A	F	7,717.05		7,717.05		€ -7,717.05			0.00
1	Austria-YOUNION	248	A	F	1,227.60		1,227.60	-1,227.60				0.00
1	Azerbaijan-ARTV	492	C	F	610.08		1,215.24					1,215.24
1	Azerbaijan-JUHI	151	C	F	187.24		187.24	-187.24				0.00
1	Bahrain-BJA	645	A	F	3,192.75		3,192.75					0.00
1	Belarus-BAJ	1248	C	A	773.76		773.76					0.00
1	Belarus-PABUJ	2186	B	A	2,710.64		2,710.64					2,710.64
1	Belgium-AGJPB	3143	A	F	15,557.85		15,557.85		€ -15,557.85			0.00
1	Benin-UPMB	140	C	F	322.20		495.80					0.00
1	Bhutan-JAB	99	C	A	61.38		61.38					61.38
1	Bosnia-ALBH	230	B	A	285.20		285.20					0.00
1	Bosnia-BHJA	533	C	F	660.92		660.92	-660.92				0.00
1	Botswana-BMAWU	400	C	F	496.00		976.00					976.00
1	Brazil-FENAJ	6691	C	F	3,099.22	-2,074.21	9,321.85		€ -4,641.88		€ -4,679.97	0.00
1	Bulgaria-UBJ	1800	B	F	4,446.00		4,446.00					4,446.00
1	Bulgaria-Podkrepa-UJB	120	B	F	296.40		296.40		€ -386.40			-90.00
1	Burkina Faso-AJB	300	C	F	372.00		846.67	-474.67	€ -372.00			0.00
1	Burundi-UBJ	203	C	F	251.72		251.72					0.00
1	Cabo Verde-AIOC	150	C	A	28.99		150.98					0.00
1	Cambodia-CAPJ	105	C	F	255.15		385.25					385.25
1	Cambodia CAJ	74	C	A	45.88		45.88	-45.88				0.00
1	Cameroon-SNUC	150	C	F	186.00		186.00					0.00
1	Canada-FNC	1350	A	F	6,628.50		6,628.50	-6,628.50				0.00
1	Canada-UNIFOR	1575	A	F	7,796.25		7,796.25	-7,796.25				0.00
1	Canada-CWA/SCA	2500	A	F	12,375.00		12,375.00	-12,375.00				0.00
1	Chad	450	C	F	820.54		1,378.54	-820.54	€ -457.11			100.89
1	Chili-FENATRAMCO	200	C	F	248.00		248.00					0.00
1	Chili-FETRACOSE	198	C	F	738.00	-245.88	737.64					366.59
1	Colombia - FECOLPER	850	C	F	432.03	-325.61	1,160.42	-369.92				0.00
1	Congo-Brazzaville-FESYTRAC	420	C	F	520.80		520.80					520.80
1	Congo-SNPP	218	C	F	298.30		568.62					0.00
1	Congo-UNPC	1569	C	F	3,127.41		5,072.97					5,072.97
1	Costa Rica-SNP	330	C	F	409.20		409.20	-391.95				17.25
1	Croatia-CJA	1842	C	F	2,284.08		2,284.08					0.00
1	Cyprus-Basin-Sen	115	A	F	569.25		569.25					569.25
1	Cyprus-UCL	575	A	F	2,846.25		2,846.25					0.00
1	Czech Republic-UHI	1580	B	F	3,902.60		3,902.60	-3,902.60				0.00
1	Denmark-DUJ	13695	A	F	67,790.25		67,790.25	-67,790.25				0.00
1	Djibouti-ADJ	32	C	F	39.68		39.68					0.00
1	Dominican Republic-SNTP	502	C	F	1,287.06		1,909.54	-500.00				0.00
1	Ecuador-FENAPE	100	B	A	123.50		123.50	-123.50				0.00
1	Estonia-EUJ	186	A	F	920.70		920.70		€ -920.70			0.00









## ANNEX 5 UNIONS SUSPENDED AS OF DECEMBER 31ST 2021

MEMBERS	DATE OF SUSPENSION	N°MEMBERS	CAT	Stat us	OUTSTANDING FEES DUE 2020 31.12.2020	FEES 2021	TOTAL IFJ FEES OUTSTANDING
Azerbaijan ARTV	09/07/2020	492	C	F	605.15	610.08	1,215.24
Belarus PABUJ	21/06/2021	2186	B	A	2,710.54		2,710.54
Botswana BMAWU	21/06/2021	400	C	F	480	496	976
Cambodia CAPJ	21/06/2021	105	C	F	255.15	130.10	385.25
Congo UNPC.	21/06/2021	1,569	C	F	3,127.41	1,945.56	5,072.97
Faraoe Isl UFJ	21/06/2021	70	A	F	679.00	346.50	1,025.50
Georgia IAGJ	21/06/2021	155	C	A	95.33	96.11	191.44
Germany DJV	21/06/2021	17,000	A	F	205,700	84,150	289,850
Nigeria NUJ	09/07/2020	33,450	C	F	40,800		40,800
Thailand-NUJT	21/06/2021	55	C	F	67.65	68.20	135.85
U.S.A. SAG-Aftra	21/06/2021	5,514	A	F	27,018.60	27,294.30	54,312,90
Uganda UMU	16/12/2020	843	C	F	2,806.99		2,806.99

# ANNEX 6 INTERNATIONAL SAFETY FUND ACCOUNTS



PHILIPPE FERUTH  
President  
ANTHONY BELLANGER  
General Secretary

IFJ International Federation of Journalists Safety Fund 2019		Results Q1	Results Q2	Results Q3	Results Q4	TOTAL
(expensed in Euros)						
Balance at 31.12.2018						
€ 842,887.15						
<b>INCOME</b>		<b>0.22</b>	<b>19.65</b>	<b>5.50</b>	<b>0.26</b>	<b>25.63</b>
DONORS		0.22	19.65	5.5	0.2601	25.63
FINACIAL INCOMES						
Interest Revenue						
MERCHANDISE			1.12			1.12
MERCHANDISE SALES						
<b>TOTAL INCOME</b>		<b>0.22</b>	<b>20.77</b>	<b>5.5</b>	<b>0.2601</b>	<b>26.75</b>
<b>EXPENDITURE</b>						
<b>RELIEFS</b>		<b>17.40</b>	<b>23.00</b>	<b>20.98</b>	<b>13.00</b>	<b>74.38</b>
YEMEN		2.00	3.50	4.5	3	13.00
SOMALIA		1.50	0.00	0		1.50
SYRIA		2.00	0.00	1.5	1.5	5.00
PALESTINE		3.90	6.00	0	2	11.90
SUDAN		2.00	2.00	1.00		5.00
CAMEROUN		2.00	0.00	0		2.00
USA		1.00	0.00	0		1.00
TURKEY		1.50	0.00	1.5		3.00
Ukraine		1.50	0.00	0		1.50
BURUNDI			7.00	0	2	9.00
UK		1.00	0	0	0.5	1.50
EGYPTE			2.00	0	1.5	3.50
PERU			1.50	0	0	1.50
GUATEMALA				0.48	0.00	0.48
SOUTH SUDAN				2.00	0.00	2.00
UGANDA				1.50	0.00	1.50
RWANDA				2.00	0.00	2.00
IRAK K				2.00	0.00	2.00
OUZBEK				1.50	0.00	1.50
RDC				1.00	0.00	1.00
ETHIOPA				2.00	0.00	2.00
GUINEA					1.00	1.00
BULGARIA					1.50	1.50
<b>ADMINISTRATION</b>		<b>1.22</b>	<b>1.61</b>	<b>1.47</b>	<b>0.91</b>	<b>5.21</b>
<b>BANK CHARGES</b>		<b>0.16</b>	<b>0.12</b>	<b>0.27</b>	<b>0.17</b>	<b>0.72</b>
MERCHANDISE			3.85			3.85
MERCHANDISE PURCHASES			3.85			3.85
<b>TOTAL EXPENDITURE</b>		<b>18.78</b>	<b>28.58</b>	<b>22.71</b>	<b>14.08</b>	<b>84.15</b>
<b>BALANCE</b>		<b>-18.56</b>	<b>-7.80</b>	<b>-17.21</b>	<b>-13.82</b>	<b>-57.40</b>

Cash	€	785,490.74
SF 2018256	€	-2,009.68
SF CASH 31/12/2019	€	783,481.06
Axa Bank savings account	€	434,900.92
BNPPARISBAS FORTIS CURRENT	€	49,913.33
KBC GARANTIE	€	299,980.00
To be repaid to the Safety Fund	€	-1,313.19
IFJ LIABILITY	€	783,481.06

Mr. Boumelha Jim  
IFJ Honorary Treasurer

IFJ International Federation of Journalists Safety Fund 2020		Results Q1	Results Q2	Results Q3	Results Q3	TOTAL
(expensed in Euros)						
Balance at 31.12.2019						
€ 783.481,06						
<b>INCOME</b>		<b>0,00</b>	<b>0,15</b>	<b>0,00</b>	<b>11,22</b>	<b>11,37</b>
DONORS			0,15		11,22	11,37
			0,15		11,22	
FINANCIAL INCOMES						
Interest Revenue						
MERCHANDISE						0,00
MERCHANDISE SALES						
<b>TOTAL INCOME</b>		<b>0,00</b>	<b>0,15</b>	<b>0</b>	<b>11,22</b>	<b>11,37</b>
<b>EXPENDITURE</b>						
<b>RELIEFS</b>		<b>20,70</b>	<b>8,50</b>	<b>8,28</b>	<b>10,95</b>	<b>48,43</b>
IRAN		2,00		1,5	1,50	5,00
SOMALIA		4,20	0,00			4,20
RWANDA		1,00	1,00			2,00
PALESTINE		2,00	3,00	2,02	3,00	10,02
COLOMBIA		4,00				4,00
AFGHANISTAN		4,00				4,00
UGANDA		1,50				1,50
BURUNDI		2,00	1,00			3,00
LIBERIA			1,50			1,50
CAMEROUN			1,00			1,00
YEMEN			1,00		1,50	2,50
EL SALVADOR				1,26		1,26
PERU				2,00		2,00
BELARUS				1,50		1,50
BANGLADESH					2,00	2,00
SRILANKA					1,70	1,70
MEXIXO					1,25	1,25
<b>ADMINISTRATION</b>			<b>10,94</b>	<b>2,62</b>	<b>0,77</b>	<b>14,33</b>
<b>BANK CHARGES</b>		<b>0,08</b>	<b>0,08</b>	<b>0,12</b>	<b>0,10</b>	<b>0,38</b>
MERCHANDISE						
MERCHANDISE PURCHASES						
<b>TOTAL EXPENDITURE</b>		<b>20,78</b>	<b>19,51</b>	<b>11,02</b>	<b>11,82</b>	<b>63,14</b>
<b>BALANCE</b>		<b>-20,78</b>	<b>-19,36</b>	<b>-11,02</b>	<b>-0,60</b>	<b>-51,77</b>

Cash	€	731.710,88
Axa Bank savings account	€	389.900,92
BNPPARISBAS FORTIS CURRENT	€	45.256,95
KBC GARANTIE	€	299.980,00
To be repaid to the Safety Fund	€	-3.426,99
IFJ LIABILITY	€	731.710,88

BDO  
For identification purposes only

Mr. Boumelha Jim  
IFJ Honorary Treasurer

IFJ International Federation of Journalists Safety Fund 2021		Results Q1	Results Q2	Result Q3	Result Q4	TOTAL
(expensed in Euros)						
Balance at 31.12.2020						
€ 731,710.88						
<b>INCOME</b>		<b>29.36</b>	<b>14.74</b>	<b>105.29</b>	<b>26.46</b>	<b>175.85</b>
DONORS						
DONATION		29.36	14.74		0.58	44.68
DONATION AFGHANISTAN bank				65.27	23.73	89.00
DONATION AFGHANISTAN paypal				40.02	2.152	42.18
FINACIAL INCOMES						
Interest Revenue						
MERCHANDISE						
MERCHANDISE SALES						
<b>TOTAL INCOME</b>		<b>29.36</b>	<b>14.74</b>	<b>105.29</b>	<b>26.46</b>	<b>175.85</b>
<b>EXPENDITURE</b>						
<b>RELIEFS</b>		<b>3.50</b>	<b>8.60</b>	<b>21.5</b>	<b>11.00</b>	<b>44.60</b>
PHILIPPINE		1.50				1.50
HAITI		2.00		2.00		4.00
AFGHANISTAN			1.00			1.00
YEMEN			2.00	2.00	4.00	8.00
TURKEY			3.00			3.00
MYANMAR			2.00		1.50	3.50
NIGERIA			0.60			0.60
PALESTINE				4.00	2.00	6.00
BELARUS				12.30	1.50	13.80
FRANCE				1.20		1.20
TANZANIA					2.00	2.00
AFGHANISTAN				25.2	22.692	47.892
ADMINISTRATION						
<b>BANK CHARGES</b>		<b>0.02</b>	<b>0.07</b>	<b>0.060</b>	<b>0.21</b>	<b>0.36</b>
BANK CHARGES AFGHANISTAN				0.040	0.288	0.33
MERCHANDISE						
KILL LIST			0.50			0.50
MERCHANDISE PURCHASES						
<b>TOTAL EXPENDITURE</b>		<b>3.52</b>	<b>9.17</b>	<b>46.80</b>	<b>34.19</b>	<b>93.68</b>
<b>BALANCE</b>		<b>25.84</b>	<b>5.57</b>	<b>58.49</b>	<b>-7.73</b>	<b>82.17</b>
Cash	€	813,881.00				
Axa Bank savings account	€	389,938.24				
BNPPARISBAS FORTIS CURRENT	€	112,139.28				
KBC GARANTIE	€	299,980.00				
To be repaid to the Safety Fund	€	11,823.48				
PAYPAL	€	-				
IFJ LIABILITY	€	813,881.00				

730,923.84 SF General  
82,957.16 SF AFGHAN  
813,881.00

# **ANNEX 7**

## **DRAFT BUDGET 2022**

	BUDGET 2019	AUDIT ACCOUNT 2019	BUDGET 2020	AUDIT ACCOUNT 2020	BUDGET 2021	BUDGET 2022
<b>INCOME</b>						
<b>1 Fees received</b>	€ 870,00	€ 934,81	€ 860,00	838,39	€ 840,00	€ 876,16
Fees	€ 950,00	€ 917,45	950	€ 828,79	920	941,16
Fees Previous Years	€ 40,00	€ 17,36	40	9,6	40	40
Bad Debts	€ -65,00	€ -8,75	-65	-	-65	-65
Exonerations	€ -55,00	€ -54,48	€ -65,00	-6,17	€ -55,00	€ -40,00
<b>INVOICES</b>		€ 947,47		961,91		
<b>2 Project</b>	€ 340,00	€ 389,28	€ 340,00	420,87	€ 220,00	€ 220,00
Income	€ 340,00	€ 389,28	340	420,87	220	220
<b>3 Others</b>	€ 184,00	€ 245,59	€ 170,00	133,15	€ 218,00	€ 238,00
Press Cards	€ 130,00	€ 182,94	150	111,76	180	200
EFJ Contribution Administration and accounting	€ 34,00	€ 34,00	0	18	18	18
Administration Salary recharged	€ 15,00	€ 23,41	15		15	15
7% SF Administration	€ 5,00	€ 5,24	5	3,39	5	5
<b>TOTAL INCOME</b>	€ 1.394,00	€ 1.569,68	€ 1.370,00	€ 1.392,41	€ 1.278,00	€ 1.334,16
<b>TOTAL INCOMES ACCOUNT BALANCE</b>		€ 1.519,52		€ 1.515,93		

<b>EXPENDITURE</b>						
<b>STAFF</b>	€ 908,00	€ 992,71	€ 850,00	845,38	€ 787,00	€ 835,00
<b>IFJ Staff</b>			€ 800,00	795,38		
Restructuration			€ 50,00	50	€ 50,00	€ 50,00
<b>Administration</b>	€ 140,50	€ 127,30	€ 152,00	132,37	€ 119,60	€ 120,62
Audit Costs	€ 12,00	€ 11,86	€ 14,00	12,33	€ 14,00	€ 14,00
Bank charges + exchange rate losses	€ 3,00	€ 7,07	€ 6,00	11,32	€ 12,00	€ 12,00
Canteen	€ 2,50	€ 2,08	€ 2,50	1,60	€ 2,50	€ 2,50
Cleaning	€ 3,50	€ 2,80	€ 4,00	1,17	€ 5,60	€ 5,60
IT	€ 9,00	€ 4,15	€ 10,00	20,84	€ 10,00	€ 10,00
Fixtures (viking)	€ 3,50	€ 2,16	€ 3,00	0,51	€ 2,00	€ 2,00
Insurance Office	€ 12,00	€ 7,51	€ 13,00	8,18	€ 7,50	€ 7,50
Legal risks	€ 5,00	€ 0,52	€ 4,00	0,53	€ 3,00	€ 3,00
Office rent	€ 67,00	€ 61,92	€ 62,00	50,60	€ 34,00	€ 35,02
Phone cost + GSM	€ 8,00	€ 8,86	€ 10,00	6,9	€ 8,00	€ 8,00
Post	€ 1,00	€ 0,51	€ 1,50	0,16	€ 1,00	€ 1,00
Printing	€ 5,00	€ 1,33	€ 5,00	1,16	€ 3,00	€ 3,00
Stationary (visit card, paper)	€ 1,00	€ -	€ 1,00	0	€ 1,00	€ 1,00
Trainee	€ -	€ 2,42	€ 3,00	4,39	€ 3,00	€ 3,00
Other	€ 7,00	€ 14,11	€ 12,00	11,86	€ 12,00	€ 12,00
Project	€ 1,00	€ -	€ 1,00	0,80	€ 1,00	€ 1,00
<b>6 Activites /Working Programme</b>	€ 345,00	€ 359,61	318	305,23	314	314,00 €
<b>A Regional Offices</b>	€ 267,00	€ 265,34	227	245,67	242	242
Latin America	€ 54,65	€ 54,68	50	50	50	50
Asia-Pacific	€ 54,65	€ 54,65	50	50	50	50
Africa	€ 54,65	€ 54,55	50	50	50	50
Europe	€ 103,05	€ 101,46	77	95,67	92	92
<b>B Benefits to affiliates</b>	€ 78,00	€ 94,27	€ 91,00	59,56	€ 72,00	€ 72,00
Press Cards	€ 17,00	€ 28,20	€ 29,00	13,89	€ 29,00	€ 29,00
Statutory Meetings	€ 18,00	€ 32,28	€ 19,00	23,91	€ 10,00	€ 10,00
AF Statutory Meeting	€ 18,00	€ 10,91	€ 15,00	0	€ 5,00	€ 5,00
Campaign-Labour rights	€ 2,00	€ 2,94	€ 4,00	2,13	€ 4,00	€ 4,00
SG Mission		€ -		0		
Gender	€ 3,00	€ -	€ 5,00	0,5	€ 5,00	€ 5,00
HQ Mission IFJ Adcom			€ -	0		
Safety and Human Rights	€ 9,00	€ 8,04	€ 9,00	6,65	€ 9,00	€ 9,00
Communication	€ 11,00	€ 11,90	€ 10,00	12,48	€ 10,00	€ 10,00
Provision		0		225,7		
<b>TOTAL EXPENDITURE</b>	€ 1.393,50	€ 1.479,62	€ 1.370,00	1282,98	€ 1.270,60	€ 1.319,62
<b>CASH FLOW STATEMENT</b>	€ 0,50	€ 90,06	- €	109,43 €	7,40 €	14,54 €
<b>ACCOUNT BALANCE</b>		39,90 €		7,25		



# IFIP 2022



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