

EFJ General Meeting (GM)

Sarajevo, Bosnia and Herzegovina, 25-26 April 2016

Resolutions adopted by GM

A. On Union Rights, authors' rights, gender and PSB

1. On law in Spain regarding pensions and authors' rights for retired writers

Tabled by Spanish unions, FAPE, FESP and CC.OO

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo, Bosnia and Herzegovina, on 25th and 26th April 2016,

Noting the Ministry for Employment and Social Security of Spain has launched a campaign to oblige retired artists, intellectual creators and writers to renounce their pension and retirement benefits if they want to continue intellectual activities,

Deploring that a recent law in Spain says that writers, journalists, photographers, designers and other active creators can lose their retirement legal benefits and pensions if they earn through these professional activities more than the annual minimum wage, which in Spain is now 734 Euros per month,

Deploring the legal restrictions against those who want to be intellectually active throughout their lives and as long as they can,

Considering that the Spanish fiscal authorities include all authors' rights or revenues coming from press articles, lectures, conferences and media debates, or even revenues from authors' rights and professional prizes generated before the retirement age,

Noting that an author has been fined one hundred thousand euros (100 000 €), and another has been deprived of his pension, because his authors' rights amounted to 15 000 Euros,

Noting that nobody knows when producing his (or her) journalist's or writer's work how much her (or his) authors' rights will be in the future, because nobody can assume in advance the impact or success of any intellectual creation,

Having regard to the enormous negative consequences this decree (5/2013) produces for cultural activities in Spain and for the Spanish-speaking cultural world,

Instructs the Steering Committee to support calls for the derogation of the mentioned Spanish decree 5/2013, because it is not fair to demand journalists, photographers or writers to give up completely to activities such as writing books, media articles, participating in university activities or lectures,

SUPPORTS the right of all retired journalists and intellectual authors in Spain to receive their full pension and retirement benefits, simply because they have paid their contributions to the social security system for years independently of their possible intellectual prolonged activities.

2. On Collective Bargaining: A step forward to a fair collective agreement for journalists in Switzerland

Tabled by syndicom and impressum, Switzerland

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia and Herzegovina, on 25-26 April, 2016,

Noting

- that the journalists in print and online media of the German and Italian speaking parts of Switzerland work without collective agreement since August 2004;
- that all efforts to bring the Swiss publishers organized in "Schweizer Medien" to the negotiation table failed because of their refusal to negotiate;
- that for 12 years, salary and other working conditions of the concerned journalists, media staff and freelancers have deteriorated substantially for employed and freelance journalists

- that finally, “Schweizer Medien” declared they would enter into negotiations for a collective agreement with journalists’ organisations at their last congress in September 2015
- that nevertheless within 6 months, the publishers have not undertaken any concrete steps towards real negotiations.

Reaffirming that collective agreements are the most effective way to balance working efficiency and the protection of journalists.

Observes, that the French speaking region of Switzerland has uninterrupted tradition of collective agreements, that is acknowledged to be successful by journalists and media companies. In particular, it provides for the possibility of constructive cooperation between social partners in order to cope with work related developments and issues. This is true as well in many other countries and regions, where collective agreements are concluded. In the long term, collective agreements constantly prove to be clearly beneficial for the productivity and the quality of media. Contrary to cross-industry national laws, such collective agreements provide for tools that may resolve issues in a way that is specifically adapted to the media industry.

Strongly **requests** the Swiss Publishers’ Organisations, to accept the invitation of the journalists’ organizations syndicom and impressum to enter into collective bargaining. This bargaining shall include all areas of the working conditions that concern journalists.

Calls on the incoming Steering Committee:

- to strongly request the Swiss Publishers’s Association “Schweizer Medien” (Swiss Media) to accept the invitation of the journalists’ organizations **syndicom** and **impressum**, and to enter into collective bargaining for a fair collective agreement for journalists, media staff and freelancers in print and online media in the German and Italian speaking parts of Switzerland.
- To follow the joint campaign of impressum and syndicom.
- To monitor the evolution of the negotiations for a new collective agreement.
- To back the two Swiss unions with declarations and communications if they need to organize protest actions.

3. United in unionizing digital media

Tabled by NUJ, UK

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia and Herzegovina, on 25-26 April, 2016,

Recalling the report “Mapping changes in employment in the journalism and media industry,” launched as a result of a collaboration between the EFJ and the European division of the Media and Entertainment International, EURO- MEI;

Noting the conclusions of the report, in particular urging member unions to adapt to new workers, practices and skills, to reflect the changes taking place in a fragmented media industry;

Welcoming the move in some IFJ/EFJ unions which have followed a range of union recruitment and organising initiatives to convince digital journalists about the benefits of working collectively to improve pay, job security and conditions at work. These efforts have resulted in unions being established at Gawker, Vice US and UK, The Guardian US, the Huffington Post and other digital news outlets where journalists have united to make collective improvements to terms and conditions.

reaffirms the conclusions of this report that transnational dialogue between unions and federations should be reinforced in situations where national unions cannot tackle issues of trade union organisation properly on their own.

Instructs the Steering Committee to:

- work with the IFJ to strengthen member unions to equip themselves for the task of unionising digital media by identifying trends in the media, what the barriers to change are, and what must be done to organise and empower workers in the new media world;
- campaign with the IFJ on a global basis to offer support to any affiliate looking to unionise journalists and media workers in digital media, and take a united stance in improving their workplaces.

Reaffirms that all these digital media workers deserve fairness at work and global action is needed to deliver improved rights and to set up high standards for employment as well as journalistic integrity.

4. Protecting and promoting Public Service Broadcasting (PSB)

Tabled by NUJ, UK

The European Federation of Journalists' General Meeting in Sarajevo on 25th and 26th April 2016,

Noting the increasing threat to public service broadcasting (PSB) throughout Europe as a result of austerity cuts and job losses over recent years;

Noting previous resolutions agreed by EFJ affiliates warning of the dangers to employment for journalists and other media workers, the loss of media pluralism, and EFJ policies to preserve and promote PSB as essential for the distribution of news and information;

Alarmed that there is now increasing and widespread political interference from Governments in several European countries with the introduction of new laws allowing politicians to take control of many aspects of PSB operations;

For example, in Poland, the new right wing Law and Justice Party, tightened its grip on public broadcaster TVP by introducing new laws extending its powers to allow it to hire and sack the heads of the publicly owned television, radio network and press agency; in Holland the upper house of parliament recently (March 15) voted to reduce the amount of populist entertainment on Dutch public broadcasters and have cut funding by Euro 200 million; in Finland, YLE is under continuous attack from politicians and the printed media and a promised index-linked increase in its budget has been frozen bringing fears of further job losses; in the UK, the BBC's future is under severe threat from Government interference at a time of on-going discussions about the future licence fee. So far the broadcaster has been forced to take on the £700 million cost of providing free licences for people aged over 75, previously paid by successive governments, and there are also proposals that would see eleven out of 14 executives appointed by the Conservative government, a clear indication of tighter political control.

Equally noting there are similar and urgent concerns for the future of PSB in Romania, Croatia, Spain, Austria, Greece, and Italy as well as other EU countries.

This meeting reaffirms the decision by the EFJ General Meeting in Moscow to build an effective relationship with members in the European Parliament and its instruction to the Steering Committee to take steps to set up an EFJ European network comprising members of Parliament who support the aims of the EFJ manifesto. Such a cross-party network of MEPs should aim, among other media issues, to give priority to protecting PSB throughout Europe and co-ordinate possible campaigns with the EFJ, BREG and the EBU.

Instructs the Steering Committee to instigate a campaign among all affiliates to protect and promote PSB in Europe, maintain and improve media pluralism, and overturn the increasing and worrying level of interference and power of political control by governments.

Calls upon BREG to maintain its links with the EBU through the EU's Social Dialogue Audio-visual group and to establish closer relationships between the EFJ and EBU on a more regular basis.

5. On EFJ Gender Strategy

Tabled by Russian Union of Journalists (RUJ)

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia and Herzegovina, on 25-26 April, 2016,

Recalling the previous decisions and statements and decisions of the IFJ on gender work in the unions;

Expressing concerns about the continued existing gender gap in salaries, glass ceiling, threats against women journalists on the Internet, harassment and other forms of gender based discrimination in Europe as well as lack of proper gender strategies in many unions and associations;

Reminding of the importance of efficient machinery to promote sustainable equality and equal representation in decision making at all levels,

Instructs the EFJ Steering Committee to:

- develop an effective strategy on gender equality, based on existing best practices in Europe and focused on mainstreaming gender in all programs, projects and working group activities of the EFJ;
- support creating of comprehensive European gender and media map of best practices and cooperation in equality work and recommend EFJ affiliates to develop this cooperation, to develop partnership with UNESCO, UN WOMEN and other organisations in this work;
- to strongly encourage equal representation in EFJ delegations and executive bodies of EFJ affiliates.

6. On Authors' Rights in the Digital Single Market

Tabled by DJV and dju in ver.di, Germany

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia-Herzegovina, 25-26 April 2016,

Noting that authors' rights are subject to intensive and ongoing attacks from free use lobbying groups;

Considering that any erosion of authors' rights principles would threaten the economic situation of journalists in Europe and quality journalism;

Considering that the EU Digital Single Market Strategy adopted in 2015 calls for better access to digital content, including the need for greater legal certainty to enable research and training institutions to make wide use of copyright-protected material, and considers measures to safeguard fair remuneration of creators;

Considering that the European Commission is preparing some proposals for a EU copyright reform in 2016;

Considering that authors' rights and remuneration of authors and performers are crucial for maintaining pluralism in media and ensuring a broad range of content in Europe;

Instructs the Steering Committee:

- to strengthen the lobbying activities to support fair contracts for journalists and to encourage its member organisations to support a class action in law against standard contracts (GTC) in the EU Member States and in EU law, which gives unions the right to sue media houses in court on behalf of their members against such buy-out contracts.
- to continue the dialogue with the European Commission and the European Parliament to urge them to maintain the remuneration of journalists for the use of their work for education and research purposes;
- to continue the lobbying with other European groups of creators of European governments and institutions to safeguard authors' rights as a guarantee for pluralism, credibility and quality in media;
- to call on EFJ affiliates to contact their governments and their national members of the European Parliament in order to convince them to defend authors' rights;
- to oppose the abandonment of the principle of territoriality (geo-blocking), since there is a risk that long-term growth licensing models are destroyed and the economic position of the authors is significantly weakened;
- to call on EFJ affiliates to encourage and to assist their members to join the relevant national collecting societies;

- to support its affiliates in their efforts to achieve a mandatory fair remuneration for the licensing of journalists' works and to encourage this principle on the EU level through the EFJ's own lobbying activity.
- and support the work of the Authors' Rights Expert Group and urges its affiliates to participate actively in the AREG.

7. On The Situation in Romania

Tabled by the Culture and Mass-Media Federation FAIR-MediaSind (Romania)

Depoliticization of the public radio and television in Romania

The public broadcasters in Romania are in an unprecedented crisis, caused by the interference of politicians.

As the public broadcaster TVR faced financial collapse, a group of politicians prepared a package of legislative amendments to the Law on Television so that insolvency proceedings can be initiated.

This status will put TVR under total political and financial control. Romanian politicians want to maintain the control of the public television company, in order to use it as an electoral tool in the two campaigns that will take place this year.

The new Board of Directors of TVR, approved one month ago by Romania's Parliament, fails to appoint its president and CEO due to pressures from a political group.

Serious and worrying is also the situation of the public radio company (SRR), where the leadership, appointed in 2012 by the ruling party, is known for his management based on fear and harassment.

The crisis in the Romanian Television Corporation (TVR) and the Romanian Radio Corporation (SRR), because of their politicization, affects the freedom of speech and the right of the citizens to be properly informed.

Instruct the incoming Steering Committee to:

1. Call on the President of Romania, the Prime Minister and the Romanian Parliament to amend the Law on public service broadcasters (TVR and SRR), in

order to guarantee the independence of these institutions and to appoint their managers on the basis of professional criteria discussed with the civil society.

2. To inform the ETUC, the Council of Europe, the European Parliament about the way employees and the union leaders are treated the Public Radio Company were treated.

3. To send an EFJ mission to Romania in order to observe the situation of the Romanian Radio Corporation and the Romanian Television Corporation.

8. On Poland

Tabled by SDP, SDRP (Poland)

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo, Bosnia and Herzegovina, on 25th and 26th April 2016,

Following the EFJ mission to Poland in early January, the European Federation of Journalists remains concerned by the situation of public media in Poland.

The General Meeting of the European Federation of Journalists expresses its solidarity with Polish journalists. We strongly support their legitimate rights in the respect of the European Charter of Fundamental Rights and the European Convention on Human Rights.

B. On Press Freedom and Safety

9. On Protection of Journalists' sources and opposition to the UK Investigatory powers bill

Tabled by NUJ, UK

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo, Bosnia-Herzegovina on 25 - 26 April, 2016

Welcoming the IFJ statement of 14 March 2016 supporting the National Union of Journalists in the UK and Ireland in their opposition to the UK government's Investigatory Powers Bill (IPB) which is currently being discussed in the UK parliament.

Noting that the proposed legislation poses a severe threat to press freedom in the UK as it weakens existing standards and protections for journalism contained in existing domestic legislation;

Reminding the meeting that the right to protect journalists' sources is recognised by international and European law and that the European Court of Human Rights has issued several rulings strengthening this right as a key element of freedom of expression;

Expressing concern that the proposed legislation contains no requirement to notify a journalist, media company or their legal representatives when the state intends to access journalists' communications or hack electronic equipment;

Noting the provisions of Motion 5 on the protection of sources in an age of surveillance passed at our 2015 meeting held in Budva, Montenegro last June which welcomed initiatives taken by the EFJ in raising concerns about attacks on protection of sources with the European parliament and institutions;

Recognising that this proposed legislation is a threat to the ability if journalists to do their jobs, to guarantee their material and to protect their sources;

Instructs the Steering Committee to:

- support the NUJ calls for comprehensive safeguards for the protection of sources and whistle-blowers and for a process of open and independent judicial authorisation rather than the proposed judicial commissioners who will be appointed by the prime minister;
- call on EFJ affiliates to contact their governments and their national members of the European Parliament to secure where necessary comprehensive safeguards for the protection of sources and whistle-blowers;
- continue its work with affiliates and the European institutions around the protection of whistle-blowers at EU level and with the Constitutional Affairs Committee as reported to the EFJ steering committee at its meeting on 11th March 2016;
- continue to reach out to civil society including non-media unions, legal experts, the medical profession, politicians and all other alliances that oppose mass surveillance or rely on professional confidentiality and help build a strong and coordinated European movement to rein in the unchecked surveillance powers that our governments have misused over our citizens.

10. On access to information: Journalism in the context of laws and anti-terrorism investigations

Tabled by impressum, Switzerland

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo, Bosnia and Herzegovina on 25- 26 April, 2016

Committed to maintain freedom of information and in particular free access to information necessary for the good functioning of a democratic society;

Noting that:

- after terrorists' attacks, the authorities have the tendency to keep more information secretly than necessary,
- the authorities have the tendency to try to avoid media coverage of ongoing investigations,
- anti-terrorism laws limit the right to free access to information;

stresses that journalistic professional standards foresee sufficient regulations to limit the scope of information published by journalists if this is in the public interest;

considers that the decision whether to publish information is part of the independence of the news-room and the freedom of media and journalists which are linked to the journalistic ethics;

Instructs the Steering Committee:

- to put a particular priority on promoting access to information for journalists in all activities of the EFJ,
- to promote the knowledge of state authorities about the work ethics of journalists,
- to support the actions of EFJ affiliates who have the goal to promote the free access to information for journalists at national level.

11. On the situation in Turkey

Tabled by the National Federation of the Italian Press (FNSI), Italy

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia-Herzegovina, 25-26 April 2016,

Welcoming the ongoing work of the EFJ and the IFJ to support journalists in Turkey while noting that many other press freedom organisations confirm that there are about 30 journalists jailed in prison in Turkey. Moreover 774 journalists have been fired in 2015, according to data collected by the Social Democratic Party (CHP). During recent weeks, the repression hit two newspapers - Zaman opposition weekly and the agency Cihan printing - considered hostile to the government of President Erdogan,

Condemning the massive crackdown on the pro-Kurdish press and journalists many of whom such as the DiHa press have been consistently targeted.

Noting the news that the Turkey's high court overturned the Ergenekon coup plot conviction involving dozens of journalists which represents a victory for our campaigns to defend journalists. Our campaigns have considerably reduced the number of journalists in jail.

Recalling that back in 2010 the European Federation of Journalists alarmed by the high number of jailed journalists in Turkey held its General Meeting in Istanbul and subsequently launched together with its Turkish member-union TGS a solidarity campaign with the detained Turkish journalists

Noting that Turkey is experiencing one of the darkest periods for press freedom of journalists, who are accused of treason, of incitement to commit a crime, even if they are doing their duty and publishing news to inform the population; they are also accused of working for or belonging to a terrorist organization.

Censorship and repression are also supported by the help of administrative power. Journalists in prison, some of them for years, are waiting to hear and to understand what are their faults and they risk heavy penalties, such as up to life imprisonment.

As with Ceyda Karan, Can Dündar (the director and editor in chief Cumhuriyet) and Erdem Gul (a journalist of the Turkish newspaper Cumhuriyet Gazetesi "guilty" of having reprinted the cartoons of Charlie Hebdo in his newspaper) have already spent 3 months in prison; Both of them are on trial, on charges of espionage, aiding terrorism and revelation of state secrets, because of an investigation on arms trafficking from Turkey to Syria, done in the year 2014.

Calls on all European journalists not to leave alone the Turkish colleagues, to inform and mobilize public opinion in Europe on the dangerous anti-democratic tendencies undertaken by Turkey. It also invites the unions of European journalists to take actions in each country and in each national government to the issues of press freedom and respect for human rights.

Urges for a joint action of the European institutions to ensure that respect for freedom of expression becomes an essential condition to let Turkey come into the European Union.

12. On Trade secrets: a dangerous directive for liberties.

Tabled by SNJ-CGT, France

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia and Herzegovina, on 25-26 April, 2016,

Considering that the draft directive on « trade secrets », amended in opacity and despite some improvements for journalists, continues to threaten the rights by prioritizing corporate interests over the social, environmental and democratic interests of citizens,

Believing that this directive is globally dangerous; the definition of trade secrets being too large and unclear and concerning all confidential information, the infringement of trade secrets would be held as soon as this information is obtained, regardless of the diffusion and whatever the purpose of the diffusion,

Noting that the exceptions protecting whistleblowers are very insufficient and concern only the denunciation of illegal acts,

Noting that the information sent to the staff representatives/works council may be considered as trade secrets, which will prevent their communication to employees,

Noting that despite the compromise obtained for journalists – thanks to the great mobilisation in Europe of over 29 trade union organisations and NGOs and to the petition which mobilised over 400.000 signatures, the text remains insufficient to ensure the exercise of rights on freedom of information,

Instructs the Steering Committee to urge its affiliates to be vigilant about the transposition (or implementation) of the EU Directive on Trade Secrets in national laws.

Instructs the Steering Committee to cooperate with relevant partners to influence EU institutions to implement measures to ensure the protection of whistleblowers and press freedom.

13. On Safety of Journalists and Double Standards

Tabled by Russian Union of Journalists (RUJ)

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo (Bosnia and Herzegovina), on 25th and 26th April 2016,

Recognizing that the problem of ensuring the safety of journalists in recent years has become as important as never before,

Expressing anxiety for unprecedented level of violence against media workers in recent years,

Expressing concerns by practice of "double standards" in the coverage of security issues, which is a direct threat to the solidarity of journalists,

Instructs the EFJ Steering Committee to:

- encourage urgent measures by the IFJ to intensify work in the field of security of journalists,
- maintain the practice of the Days Against Impunity and to expand the information component of the campaign,
- support the IFJ's projects for training and development of new forms of work for the protection of journalists,
- include in EFJ Steering Committee working agenda the broad discussion on overcoming the "double standards" and therefore promote enhanced exchange of information on security and cooperation of European organizations, as well as other solidarity actions.

14. On Russian and Ukrainian Development on Professional Organisations' Dialogue

Tabled by Russian Union of Journalists (RUJ), National Union of Journalists of Ukraine (NUJU) and Independent media Trade Union of Ukraine (IMTU)

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo (Bosnia and Herzegovina), on 25th and 26th April 2016,

Recognizing the importance of the EFJ decisions aimed at development of the solidarity of journalists in times of conflict,

Reminding of the dangers of involving journalists in political and ideological conflicts,

Expressing the belief that only the solidarity work of journalists can maintain the core values of the profession and the right to get the adequate information by the audience,

Instructs the EFJ Steering Committee to:

- maintain the practice of dialogue of Russian (RUJ) and Ukrainian (NUJU, IMTU) professional journalists' unions as the actual practice of solidarity,
- to include the experience of this dialogue in the register of recommendations to overcome the consequences of the conflict, as well as to promote the work of the dialogue.

15. On the savage overturn of the Greek journalists' social security system

Tabled by the Panhellenic Federation of Journalists' Unions (PFJU, Greece)

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo, Bosnia and Herzegovina, on 25th and 26th April 2016,

Considering the draft law on social security reform which the Greek government introduced on April 20, 2016.

Noting that the provisions of this law include:

- The eradication of the Greek journalists' health and pension insurance funds by merging them with the state-owned social security fund organization, without any economic benefit for the country, as these funds are not burdening the national budget.

- The elimination of the advertising fee which is the basic source of financing the sector's insurance funds, even though the state has no way of replenishing such financing on its own.
- The compulsory garnering of the Greek journalists' health and pension insurance fund surpluses, in order to finance an all-encompassing –albeit economically stagnant – state fund.

Taking into account that this law would abolish the protected rights of a sector that is already facing massive unemployment, is not covered by collective agreements and is profoundly affected by the phenomenon of uninsured labor,

Calls on the Steering Committee of the EFJ to support the struggles of the Greek journalists, in order to:

- Strike down a social security bill that is exhausting the labor sector.
- Safeguard the independence of the journalists' health and pension insurance funds and ensure the coverage inclusion of all media workers.
- Sustain the advertisement fee as the financial asset of the journalists' main and supplementary insurance.

16. On LuxLeaks

Proposed by SNJ, SNJ-CGT, CFDT-Journalistes (France)

The trial of whistleblower Antoine Deltour and journalist Edouard Perrin is opening on Tuesday 26 April in Luxembourg as part of the LuxLeaks revelations.

Antoine Deltour (European Citizen's Prize 2015 awarded by the European Parliament) and Edouard Perrin (Journalist at Première Ligne) whose reportage was broadcasted in 2013 for the program "Cash Investigation" on France 2 (France-Télévisions, public service) are charged with "theft, illegally accessing a database, disclosing of trade secret, violating professional secrecy laws and money laundering".

They face sentences of up to 5 years in prison and a fine of more than 1 million of euros.

The EFJ General Meeting in Sarajevo considers unjustifiable that Antoine Deltour and Edouard Perrin, who revealed harmful practices for States, are put in the dock.

This is all the more intolerable that few weeks before the Panama Papers revelations had shown the need for transparency in order to fight against tax evasion practices of multinational companies.

Therefore the GM suggests:

- the sending of a message of support to Antoine Deltour and Edouard Perrin
- the sending of a letter to the Luxembourg authorities and to the European Commission President Jean-Claude Juncker to condemn this trial which, after the recent vote at the European Parliament of the Directive on Trade Secret, deals a further blow to whistleblowers' protection.

C. ON ETHICS

17. On Ethics: Journalism in the context of minorities, majorities and growing radicalization

Tabled by impressum and syndicom, Switzerland

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia and Herzegovina, on 25-26 April, 2016,

Emphasizing journalist's responsibility towards the society;

Noting that

- terrorist attacks in Europe are mostly carried out by individuals socialised within European environments within the reach of European media,
- radicalization on one side leads inevitably to radicalization on the opposite side,
- journalists have an influence on the leading opinions in societies, be it within majorities or within minorities,

Reaffirming that it is the EFJ's responsibility to promote and develop journalists' ethical guidelines and to strengthen its practice in strong cooperation with the EFJ affiliates on the one hand and with the IFJ on the other hand;

Considering that the EFJ is built on the principle of inclusiveness, as it brings together journalists from different backgrounds;

Welcoming that the EFJ Steering Committee and General Secretariat already support many projects with aims similar to the following;

Invites the incoming Steering Committee,

- to examine whether any of the following suggested measures can be implemented fruitfully while being in accordance with the available resources and the basic principles of the EFJ, which are, in particular, the political neutrality of the EFJ, the political self-determination of EFJ affiliates and the independence of newsrooms and the freedom of expression and decision of journalists:
- to promote projects of its affiliates and develop the practice of the existing journalists' ethics declarations in the context of social tensions and violent extremist tendencies,
- support workshops and seminars for journalists where the "Citoyenneté" (responsibility of citizens) of journalism in conflictual social environments is discussed and developed,
- to support the promotion of dialogues among journalists coming from different cultural and religious contexts, promoting mutual understanding,
- to continue to support and initiate international projects focusing on the above goals.

18. On maintaining quality and pluralism of information

Tabled by SNJ-CGT, France

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo, Bosnia and Herzegovina, on 25th and 26th April 2016,

Confirming that the speed of concentration accelerates in the information and communication sector in Europe, as in the other geographical regions;

Noting that these concentrations reach the audiovisual sector and endangering the structures ensuring pluralism of documentaries and reportages;

Noting that the European publishers make more and more concessions to the communication industry and the Internet by signing cooperation agreements with Google (digitization of content and recovery articles on Google News without consultation with the authors), Apple (Apple news) , Amazon (video streaming and bundles of TV channels offered to its premium customers), Facebook (Instant products) , Twitter (Twitter Moments);

Noting that information becomes more and more a commercial product to monetize services to users of mobile terminals;

Noting that the information is the first victim of concentrations, that journalists are subjected to new labour standards which are incompatible with quality information and pluralism of ideas gets even poorer;

Instructs the Steering Committee:

- to support policies of the affiliates identifying the adverse effects of policies of concentration and to discuss among member unions anti-concentration measures and steps for newsrooms to counter the commercial pressures on the editorial independence, to be submitted both to the European Commission and Parliament.

19. On Dialogue of Trust Against Hate Speech and Aggression in media

Tabled by Russian Union of Journalists (RUJ)

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia and Herzegovina, on 25-26 April, 2016,

Supporting EFJ intention to struggle against all kinds of discrimination, xenophobia and hatred, as well as the tendency to use journalists for political and other purposes far from the mission of the journalist,

Sharing the concern and anxiety with the increase of a degree of aggression in the media, due to recent political developments,

Instructs the EFJ Steering Committee respecting the available resources to:

- develop an effective strategy to fight the language of hatred and aggression in the media and include this activity in the list of priorities for EFJ and its regional organisations,

- facilitate the development of guidelines to overcome the rise of hate speech in the media,
- encourage the IFJ to initiate a global campaign to overcome the aggression in the media, including regional campaigns and debates,
- support cooperation and exchange of experiences in overcoming hate speech, information wars and peaceful development of the language of communication,
- support the initiative of Russian Union of Journalists and UNESCO's Dialogue of Trust as a tool to overcome the language of hatred and aggression and create a permanent dialogue in the profession and society.

20. On Combating Corruption

Tabled by Russian Union of Journalists (RUJ)

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia and Herzegovina, on 25-26 April, 2016,

Understanding that corruption is one of the most dangerous problems of modern society affecting the core basis of the journalist profession,
Recognizing the RUJ experience in battling against corruption in Russia (all-Russian anticorruption contest of journalists; RUJ regional journalists' anti-corruption working groups, annual report on media publications against corruption),

Instructs the EFJ Steering Committee to:

- study and use the RUJ experience in the fight against corruption as a possible model that will support our member unions to battle corruption more effectively,
- To encourage EFJ affiliates in campaigning on ethics and self-regulation as main tools in preventing and combating corruption in the media

21. For a solidarity journalism

Tabled by SNJ-CGT, France

The General Meeting of the European Federation of Journalists (EFJ), meeting in Sarajevo, Bosnia and Herzegovina, on 25-26 April, 2016,

Noting that throughout Europe, fear is increasing, based on real facts (terrorism, unemployment) or imagined ones (migrants) and that political leaders are more likely to adopt short-term solutions than seek real remedies to economic, social and environmental crises;

Noting that policies are more to stoke those fears rather than addressing the real needs of citizens, to greater acceptance of austerity policies and social disparities;

Noting that walls of shame rise throughout Europe, which are of no real efficiency;

Considering that the journalists' mission is not to relay populism or antagonise citizens, but to develop solidarity, friendship and "living together" as stated by the UN;

The General Meeting of the EFJ meeting in Sarajevo, city symbol of criminal madness, calls on journalists from all over Europe to process information without promoting populism and fears.

Instructs the Steering Committee to organize, as soon as possible, meetings with experts and researchers in order to promote quality information on the problems Europe is facing.

D. Other

22. IFJ 90th anniversary

Tabled by the NUJ, United Kingdom

The General Meeting of the European Federation of Journalists (EFJ) meeting in Sarajevo (Bosnia and Herzegovina), on 25th and 26th April 2016,

welcoming that the International Federation of Journalists will be commemorating its 90th year at its forthcoming 29th world congress in Angers on 7th-10th June;

recalling that journalists' unions came together to form the IFJ built on values, ideals and a vision of society, based on equity, justice and social cohesion, in which the solidarity and mobilising capacity of unions have been the backbone of their political influence helping deliver equity and justice to journalists all over the world;

further recalling that, from the onset, the IFJ developed impeccable credentials to boost the empowerment of its affiliates through capacity building, training and organisation which helped it become the biggest institution of journalists in five continents;

reaffirming the sustained agenda fought for over the years by the IFJ and its unions based on workers' rights, social protection and social dialogue achieved through campaigns and political struggle to achieve universal labour standards;

recognising that in the face of a deep global crisis faced by journalism today, there is a greater need to develop new structures and strategies to confront together the impact of converging technologies on media where precarious workplaces have become the norm almost everywhere;

believing that governments and employers are now using this crisis to intensify their campaign to undermine existing rights, leaving workers even more vulnerable to exploitation;

GM resolves that

1. All the journalists' unions from all the nations and regions should ensure that the IFJ continues to be the most authoritative voice speaking out and organising against violations of labour rights;
2. Unions should cooperate globally to secure and defend freedom of association, including the right to strike, and collective bargaining in our workplaces based on ILO standards;
3. As well as defending fundamental rights, all IFJ regions should join in intensive campaigns to identifying corporate and national targets for organising, bargaining, litigation and legislative action to combat precarious work worldwide, elevating the issue through the IFJ on the agenda of the ILO.

Instructs the incoming Steering Committee to work within the IFJ in coordinating action involving all the regions, empowering the weakest and strengthening the strongest, to confront these decent work deficits which now form the core of an exploitative global agenda and which can only be overturned by a global mobilisation of all IFJ affiliates.