

EFJ Annual Meeting (AM)
Lisbon, Portugal,
6 June 2018

Resolutions & Declarations adopted by AM

A. On EU legislation

1. On so called “Fake News”

Tabled by DJV, Germany

The Annual Meeting of the European Federation of Journalists, meeting in Lisbon, Portugal on June 6, 2018

calls on the European Commission and the EU High Level Expert Group on “Fake News” to ensure that the strategy published at the end of April to address “Fake News” does not lead to a limitation of press freedom and freedom of expression in Europe.

There is reason for concern that legally rightful publications will be assessed for their content and based on the assessment labelled “disinformation” and possibly prevented from further distribution.

The AM explicitly welcomes that the Commission calls on member states to better support quality journalism to ensure a pluralistic, diverse and sustainable media environment.

However, the AM also holds the view that the term quality journalism as a criterium is unsuitable and the promotion of independent and pluralistic media needs to be supported. A limitation of the term quality journalism concerning the production and distribution of high quality news content about EU matters on the basis of data-controlled news media is definitely insufficient.

Justification

This annual meeting welcomes the efforts by the EFJ Secretariat and instructs the EFJ Steering Committee to continue its campaign and lobbying against any EC/EU proposals which may lead to state, European or legal rules limiting journalistic self-regulation on media content. The EFJ Steering Committee shall coordinate and work with affiliates in its efforts.

2. On Whistleblower Protection

Tabled by DJV, Germany

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explicitly welcomes the initiative of the European Commission to provide legislation for the protection of whistleblowers at European level to aim for a high European protection level with minimum standards. According to the EFJ, the three-channel reporting system in the draft directive is not suitable to reach this protection level since potential whistleblowers are firstly ordered to make use of internal reporting systems and reports for the concerned agency before they can go public or to the media.

According to the EFJ, potential whistleblowers should be able to decide themselves whether they first inform internal reporting systems or agencies or whether they directly go public since only this way the intended and necessary protection can be achieved.

Therefore, the AM instructs the Steering Committee to continue campaigning with the European Commission, European Parliament and the member states to include the passing of information directly to the media as whistleblowing. It shall support public awareness of the benefits for society in providing trustworthy means of whistleblowing to journalists who are bound to their professional ethics. It also calls on EFJ affiliates to become involved to the greatest possible extent and put views forward in future consultations about the draft directive.

Justification

The draft directive proposes a three-channel alert system comprising:

- ! *Internal report channels;*
- ! *Reports to the responsible agencies – if internal channels do not work or cannot work after thorough assessment (e.g. if the use of internal channels could compromise the effectiveness of investigations by the responsible agency);*
- ! *Reports to the public/the media – if after the report through different channels not appropriate action is taken or if there is an imminent or evident threat to the public interest or the threat of irreparable damage;*
- ! *The direct information to the media is only as an exception possible. This does not do justice to the interests of whistleblowers since such a report system does not correspond to the daily life of neither whistle-blowers nor journalists.*

3. On legislation about trade secrets: a potential danger for democracy

Tabled by SNJ-CGT

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- ! noting that the transposed text of the European directive is ready to be adopted in France whereas it doesn't meet the desired objective : the applicability of the text to commercial competitive sectors.
- ! Noting that journalists and whistleblowers as well as trade union representatives and other researchers are directly affected by the vague provisions of the text which threatens freedom of information and to information.
- ! Noting that France is the second country to transpose and risk to set a bad example to others.

Standing up against a text elaborated in great urgency, the AM calls on the EFJ affiliates to mobilise and share all information, reflection and propositions on this issue.

4. On crisis in the media industry across Europe.

Tabled by NUJ Ireland

The following motion was adopted by the 2017 AM;

“This AM of the European Federation of Journalists notes with concern the crisis in the media industry across Europe.

Disinvestment in news gathering by media organisations, the failure by EU member states and the European Commission to tackle the issue of ownership concentration, combined with the rise of so called ‘clickbait’ journalism have contributed to the undermining of public trust in the media.

Journalism has become a low pay profession, with staff and freelance workers suffering sustained attacks on their income.

The growth of precarious contracts act as a barrier to diversity and have profound implications for the terms and conditions of employment of media workers.

The future of democracy in Europe is predicated on the existence of a strong, vibrant and diverse media.

This AM calls on the incoming steering committee to develop a Europe-wide campaign for the improvement of pay and employment standards within the media industry, the campaign to include political lobbying, co-operation with colleague unions, federations and the ETUC.”

This AM wants to renew and reinforce the resolution of 2017 and instructs the SC to continue its existing efforts for improved pay and employment standards and thus, to develop them to an effective Europe-wide campaign consistent with the motion of 2017.

B. On Public Service Media (PSM)

5. On the importance of public service media

Tabled by Finnish Union of Journalist, SINOS, Serbia; FNSI, Italy; DJV, dju in ver.di; Norwegian union of Journalists, NUJ UK & Ireland, SNJ-CGT; GPA-DJP, FAPE, Fesp, Spain, SNJ, SNJ-CGT SNJ-CFDT, Journalists' Union of Portugal, Journalists' Union of Luxemburg, Belgian Association of Professional Journalists, UNS, NUNS, SINOS

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Stresses the importance of public service media once again, especially in these times of so-called “fake news.”

Public service media (PSM) is a cornerstone for democracy. It is there to inform, educate and entertain the public on equal terms, to give relevant information and create common cultural experiences in our respective languages.

Public service broadcasting operates across multi-media platforms as technology provides increasing ways of news and information distribution to the public. This cannot be fulfilled if there is poor management, political interference and cuts in finances reducing its capability to accomplish its stated function.

This annual meeting congratulates affiliates where they have been involved in successful campaigns.

It notes with satisfaction that the “No Billag” initiative which could have led to the end of the licence fee, fell in Switzerland.

In Italy, our union colleagues have contributed to getting younger journalists employed and have set an example in focusing on the correct use of the language, e.g. when reporting about refugees or femicides.

In the UK, the NUJ has brought gender inequality on pay at the BBC to the forefront with the NUJ giving evidence in Parliament.

Our colleagues in Norway have shown how to successfully carry public service into the future.

In Spain, the wave of protests of journalists inside the RTVE against political interference continues. There is political manipulation in favour of the PP (conservative party). In particular, the female journalists inside the RTVE have launched a campaign wearing black clothes when on air. This call for black clothes has become very popular with great support.

In Austria, the public service broadcaster ORF is being attacked on many fronts. Leading politicians accuse ORF of broadcasting lies; an anchorman has been personally discredited on false grounds (*see extra resolution below*).

In Serbia and other Balkan countries, politicians are constantly interfering with the news agenda.

The media situation in Poland and in Hungary are most worrying.

In Poland, pro-government propaganda dominates public service television and radio news and current news programs. This situation is tolerated by the media regulator KRRiT, though it has a constitutional duty to ensure that public service media report issues of public interest in a fair way. In other media, free speech is under pressure from prosecutors, journalists' rights to report live from parliament is under pressure from parliament; foreign ownership of broadcast and print media is under attack from the authorities.

The Danish government's decision to tear up the licence fee and slash funding by 20 per cent is amongst the most worrying actions by politicians in Denmark.

Global media competitors continue to do their utmost to squeeze public service media out of the markets.

This annual meeting **instructs** the EFJ Steering Committee:

- ! in conjunction with BREG to call on affiliates throughout Europe to alert the SC in the event of any threat to the future of public service broadcasting in their regions.
- ! to build stronger links with other unions involved in public broadcasting (UNI-MEI for example), with psm companies and the EBU to make sure strong objections can be lodged when either governments or owners threaten free independent sources of broadcast news and information in whatever way including financial and political.

6. On the situation of Austrian public service media

Tabled by GPA-DJP, Austria

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Expresses great concern about the plans and measures of the new Austrian government on planned reforms of the system and structures of the Austrian public service media (ORF);

Discussions so far are dealing with a new financial plan for media subsidies, a new definition of the public service remit and a reform of the advisory board of ORF in order to reduce employee representatives or to cut drastically their rights.

Plans include the replacement of the broadcasting fees by taxes, which would make the CEO of ORF directly dependent on the finance minister and thus greatly increase the risk of political control. For many years the ORF has been under financial pressure (including under former governments).

The increase of public fees are far underneath the inflation rate. A harsh austerity program resulted in the loss of almost 20 percent of the staff in the last ten years. And this reduction program is still going on.

Considering with great concern the increased fierce attacks by right wing party politicians on ORF and especially against investigative journalists. For example, Ministers posted in social media that they do not want to pay fees (“Zwangsgebühr”) for the ORF; the vice chancellor called one anchorman a liar (“There’s a place where lies become the truth: that’s the ORF”). The anchorman sued and was paid compensation. The intended chair of the supervisory board of the ORF said in a newspaper interview that he will reduce the number of correspondents if they report insubordinately – bashing the coverage of the Hungarian election because of critical analysis of Orban’s policy. Journalists protesting he accused of “fighting a left-facing final battle (“Endkampf”)”.

We know that this kind of „media policy“ is not an Austrian invention (*see other resolutions on psm*).

Whereas we are very concerned about the impact on quality journalism in Austria, a country where the print sector is nearly monopolized;

This AM **instructs** the Steering Committee to write a letter to government Bundesminister für EU, Kunst, Kultur und Medien, Mag. G. Blümel (see link published at <http://europeanjournalists.org/blog/2018/06/07/efj-calls-on-austrian-government-to-protect-public-service-media/>)

7. On public service media and media pluralism in Switzerland

Tabled by syndicom, Switzerland and impressum, Switzerland

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The public service media in Switzerland is under pressure. The referendum called “No Billag”, which would have abolished the public service media, has been rejected by the Swiss people with a great majority (71.6%) in March 2018. However, the fight continues because proponents of the so-called “No-Billag” initiative do not give up. They have launched new attacks on the public radio and TV and continue to put pressure on the SRG (Schweizerische Radio und Fernsehgesellschaft = Swiss Radio and TV Association). Therefore, in rushed obedience, the SRG has announced cost-cutting measures of 100 million Swiss Francs (84 million EUR). Time presses because the few big private media corporations (Tamedia, Ringier, NZZ and AZ media) in Switzerland create new facts on a daily basis through the merger of editorial desks and continuous staff cuts. Those media corporations who state publicly that they are forced to cost-cutting measures are still very profitable thanks to online advertisement platforms. In other words: it is high time that more is invested in better journalism. Information is a public good and must not be left to the market. A democracy needs independent media.

Syndicom, together with other unions and the professional association impressum for the public service media impressum, advocate for the public service media of public broadcasting corporations, for the retention of media pluralism and the direct support of media with “programming service mandate” (Leistungsauftrag) and **instructs** the Steering Committee to continue its solidarity and continuous support including campaigning for the future financing of an independent public service media in Switzerland.

C) Media Freedom and working conditions

8. On Surveillance

Tabled by NUJ, United Kingdom

The Annual Meeting of the European Federation of Journalists, meeting in Lisbon, Portugal on June 6th notes that:

In 1996 the European Court of Human Rights ruled that: "Having regard to the importance of the protection of journalistic sources for press freedom in a democratic society and the potentially chilling effect an order of source disclosure has on the exercise of that freedom, such a measure cannot be compatible with Article 10 of the European Convention on Human Rights unless it is justified by an overriding requirement in the public interest." (Godwin v United Kingdom case no. 17488/90).

Advances in surveillance technology have made it significantly easier for state intelligence services to target, tap and track individuals.

Across Europe and beyond, much of the legislation that brings such surveillance within the law contains insufficient protection for journalists and their highest professional duty to protect their sources.

For example, in the UK, the Investigatory Powers Act (2016) allows state sources to monitor a journalist's phone and metadata without prior notification or application in open court.

In 2009, Germany adopted an anti-terrorism law that provided greater power to authorities to conduct covert surveillance including the communications of journalists, if a public interest was detected.

New anti-terrorism legislation enacted in France in 2015 expanded surveillance powers and granted law enforcement agencies special surveillance powers, including new monitoring processes and methods of investigation with limited judicial oversight.

In Lithuania wiretapping of journalists was declared illegal by the Vilnius Regional Court in 2014 after it was discovered that the Special Investigation Service had tapped the BNS new agency in order to try and discover their sources.

There are scores of other examples.

The AM **instructs** the Steering Committee:

- ! To issue a clear statement on behalf of the EFJ outlining its opposition to any surveillance of journalists or journalistic material by state agencies that might reveal the identity of confidential journalistic sources.
- ! To demand of all governments that whatever surveillance state agencies do undertake, journalistic material should either be explicitly excluded from accessible data, or it should require properly notified application in open court before a judge before journalistic material can be accessed.
- ! To work with the IFJ to publicise the issue among affiliates, to collect data on the current state of surveillance of journalistic material and to support the creation of a training module on avoiding surveillance for journalists that can be delivered by affiliates for their members.

9. On violence against journalists

Tabled by SinJor, Portugal and FAPE, Spain

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Recognising that violence against journalists covering sports is a growing reality.

Violence against journalists in Portugal has increased, specially directed for those who work in sports. Their safety, in the performance of their duties, has been one of SJ main concerns in the past few months. Violence against journalists is now a public crime in Portugal and that is a great achievement. However, there is a lot to be done. We consider that a safe environment for journalists to perform their work independently and without any interference is crucial for any democratic society.

This AM **instructs**:

- ! the Steering Committee to pay particular attention to ensuring the safety of journalists;
- ! all affiliates to seek better protection for journalists in their own regions and provide information and ideas to the SC to bring stronger legal protection for journalists and training for journalists.

10. On cyber violence

Tabled by DISK Basin Is, Turkey

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Welcomes the report published in April 2017 by the Council of Europe entitled 'Journalists under pressure – Unwarranted interference, fear and self-censorship in Europe';

Notes with alarm the main conclusion in the report that “cyber violence” is the second biggest threat faced by journalists, after psychological violence. The report points out that 53 percent of European journalists say they have been subjected to cyber violence. In Turkey, it is 72 percent of journalists;

Believes that journalists, who share their articles or opinions on digital media, often face harassments, threats and attacks. In Turkey these are carried out by pro-government and/or government-backed groups.

Investigations and detentions may follow these organised attacks.

AM recognises the threat posed by cyber violence as it impacts on the freedom of thoughts and expression of journalists and often results in self-censorship.

This AM **instructs** the EFJ Steering Committee to:

- ! speak out against acts of cyber violence whenever they occur;
- ! promote training opportunities to inform journalists about cyber violence and improve their skills to protect themselves;
- ! campaign against cyber violence and encourage members in different countries to participate in any such campaigns.

11. On investigations of murders of journalists in Kosovo

Tabled by Journalists' Association of Serbia (UNS);

Independent Journalists' Association of Serbia (NUNS)

Association of Journalists of Kosovo (AGK)

Journalists' Union of Serbia (SINOS)

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Notes with concern that it has been twenty years since the start of a series of killings, kidnappings and “disappearances” of fourteen Serbian and Albanian journalists in Kosovo with no one been brought to justice for these crimes committed between 1998 and 2005.

AM calls for

1. Prompt and effective investigations of the following unresolved crimes:

- the kidnapping of Đuro Slavuj and Ranko Perenić of Radio Priština who disappeared during assignment on a local road near Orahovac on the 21st of August 1998;
- the murder of Afrim Maliqi, journalist in Priština on the 2nd of December 1998;
- the murder of Enver Maloku in Priština on the 11th of January 1999;
- the disappearance of Ljubomir Knežević, correspondent of the national daily “Politika” and journalist of “Jedinstvo” from Priština, who went missing in Vučitrn on the 6th of May 1999;
- the kidnapping of Milo Buljević, worker of Radio-Television (RTV) Priština in Priština on the 25th of June 1999;
- the murder of Aleksandar Simović, journalist of Media Action International in Priština on the 21st of August 1999;
- the murder of Krist Gegaj, editor in RTV Priština on the 12th of September 1999;
- the murder of photo-reporter Momir Stokuća in Priština on the 21st of September 1999;
- the disappearance of the journalist of the Serbian desk of Radio Kosovo, Marjan Melonaši, in Priština on the 9th of September 2000;
- the murder of Shefki Popova, journalist of “Rilindja” on the 10th September 2000 in Vučitrn;
- the murder of Xhemajl Mustafa, journalist of the newspaper “Bota sot” in Priština on the 23rd of November 2000;
- the murder of Bekim Kastrati, journalist of the newspaper “Bota sot” in the village of Lauš near Priština on the 19th of October 2001;
- the murder of Bardhyl Ajeti, journalist and columnist of the newspaper “Bota sot”, who was attacked on the 3rd of June 2005 in the village of Bresaljce near Gnjilane, and who consequently died on the 28th of June 2005.

2. The EULEX mission and the United Nations to implement the decisions of the Human Rights Advisory Panel, to probe the murder and kidnapping cases of journalists and media workers since the arrival of UNMIK, as well as provide compensation for their families;

3. Prosecutors in Priština and Belgrade to cooperate in cases of murders and kidnappings of journalists and media workers in Kosovo for the period from 1998 to 2005 as well as issue regular reports to the public on the results;

4. The mandate of the Kosovo Specialist Chambers and Specialist Prosecutor’s Office to be extended to include the cases of the murdered and missing journalists and media workers;

5. A commission to be established in Priština to deal with investigation of murders and kidnappings of journalists and media workers in Kosovo in the period from 1998 to 2005, which should include journalists;

This AM **instructs** the EFJ Steering Committee:

- ! to link up and follow up at regular basis with other organisations such as other unions, the Council of Europe, UN and other independent international bodies to monitor the investigations of these murders and kidnappings and publicise their results;
- ! to support with all its means the project Convention on Safety of journalists the IFJ wants to submit to the United Nations general assembly and which proposes the creation of a group of

international and independent experts who would make inquiries on unpunished assassinations of journalists.

12. On media in Western Balkan

Tabled by BH Journalists Association, Association of Journalists of Kosovo, Trade Union of Media of Montenegro, Croatian Journalists' Association, Trade Union of Croatian Journalist, Trade Union of Macedonian Journalists and Media Workers, Association of Journalists of Macedonia, Independent Journalists Association of Serbia, Journalists Union of Serbia and Journalists Association of Serbia

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Expresses its concerns regarding the state of media freedoms and working conditions in the media of the Western Balkans;

Expresses solidarity with EFJ affiliates from this region and welcoming their efforts to change the situation.

All relevant international and national reports confirm that the status of media freedoms in the Western Balkans is worsening.

The number of attacks on journalists is not decreasing, while incidents against journalists and media remain unsolved; there is no social dialogue in some of the countries and joining unions is forbidden. Due to pressures coming from all sides, self-censorship among journalists is clearly visible, resulting in journalists not being able to work in public interest.

This AM **instructs** the EFJ Steering Committee:

- ! To continue with intensified presence and activities in the Western Balkans in order to provide its affiliates with concrete help;
- ! Since the national governments are in the position to directly influence the freedom of media, creation of favorable working environment and better facilitation of the social dialogue, to address the national governments and relevant ministries of all six countries individually. Letters should be drafted and sent in cooperation with affiliates from each country which will define and unite around the joint goals and issues to be highlighted as the most urgent.
- ! When addressing the authorities of countries in the negotiation process regarding the accession to the European Union, or in which that process has been blocked, the letters should highlight the importance of accession and adoption of EU values, especially in relation to freedom of media.

13. On EU Accession

Tabled by DJV, Germany

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urges all parties involved in the EU accession negotiations to thoroughly put to the test media freedom and media pluralism as well as fair working conditions for journalists in South-Eastern Europe.

Freedom of media must be one of the political criteria for EU accession. More than ever before, freedom of media has to become an absolute must for Serbia, Montenegro and any other future accession states from this region.

This AM **instructs** the Steering Committee to urge the European institutions to pillory vigorously the inaction of supervisory authorities, the disregard of media laws and any cases where politicians or business leaders exerted influence on press products.

Justification:

According to the final draft of the European Commission's Western Balkans strategy published in February 2018, Serbia and Montenegro could potentially be ready to join the EU by 2025. Several EFJ member organisations from South-Eastern Europe reported in January 2018 that journalists experience very often direct or indirect restrictions of the freedom of press. This applies to an even greater extent to those South-Eastern European countries that in medium term aspire to EU-accession. Members of the European family must accept and promote freedom of the press as a critical part of democracy. In solidarity with our colleagues in South-Eastern Europe it has to be guaranteed that any new EU member state must meet these requirements.

14. On Turkey

Tabled by DISK Basın Is and TGS, Turkey

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notes with alarm that, since the bloody coup attempt in July 2016, the pace of the crackdown by the Erdogan's government on Turkish journalists continues unrelenting, jailing journalists, shutting down TV and radio stations and censoring the internet – as of the beginning of March 2018, some 158 media workers were incarcerated in Turkey's jails or on trial; close to 200 media outlets have been closed down and nearly 3000 employees in the media sector have been left without jobs.

AM notes that, on the second anniversary of the coup, performing journalism as a profession has become well-nigh impossible due to the laws and measures imposed by the government. In the last three months, many journalists have been convicted for showing solidarity with other journalists. Some like Artı Gerçek Editor, Sibel Hürtaş, have been detained on charges of “conducting terrorist propaganda” in their social media posts, resulting in some even fearing to share their writings on Twitter. Others, including senior unions' officials, have been jailed for expressing solidarity with their colleagues under pressure.

Frequent trials continue to make the headlines such as the jailing in early March 18 by an Istanbul court of at least 22 journalists for allegedly aiding the network that Turkey accuses of orchestrating the failed coup. All these latest developments indicate that the government will continue to target media organisations and journalists.

AM equally notes the worsening situation for foreign journalists working in Turkey, as shown by the case of the German correspondents of Die Welt, Deniz Yuçei, who has been kept one year in prison charged with terrorist propaganda and association with terrorists and the sentence in absentia to two years in prison of Wall Street Journal reporter, Ayla Albayrak on a “terrorist propaganda” charge.

AM condemns the prolonged arbitrary detention and the isolation of detainees, including the reduction of visits to the barest minimum, a ban on correspondence, and the use of dehumanising prison garb, and deplores the lack of legal remedies after Turkey's constitutional court became paralysed since the state of emergency was declared.

AM applauds the actions of media workers, journalists and press freedom campaigners all over the world who have joined protests calling for the release of all jailed journalists in Turkey. It welcomes the joint campaign by the EFJ and IFJ and their numerous international initiatives in support of their unions and members in Turkey, assisting with solidarity missions, financial support and sending observers to trials.

This AM **instructs** the Steering Committee to continue its support of these initiatives. In particular cooperate with the IFJ 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;
- ! Mobilise member unions, the wider labour movement and civil rights groups in keeping 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;
- ! Work with the ETUC and ITUC in involving the global labour movement in activities in solidarity with Turkish journalists, including producing briefings on ongoing trials, lobbying politicians, and visits to Turkish embassies to protest important court cases.

15. On Solidarity with the workers of the Schweizerische Depeschenagentur (Swiss Telegram Agency, SDA-ATS)

Tabled by syndicom, Switzerland and impressum, Switzerland

Noting that the Swiss Telegram Agency today is the only overall Swiss agency for information about politics, economy, culture and sports in the three national languages German, French and Italian. The SDA produces around 188,000 news and 50,000 sports reports annually; so far around 180 editors shared 150 full-time employment positions. The headquarter of the SDA-ATS desk is in Bern, regional offices include Zurich, Lausanne and Basel.

The SDA was founded in 1894, it belongs to the Swiss Media publishers, foremost the Tamedia (30%), NZZ, AZ and the SRG (10%). Although it is established as a stock company, the SDA, in its 120 years of existence, does not pursue profit goals. The moderate surplus, accumulated over the years has been used for savings of the organisation. The SDA has subsidiaries and shares, among others in AWP (Economic and financial news) and in the photography agency Keystone (50%, together with the Austrian agency APA).

Noting the increased conflict between management and unions/workers as the board of directors and corporate management abolished all principles and values on 8 January: the downsizing of a quarter of editorial positions was announced, followed by the merger of the picture agency Keystone. The message of mass dismissals, the fact that all women over age of 60 and all men above 61 are among those dismissed four years before their official retirement and the poor culture of dialogue by the corporate management has mobilised the entire editorial team of the SDA.

The strike

Since the three-hour warning strike on 23 January did not lead to any improvements, the editorial assembly entered into an indefinite strike for the first time in the Swiss media industry: The whole editorial team began to strike on 30 January, on the fourth day of the strike it was decided to accept the offer for talks and to adjourn the strike. After several rounds the board of directors stopped negotiations on 16 February involved the Swiss confederate Federal Board of Conciliation to mediate in the negotiations for a collective agreement. The workers agreed to such mediation negotiations. It took almost two months until the Federal Board of Conciliation intervened. The mediation with the Federal Board of Conciliation may last until the beginning of July following suggestions of the mediator.

The demands of the workers in this labour conflict are:

Stopping the job cuts and reducing the scale, strengthening the consultation and participation rights of the workers with fair proceedings, improving the severance package for the inevitable part of job cuts, especially for

the women over 60-years old and men over 61, who have been dismissed despite often long-standing affiliation with the organisation and without sufficiently financed early retirement.

The collective labour conflict and the commitment of the SDA personnel has earned the sympathy of other media workers as well as politician. The conflict made the general public more aware of the SDA and its role in the whole media system. The board of directors, the corporate management as well as principal shareholders received a lot of criticism in the public. Nevertheless, they continue to attempt, although with more subtle means, to implement their initial plan.

The workers have been united and in solidarity led by its young and committed editorial committee. Nonetheless, there are also signs of weariness: the voluntary departures increase. Until the end of April 19 people have already submitted their voluntary resignation. The normal operating of editorial desks working in shifts is threatened because the top of the organisation selectively offers few of those who handed in their notice new (but temporary) work contracts. Meanwhile the re-organisation of departments, and news desks progresses slowly and scope and quality of future agency performances are raised into question. Before the formal merger with Keystone shareholders attributed themselves a unique dividend of overall 12.6 million Francs (around 10 million EUR) at the end of April and thereby divided most of the accumulated savings. The motive for this was apparently for shareholders to receive the money before the Austrian APA became the new biggest shareholder (30%). We made this event public with a parallel press conference on the day of the shareholder meeting. The merged corporation will lack this money.

On a political level the project, to update the agency to operate on a new, independent (sponsorship) partly with public means makes most sense. However, this will only, if at all, be possible in the medium run. Therefore, the partly public subsidisation of the SDA with at least 2 million Francs from the fee for radio and TV as suggested by the federal council should be supported. As a condition for this, the basis service of the SDA must not work for profit and should therefore be divided in a separate organisational unit.

Employees furthermore demand to get two seats in the future administrative board of Keystone-SDA.

Contacting the administrative board of the APA have revealed that this is the case for Austria. It is planned to intensify these contacts.

This AM **instructs** the EFJ Steering Committee to express their solidarity with the workers of SDA and to support the labour fight of all colleagues.

16. On Gender Inequalities

Tabled by NUJ, United Kingdom, and SinJor, Portugal

The Annual Meeting of the European Federation of Journalists, meeting in Lisbon, Portugal on June 6, 2018 recognises:

The prevalence of pay inequity and unfair recruitment practices in many parts of the media industry across Europe;

The growing scandal about unequal pay and the gender pay gap across Europe, namely in the UK, where the National Union of Journalists in Britain and Ireland has successfully organised on pay parity, resulting in 180 individual cases being lodged at the BBC, the UK's public service broadcaster, triggering a growing number of cases and settlements at many other media organisations;

That words and studies are not enough to fight gender inequalities in media.

This meeting resolves that it is vital that journalists' trade unions lead on this vital issue and therefore **instructs** the EFJ Steering Committee to:

- ! Coordinate a Europe-wide strategy and campaign to end discrimination in pay and opportunities for women journalists;
- ! Share good practice amongst affiliates to assist in organising and recruiting women journalists;
- ! Lobby and campaign to secure greater transparency amongst media organisations and commitments to action plans to tackle discrimination at work;
- ! Coordinate best practice strategies to achieve work-life balance and secure meaningful changes to workplace cultures in media organisations across Europe;
- ! Encourage affiliates to encourage greater participation of women at every level within their structures, suggesting the introduction of a gender-balanced quota in all spheres of decision making and leadership in media companies, public and private;
- ! Organise visits to the main newsrooms of its member countries in cooperation with national unions and associations and report publicly about the results of those fieldtrips.

17. On "Precarious workers, precarious journalism"

Tabled by SinJor, Portugal and FAPE, Spain

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urges the EFJ Steering Committee to strengthen its support of its national affiliates in their efforts acting against the current living and working conditions of precarious workers-journalists - meaning not only those with no permanent contract, but also those with low wages - in both public and private sectors.

That action shall include pressure on European governments to consider journalism a public good and a pillar of democracy and act accordingly.

That action shall include visits to European newsrooms in collaboration with national unions and associations, to register the conditions mentioned and, afterwards, deliver a public report to both governments and EU institutions.

18. On Google

Tabled by SNJ-CGT

The EFJ Annual Meeting, meeting in Lisbon on June 6, 2018, has been concerned by the following:

The EFJ Annual Meeting is dismayed by the practices which can be seen as lobbying activities from Google in order to get support from the European publishers for the reuse of their contents.

The amounts involved are insignificant compared to Google's enormous profits (25,98 billion dollars in 2016).

The EFJ AM is dismayed by the complicity of the European publishers who are ready to sell off their content for a few thousand euros.

The EFJ AM condemns such actions and especially the European Publishers' approach which ignores the journalists' moral and property rights, the authors and sole owners of the content sold off by Google.

The EFJ AM condemns the publishers' attitude which consists of denying authors' rights and rewrite for their own purpose a century-old legislation on authors' rights.

The EFJ AM welcomes the efforts made by the AREG in obtaining an equal share of the revenues that publishers may expect from online actors such as Google with the new European directive on copyrights.

However, the AM remains concerned about the abuse of rights by such players and calls on its Steering Committee to raise awareness among its affiliates and their members about their rights and ways on how to protect them. Equally, the SC shall raise awareness among the European and international institutions.

This AM **instructs** the Steering Committee to observe closely the practice of Google and in case of violation of journalist's rights denounce these practices.

19. On Ukraine

The Annual Meeting of the EFJ, meeting in Lisbon, Portugal, on June 6th, 2018, condemns the increasing verbal and online violence against journalists in Ukraine.

On 30 May 2018, Larissa Sargan, spokeswoman of the General Prosecutor of Ukraine, posted on her Facebook profile a list of 26 so-called "traitors" who criticized the law enforcement authorities after the so-called "murder" in Kyiv of Russian journalist Arkady Babchenko. The "murder" was in fact an operation in which Ukrainian security services (SBU) faked Babchenko's assassination. Two journalists appear in Larissa Sargan's list of so-called traitors: Myroslava Gongadze and Sergiy Tomilenko, who is the President of the National Union of Journalists of Ukraine (NUJU), an EFJ affiliate.

The AM notes that this disinformation operation organised by the Ukrainian authorities is gravely affecting journalists' credibility with the fact that the public opinion is intentionally misled by a propaganda operation. On 16 May 2018, Iryna Gerashchenko, first vice-speaker of the Ukrainian parliament, verbally attacked the National Union of Journalists of Ukraine. She accused NUJU of co-operating with "Kremlin propagandists". In the following days, Sergiy Tomilenko was targeted by online threats (mainly Facebook posts and comments) calling Ukrainian Security Services to imprison him.

The AM instructs the Steering Committee to give full support to Ukrainian colleagues, to its affiliate NUJU and its work on safety and protection of journalists in Ukraine and abroad and to strongly condemn the intimidation campaign from Ukrainian public officials and to call on Ukrainian authorities to put an end to any act of harassment targeting journalists and representatives of journalists' organisations.

The AM instructs the Steering Committee to ask for the renewal of the red line through IFJ-EFJ between the two unions in case of emergency.

The AM instructs the Steering Committee to ask both governments (Russia and Ukraine) to protect journalists covering the region, to release journalists who are in prisons or being prosecuted.

20. On VAT for e-publications

Tabled by Swedish Union of Journalists, Danish Union of Journalists, Union of Journalists in Finland, Norwegian Union of Journalists and Union of Icelandic Journalists.

The Annual Meeting of the European Federation of Journalists, meeting in Lisbon, Portugal on June 6th notes that:

The Ecofin meeting in Brussels on the 25th of May failed to agree on a VAT regime for e-publications. The Swedish government has notified that they might take other actions in order to impose a lower VAT on online media unless the Ecofin can come to an agreement on its next meeting on 22th of June. The Danish government has already proposed such actions.

The difference in VAT-level between print and online news content is an urgent matter for the media industry. A lower VAT on online media is essential for the ability of news outlets to survive in the new media landscape.

The disability among the finance ministers of the European union to meet an agreement on this important issue is harming media outlets all over the European union.

The AM **instructs** the Steering Committee to call on the finance ministers of the Ecofin to find a solution that will put an end to the indefensible VAT-difference between print and online news content.

21. The independence of the AFP, 3rd agency of the world, in danger

Tabled by SNJ-CGT

The Agence France-Presse (AFP) has been the showplace of a genuine putsch initiated by the French government who has imposed a new CEO, Fabrice Fries, ex-director of the advertising company Publicis Consultants, putting the independence of the 3rd agency of the world press in danger.

This “surprise election” can be condemned on the form because of the method used, which allowed to dismiss the former CEO with the support of the administrators of the written press to impose the official candidate chosen by the representatives of the State.

In terms of contents, the arrival of Fabrice Fries at the top of the AFP marks a turning point: his project attempts to make the AFP a profitable company “to the point that a private investor would in theory be interested in investing his money” wrote the new CEO in his candidature declaration, evoking the creation of an “anonymous society with public capital”. The word “profit”, until then banned within the culture of the agency (which has neither capital nor stakeholder), reappears regularly.

This project will directly call into question the future of the functioning model of the agency, unique in its field. The statute of the agency (voted in 1957 by the Parliament) has protected the national and international outreach of the AFP while largely protecting the editorial board from economic, financial and political pressures. The current statute is essential for preserving the quality of information provided to all the media in the world.

Considering that the grip of the political power on AFP constitutes a great threat for the content of the information, this AM **instructs** the Steering Committee to intervene urgently, through an alert on the platform Council of Europe, for putting in question the vocation of the 3rd agency of the world which has to be maintained apart from imperatives from the market and political pressures.

The Annual Meeting furthermore proposes to give a mandate to the Steering Committee to put in place an expert group (a specific one or inside of the Digital group) on the world press agencies (notably Reuters, AP and AFP) because of the weight they represent for the diffusion of the information among all medias on all supports and on the reliability of their news reports when the political world claims to be fighting “fake news”.

22. On the unions' security fund EDOEAP Fund in Greece

Proposed by JUADN, PEPU and ESIEMTH

The Annual Meeting of the European Federation of Journalists, meeting in Lisbon, Portugal on 6th June 2018 notes with concern the EUROSTAT opinion recently published and confirmed by the end of May in meetings with the Government,

classifying the unions' social security fund, EDOEAP, as being within the remit of the Government of Greece, despite the fact that it is an independent entity supported financially by contributions of media employees and employers and does not receive a single euro from public expenditure.

AM recalls that Greek journalists and media workers made big sacrifices over many years, incurring pay cuts of over 40%, mass unemployment and precarious labour conditions, while the country's media had to confront one of its most serious crises ever;

Last year Greek journalists, as well as all media workers mobilised by their unions, achieved an honourable compromise to salvage the EDOEAP Fund, covering medical and pharmaceutical expenses of healthcare for them all and their families, as well as their subsidiary pensions. However, the troika and certain media employers have demanded from the Greek government to proceed with new measures that will downgrade the new EDOEAP Fund covering not just journalists and media administrative staff, but also all media workers in the country, irrespective of their occupational skills.

At this moment, as Greek journalists and media workers face a new assault against their social security rights, the EFJ Annual Meeting **instructs** the EFJ Steering Committee to:

- call urgently upon the Greek Government not to give in to the new claims of the troika and pressures of certain media employers;
- express support and solidarity on the part of all European journalists to Greek colleagues' struggle put to the test by tough austerity policies;
- express support and solidarity of all European journalists in favour of Greek journalists and media workers' fair struggle to sustain the autonomy and membership enlargement of EDOEAP Fund, covering medical and pharmaceutical healthcare and subsidiary pension of all working in the country's media;
- support Greek journalists and media workers in their struggle to regulate labour conditions securing elementary rights of social security and the conclusion of Collective Work Agreements in the media.

23. Maintaining the diversity of media and resources available for journalistic work in Switzerland's largest private media group Tamedia

Tabled by impressum and syndicom, Switzerland

Background: Tamedia is the largest private media company in Switzerland. The group has titles throughout the country. The reference media of Switzerland's most important regions and economic centres are in their possession. Tamedia controls 68% of the press market in French-speaking Switzerland and 40% in German-speaking Switzerland.

Appeal: The EFJ Annual Meeting welcomes that Tamedia has made a very important contribution in the past to the strength of independent and quality journalism in Switzerland. However, given Tamedia's weight, the group's considerable annual gains and recent developments, the AM calls on Tamedia to take its responsibility towards the Swiss society and democracy that has allowed it to grow in the past. It is now time to give back to this society and to support the diversity and quality of journalistic media through the resources present in the group.

The AM calls on the federal and cantonal parliaments to support the media with greater public resources to compensate for the loss of resources due in particular to changes in the advertising market. This is the only way to guarantee freedom of information, which is a fundamental right guaranteed by both the ECHR and the Swiss Federal Constitution.

This AM **instructs** the Steering Committee to continue its support of its Swiss affiliates in the efforts for the purposes expressed under the above call.

Declaration

Germany – Journalists on strike

The Annual Meeting of the European Federation of Journalists, meeting in Lisbon, Portugal on June 6th strongly supports the German unions DJV and dju/Ver.di in their ongoing collective bargaining for higher salaries for newspaper editors and reporters. It urges the BDZV, the association of German newspaper publishers, to make the profession of journalists more attractive again with the help of a significant pay rise.

Measured by the cost of living index, employed newspaper journalists in Germany have suffered from decreasing incomes over the last 15 to 20 years. It is becoming increasingly difficult to find young people who want to start their career in journalism, which is a major pillar of democracy. In order to provide quality journalism in the future, it is vital to ensure an attractive framework for those who take on the ever growing challenges of this profession. Publishers need to become aware of their responsibility for adequate working conditions. After almost five months of bargaining, they finally need to give up their refusal to even a moderate plus in salaries that would exceed the inflation rate.

The EFJ Annual Meeting encourages the German newspaper journalists to continue their strikes until the publishers make a reasonable offer that would reflect their appreciation for the hard work of their employees.

Violence against journalists in Greece

Tabled by JUADN

The Annual Meeting of the European Federation of Journalists, meeting in Lisbon, Portugal on 6 June 2018,

Recognising that violence against journalists covering sports is a growing reality.

Violence against journalists in Greece has increased, specially directed for those who work in sports. Their safety, in the performance of their duties, has been one of the main concerns in the past few months. Violence against journalists is now a public crime in Portugal and that is a great achievement. However, there is a lot to be done. We consider that a safe environment for journalists to perform their work independently and without any interference is crucial for any democratic society.

This AM instructs:

- ! the Steering Committee to pay particular attention to ensuring the safety of journalists;
- ! all affiliates to seek better protection for journalists in their own regions and provide information and ideas to the SC to bring stronger legal protection for journalists and training for journalists.