

EFJ General Meeting

Verviers, Belgium, 13-15 May, 2013

Resolutions

A- ON ECONOMIC CRISIS AND LABOUR RIGHTS

1. Journalists hurt by the crisis and the policy of austerity

Tabled by SNJ/SNJ-CGT/USJ-CFDT, France // NUJ, UK // Fesp, FAPE, Spain // SJ, Portugal

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013, believes that:

The EFJ, covering more than 300 000 members, must act in defence of the moral and material rights of journalists now more than ever, but it must also stand up for the public right to know. Professional journalists must always assess their sources, but from now on, they should also keep in touch with, and participate in, social networks, to try and offer the public reliable and balanced information.

We are facing a serious crisis across different sectors, but the media world has, perhaps, been hit particularly hard.

In this context of major, profound and general crisis, it falls to journalists' trade unions and associations to play a determining role: defending pluralism as well as the jobs of media workers, and bringing together and informing the public.

Our profession is witnessing the closure of numerous media companies, some of them of historical significance, closely linked to greater media concentration. This affects the very heart of democratic debate, which is increasingly dominated by a single narrative, where social issues are reduced to financial macro-economy.

Under the pretext of a spurious flexibility, a monolithic vision is being imposed on the public. Whether in Nicosia, Lisbon, Madrid or Athens, social regression always goes hand in hand with media closures, lower pay for journalists and a disregard for the very idea of collective bargaining. The status of freelance journalists is deteriorating and thousands of our colleagues are being driven into unemployment, in an EU where 26 million are already unemployed. The quality of news reporting suffers because of the difficult conditions in which journalists have to work.

Standing up for journalists

Journalists are at the heart of the crisis. As employees, they have to put up with the loss of confidence of the people in public affairs, and in politics. This growing distrust is also affecting the media in which citizens often enough can't find the information they need to make up their own mind. When such loss of confidence is coupled with a decrease in advertising revenues, the whole business model of the media becomes under threat. When media depend more on advertising revenue than on readers, viewers, or

listeners, they are doubly weakened. They become ever more subject to economic pressure.

All our social achievements are being questioned: labour law, pay, working conditions, with casualisation of labour reaching unprecedented levels. We note the withdrawal of governments from providing public services, while multiple pressures are increasing on quality journalism and editorial content.

In this regard, the dismantling of media, the redundancies of many of their employees, and the impoverishment of journalists must remind us of the IFJ motto: "There can be no press freedom if journalists exist in conditions of corruption, poverty or fear".

In this novel situation, what conclusions should we draw, and what should the EFJ's answer be?

First, we should bear in mind what Tony Judd, the British historian and essayist who died recently, wrote in 2007: "In our newfound worship of productivity and the market, have we not simply inverted the faith of an earlier generation? Nothing is more ideological, after all, than the proposition that all affairs in politics, private and public, must turn upon the globalizing economy, its unavoidable laws and its insatiable demands". There is no inevitability, either in our profession, or in our sector, or in society itself.

Confronted with certain national or European policies and with highly organised editors applying more pressure, we are aware of current stakes and of the increasing interweaving of continental multimedia groups. It is time to contribute to European trade unionism, and avoid any potential national antagonism. The EFJ must come up with a real project to enhance the prospects of journalists and improve their collective protection tools. The EFJ should not cut itself from other sectors that are also involved in media trade unionism, and are organised within the European Trade Union Confederation. Prospects and actions to be carried out in Europe should:

1 – Counter the rampant casualisation of our profession by bringing the status of freelance journalists into line with that of staff journalists. We should look carefully at the legal status of self-employed ("auto-entrepreneur"), as many freelancers or "auto-entrepreneur" journalists have not chosen job insecurity, it has been imposed on them! On the other hand, journalists who choose not to be part of a particular newsroom must be protected by a specific contract, negotiated by themselves and the organisations representing journalists. We must stand up against the social insecurity of the freelance journalist as it may lead to information itself becoming uncertain.

2 – Restore the profession with wage policies appropriate to the responsibility of journalists in society; ethical journalism requires high-level material conditions; We should encourage the establishment of editorial committees and editorial boards as a mean for journalists to set the benchmarks for ethical standards and ethical news.

3 – Work towards elaborating a common set of working conditions, by having more large international groups sign better International Framework Agreements (IFA). The EFJ will draw up a research project to list the best examples of good working conditions. It will look into the most appropriate words and phrases to use against the

tendency of managements to transform a journalist into “a jack of all trades”, pointing especially to young journalists the necessary distinction between multiskilling and being versatile.

4 – Develop an authors' rights protection system, valid in all countries, protecting moral rights, in particular, as part of the journalist's authors' rights, so as to promote ethical journalism, and make content aggregators (Google, Yahoo, etc.) respect the authors' rights of journalists. In collective agreements, or in contracts between freelancers and editors, the authors' rights of the journalist must be clearly specified.

5 – Establish editorial freedom from all outside pressure, including economic pressure from shareholders, and pressure from lobbies; the ethics of journalism must be protected from any political and economic pressure, especially from media owners who increasingly come from outside the news profession, and are more closely bound to the financial or industrial spheres.

6 – Set a threshold for media concentration, which is a threat to pluralism in a globalised media sphere.

7 – Make it easier to study journalism at university, especially in countries where there is little access to journalism education, so as to provide a real social diversity in editorial teams. Our profession must stay open to differences, and should adopt a policy of continuous training during all our professional life.

CONCLUSION

Being an ethical journalist entails a respected and high-level status; today, “low-cost” status conveys the growing contempt of the new press and broadcasting group owners, who have sometimes got there for misguided reasons, or simply have no intention of contributing to providing quality information.

Today there is a pressing need for our profession to regain its dignity. The Charter of Munich, approved by representatives of the Journalists' Unions of the European Community in 1971, must appear in all the European collective agreements, to help ensure that journalists respect their duties, but even more to defend their rights.

This ambitious programme will only be carried out if the EFJ can rally its member unions, and if those unions can increase their membership, and can call upon their members in actions on the European as well as the national level. In this regard, let us quote again the French sociologist Pierre Bourdieu, who points out: “Social history teaches us that there is no social policy without a social movement able to impose it (and it is not the market, as we are led to believe today, but the social movement which has “civilized” the market economy, while contributing greatly to its effectiveness)”.

Against the idea of undefined and hopeless austerity, unwavering solidarity must be the EFJ's attitude, to offer with the support of its expert groups help and advice to the member unions that have been weakened by the crisis, and to those in countries where journalists have less and less social protection (attacks on the Labour Code, on collective bargaining, etc.), or endure assaults on civil liberties.

2. Campaigning against austerity

Tabled by NUJ, Great Britain

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

It notes the conclusions of the EFJ's two-day conference held in Thessaloniki in April 2012, which found that: 'The challenges facing journalists' unions across Europe are not always the same, but there are common threads: job losses and attempts to undermine established working conditions; changing employment practices that are making it harder for journalists to organise, to speak with a collective voice and to stand up for their working rights' (*see the conference report 'Equal Rights for Journalists'*).

In the UK, the BBC is cutting its budget by 20 per cent, resulting in 2,000 job losses, many from core programming. Since 2004 the BBC has shed more than 7,000 jobs.

In the regional and local press, journalists face closures, job losses, reorganisations, and pay freezes, to the detriment of good quality journalism and local democracy, while inflation cuts living standards. This annual meeting notes the campaign launched by the NUJ in support of journalists working for Newsquest who are struggling to pay their food, energy, fuel and tax bills as they face a fourth year of a pay freeze.

The picture is no better in the national press where hundreds of jobs have been lost by voluntary redundancies and the impact of technological change. Newsrooms mergers have a devastating impact on working conditions and result in increased workloads, while pay continues to fall behind inflation. All this continues to put good quality journalism at risk.

This general meeting believes that the current economic crisis was due in the main to reckless borrowing and lending in the private sector, against a background of deregulation, and low wage growth. It rejects austerity and massive cuts in public services as the mean of solving the economic crisis. It supports the view of the ETUC to the meeting of the Macro Economic Dialogue on 4 March 2013 that: 'Europe is in the business of pursuing a double strategy of austerity. To reach overambitious deficit targets, deficits and public expenditure are being severely slashed. At the same time, attacks on wages and collective bargaining systems are spreading from member state to member state, thereby risking a downwards spiral of wage competition. This double strategy of austerity is not working. Fiscal austerity, together with wage austerity, has pushed the European economy into a double dip recession and is directly responsible for the fact that unemployment is rising to intolerably high levels. The ETUC calls upon European leaders to change course and to trade in austerity for a policy that focuses on investment, jobs and growth.'

Instructs the Steering Committee to step up its solidarity with journalists' unions and others fighting austerity. To assist in this process and to build on the achievements of the Thessaloniki conference,

Instructs the Steering Committee to call a conference for all affiliates by the end of 2013 or as soon as possible, to take forward the struggles against austerity and to strengthen links between affiliates and the ETUC in its campaign to get European leaders to scrap austerity for a policy that focuses on investment, jobs and growth.

3. Solidarity for journalists in combatting the crisis

Tabled by Union of Cyprus Journalists

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

Considering that the media industry and journalists are strongly hit by the global economic crisis, especially in the southern countries of EU, where the austerity measures imposed affect all sectors of workers,

Considering that as a consequence the media owners do not respect the collective agreements and instead they are cutting jobs, reducing salaries and benefits and the journalists are under intolerable pressure.

Noting that in many cases the journalists' unions are negotiating hard with employers in order all journalists to keep their jobs by accepting reduction on salaries and benefits;

Considering that the number of the unemployed journalists is dramatically increasing and media are closing down.

Noting that the cutting of jobs and workers' benefits has a great negative impact on the quality of journalism, on the fundamental right of the public for information and therefore on the quality of democracy.

Calls on the Steering Committee:

- To prioritise the fight in solidarity with EFJ's member Unions and through the actions of ETUC for the support of the journalists' jobs and descent conditions of work;
- To intensify the continental campaign, aiming to ensure that the EU and the member-states are going to support the Industry and at the same time to raise its concerns about the human crisis that is created due to the austerity policies;
- To examine if there are ways through European programs to help the unemployed journalists that are suffering.

4. Full social protection for all workers

Tabled by National Union of Journalists, Ireland

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013:

Notes with grave concern the on-going undermining of the employment rights of workers across Europe. The right to free association and to be represented by trade unions is a right recognised in international law.

The principle that freelance workers are self-employed individuals considered to be “undertakings” and that associations of freelance workers, including trade unions, are “associations of undertakings” and therefore debarred from collective bargaining has been put forward by the European Commission as grounds to deny freelance workers these rights.

The supremacy of competition policy above employment and labour rights is reflected, for instance, in the Memorandum of Understanding associated with the EU/IMF Programme of Financial Support for Ireland which has been used to prevent the introduction of promised legislation granting guaranteeing trade union rights to vulnerable.

Calls on the EFJ Steering committee to develop a campaign aimed at highlighting the need for full social protection for all workers irrespective of their employment status.

5. Fighting against precarious work in 2014 European Parliament elections *Tabled by SNJ-CGT, France*

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013,

Considering that the answers of European states against the systemic crisis of capitalism do not translate into anything other than measures of austerity, resulting in a recession and the reduction of the welfare state;

Considering that major companies have taken control over the information industry and apply the same measures in all media (growth of precarity, reduction of salaries and downsizing of staff);

Noting that these austerity measures involve the quality of information that citizens need to form for themselves an opinion of the changes in European societies;

Requests that the Steering Committee drafts and consequently presents a memorandum to the political parties standing in the European Parliament 2014 elections to put an end to precarity (of which forms are freelancing, being self-employed, being an intern etc.) and guarantees respect for genuine freedom of information in such a way as is defined by the European Charter on Freedom of Expression.

6. On sacking of trade union leader in Romania *Proposed by MediaSind (Romania)*

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May 2013,

condemns in the strongest terms the summary dismissal by the Romanian Broadcasting Corporation of Adrian Valentin Moise, president of the United Trade Union of

Employees at RBC, who is also staff representative on the RBC Board of Directors and Vice-President of EFJ affiliate Media Sind;

believes that Adrian Moise was dismissed wrongly after a 6 hour disciplinary hearing over trumped-up charges;
deplores the continued attack by RBC management on the union property, in particular changing the lock of the union office at the corporation on April 22nd and the possible tampering with union documents;

supports the action taken by Media Sind in support of Adrian Moise and in protest at the RBC's union-busting tactics in violation of the Constitution of Romania, Social Dialogue Law and the Penal Code;

This GM

notes the fight by Media Sind to conclude a Collective Labour Agreement before the deadline of 14 January 2014;
further notes that, failure to sign the Agreement, will lead to the abolition of wage and working conditions provisions as well as the cancellation of the conscience clause and the code of ethical Conduct;

supports the efforts of Media Sind:

- to seek to amend legislation and ensure that "Mass Media" and "Culture" sectors are considered separate fields in the national economy,
- to seek to amend labour regulations to give a new impetus to social dialogue and
- to call for appointments to head public media to be depoliticised.

This GM calls for the immediate reinstatement of Adrian Moise and urge all EFJ affiliates to circulate among their members the Media Sind petition supporting him.

B- ON MEDIA POLICY

7. On the access of journalists to public data

Tabled by AGJPB, Belgium

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

Considering the growing importance of the access to public data in view of the practise of public interest journalism;

Regretting the persistent difficulties of access journalists have to public and private data of institutions that exercise work in the public interest and that are financed by the community ;

Welcoming the rise of data journalism and the growing interest of the profession in the treatment of open data ;

Invites the new steering committee to lead the campaign so as to encourage governments and public authorities to facilitate journalists' access to public data and to post them on digital platforms.

Demands to build up necessary partnerships in order to lead a common campaign with NGOs active in the promotion of open data (for example, Access Info, Corporate Europe Observatory, Transparency International...), notably to encourage the European states to ratify the Convention of the Council of Europe from 27 November 2008 on the access to public documents.

8. On journalism as a public good in order to get out of the media crisis and a Fund for Investigative Journalism

Tabled by the AGJPB, Belgium and CJA, Croatia

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013:

Reminding of the recent exposures of the International Consortium of Investigative Journalists into fiscal havens, summed up under the label "Offshore Leaks";

Noting that in France this website information drove the Chancellor of the Exchequer, owner of a hidden foreign bank account, out of office;

Noting that this critical journalistic work was conducted outside the framework of the so-called traditional media;

Noting that, to overcome the crises the media has been hit by, these media have only one answer to reducing their editorial staff, like the Rossel group that implemented its social plans in its Belgian francophone dailies but at the same time also acquired magazines in France, where equally it expanded with staff lay-offs;

Surprised that unlike other economic sectors in crisis, the traditional press does not refocus itself on its core to get out of the crisis;

Considering that investigative journalism is extremely important in social actions against corruption and other criminal activities - in detecting irregularities in public procurement, in the research of laundered money, in the study of secret bank accounts, in disclosure of conflicts of interest;

Highlighting that in Belgium investigative journalism is as much in danger as the public sector that public authorities have financed a fond, managed by journalists, in order to promote independent journalistic investigations that allow the publication of original work on the Belgian society;

- **Requests** the new steering committee to further develop the campaign in favour of journalism as a public good.

- **Invites** to build up new contacts with European publishers/ associations and the management of big media companies to remind them that information is the value that allows them to engage the public.
- **Demands** the European Federation of Journalists to make special efforts to improve the situation of investigative journalism and journalists;
- **Encourages** EFJ affiliates model agreements that allow (for) the setting up of means of public or alternative financing to support investigative journalism respecting editorial independence.

9. On Campaigning for media pluralism

Tabled by the National Union of Journalists, Ireland

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

Notes the launch of the [European Initiative on Media Plurality](#) which needs to attract over a million signatures across Europe to compel the EU commission to discuss issuing a directive to provide for minimum levels of diversity of ownership of commercial media in Member States in order to ensure independence from both governments and the influence of powerful corporate owners.

Supports the online petition and instructs the Steering Committee to call **for**:

- Effective EU legislation to prohibit concentration of ownership in the media and advertisement sectors;
- Guaranteed independence of media supervisory bodies from political power and influence;
- Clear definition of conflict of interests to avoid media moguls occupying high political office; and
- Clearer European monitoring systems to check the health and independence of the media.

10. On role of trade unions in media

Tabled by the National Union of Journalists, Great Britain

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

Notes the ongoing debate about the nature of press regulation and the role of trade unions within the press.

Welcomes the work of the NUJ at the UK's Leveson Inquiry which exposed the shocking extent of workplace bullying and pressure, and gave voice to the experience of those journalists who were too frightened, because of the damage to their future careers, to come forward and give evidence openly about the pressures they were routinely put under. It also notes the vital role of trade unions in creating healthy workplaces with strong ethical behaviour.

Welcomes the call for a Conscience Clause to enable journalists to fully adhere to their Code of Conduct without fear of reprisals or losing their job.

Condemns the cynical corporate response from News International to wrongly blame the actions of individual so-called “rogue reporters” for endemic phone hacking when it was a culture created and perpetuated by those at the top of the organisation.

Further condemns the actions of News Corporation in jeopardising the vital relationship between journalists and sources, through the actions of the Management and Standards Committee in voluntarily handing over source material to the police, exposing the identities of journalistic sources, who rightly expect full protection, in the process.

Instructs the Steering Committee:

- To campaign and raise awareness of the vital role of media trade unions and collective bargaining and the intrinsic link to a strong ethical framework for journalists to operate within
- To campaign against business models that in their pursuit of profit are cutting jobs and culling resources, putting pressure on journalists, risking short cuts and ultimately diminishing quality journalism.
- Step up its work on campaigning for the protection of sources throughout Europe, working to ensure journalists can be helped to fully protect their sources in the context of a technological age where employers can unilaterally betray this principle without the permission of their workers, in a manner which does huge damage to the critical relationship between whistleblowers and journalists across all our affiliates.

11. Dialogue of trust

Tabled by Russian Union of Journalists (RUJ)

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

Understanding that journalism as a profession is undergoing a crisis worldwide, caused not only by new economic and technological challenges, but by the loss of trust between media and society, society and the state and representatives of various countries and cultures,

Believing that only common action by journalists all over the world can change the state of affairs,

Noting the fact that, in recent years, important discussions on preserving the basic values of journalism have focused around the book, *The Ethical Journalism Initiative*, and in 2009 the IFJ, in cooperation with UNESCO and RUJ, has launched a series of international meetings and broad discussions under the title *The Dialogue of Trust*, which have resonated around Europe, Asia and Americas,

Further noting that, even though *The Dialogue of Trust* widens the scope of journalists work, new crisis conditions call for new solutions and strategies, more flexibility and

transparency for the sake of journalism as a unique field of work, not limited to technologies and mere information processing but serving in many ways as a moral compass of a society,

Instructs the Steering Committee to discuss with the IFJ Executive Committee to:

- Make The Dialogue of Trust a priority line of work for the upcoming period;
- Develop a global strategy for dialogues, meetings, and other events worldwide, in order to stimulate a real discussion between journalists, civil society and representatives of arts and culture, in the name of preserving journalism as a profession with high ethical and quality standards;
- Support the RUJ initiative on organization and conduct, jointly with EFJ and IFJ member unions, the UN, UNESCO and other international organizations, of global international Dialogue of Trust Congress, dedicated to the development of strategies and solutions aimed at strengthening the position of journalism in contemporary society and improving the functioning of journalism as a means of dialogue between the different social strata
- Call on EFJ member unions to send their proposals on further developing The Dialogue of Trust theme in other European regions, in line with global cultural diversity.

12. On editorial independence

Tabled by SNJ-CGT, France

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013,

Noting that the means that justify antisocial measures following the economic and social crisis in Europe are continuously taken over by a number of big media owners and publishers;

Considering that European citizens are misinformed through media reporting of official communication justifying the logic of austerity;

Considering that a democracy is touched at heart because of the growing pressure of publishers on newsrooms;

Proposes that the Steering Committee considers a project working together with the European Parliament on newsroom independence.

C- ON PRESS FREEDOM AND SAFETY

13. On press freedom in Turkey

Tabled by AGJPB, Belgium

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013,

Recognising the work done by the European Federation of Journalists for the freedom of press in Turkey in the last three years;

Reminding of the EFJ call in favour of partnering jailed journalists in Turkey , of which AGJPB was the first one to respond to;

Underlining that this initiative allowed for a certain number of accused journalists to be freed from jail but not from accusations against them;

Invites the new steering committee to continue this campaign for the freedom of the press in Turkey.

Presses for cooperations set up between other associations engaged in the defence of press freedom in Turkey.

Suggests that the EFJ looks for ways to permanently finance developments of these contacts.

Requests to invite its affiliate associations and unions to maintain pressure on their parliaments and governments respectively in order to avoid that the issue of press freedom in Turkey does not lose out behind geopolitical considerations linked to the region.

Requests the Steering Committee to keep putting pressure on EU institutions regarding press freedom in Turkey.

14. On impunity

Tabled by Russian Union of Journalists, Russia

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013,

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

Noting the fact that violence against journalists has different forms in different countries,

Believing that solidarity and common action can affect the situation and end impunity,

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

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

Further noting that, it is imperative to continue the actions launched in Moscow,

Instructs the Steering Committee to discuss with the IFJ leadership how best to:

- Give support for the continuation of the work on the "Conflicts in the media" data base in Russia and other countries and to use its model for EFJ monitoring and networking on combating impunity based on RUJ-IFJ experience;
- Give support for RUJ activities to combat impunity and strengthen inter-regional network in Russia and Central Asia;
- Include stop impunity activities into the main agenda of EFJ/IFJ project plans and to develop cooperation between regions and EFJ.

15. On Apple and de facto censorship

Proposed by the Danish Union of Journalists (DJ)

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013,

Considering that:

In the autumn of 2012, Apple de facto censored documentary books by the Danish writer Peter Øvig Knudsen on the Danish hippie movement. Initially, Apple's digital bookstore iBooks refused to sell Peter Øvig Knudsen's 'hippie' books because of a series of documentary photographs of naked people. Peter Øvig Knudsen's publishers then covered the bared breasts, buttocks and genitals in the many photographs with red apples. This satisfied Apple for a brief period. Peter Øvig Knudsen drew attention to the de facto censorship threat posed by Apple's rejection and their subsequent acceptance. Apple then once again removed the hippie books from both iBooks and the AppStore without explanation.

This sequence of events illustrates the major barriers to the free flow of information that have been brought about by Apple's market dominance. Through its size and attitude, Apple constitutes a real obstacle in relation to the distribution of cultural products.

The case clearly shows that the kind of dominant position in the market that Apple enjoys in relation to, for example, e-readers, can have unfortunate consequences.

Regrettably, there have recently been a number of cases of de facto censorship. Naomi Wolf's "Vagina: A New Biography" fell victim to censorship and became "V **** a: A New Biography", while the Syrian book "The Proof of Honey", which featured a naked bottom on the cover, was removed from sale. The Danish author Michael Næsted Nielsen has had a picture of a naked man removed from the cover of his book, and countless other examples can be mentioned from the recent past.

It must be emphasised that EFJ takes very seriously the growing trend towards de facto censorship in cyberspace. Private companies may be said to have a right to adhere to their own values and business models and decide which books they want to publish, but when such a dominant player as Apple or others use their values to create a marked degree of self-censorship by writers, this calls for a response from European society. In Europe, we have a tradition of a free and independent press and uncensored artistic and cultural communication. Printers, publishers and cultural communicators have up until now taken responsibility for diversity and for what has been published. Apple and other publishers of a certain size must understand that they are now responsible for ensuring diverse artistic and cultural communication, and that market forces and people's freedom of choice and judgment are sufficient to control what people can tolerate to see, hear or read.

Urges Apple to end de facto censorship of books and other journalism and information immediately.

Demands that the EFJ Steering Committee urges the European Parliament to take action and prevent censorship, and to prevent market dominance resulting in the censorship of free communication.

16. On Access to information

Proposed by the Danish Union of Journalists (DJ)

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013,

is concerned about the development in Denmark as the Danish government and majority of the Danish Parliament, Folketinget, are just about to vote on new legislation about access to information and open administration, which includes classifications of vital information as documents made for the minister preparing new legislation.

The EFJ find that Denmark usually supports openness and transparency in governing and it has been respected, that journalists follow media policies, access to information and press freedom as well as Danish labor rights.

Having such negative development in legislation in Denmark, could lead to similar negative developments in other European countries and in the EU in general.

Contrary to this, the EFJ General Meeting, May 2013 in Verviers in Belgium with delegates from 28 European countries urge the Danish minister of Justice to listen to the concerns expressed by the Danish Union of Journalists, the Danish Media Owners, the opposition in the Danish Parliament, politicians in the parties there had agreed on the law and the civil society among which more than 70.000 people have signed a protest against the problematic paragraphs in the new law.

The EFJ urges the Danish government to show that openness is needed to develop democracies and therefore remove in the proposed law the two paragraphs (24 and 27 no.2) about classification of documents to which the public has access today.

D- ON GENDER

17. On Gender

Tabled by Deutscher Journalisten-Verband, Germany

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

recognises the need to reaffirm its commitment to gender equality. Further recognises, in reference to the EFJ Conference on Gender in Athens, November 2012, the urgent needs for support among our Southern and Eastern European colleagues who are battling severe economic pressures and high levels of intimidation, bullying and harassment

Therefore,

Instructs the EFJ Steering Committee to

permanently include gender work on equal pay, the No Pay Day campaign, and support to fight intimidation in the field, and bullying and harassment in the workplace, in the EFJ working programme

support to fight intimidation in the field, and bullying and harassment in the workplace, in the EFJ working programme.”

Additionally, as was one of the main findings of the meeting in Athens, and requested by our affiliates there, **to support** the compilation of a toolkit focussing on: increasing the participation of women in trade unions, leadership of those Unions, handling of intimidation, bullying and harassment a toolkit focussing on: increasing the participation of women in trade unions, leadership of those unions, handling of intimidation, bullying and harassment from available materials within the Trade Union movement.

E- ON AUTHORS' RIGHTS

18. On authors' rights

Tabled by SNJ-CGT, France

The General Meeting of the European Federation of Journalists in Verviers, Belgium on 13-15 May 2013,

Considering that content aggregators (Google, Yahoo, Apple, YouTube, Dailymotion etc.) impose more and more their economic model on publishers;

Considering that authors' rights are denied by these aggregators and that they trample upon the moral rights of authors, yet they are the foundations of journalistic independence against economic and political power;

Considering moreover that thus journalists, already jeopardised by the politics of austerity, are deprived of their property rights;

Requests that the Steering Committee coordinates its activities with other authors' rights groups in Europe to create a large unified front in order to come up with a European model instead of the deal passed between France, Google and editors that deny journalists their authors' rights.

F- ON EFJ FUNCTIONING

19. On EFJ work

Tabled by Deutscher Journalisten-Verband, Germany

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

Instructs the newly elected EFJ Steering Committee to examine the mandate and working of the expert groups and to form a new one that should focus on the topics online, cross-media workings and digitisation,

And should consider as part of its review how the impact of technological change should be reflected in the work of the expert groups.

20. On EFJ work, financial cooperation and communication

Tabled by Deutscher Journalisten-Verband, Germany

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

Instructs the newly elected EFJ Steering Committee to take up negotiations with the IFJ Executive Committee and IFJ General Secretary that European IFJ affiliates are continuously to be informed on the situation of the IFJ. This includes that protocols of meetings of the Executive Committee are made available immediately.

Instructs the newly elected EFJ Steering Committee to take up negotiations with the IFJ on the continuity of the incumbent financial agreement in order to secure a permanent and stable cooperation

21. On EFJ Work and financing

Tabled by FNSI, Italy

The General Meeting of the European Federation of Journalists (EFJ), meeting in Verviers, Belgium on 13-15 May, 2013,

Promotes a better organisation of the EFJ activities, as the regional group in Europe of the IFJ, ensuring the best possible synergies with a own functional and efficient

autonomy in respect of the aims of all Member-Unions and Associations affiliated with the EFJ and the institutional relations with European representative Organizations, Parliamentary government or non-governmental.

Considers appropriate that the EFJ stays based in the same headquarters as the IFJ, setting a clear relationship of cooperation which ensures the best use of financial and human resources for the operation of the office and for specific projects of both organisations.

Reminds that it is necessary to have an EFJ General Secretary, the costs of which can be covered, for 50%, by the IFJ, as it is already provided for in the transitional management and financial agreement between EFJ and IFJ.

Requests that the financial autonomy, as written in the EFJ Rules, during the next three years, must be realised in a sustainable way;

Calls on the EFJ to collaborate with temporary employees, if required, searching funds for specific projects from institutions or organisations with which it collaborates, morally compatible with the statutory purposes of the EFJ.