



MEDIANE

Media in Europe for Diversity Inclusiveness *Media en Europe pour une Diversité Inclusive*

A 2013-2014 EUROPEAN UNION / COUNCIL OF EUROPE JOINT INITIATIVE
UNE INITIATIVE CONJOINTE 2013-2014 UNION EUROPEENNE / CONSEIL DE L'EUROPE

MEDIANE THEMATIC ENCOUNTER **RENCONTRES THÉMATIQUES MEDIANE**

Journalism Practice & Diversity Inclusiveness
Pratique du Journalisme & Diversité Inclusive

BIOGRAPHIES

THESSALONIKI – GREECE – 4. - 6. OCTOBER 2013

**JOURNALISTS' UNION OF MACEDONIA
AND THRACE DAILY NEWSPAPERS**

ESIEMTH

5 Stratigou Kallari Street

54622 Thessaloniki GR

Tel: +30 231 024 35 72

Fax: +30 231 022 03 49



Funded
by the European Union
and the Council of Europe



EUROPEAN UNION

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Implemented
by the Council of Europe

Ljuba BABIC KOSIR - *Slovenia*

General secretary

UNION OF SLOVENIAN JOURNALISTS - sindikat.novinar.com



Union of Slovenian Journalists was founded on March 1990, to represent journalists in relation to media management and owners, state institutions and other organisations. The focus on the current work is changing according to the situation, as protecting the autonomy and integrity of journalism, strengthening solidarity among members, material interests, proper conditions for professional development.... In 2004, the main objective was to negotiate the amendments to the collective agreement and that the employers were prepared to accept that(just to start negotiate), the general strike was required. Recently we intend to protect the journalists ' copyright, so we have set up an association. The situation is forcing us to look for new forms of social security, one of them may be cooperatives.

Born in Ljubljana, capital of Slovenia, I finished secondary school and studied journalism and sociology. As a student I participated in various media (student radio, fashion magazines) and in the Institute for public opinion. I started to work as proofreader in a daily newspaper, became its local correspondent and was fond of making photo reportages. Later on, I was working as a freelance for some media houses, and was interested in various topics, mostly alternative at that time. Since 1993 I am general secretary of the union and most of the time as the only employee I've been doing various tasks, but being particularly interested for the projects in which foreign partners have participated.

Marta BARCENILLA ESCAÑO - *Spain*

Organization Responsive in Mass Media Sector

FSC-CCOO - www.fsc.ccoo.es



CCOO's Trade Union Confederation is a democratic trade union central office which confederates the nationality-based and regional unions state federations and confederations. It defends the professional, economic, political and social interests of both male and female workers in all spheres of labour. Comisiones Obreras is affiliated to the European Trade Union Confederation (ETUC) and the International Confederation of Free Trade Unions. It also forms part of the Trade Union Consultative Committee to the OECD. Its industry-wide federations are members of the European and international federations.



Journalist from the Pontifical University of Salamanca have worked since 2001 as editor of press offices and in various newspapers as Palentino Journal and Tribune in Toledo. Since 2003 I work in Ical News Agency, belonging to Promecal Multimedia Group, with its headquarters is in Valladolid (Spain). My collaboration with the union, FSC-CCOO, personal began as delegate in 2002 and I have gained more responsibilities until the month of April 2013 I took over the area and Finance Sector Organization Media. Also, I am one of the managers of collective bargaining agreement state daily newspaper.

REYNALD BLION - *France*

Media & Diversity & Mediane Programme Manager

Council of Europe - www.coe.int/mediane



The Council of Europe (CoE), based in Strasbourg (France), covers virtually the entire European continent, with its 47 member countries. Founded on 5 May 1949, the Council of Europe seeks to develop throughout Europe common and democratic principles based on the European Convention on Human Rights and other reference texts on the protection of individuals. The Council of Europe aims at creating a common democratic and legal area throughout the whole of the continent, ensuring respect for its fundamental values: human rights, democracy and the rule of law, which are the foundations of a tolerant and civilised society and indispensable for European stability, economic growth and social cohesion. The main objectives of the CoE are to protect human rights, pluralist democracy and the rule of law; to promote awareness and encourage the development of Europe's cultural identity and diversity; to find common solutions to the challenges facing European society; to consolidate democratic stability in Europe by backing political, legislative and constitutional reform.

Reynald BLION – Programme Manager - Since September 2008, Reynald Blion is Media & Diversity Manager for the Directorate General Democracy. Until December 2010, he has been responsible for the implementation of the Media & Diversity part of the Speak out against discrimination Campaign of the Council of Europe. Within the same Directorate General, he joined the Directorate Democratic Governance, Culture and Diversity and its Division Cultural Policy, Diversity and Intercultural Dialogue to manage the European Union / Council of Europe joint programme MARS – Media Against Racism in Sport; programme he conceived and developed on the basis of previous actions of the Council of Europe in these fields. He contributed, to several publishing as, for example, Tell us about diversity! A practical Approach to Intercultural Media Content, Strasbourg, Council of Europe, 2011, To fight against discrimination and for cultural diversity: a major challenge for the media in: Cavdar A., Yildirim A.B. (Eds), Hate Crimes and Hate Speech, Istanbul, The International Hrant Dink Foundation Publication, 2010, Europe's ethnic and diversity media in: C. Dientz, P. Stamen (Eds), Media on the move. Migrants and minorities in the media, Aachen, CAMECO, 2009, Ethnic media and diversity in Europe in: Georgiou M., Transnational lives and the media, Londres, Routledge, Aug. 07, Parler de l'autre / Parler d'ailleurs. De la visibilité à l'expression des diversités en Europe in: Rigoni I., Les bannis des media, Paris, Aux lieux d'être, May 07



Christos CHRISTOFIDES - *Cyprus*

Member of Executive Committee

Union of Cyprus Journalists



The Union of Cyprus Journalists (UCJ) was established in 1960. The aims and objectives of UCJ are to strengthen and safeguard the freedom of the press, to defend the right to free expression and opinion, to protect the independence, freedoms and rights of journalists, to improve their professional position, to regulate the conditions of their employment through a collective agreement, to raise the standard of journalism and to train journalists. UCJ is an active member of the International and European Federations of Journalists and has bilateral relations with the national Unions of Journalists of several countries.

Born on 2 June 1954, married, one daughter and one son. From 1999, I've been working as a sub-editor at Phileleftheros (the largest daily newspaper in Cyprus). From 1988 to 1991, I was part of a volunteer group that set up and published "Embros", a weekly political newspaper. I was a sub-editor and journalist, dealing mostly with international issues. From



2004 to date I am an elected member of the Executive Committee of the Union of Cyprus Journalists and from 2007 I represent UCJ on the Cyprus Media Complaints Commission. Courses/placements/training: journalism, journalistic ethics, migration, asylum, discrimination, market research, polls, computer studies.

Villy DALL - Denmark

Executive Board Member

Dansk Journalistforbund - www.journalistforbundet.dk



The Danish Union of Journalists was founded in 1961. It is an independent member organisation – a trade union for every one who supplies content to the media or works in communication in either the public or the private sector. We are independent of party-political interests and our activities are financed entirely by membership fees. Present membership: approx. 16,100 persons.

Villy Dall, born 1955, BA in journalism 1988, worked as a journalist and editor since 1992, print media (dailies and weeklies), radio, web, and television, actively involved with union matters since 2003, member of the Executive Board of the Danish Union of Journalists since 2005, also involved with amateur theatre and amateur culture policy on local, regional, national, Nordic, European, and international levels since 1989.



Betty DE VUYST CLEEREN - Belgium

Journaliste en chef

RTBF - www.rtbf.be



RTBF (public Belgian radio and television in French) has 5 radio channels. One of them is VIVACITE, broadcasting news and entertainment on a "proximity" basis. Vivacité has 6 "bureaux locaux d'information" in the main cities. In Brussels that is "Viva Bxl", the one

I'm working for since 1986. La Radio Television Belge Francophone émet en radio sur 5 chaînes, VIVACITE est l'une d'entre elles, axée sur la proximité avec l'auditeur. Vivacité travaille avec 6 "bureaux locaux d'information" situés dans les grandes villes de Wallonie et...à Bruxelles. C'est là que je suis affectée depuis 1986, à Viva-Bxl, mais aussi pour "La Première", la chaîne d'information principale

Born in Gent (B) in 1950, I'm working since 35 years for the Belgian public radio, in French. I graduated in journalism at ULB (the free university of Brussels) in 1974. I traveled a lot in Arabic and African countries. Since 2004, I regularly collaborate with Fondation Roi Baudouin, about diversity questions. I got 2 journalistic awards, one in 2004 (prix du journalisme du parlement de la communauté française) for an item about learning two languages in school, and one in 2009 (grand prix de journalisme des radios publiques francophones) for an item on education of young migrant girls. After all those years, I'm still passionate about my work. Née à Gand (B) en 1950, je travaille depuis 35 ans pour la RTBF (Radio Television Belge de langue Française). J'ai un diplôme de journalisme et communications sociales de l'ULB (1974). J'ai effectué de nombreux reportages dans les pays arabes et en Afrique noire. Depuis, 2004, je collabore régulièrement avec la Fondation Roi Baudouin sur des questions de diversité. J'ai obtenu le "prix du parlement de la communauté française" en 2004 pour un reportage sur l'enseignement en "immersion linguistique" et en 2009 j'ai eu le "Grand Prix de Journalisme des Radios Publiques de Langue Française" pour un reportage sur l'expérience d'une enseignante avec des jeunes filles primo-arrivantes en Belgique. Le journalisme reste ma passion.



Yurdakul DJAFER - *Cyprus*

Member

Basin-Sen – www.basinsen.com



Established in 1972, Basin-sen is the largest of two trade unions in North Cyprus dealing with journalists. The organisation not only deals with legal issues pertaining to journalists carrying out their profession but also strives on issues aimed at achieving freedoms in all sectors as well as a political settlement in Cyprus.

I have a B.A and M.A in International Relations and have been working as a part-time and full time journalist for the state broadcaster in North Cyprus since 1996. I have also been involved in journalism training workshops organized by the EU and UNDP. In addition to journalism I have also worked as part time instructor at two local universities operating in North Cyprus. I am currently an active member of Basin-Sen as well as the foreign relations secretary of the Cyprus Turkish Journalists' Association which is the largest professional assoc. In North Cyprus dealing with the press.

Belal DOUFESH - *Cyprus*

Freelance



Belal Doufesh - Education and training - M.A in Media & Communications – University of Nicosia - Filmsproduction -CCMC 'Community Media Center' - M.A. in International Relations -Near East University / Cyprus - B.A. in Political science -University of Batna /Algeria - Work Experience: Filmmaker-Audio Visual production/ KISA - Radio Presenter –Aljalia Arabic Show /MyCyRadio - Photographer at University of Nicosia -

Photographer for "Vestnik Kipra" Russian Magazine/ Cyprus - Cameraman at Energy TV / City Channel - Freelance Cameraman & Photographer - Lighting technicianat Teatro Ena - Photographer at FotoCine Studios

Dimitris DRAGOGIAS - *Greece*

Vice President

POESY - www.esiemth.gr



The Panhellenic Federation of Journalists' Unions (POESY) was established in 1994 and represents nationwide Greece's journalists; unions. Among its tasks is to ensure the conditions for signing of collective labor contracts under equitable conditions for all journalists of the country. The organization collaborates with university media departments in order to promote the principles of ethical journalism.

AGE: 42 DATE OF BIRTH: 08.01.1971 BIRTHPLACE: THESSALONIKI GREECE RESIDENCE: THESSALONIKI GREECE OCCUPATION: Journalist, Sports Journalist, Anchorman MARITAL STATUS: MARRIED, FATHER OF TWO CHILDREN EDUCATION: High School graduate from 12th High School of Thessaloniki, Greece. Medical school in Nis Serbia a hended two years. LANGUAGES: ENGLISH, Serbo-Croatian TEACHING EXPERIENCE: Works as an instructor at IEK AKMI teaching, History of Sports, Sports Reporting, Sports Rules and regulations Disciplinary Law. WORK EXPERIENCE: Worked as a journalist from 1991 until today in newspapers, radio stations, television stations. Specifically: NEWSPAPERS (Daily and Weekly issues) "SPORTS TOU VORRA" (Sports of the North) (1991 - 1993, 1995 - 1997) as a sports editor and managing editor. ETHNOS : (1991-1993) As a reporter and as editor KATHIMERINI: (1995-1996) as a sports editor at the office of Northern Greece AGGELIOFOROS: (1997-1999) As an editor and as a sports editor TO VIMA and TO VIMA THS KYRIAKHS: (1999-2011) As a correspondent in the

office of Northern Greece. EXEDRA OF SPORTS: (2008-2012 as managing director of the Office of Northern Greece Working with «ATHLITIKI ECHO» newspaper in 1995-96. RADIO STATIONS A RADIO 103 (1991-1992): As a sports editor, reporter, sports program producer. RADIO 105: (1992-1993): Head of the sports sector. Financial reporting. FLASH RADIO: (1996-1998): Daily broadcast. VIMA FM: (2010-2011) Cooperation in broadcasting as a reporter of Northern Greece TELEVISION EPT 3 (3RD CHANNEL OF THE GREEK TELEVISION): (1995-1998 and 2002 - present) Member of the sports department, editor, anchorman, sports commentator. Presenting daily broadcast 'half hour sports ', " The World of Sports. " Daily news presenter Presenter of the weekly broadcast "Sports Saturday", "Sports in 3" Sunday. TV MACEDONIA: (2000-2001) Editor of the weekly sports program. Collaborations with magazines 'Pointer', 'IMAGES »,« CLOSE UP »,« Vimagazino. " Press Office Working area Supervisor of the journalists covering the 2004 Olympics in Kaftantzoglio Stadium. Press Officer at State Games of Southeast Europe 2007 in Thessaloniki. Member of the Press Office at Pan-European Athletics Junior Games 1991 in Thessaloniki. TRADE UNION EXPERIENCE: Elected First Vice President of the Panhellenic Federation of Journalists' Unions (POESY) (2011-2014) Member of the Union of Journalists of Daily Newspapers of Macedonia - Thrace (ESIEMTH) from 1999) Elected president Auditing Committee (2008-2010) Elected president Instance Disciplinary Board (2010-2012) Elected Workplace representative of corresponding offices in Thessaloniki three terms (2002-2008) Member of the National Association of Sports Journalists (PSAT) HONORS PSAT (Panhellenic Association of Sports Press): Award for best investigative journalism of the year (2007) on "Sports and Drugs" published in installments in two issues in the Sunday edition of the newspaper " To Vima ". INTERESTS - Hobbies: SPORTS, MUSIC, FILMS



Zdenko DUKA - Croatia

President

Croatian Journalists' Association - hnd@hnd.hr



Croatian Journalist Association (CJA) has been founded in 1910 and since then it has insisted on its professional goals as stated in its statute. Today it represents some 3000 journalists and is active throughout Croatia due to its many regional branches. Being the only association of the kind, its activities reach more than 90% of journalists in the country. The CJA goals are mostly focused on freedom of the speech, on public right to be informed accurately, on ethical and current information, on promoting human rights, democracy and pluralism. The CJA has managed to include almost all media professionals regardless of their job positions or political viewpoints.

Born January 18th 1956, Split. Graduated in comparative literature and philosophy in 1980, Zagreb University. 1976 - Articles in Studentski list, Kulturni radnik and Oko. 1981 - 1997 - Večernji list daily; journalist; interior politics. Desk editor and reporter on Parliament sessions; head of the Parliament sessions' reporters. 1997 - Tjednik, weekly magazine. 1998 - 2006 - Jutarnji list daily. Desk editor and political columnist; head of the Parliament sessions' reporters. 2006 - Novi list daily, editor, columnist.



Anna FAMELLOS - Greece

International Relations Officer

ESIEMTH - Journalists' Union of Macedonia and Thrace Daily Newspapers



The Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH) is a trade union, representing over 800 professional journalists in Northern

Greece. It is a full member of the International Federation of Journalists (IFJ) and the European Federation of Journalists (EFJ), serving on the EFJ's Steering Committee. ESIEMTH also serves as co-chairman of the EFJ's Labor Rights Experts Group and is represented in the EFJ's Broadcasting Experts Group.

International Relations officer- ESIEMTH Thessaloniki, Greece. Anna Fanellos is responsible for the sector of international relations at the Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH) where she has been working since 2001, having been involved in numerous European campaigns that aim at promoting ethical journalism, media diversity, lifelong learning programmes and trade union rights. Prior to that she worked for Greece's national news agency AMNA. Anna holds a degree in Journalism/Mass Communication from the University of California (1988) and attended Law School at the Hastings School of Law (1991). Prior to relocating to Greece in 1994, Anna worked as a newspaper journalist in the Bay Area, covering a multitude of topics that concerned discrimination, multiculturalism and diversity.



Mark FULLER - *The Netherlands*

Social Media Manager

FD Mediagroep

NVJ - Dutch Association of Journalists - www.nvj.nl



The Dutch Association of Journalists (Nederlandse Vereniging voor Journalisten, NVJ), with 8000 members, represents the material and immaterial interests of journalists. Furthermore, it is an organisation with an ideological aim: the protection of the freedom of press. Specialties :collective bargaining, legal advice, training courses

Left university and moved to the Netherlands in 1981. Set up small magazine publishing company together with partner. Became Amsterdam correspondent of The Times in 1986, covering all major stories coming out of the Netherlands. Joined financial newspaper's Het Financieele Dagblad English-language publishing arm in 1998, becoming editor shortly thereafter. Moved on to become associate publisher of joint venture between Het FD and the International Herald Tribune in 2001. In 2003 became deputy editor of the Dutch news radio station BNR Nieuwsradio. In 2007 became multi-media manager of FD Mediagroep, responsible for implementation of multi-media strategy. Currently web and social media manager of FD Networks. Specialties: Have a broad experience of running different news media and setting up new projects involving cooperation between different news media.



Beatriz GOMEZ DIAZ - *Spain*

FSC - CCOO Gender Responsible

FSC-CCOO - www.ccoo.es



Comisiones Obreras: a democratic, independent and pluralistic trade union. CCOO's Trade Union Confederation is a prestigious, democratic trade union central office which confederates the nationality-based and regional unions state federations and confederations. It defends the professional, economic, political and social interests of both male and female workers in all spheres of labour. Comisiones Obreras is affiliated to the European Trade Union Confederation (ETUC) and the International Confederation of Free Trade Unions. It also forms part of the Trade Union Consultative Committee to the OECD. Its industry-wide federations are members of the European

and international federations. In Spain, CCOO has consolidated its position as the biggest trade union organisation with more than 1,100,000 paid-up members, and the most representative with more than 122,000 delegates democratically elected by all employees in companies with more than six workers.



I got a degree in Geography and History from Universidad Complutense de Madrid in 1986 I have worked as a video editor for CTVE since 1987. I am responsible for Equal Opportunities for CTVE and FSC-CCOO I have been a volunteer for COGAM LGTB since 2001.

Ricardo GUTIERREZ VELAZQUEZ - *Belgium*

General Secretary

EFJ - European Federation of Journalists - europe.ifj.org



The EFJ is Europe's largest organisation of journalists, representing 320.000 journalists in thirty-six countries. The EFJ supports its 53 affiliate unions to foster trade unions, to recruit new members and to maintain or create environments in which quality, journalistic independence, pluralism, public service values and decent work in the media exist. ----- La Fédération européenne des Journalistes (FEJ) est l'organisation rassemblant le plus grand nombre de journalistes en Europe. Elle représente 320.000 journalistes dans 36 pays. La FEJ apporte son soutien aux 53 unions professionnelles membres afin de promouvoir ces syndicats, recruter de nouveaux affiliés et afin de maintenir ou créer des environnements dans lesquels la qualité, l'indépendance journalistique, le pluralisme, les valeurs de service public et le travail décent sont une réalité.

General Secretary of the European Federation of Journalists (EFJ), since September 1st, Ricardo Gutiérrez worked as a journalist in the Belgian daily newspaper "Le Soir" from 1990 to 2013. He wrote about health policies and civil rights topics. He has also been the president of the "Société des Journalistes professionnels du Soir" (SJPS) from 2002 to 2006. He holds a journalism diploma from the Université libre de Bruxelles (ULB) and he is responsible for journalism courses in the ULB. From 2007 to 2013, he was Council member of the "Association des Journalistes professionnels" (AJP). Secrétaire général de la Fédération européenne des journalistes (FEJ), depuis le 1er septembre, Ricardo Gutiérrez a travaillé comme journaliste au quotidien belge "le Soir", de mars 1990 à août 2013. Il y couvrait les sujets liés aux politiques de santé et aux libertés individuelles. Il a été président de la Société des Journalistes Professionnels du Soir (SJPS), de 2002 à 2006. Il est titulaire d'un diplôme en Journalisme de l'Université libre de Bruxelles, où il donne des cours d'écriture journalistique. De 2007 à août 2013, il était membre du Conseil de direction de l'Association des Journalistes professionnels (AJP), l'union professionnelle des journalistes en Belgique.



Stéphane HOEBEKE - *Belgium / Belgique*

Legal Councillor

RTBF - www.rtbf.be



La RTBF (Radio-Télévision belge de la Communauté française) est une entreprise publique autonome à caractère culturel en charge du service public de la radio et de la télévision pour la Communauté française de Belgique (Wallonie et Bruxelles). Elle dispose de trois offres : une offre radio, une offre TV et une offre Internet. La RTBF est membre de l'Union européenne de radio-télévision et actionnaire de la chaîne d'information Euronews à 0,60 %, de TV5 à

11,1 % de la RMB à 99 %, de CasaKafka Pictures à 100 %, de la Sonuma, Société de numérisation des archives audiovisuelles à 40 % et de Dreamwall à 49 %

Publications: Le Droit de la Presse, avec Bernard Mouffe, Anthémis, 2012 (3^e édition) Sexe et stéréotypes dans les médias, L'Harmattan, 2008. Divers articles dont : •Le droit à l'image, dans La violence dans l'information télévisée, 2001, p. 70 et s. •Violence gratuite à la télévision : le CSA censuré, dans Journal du juriste, 2002 n°9, p. 6. •Abus de presse ou déni de justice ?, dans A&M, 2003, p. 24 et s. •Qu'est-ce qui peut encore choquer les gens dans la publicité ?, dans Les pratiques publicitaires à la télévision, 2006, p. 72 et s. Participation à diverses émissions en radio et en télévision (dont JT, Au Nom de la loi, C'est mon histoire, Qu'en dites-vous ?, Décode, Intermédias, Questions à la une). Formateur RTBF pour diverses formations, dont l'égalité et la diversité, les droits et devoirs des journalistes (vie privée, droit à l'image...)



Kristina HRISTOVA - *Bulgaria*

President

Association of European Journalists - Bulgaria - www.aej-bulgaria.org



The Association of European Journalists-Bulgaria (AEJ-Bulgaria) was established in 2010 in order to support the Bulgarian journalists in performing their professional duties, to implement the basic principles of the journalistic Ethical code; to promote the value of freedom of speech and to defend this civil right. Our vision is that the media should be not just a power, but a power for positive change, and that along with the new technologies they should empower the citizens of Bulgaria. Across Europe, the AEJ brings together individual journalists through their membership of national sections. As an independent and self-funding association, AEJ promotes critical journalism in the European integration process; and defend the freedom of information and freedom of the press in Europe. The AEJ offers journalists the chance to be part of our professional and social network. The association is an official Observer in the Council of Europe's Media Steering Committee.

President and founder of the Association of European Journalists-Bulgaria (since 2010). I am also founder and manager of Evropa.Dnevnik.bg, the web site of Dnevnik Daily, consecrated on EU issues (since 2004). For one year now I am responsible for the website karieri.bg - media, covering career development and recruitment. For my work as journalist, I have been awarded three times by the Representation of the European Commission in Bulgaria, with Robert Schuman Award for Journalism, category Internet. I studied International Relations in Sofia, and Political science and Political Sociology in Paris.



Tatiana ISTRATE - *Romania*

PR Manager

Romanian Federation of Journalists MediaSind - www.mediasind.ro



Romanian Federation of Journalists MediaSind is the representative trade union of journalists in Romania. Over 9,000 employees working in the media industry in Romania are members of one of the 24 print, radio, television, publishing and broadcast unions affiliated to RFJ MediaSind. Founded in 2004, RFJ MediaSind succeeded with Press' Employers in Romania - ROMEDIA and the National Union of Romanian Employers – UNPR, to sign, for the first time in

Romanian press' history, a document representing the "philosopher's stone" of the entire media foundation - Collective Labor Agreement. RFJ MediaSind is among the initiators of the Journalist' Unique Ethics Code, attached to the Unique Collective Labour Agreement at Media sector level, a document that includes the conscience clause also. RFJ MediaSind is a full member of the International Federation of Journalists (IFJ) and of the European Federation of Journalists (EFJ). On this behalf, RFJ MediaSind prepares reports for the media area whose findings are presented in the global report of the International Federation of Journalists and EU institutions.

Tania Istrate was born in Chisinau, Republic of Moldova. She had graduated the Faculty of Sociology of the Bucharest State University in Romania and has a master degree in Security Studies at the same Faculty. Tania started working in a newspaper reporting on the political and social events, continued with TV as the head of Foreign Policy Department, followed by Romanian Government and Parliament as a counselor and, finally, as a PR Manager of the Romanian Federation of Journalist MediaSind. When not reporting, voicing or PR managing, she really enjoys climbing up the mountains.



Michael JEMPSON - *England*

Director

The MediaWise Trust - www.mediawise.org.uk



The MediaWise Trust – formerly PressWise - is a register charity based in the UK but operating internationally, which exists to: provide free, confidential advice and assistance for members of the public affected by inaccurate, intrusive, or sensational media coverage; deliver use-of-the-media training for the voluntary sector and members of the public; devise and deliver training on ethical issues for media professionals; conduct research and publish material about media law, policy and practice; contribute to public debate about the role and impact of the mass media. The Trust has developed guidelines on problematic aspects of media coverage, including: Health communications (with WHO European Health Communication Network); Reporting about children (with the EC Daphne Initiative, the International Federation of Journalists and UNICEF); Reporting Suicide (with Befrienders International, the IFJ and the NUJ) and reporting on Asylum-seekers and Refugee (with UNHCR < NUJ (IFJ). The Trust regularly organises opportunities for dialogue between media professionals and the public in the UK. We believe that press freedom is a responsibility exercised by journalists and editors on behalf of the public. The Trust asserts the public's right to know when inaccurate information has been delivered by the mass media.



I have worked as a secondary school teacher, an inner city youth and community worker, a journalist, and a lecturer, researcher and trainer. I have worked in the UK parliament, and for the trades union movement. I have written widely on human rights issues, local and labour movement history, and journalism ethics and regulation. I am vice chair of the Ethics Council of the National Union of Journalists (UK * Ireland) and the longest serving member of the Campaign for Press & Broadcasting Freedom.

Simon KAMM - *Portugal*

Journalist

Portuguese News Agency LUSA - www.lusa.pt



Lusa's mission, as the sole Portuguese national news agency, is the gathering and processing of news and information, the production and distribution of news to a wide range of users (national and international media organisations, private and public sector organisations of all kinds) and the supply of a public information service to the Portuguese State.

I was born in Switzerland but had the opportunity to travel and live in different places, namely Morocco South Africa, Mexico and Portugal, where I have been living for the past 19 years. I studied Media, Communication and Journalism at the Université de Fribourg, in Switzerland, and Media and Cultural Studies at Catholic University of Portugal. In late 2006 I began working for the Portuguese News Agency Lusa, in Lisbon.



Diane KEMP - *United Kingdom / Royaume-Uni*

MEDIANE Consultant on Encounters

Course Director

Birmingham City University - www.bcu.ac.uk



With around 25,000 students from 80 different countries, Birmingham City University is one of the largest universities in the UK and our popularity has grown significantly in recent years. Situated in Birmingham, the UK's second city, we are proud of our strong links and close collaboration with the region, which dates back to 1843. Our six academic faculties offer over 350 courses, from foundation level, through undergraduate degree programmes, to taught Master's courses and research doctorates. The Birmingham School of Media is one of the highest rated in the UK and enjoys Creative Skillset Media Academy status. Our strong links with industry, locally and nationally, help us to produce employable, business-focussed media professionals.

Diane Kemp is a Course Director of postgraduate broadcast journalism courses at the Birmingham School of Media. She teaches radio and television skills and newsroom/production practice on the MA in International Broadcast Journalism and the professionally accredited Postgraduate Diploma in Broadcast Journalism courses. Prior to that Diane worked for the BBC in local radio and regional television. She also freelanced for BBC network radio, although she initially started out in commercial radio. Diane has been a member of the Broadcast Journalism Training Council representing other Universities on the Board for some years. She's also an external examiner at two other 'BJTC' accredited institutions. Through her work with the BJTC she has contributed to and run workshops for the Council of Europe in their anti-discrimination campaign. As part of this she's co-written and compiled a journalism training pack promoting diversity for the Campaign. She's also conducted journalism diversity training for the Fundamental Rights Agency of the EU and taught journalism ethics for Transparency International in Lithuania. Diane also collaborates with colleagues from the University's Centre for Criminal Justice, writing articles investigating media coverage of serious crime.



Yannis KOTSIFOS - Greece

Director

ESIEMTH - Journalists' Union of Macedonia and Thrace Daily Newspapers



The Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH) is a trade union, representing over 800 professional journalists in Northern Greece. It is a full member of the International Federation of Journalists (IFJ) and the European Federation of Journalists (EFJ). ESIEMTH also participated as a partner in the Ethical Journalism Initiative's campaign to Fight Discrimination through Freedom of Expression and the Highest Professional Standards of Journalism. ESIEMTH has set as a priority its involvement in European campaigns, which aim at safeguarding labor rights, promoting freedom of expression and supporting diversity in the media.

Born in Thessaloniki, Greece, in 1969, I have studied Greek Literature. I live and work in the city as the director general of the Journalists' Union of Macedonia and Thrace Daily Newspapers. Having worked as a journalist in both newspapers and radio, I have also edited numerous books (mostly novels) and collaborated with various magazines, either as a contributing editor or as an editor-at-large, or as both. Member of the Steering Committee of the European Federation of Journalists since May 2013.



Ali KURTOGLU - Cyprus

Executive member

Basin-Sen – www.basinsen.com



Basin-Sen has been operating as a trade union for Turkish Cypriot journalists since 1976 and is also an active member of IFJ. The organisation is the largest of its kind in North Cyprus and includes members from both the public sector and private sector. Basin Sen works not only to protect the rights and interests of journalism but also thrives to improve journalism and media as a whole in the country. Furthermore the organisation works to contribute to the stalled peace process on the island and to end the current division of Cyprus.

State run-Bayrak Radio Television Corporation (BRTK)-producer for news department. Created first news portal for BRTK. Currently responsible for live coverage at Electronic News Gathering Department. 1996-1999 Founding member of first private Turkish Cypriot Radio-FIRST FM and affiliate TV Station Genç TV 1990-1993 Worked as a producer for private Turkish TV Channel TGRT 1990-1993 Worked actively in the establishment of the İhlas News Agency-an affiliation of TGRT Television Channel. 2008-current Member of the Basin-Sen Trade Union/IFJ member executive committee as responsible for Education and Foreign Relations.

Marina LALOVIC - Italy

Journalist

BABEL TV - www.babel.tv



BABEL TV - TUTTI I COLORI DELL'ITALIA – is launched on November 8, 2010. BABEL TV is the first European TV channel dedicated to "NEW ITALIANS", people of non-Italian origin living in Italy, broadcast on Sky Italia's pay-TV package, channel 141 (www.babel.tv). In 2011 Babel won Hotbird TV Awards for the best European satellite television channel in the category Culture and Education. Babel is an entertainment/education channel dedicated to opening "cultural windows" on the stories, traditions, cultures and faces of everyone that now calls

Italy their home. Programming mixes original productions with TV series, and documentaries acquired from Babel's target countries and communities. Program scheduling combines Italian produced edutainment shows to the entertainment products purchased from the target regions. - Italian productions include original docu-realities, cooking shows, updates on cultural events and international artists, local personalities and community leaders' interviews, stories of foreigners who have succeeded in Italy, and those of young foreigners involved in music, sports and the arts. - Acquired programming from the target countries includes TV series, music, food, travel, lifestyle, documentaries.

My name is Marina Lalovic and I am a Serbian journalist from Belgrade. I am currently living in Rome where I graduated from the University "La Sapienza" in Journalism and Publishing. I am working as a journalist for BABEL TV (SKY channel 141) as well as correspondent from Rome for a Serbian daily "Politika" and also for the radio-television B92 as well for PINK International Company. I am also a Host-Moderator at Rai-Radio3Mondo, a radio show focused on a news from around the world, international press review, stories, interviews and on-the-spot reporting including highlights. In 2009 I also cooperated with Associated Press Television News bureau in Rome. I have been working also as an advertising producer since 2005: responsible for managing all aspects of major advertising campaigns. I would like to participate in this programme mainly because I am dealing with cultural diversity issues on a daily basis through BABEL TV which represents a TV channel completely dedicated to immigration issue in Italy.



Marie-Christine LIPANI - *France*

Maître de conférences

Institut de Journalisme de Bordeaux Aquitaine IJBA - www.ijba.u-bordeaux3.fr



L'Institut de journalisme Bordeaux Aquitaine (IJBA) est un institut interne de l'Université Michel de Montaigne Bordeaux 3. C'est une école publique qui délivre un master professionnel de journalisme, reconnu par la profession (comme 13 autres écoles en France, publiques ou privées) The Institute of Journalism Bordeaux Aquitaine (IJBA) is an internal Institute University Michel de Montaigne Bordeaux 3. It is a public school offering a professional master of journalism, recognized by the profession (as 13 other schools in France, public or private)

Maître de Conférences à l'Institut de Journalisme Bordeaux Aquitaine (IJBA)-Université Michel de Montaigne – Bordeaux 3. Ecole de journalisme, reconnue par la profession Directrice adjointe, en charge du pôle presse écrite et de la formation par alternance Publications et contributions sur le sujet : - « L'écriture journalistique est-elle sexiste ? La place des femmes est minorée dans l'information » Le Bulletin de l'APCP. Juillet 2011. Association de préfiguration d'un conseil de presse en France. <http://apcp.unblog.fr> - « Quelle éthique professionnelle pour les journalistes confrontés au mal de mère » Colloque : Les journalistes : pratiques plurielles, éthique commune. Chaire de recherche en éthique du journalisme (CREJ) –Université d'Ottawa Ottawa Mai 2010 - « Les femmes dans Astérix : uniquement des emmerdeuses ? » Colloque International : « Le Tour du monde d'Astérix. Lectures, traductions, interprétations » organisé par Paris III, Sorbonne Nouvelle. Institut du Monde anglophone. Octobre 2009. - Séminaire sur l'écriture journalistique ouvert aux étudiants de Master 1 et 2 et aux journalistes professionnels. Conduite d'une réflexion avec les professionnels et les différents acteurs des médias ivoiriens (Quotidien national Fraternité Matin, Conseil National de la presse, Observatoire de la liberté de la presse, de l'éthique et de la déontologie...) sur les enjeux de la formation des journalistes en Côte d'Ivoire

Leon MANN - *United Kingdom*

Film-Maker & Interviewer

Freelance - www.leonmann.co.uk

BCOMS was founded in 2009 by like-minded sports media professionals, concerned at the under-representation of black people in their chosen career field and committed to developing positive change. Working across the full breadth of broadcast media – in TV, radio, online and print – BCOMS members include award-winning journalists, producers, presenters, researchers, production managers and editors. BCOMS members work for the top names in sports media, including the BBC, Sky, ITV, Channel 4, major independents and on Fleet Street. BCOMS believes that African and Caribbean's are significantly under-represented in the sports media despite disproportionate interest in, and achievement from, the community in this area. An independent group, BCOMS is committed to help engender a greater representation of black people in the field through innovative networking, campaigning and training programmes. Through developing relationships with media organizations, educational establishments, existing trade bodies and key decision-makers, the group will promote its case for the benefits of increased diversity in the sports media and help offer the paths to achieving it. BCOMS aims to be the first port of call both for black professionals in the sports media and talented newcomers looking to develop their careers.

Leon Mann has over 10 years' experience working in the sports industry. One of the leading journalists in his field, Leon was confirmed as one of BBC Sports TV reporters for the London Olympics – having only joined the corporation five years ago with no previous television experience. An extensive contacts book has seen him rise to prominence as a regular reporter on the BBC's Match Of The Day, Football Focus, World Olympic Dreams and British Olympic Dreams programmes. In addition Leon has written, directed and produced the highly rated BBC documentary on Usain Bolt: 'The Fastest Man Who Has Ever Lived'. He also made 'Can Anyone Beat Bolt' ahead of the London Olympics for BBC 3. Having begun his career as international spokesperson for football's anti-racism campaigns Kick It Out and Football Against Racism in Europe, Leon's move away from campaigning has not seen his desire for a more inclusive and diverse sports industry diminish. In 2010 Leon founded the Black Collective of Media in Sport (BCOMS), an organisation lobbying the UK's leading politicians and powerbrokers to raise the prospects and profile of black sports journalists in the UK. Leon also co-founded The Black List in 2008, a power list of football's movers and shakers, now celebrated annually as a major awards night. The north Londoner is also making an impact as a sports consultant – assisting campaigns, sports authorities and individuals to connect with their respective audiences and constituencies like never before.



Yasir MIRZA - *United Kingdom*

Head of Diversity & Inclusion

Guardian News & Media

theguardian

The Guardian, known until 1959 as The Manchester Guardian (founded 1821), is a British national daily newspaper. Currently edited by Alan Rusbridger, it has grown from a 19th-century local paper to a national paper associated with a complex organisational structure and international multimedia and web presence. Its sister papers include The Observer (British Sunday paper) and The Guardian Weekly. The Guardian in paper form had a certified average daily circulation of 204,222, behind The Daily Telegraph and The Times, but ahead of The Independent. The newspaper's online offering is the second most popular British newspaper website, behind the Daily Mail's Mail Online. Founded in 1821 by John Edward Taylor in Manchester, the 11 members of the first Little Circle excluding William Cowdroy, Jnr. of the Manchester Gazette decided to advance their liberalist agenda. They helped then cotton merchant John Edward Taylor form the Manchester Guardian, which he edited

for the rest of his life and they all wrote for. With backing from the non-conformist Little Circle group of local businessmen, The Manchester Guardian replaced the radical Manchester Observer, which championed the Peterloo Massacre protesters. The paper currently identifies with social liberalism. In the last UK general election in 2010, the paper supported the Liberal Democrats, who went on to form a coalition government with the Conservatives. The paper is influential in the design and publishing arena, sponsoring many awards in these areas. The Guardian has changed format and design over the years, moving from broadsheet to Berliner. It has become an international media organisation with affiliations to other national papers with similar aims. The Guardian Weekly, which circulates worldwide, contains articles from The Guardian and its sister Sunday paper The Observer, as well as reports, features, and book reviews from The Washington Post and articles translated from Le Monde. Other projects include GuardianFilm, the current editorial director of which is Maggie O'Kane.

Yasir is Head of Diversity & Inclusion at Guardian News & media, and works across all areas of the business, including editorial, commercial, recruitment, and development. Yasir has overall responsibility for ensuring that on an editorial level, the Guardian better reflects the values of independence and inclusiveness, by not only ensuring a broader diversity of voices to be heard within the papers and websites, but that the Guardian's editorial coverage accurately reflects the diverse societies we live in today. Yasir started out as a freelance consultant and trainer working for various public and private sector organisations. He used to design and deliver training programmes for organisations using interactive theatre and forum techniques, such as Augusto Boal's theatre of the oppressed, as a way to tackle organisational inertia by exploring the dynamics of power, and using interventions to tackle 'oppression' in all its forms. Yasir has also been a stage actor for various productions, and has also worked with children from dis-advantaged backgrounds, using theatre as a technique to build self esteem, confidence, and self expression.



Pamela MORINIERE - *Belgium / Belgique*

Authors'rights, gender and projects officer

EFJ / IFJ - European / International Federation of Journalists - www.ifj.org



EFJ / IFJ – EUROPEAN / INTERNATIONAL FEDERATION OF JOURNALISTS - The IFJ, in particular its European Branch, the European Federation of Journalists, is an international network of organisations of journalists and media professionals focusing its activities mainly on training and on ethics in the field of journalism. EFJ covers 33 European countries and is made up of national trade unions and professional organisations of journalists and media professionals. EFJ / IFJ is an observer member of the CoE steering committee on Media, and Information Society (CDMC). EFJ / IFJ already was one of the MARS partner organisations. Recently, EFJ / IFJ lead a European survey on initiatives taken in Europe on media and diversity issues (Media4Diversity report published by the EU in 2009) and led a campaign on Ethical Journalism that included dimensions related to diversity and non discrimination. IFJ will be the official and administrative partner of MEDIANE as EFJ does not have, until now, an autonomous administrative status from IFJ. In MEDIANE, EFJ/IFJ will be mostly in charge of issues and topic related to editorial management

Pamela MORINIERE - Authors' rights, gender and projects officer – Belgium. Authors' Rights, Gender and Project officer of the European/international Federation of Journalists. Pamela holds Masters' degrees in Intellectual property law (DEA) and commercial law (L.L.M.) and a diploma in journalism with journalistic experience in Belgian RTL TVI. Prior to joining the IFJ in 2002 she worked for a Brussels-based consultancy. Pamela also worked in 2006-2007 for the Media Entertainment and Arts Alliance, the Australian union of journalists in Sydney. At the IFJ she has run various campaigns and projects to support the authors' rights system across Europe, defend press freedom, promote gender equality and non-discrimination at work and in news content. She is heavily involved in the IFJ campaign for Ethical journalism.



Anne Claire ORBAN DE XIVRY - *Italy / Italie*

International Project Manager

Media Animation asbl - www.acorban.be



Média Animation est un centre de ressources (sans buts lucratifs) en éducation aux médias pour la communauté francophone de Belgique (Fédération Wallonie-Bruxelles). Il est reconnu et subsidié par les ministères de l'enseignement et de la culture. Le centre est spécialisé dans les domaines de la recherche appliquée, de la formation, de l'information et des ressources éducatives à destination des enseignants, adultes, travailleurs sociaux et professionnels de l'éducation. Media Animation coordonne et participe à différents projets européens dans les domaines de l'éducation aux médias, de la diversité culturelle, de la citoyenneté et de la non-discrimination. Le centre anime activement le réseau européen pour l'éducation aux médias (www.euromedialiteracy.eu) / Media Animation (non profit organization) is a media education resource center and lifelong learning organization for the Belgian French-speaking Community (Brussels Wallonia Federation). It is recognized and subsidized by the Ministry of education and Ministry of culture. The center is specialized for implementing research, information, training and educational resources for teachers, social workers, adults and professionals in educational sector. Media Animation coordinates and participates in different EC funded project in the fields of media literacy, cultural diversity, citizenship and non-discrimination. Media Animation works actively to develop a European network for media literacy (www.euromedialiteracy.eu).

Anne-Claire ORBAN DE XIVRY - International project manager - In her various roles as coordinator of a Youth Organization of Media Education, as media trainer, as member of the Council Superior of Media Education (CSEM – Belgium), Anne-Claire Orban has developed a wide range of expertise in the field of Media Education, especially concerning young people and their web practices. She also taught "Uses and web: challenges and future" at the Institut des Hautes Etudes des Communications Sociales (IHECS, Brussels). In the MARS project of the Council of Europe, she was in charge of the training tools publication. She's now project manager in the international relations sector of the organization for Media Animation (Brussels).



Ioannis PANAGIOTOPOULOS - *Greece*

Secretariat General of Mass Media - www.minpress.gr

Until 1974, the Department functioned in various organizational forms, such as General Directorate of Press and Information, the Department of Press and Information, the Ministry of Press and Information, either as a self-contained department, or under the Office of the Prime Minister, sometimes as part of the government presidency, and other times under the Ministry of Foreign Affairs. From 1974 to 1994, it functioned as the Secretariat General of Press and Information under the Ministry of the Presidency. In 1994, under Presidential Decree 181, it was consolidated as the Ministry of Press and Mass Media. In 2004, under Law No. 3242 (Article 2), the Ministry of Press and Mass Media was dissolved and two General Secretariats under the Prime Minister were established: The Secretariat General of Communication and the Secretariat General of Information, which incorporated the functions of the defunct Ministry. Under Decision No. Y93, of May 26, 2004, the Prime Minister placed the two Secretariats under the aegis of the Minister of State

Lecturer, University of Athens Dr. Ioannis Panagiotopoulos was born in Athens on the 9th of May 1970. He resides at Ilion (Athens) but derives his origin from Tourkoleka, a little village in the North East of the region of Arcadia in Peloponnese Island. Having graduated from the Faculty of Theology of the University of Athens at 1993, he was granted the postgraduate degree of the University of Durham at 1997. A year later (1998) he received another postgraduate degree from the University of Athens, Faculty of Theology. In the year 2002 he

was nominated a Theology Doctor of the University of Athens. His major academic interest and research lies within the area of General Church History. He accomplished his national military service as an officer second lieutenant (1997-1998). He also served as a teacher in Public (2007-2010) and Private (1999-2004) Schools of the Greek Secondary Education and as a Special Advisor to the General Secretariat of Information (2004-2007). In 2008 Dr. Io. Panagiotopoulos was elected lecturer of General Church History at the Faculty of Theology of the University of Athens, where he was appointed in 2010. He is been active in politics since 1989. Deputy Minister attached to the Prime Minister & Government Spokesperson:



Chryso PANTOPIOU - *Cyprus*

Radiotelevision Officer

Cyprus Radiotelevision Authority - www.crta.org.cy



The Cyprus Radio Television Authority is a regulatory body with wide powers and responsibilities which allow it to be independent in order to regulate and control radio-television matters in an effective manner. Regulating the Broadcasting sector aims at safeguarding the public interest by protecting fundamental rights and democratic principles, such as the right to a) freedom of expression, b) to free and pluralistic information and c) to transparency in the ownership of broadcasting bodies. The Cyprus Radio Television Authority was established by the Radio and Television Stations Law, Law 7(I) of 1998. The specific Law regulates matters such as the establishment, installation and operation of private radio and television bodies in Cyprus. The establishment of the Cyprus Radio Television Authority and the safeguard of its independence are some of the more significant innovations introduced by the Law. The Authority maintains close relations and cooperates with foreign organizations with a view to closely observing international developments in the field of radio and television. It is a member of the Mediterranean Network of Regulatory Authorities and of the European Platform of Regulatory Authorities (EPRA).

I have a diploma in Mass Media and Communication, a degree in Turkish Studies(History) and in Sociology and I have an M.Phil in Criminology. Since I work for the Radiotelevision Authority for the last 10 years, my interests aim on subjects concerning the Media in a sociological aspect.



Ana Cristina PEREIRA - *Portugal*

Reporter

Público - www.publico.pt



Público was founded on March 5, 1990. It is a quality paper and is known as a publication of the French school including a lot of extensive articles. The first editor-in-chief of Público was Vicente Jorge Silva. Nowadays, the editor-in-chief is Bárbara Reis. Público is online since 1995 and it was the second Portuguese mainstream newspaper to have an online edition.

My name is Ana Cristina Pereira. I was born in a Portuguese island called Madeira. I have a degree in social communication by Universidade do Minho. I live in Porto. As I said, I work in a national daily Portuguese newspaper called Público since 1999, mainly writing on social exclusion and human rights issues. I'm a reporter. I'm also a writer published by Estampa and I'm a volunteer at Associação para a Cooperação Entre os Povos (a portuguese international aid organization).



Maria PLIKA - Greece

Member of the Board

ESIEMTH - Journalists' Union of Macedonia and Thrace Daily Newspapers



The Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH) represents over 800 professional journalists in Northern Greece. It is a full member of the International Federation of Journalists (IFJ) and the European Federation of Journalists (EFJ), serving on the EFJ's Steering Committee. ESIEMTH also serves as co-chairman of the EFJ's Labor Rights Experts Group and is represented in the EFJ's Broadcasting Experts Group.

Maria Plika has been working as a radio and print journalist for 25 years. Based in Thessaloniki, she has a strong background in human interest stories, covering topics of diversity, multi-ethnicity, inclusiveness and equality. As of 1993, she is a member of the Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH), where she also serves on the board of directors. She has been actively involved in empowering the role of female journalists within the Union and in the media field.



Rainer REICHERT - Germany

DJV International Affairs Committee Chairman / Member of EFJ Mediane working group

Deutscher Journalistenverband DJV/ European fed. of Journalists EFJ

Founded in 1949 the Deutscher Journalistenverband (DJV) is the stakeholder of professional journalists in all parts of the German media. With more than 38 000 members DJV is the biggest organisation of its kind in the EU. In addition to trade union activities DJV aims to contribute to the social dialogue with ideas and initiatives strengthening the role of ethical journalism as a vital part of democracy.

1951 Law Studies licensed Lawyer Media Law Expert and lecturer. Since 1977 working in journalism as correspondent of regional newspaper Main Echo and its online edition Main Netz. Founder of the pressfoto of the year competition in Bavaria working for DJV as chairman of the European Affairs Committee. Since 2006 member of the labour rights expert group in the European Federation of Journalist and the Constitution Commission of the World Journalism Organisation IFJ.



George SAVVIDIS - Greece

President

National Federation of Journalists' Unions POESY



Believing in the power of unity, POESY was founded in 1994, housing under its umbrella all of the journalists' unions in Greece, fighting for the journalists' industrial and professional rights. It promotes trade union rights, pluralism freedom of press, social justice and equality. It is opposed to all forms of discrimination and

condemns the use of media as a propaganda tool or for the promotion of intolerance and conflict.

Mr. Savvidis has been practicing journalism since 1960 and has served as editor in chief and chief editor in numerous national dailies. He has been actively involved in trade union matters since 1980 and has been served on the board of the journalists'




insurance fund for five two-year terms. He has been the president of the National Federation of Journalists' Unions POESY since 2011, while he has also served a seven-year term as POESY's secretary-general.

Yiannis SIDIROPOULOS - *Greece*

Director

Xanthipress.gr - www.xanthipress.gr

 XanthiPress.gr was found in 2008 in Xanthi, a regional town of northern Greece. It was the first independent internet-Media of the region and all these years we try to educate the users of the region how to read the news on internet with quality. Although it is a newsportal, as all of this type, the whole being of the site (and the network built in other towns, based on xanthipress.gr) is an visionary thought of the independent journalism to reenforce the progressive style of journalism and improve the society.

Yiannis Sidiropoulos. Born in July 1974 in Germany. I graduated Secondary school in Xanthi, 1993 and studied Journalism and Greek Civilization. Married with a 7 years old daughter, I work from 1997 until today on the TV Station CHANNEL 6 and founded in 2008 the news portal XanthiPress.gr. I have participated many seminars, conferences and camps about journalism, politics, internet, social media, foreign politics, EU issues etc. I have spoken to Conferences and Seminars of Unions, Ministries and Universities in Greece, about the experience of an internet media and the journalism facing the diversity on a multicultural society. I work as a journalist in the town of Xanthi



Martine SIMONIS - *Belgique*

Secrétaire générale

AGJPB - Association des Journalistes Professionnels de Belgique - www.ajp.be



L'AJP défend et promeut les intérêts des journalistes professionnels en Belgique. Elle traite de toutes les questions professionnelles des journalistes (déontologie, droits, conditions d'exercice du métier, salaires,...), et de celles liées à l'information (liberté de la presse, qualité et pluralisme,...).

Martine Simonis est secrétaire nationale de l'AGJPB depuis 1992 et secrétaire générale de l'AJP depuis sa création, en 1998. Juriste spécialisée en droit social, elle pratique couramment le droit des médias et le droit d'auteur. Elle est responsable du service juridique, de la gestion quotidienne de l'association, de l'équipe et des projets de l'AJP. Soucieuse d'améliorer les services de l'AJP aux journalistes, elle est à l'origine de nombreuses actions et projets, dont le Fonds pour le journalisme en 2009, et en 2013, la création d'AJPro (formation permanente). Depuis 2010, elle a porté au sein de l'AJP un projet de sensibilisation des rédactions aux questions de genre et de diversité dans l'information et dans les effectifs journalistiques. Au plan international, elle a mené de nombreuses missions d'expertises et de formation, notamment pour la Fédération Internationale des Journalistes (FIJ), l'Organisation intergouvernementale de la Francophonie (OIF) ou le Conseil de l'Europe.



Triadafilos STANGOS - Greece

Managing Director

TV100 / FM100 - www.fm100.gr



The Corporation for Information, Broadcasting and Communication of the Municipality of Thessaloniki (DEPTHE) comprising one regional TV network (TV100) and two local radio networks (FM100 & FM100,6). It was founded in 1987 as the first organisation to break the State monopoly in broadcasting media in Greece. DEPTHE is an informational, public service, low cost broadcasting organisation, focusing mainly on news coverage on the local and regional level. Since January 2011 it broadcasts live the deliberations of the City Council of Thessaloniki, thus providing transparency to the local political system. October 2011, FM100,6 was transformed into the first entirely voluntary radio station in Greece, offering regular airtime to more than 50 schools (primary and secondary), foreign language EUNIC institutes, cultural institutions, NGOs etc of Thessaloniki.

Filios Stangos is the managing director of the Corporation for Information, Broadcasting and Communication of the Municipality of Thessaloniki (DEPTHE) comprising one regional TV network (TV100) and two local radio networks (FM100 & FM100,6). He holds a degree in Political Science/International Relations from the ULB (Belgium). He has worked as a correspondent in Brussels for the Athens News Agency, the daily "TA NEA" and ERT (Hellenic Public Broadcasting Corp.). He has worked as reporter and editor for the investigative television programs "The Black Box" (MEGA Channel, 1998-2000) and "Red Rug" (ANT1, 2001-2002). While in Brussels (2004) he produced the "Eurocentrics" weekly EU affaires news-magazine for ERT, financed by the European Commission. From 2008 to June 2010 he produced and animated the World Affaires news-magazine "Correspondents" (ERT). He has covered extensively the wars in Serbia/Kosovo (1999) and Georgia/S.Ossetia (2008) as well as the crisis in Pakistan and Afghanistan (2001 & 2005) and N.Iraq (2007). He has produced numerous current affaires documentaries ("Our Lady Went Away With The Water" 2005, "Afghanistan, A Journey In Time" 2005, "Turkey at a Crossroads" 2007 et al.) In 2005 he received the Bobolas Foundation award for "Best TV Reporting" for his coverage of the "tsunami" in S.E. Asia. In 1998 he served as Press Advisor to the late Minister for European Affaires, Yannis Kranidiotis. He speaks fluently English, French and Italian.

Despina SYRRI - Greece

President

Symβiosis - www.symbiosis.org.gr



Symβiosis is a civil society organisation in Greece which aims to bridge analysis, practice and policy drawing upon collaborations in media, education, rights and non-discrimination. Symβiosis focuses on information, freedom of expression and journalism, public debate and active civic participation, so that citizens, marginalised people and communities voice their needs and ideas; while it supports intercultural and interfaith dialogue and political education to strengthen social cohesion, understanding between different cultures and acceptance of diversity. Symβiosis focus for 2013 includes Education & Youth | Diversity & Civic Participation | Media & Information | Migration & Social Cohesion | Equal in law. Equal in society, while it is a member of the Anna Lindh Foundation Network and the Fundamental Rights Platform of the EU FRA. Symβiosis est une organisation de la société civile en Grèce qui vise à combler l'analyse, la pratique et la politique en s'appuyant sur des collaborations dans les médias, l'éducation, les droits et la non-discrimination. Symβiosis met l'accent sur l'information, la liberté d'expression et le journalisme, le débat public et la participation active des citoyens, afin que les citoyens, les personnes marginalisées et les communautés exprime leurs besoins et leurs idées. Symβiosis soutient le dialogue interculturel et interreligieux et l'éducation politique a fin de renforcer la cohésion sociale, la compréhension entre les différences cultures et l'acceptation de la diversité. Focus Symβiosis pour 2013 comprend l'éducation et de la jeunesse | Diversité & Civic Participation | Media & Information | Migration & Cohésion sociale | égaux en

droit. Égalité dans la société, alors qu'il est membre de la Fondation Anna Lindh réseau et la Plate-forme des ONG de l'Agence des droits fondamentaux de l'Union européenne

Despina Syrri is President of Symβiosis, a social scientist focusing on media and diversity, migration, borders and mobility, political economy of development, in tandem with consultancies for international and non-government agencies in Greece, the Balkans, Europe and Africa. She has published extensively, including working on documentaries. She has been Visiting Fellow at the Amsterdam Centre for Holocaust and Genocide Studies, Director of Research and International Cooperation at the Immigration Policy Institute in Greece, taught Political Science and Political Anthropology at the American College of Thessaloniki and has worked with the Reuters News Agency, Athens News Agency, the South East Europe Research Centre, the Berlin Migration Netzwerk, the British Council, the Oxford Refugee Studies Centre, the EastWest Institute, ELIAMEP, as well as IOs and NGOs in Southern Africa, East Europe and South East Europe on issues of post-conflict development, elections, poverty reduction, migration, refugees, borders and the Western Balkans integration to the European Union.



Antigoni THEMISTOKLEOUS - Cyprus

Radio Television Officer

Cyprus Radio Television Authority



The Cyprus Radio Television Authority is the competent independent regulatory body for the licensing, the establishment and operation of private radio and television stations in Cyprus. It was established in 1998 when the Radio and Television Stations Law 7(I)/1998 was enacted. The Authority has its own services and it is self-funded through the income derived from licence fees and advertising revenues. The decisions of the Authority take effect without any other approval and are subject only to judicial review. The Authority has the duties to safeguard the public interest by protecting fundamental rights and democratic ideals, such as the right to freedom of expression, to free and pluralistic information and the principles of political and cultural pluralism, to ensure transparency in ownership of broadcasting bodies and to guarantee the journalistic and creative independence of media employees.

Since 2007, I have a permanent position in CRTA as a Radiotelevision Officer and I am currently a PhD candidate at the University of Brighton. After my undergraduate studies in Classics, I studied Media and Communications Regulation and Policy at the LSE. I worked as a teacher and as a journalist. My research and professional interests focus on media policy-making and media regulation and governance, including issues of diversity, pluralism, media freedom and professional journalistic ethics. Je travaille à l' Autorité de l' Audiovisuel de Chypre, depuis 2007. Je suis actuellement candidate au doctorat à l'Université de Brighton. Après mes études de premier cycle en Lettres Classiques et Modernes, j'ai étudié la réglementation et la politique des Médias et de la Communication à LSE. J' avais travaillé en tant qu'enseignant et en tant que journaliste. Mes intérêts se concentrent sur de politiques et de régulation des médias et de la gouvernance, y compris les questions de la diversité, le pluralisme, la liberté des médias et les normes professionnelles de journalisme.



Helle TIIKMAA - *Estonia*

Vice-chairman of the board

Union of Estonian Journalists - www.eal.ee



Union of Estonian Journalists was first established in 1919 to unite emerging professional journalists. While the task of self-regulation in that time was not too successful, the union prospered as social network and also as the cultural leader (among the activities was the creation of a cultural capital grant for journalists). The Soviet occupation in 1940 stopped the work of the union until 1957 when it was recreated as Soviet-style trade-union that dealt perks, but also was again social network. In 1990-94 the union was rearranged as creative and trade union to represent employees in the media field and freelancers.

I am an alumni of the University of Tartu, Department of Journalism (now the Institute of Journalism and Communication), the course of 1990. From 1990-2009 I worked as a journalist in Estonian Television (a PSB channel, now Estonian Public Broadcaster), fulfilling the posts from cultural news reporter and EBU contact person in Estonia to foreign news editor and analyst and also presenter the foreign policy programme "Välisilm" (Outer world). I have also been an author of 13 documentaries on foreign topics. From 2009 I have been a freelance journalist and doctoral student, researching the broadcasting and Estonian media regulation practices.



Dimitris TRIMIS - *Greece*

Executive Board Chair

JUADN -ESIEA - Journalists' Union of the Athens Daily Newspapers - www.esiea.gr



The Journalists' Union of the Athens Daily Newspapers (JUADN-ESIEA) was established in 1914 by journalists working in Athenian dailies. Ninety-nine years later, union membership exceeds 5000 journalists working in newspapers, public and private radio and TV and digital media. JUADN members elect every two years an 11 member Executive Board, two 10 member Disciplinary Boards supervising adherence to JUADN code of deontology and the Executive Board of the JUADN Cultural Foundation. JUADN trade union activities aim to consolidate journalists' rights at work, safeguard Press freedom and citizen's right to news information through Press, broadcasting and digital media. JUADN negotiates collective work agreements, a commitment noted by Courts of Justice when ruling for journalists JUADN members as well as union non-members. CWA signed by JUADN Executive Board after extensive negotiations cover journalists working in Athens daily newspapers, Greek public radio and TV, Public Athens News Agency as well as private radio and TV stations. JUADN trade union activities include special relations with neighbouring and European countries unions as well as all over the world. JUADN is a member of IFJ/EFJ.

Born in Athens in 1954, studied Statistics and Economics at Pireaus University. A professional journalist since 1983. 1990-2011 working in newspaper "ELEFTHEROTYPIA" and before for a brief time in magazine "SCHOLIASTIS" have also collaborated in radio programmes broadcasted in Greek public radio. Currently Chair of Journalists' Union of the Athens Daily Newspapers Executive Board. In 2001 was first elected member of JUADN Executive Board and since then continuously re-elected has served as General Secretary 2005-2007 and President 2011-2013.



Lucia VISCA - *Italy*
President Gender Commission
FNSI - www.fnsi.it

FNSI is only the union of Italian journalists, supervises the contract and the rights and duties of the profession

reporter in the 70s for the newspaper Paese Sera, the 80's I worked in the group L'Espresso first as head of service in local newspapers and then as chief editor in local newspapers and the national agency. Union leader for six years as Chairman of the gender commission. author of Investigation of great powers (Freemasonry, the Catholic Church, etc.). published in books in this series RX Castelveccchi.

Moschos VOITSIDIS - *Greece*
President

ESIEMTH - Journalists' Union of Macedonia and Thrace Daily Newspapers - www.esiemth.gr



The Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH) is a trade union, representing over 800 professional journalists in Northern Greece. It is a full member of the International Federation of Journalists (IFJ) and the European Federation of Journalists (EFJ), serving on the EFJ's Steering Committee. ESIEMTH also serves as co-chairman of the EFJ's Labor Rights Experts Group and is represented in the EFJ's Broadcasting Experts Group.

Mr. Voitsidis has been working as a journalist since 1976 and is also a practicing attorney at law. He has served as president of the Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH) since 2008 and has been elected numerous times to serve on the EFJ's Steering Committee. During this time, he has set as a priority to promote the Union's involvement in European campaigns, which aim at safeguarding labor rights, promoting freedom of expression and maintaining high standards of journalism.



Fabien WILLE - *France*
Professor
University of Lille2

L'université de Lille 2 "droit et santé" dispose d'une faculté qui a pour finalité de préparer aux métiers du sport. Notre objectif est donc de mieux appréhender ces défis sociétaux du 21^{ème} siècle pour mieux cibler nos objectifs de recherche et de formation. University of Lille 2 "Law and Health" has a faculty that has finalité to prepare for careers in the sport. Our goal is to better understand the societal challenges of the 21st century to better target our Goal of research and training.

Professeur des Universités au sein de la faculté des sciences du sport de Lille, j'enseigne au niveau licence, master et doctorat sur ces questions médias et sport. Au sein de notre équipe de recherche que je dirige avec 10 enseignants chercheurs, nous développons la thématique de la responsabilité des acteurs du sport. publications récentes : Wille, F. (2013). L'identité générique du spectacle sportif médiatisé, Questions de communication, 19. AERES, Sciences de l'information et de la communication, ISSN 1633-5961 ISBN 978-2-8143-0141-2. Coordination du numéro 25 des Cahiers du journalisme : journaliste sportif vs journaliste de sport : vers une redéfinition de la profession ? (ESJ-Université Laval de Québec, en ligne :



<http://www.cahiersdujournalisme.net/cdj/25.htm>). University Professor at the Faculty of Sport Sciences in Lille, I teach at bachelor, master and doctorate on these issues media and sports level. In our research team and I lead with 10 teachers and researchers, we develop the theme of the responsibility involved in sport. Recent publications: Wille, F. (2013). The generic identity of the sporting event publicized, *Communication Issues*, 19. AERES Information Science and Communication, ISSN 1633-5961 ISBN 978-2-8143-0141-2. Coordination number 25 of Cahiers du journalisme sportswriter vs. sports journalist: towards a redefinition of the profession? (ESJ-Laval University, online: <http://www.cahiersdujournalisme.net/cdj/25.htm>).

Yuklan WONG - *Belgium / Belgique*
campaigns and project officer

EFJ / IFJ - European / International Federation of Journalists - www.ifj.org



EFJ / IFJ – EUROPEAN / INTERNATIONAL FEDERATION OF JOURNALISTS - The IFJ, in particular its European Branch, the European Federation of Journalists, is an international network of organisations of journalists and media professionals focusing its activities mainly on training and on ethics in the field of journalism. EFJ covers 33 European countries and is made up of national trade unions and professional organisations of journalists and media professionals. EFJ / IFJ is an observer member of the CoE steering committee on Media, and Information Society (CDMC). EFJ / IFJ already was one of the MARS partner organisations. Recently, EFJ / IFJ lead a European survey on initiatives taken in Europe on media and diversity issues (Media4Diversity report published by the EU in 2009) and led a campaign on Ethical Journalism that included dimensions related to diversity and non discrimination. IFJ will be the official and administrative partner of MEDIANE as EFJ does not have, until now, an autonomous administrative status from IFJ. In MEDIANE, EFJ/IFJ will be mostly in charge of issues and topic related to editorial management

Yuk Lan WONG - Campaigns and project officer – Belgium. Yuk Lan Wong is the campaigns and projects officer of the International/European Federation of Journalists. She joined the Federation since August 2009 after she obtained her Joint Honours' degree in Social Policy and Journalism, Films and Media Studies at Cardiff University in the UK. During her studies, she also obtained work experience at the United Nations Association in Wales, where she was the coordinator of the Young Professional Network. She has been involved in various European projects in promoting ethical journalism, media diversity and trade union rights.



