**FENAJ – NATIONAL FEDERATION OF BRAZILIAN JOURNALISTS**

**(FENAJ is a trade union organization and represents all the 31 unions of journalists in Brazil. It is the Brazilian affiliate to IFJ – International Federation of Journalists)**

**QUESTIONNAIRE**

**Question 1**

The most important challenge for women journalists in their day-to-day work is, first, to struggle to receive the same salary as their male mate. We, as a trade union organization, have a survey showing that the majority of Brazilian newsrooms today is composed by women. But there is a lack of awareness about their rights not only as women but also as professionals. Only whne they suffer some direct violence as dismissals after resisting a sexual or moral harassment, they dare denounce the problem. Even though, there are a few women journalists doing so. They are afraid of loosing their jobs and/or not being able to get a job in another media company if they go public.

**Question 2**

Yes. We monitor those conditions every year prior to our collective agreements period, in order to introduce gender clauses in them. In the last Congress of FENAJ, in August 2016, we approved a motion to create a Commission on Violence Against Women Journalists to be installed in every and each union. Today, we have only one, in the Journalists`union of São Paulo. Is was created not only to receive the complaints, but also to give legal and emotional support to the professionals.

**Question 3**

Besides those commissions mentioned above, FENAJ also made Seminars on how to cover the issue of gender and race in gender for journalists in 8 states, in a partnership with UN Women. We are going to restart those activities hopefully next year. Also in the last Congress of FENAJ last year we approved the creation of a National Gender Commission, formed by one representative from each union in Brazil, to be installed of the 8th March. The plan is that that commission could provide a better picture on the problem and help FENAJ to build a gender policy and campaigning.

**Question 4**

As the new Executive board of FENAJ is composed in the majority by women (President, Treasurer, 2nd Vice-President and General Secretary) the proposal is to implement a more strong gender-sensitive-approach. But the fact that women journalists have a strong participation in their unions, is a very positive result on the gender policies of our Federation.

**Question 5**

In Brazil, there is only one law “Maria da Penha” to punish physical aggression against women. Also, by law, every city must have police stations specially prepared to receive complaints on violence against women (delegacies da mulher). In the government of Lula and Dilma Roussef (deposed by coup) it was created a Special Secretary of Women – with the status of a Ministry, which provide directives to protect women and to monitor violence. The present President extinguished this Secretary, unfortunately. Women journalists indirectly benefit from this law.

**Question 6**

There are no laws for this specific topics. Just programs and projects in some organizations ans unions to face the complex challenge to deal with violence against women journalists in their working places. This hidden agenda must be put into light. What FENAJ and unions affiliates are doing is to campaign and raise awareness through seminars and debates trying to extract the change of paradigmas and to make women journalists to go public and denounce violence and harassment. It is still a long journey to go. As I said above, the seminars in partnership with UN Women is a very successful initiative that changed the way journalists cover gender and violence against women.

**Question 7**

We have our internal network with the 31 unions around the country and the unions have their own local and regional networks to amplify gender national policies. Also, each year, FENAJ uses the big media to launch its Annual Dossiê on Violence Against Journalists where the gender compound is also reported. <http://fenaj.org.br/relatorios-de-violencia-contra-jornalistas-e-liberdade-de-imprensa-no-brasil/>

**Question 8**

Although we fight hard against it, Brazilian society is still too much male chauvinist. Of course it is not openly said but it exists including in the newsrooms among colleagues. And we know that any change in that culture and behavior is very difficult to confront. So the main problem of women journalists facing violence and harassment and aggression is to go public. And when they go public is to have social support to their complaints. As we say, it is still a hidden agenda. That is why our programs, seminars, trainings and commissions are working contantly to confront the problem and give women journalists the proper guarantees, including the collective agreements, to change the situation.

**Question 8**

On Goal 5, the program with UN Women to prepare journalists to cover gender issues and and gender equality, as said, is the main activity to raise awareness and fair and credible reports is the mais program we´ve done and will continue to do. It changed the look upon the reality Brazilian women face today. We have prepared a group of women journalists specialized and dedicated to the theme.

On Goal 16, as everybody knows, Brazil is facing a hard time for journalists as the main and most powerful media organizations supported the coup and the measures the government is imposing to destroy historical rights of workers and the people in general. The burden on journalists is too high and FENAJ is starting a whole program of debates to reinforce the importance of journalism and good journalism to keep the humanist and humanitarian values in society.