

# PHILIPPINE PLAN OF ACTION ON THE SAFETY OF JOURNALISTS





# **PHILIPPINE PLAN OF ACTION ON THE SAFETY OF JOURNALISTS**

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and International Media Support ([www.mediasupport.org](http://www.mediasupport.org))  
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ISBN 978-971-8502-20-4

*The Philippine Plan of Action on the Safety of Journalists has been developed under the “Safeguarding Press Freedom in the Philippines” project implemented by the Asian Institute of Journalism and Communication (AIJC) and International Media Support (IMS), with support from the European Union, the Danish Ministry of Foreign Affairs, and UNESCO.*

# Contents

Foreword.....	7
List of Acronyms.....	9
I. Introduction.....	11
II. Context and Overview	
a. Threats Facing Journalists in the Philippines.....	12
b. Crafting the Philippine Plan of Action on the Safety of Journalists.....	13
c. The PPASJ Framework .....	14
III. The Philippine Plan of Action on the Safety of Journalists	
a. Vision and Goals.....	15
b. Flagship Areas	
1. Integrity and Professionalism.....	15
2. Conducive Working Conditions.....	16
3. Safety and Protection Mechanisms.....	16
4. Criminal Justice System.....	16
5. Public Information, Journalism Education, and Research.....	17
IV. Implementing Structures and Mechanisms	
a. Scope.....	17
b. Key Implementers	
• PPASJ Multi-Stakeholder Coalition.....	18
• Journalist Safety Advisory Group.....	19
• Technical Working Groups.....	19
• PPASJ Secretariat.....	21
V. Action Plan for Flagship Areas.....	22
VI. Appendices	
a. Past and Current Initiatives on the Safety and Protection of Journalists.....	33
b. Description of 4Ps (Prevention, Protection, Prosecution, and Partnership) Framework.....	35
c. Definition of Grouping and List of Institutions.....	36
d. Organizations in the National and Regional Consultations, Dialogues, and Focus Group Discussions on the PPASJ.....	38
e. About the Safeguarding Press Freedom in the Philippines Project.....	44



# Foreword

*“Every journalist killed or neutralized by terror is an observer less of the human condition. Every attack distorts reality by creating a climate of fear and self-censorship.”<sup>1</sup>*

The Philippine Plan of Action on the Safety of Journalists (PPASJ) documents an outcry against the continued killing of journalists and impunity for their killers and affirms that Philippine journalism will be unrelenting in fulfilling its role in keeping democracy vibrant and its citizens free and sovereign.

A national plan based on the United Nations Plan of Action on the Safety of Journalists and the Issue of Impunity, the PPASJ promotes the safety and protection of journalists and other media workers. It also seeks to safeguard press freedom in the country, where a climate of impunity for crimes against media practitioners exists and physical and digital attacks and threats against them continue, despite initiatives of media, civil society and government to address the situation.

The PPASJ is a unique blueprint developed in an inclusive, participatory and multi-stakeholder-driven process. Insights and recommendations from media, government, academia and civil society were documented during multi-stakeholder consultations at the national and regional levels, journalist safety training sessions, and dialogues with state security forces in Luzon, Visayas and Mindanao from 2018 to 2019.

The PPASJ was developed as part of the Safeguarding Press Freedom in the Philippines project (2018-2020), which aims to enhance the enabling environment for the exercise of press freedom and establish safety mechanisms for journalists and media workers that are locally anchored and sustainable.

As implementing partners of the project, the Asian Institute of Journalism and Communication (AIJC) and International Media Support (IMS) collaborated with media organizations to form the Journalist Safety Advisory Group (JSAG). JSAG, which provides strategic advice and guidance on the PPASJ, comprises the Center for Community Journalism and Development (CCJD), Center for Media Freedom and Responsibility (CMFR), National Union of Journalists of the Philippines (NUJP), Philippine Press Institute (PPI), AIJC, and IMS.

AIJC and IMS, together with JSAG, gratefully acknowledge the support of the European Union, the Ministry of Foreign Affairs of Denmark, and UNESCO as co-funders of the Safeguarding Press Freedom in the Philippines project.

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<sup>1</sup> Barry James, *Press Freedom: Safety of Journalists and Impunity* (UNESCO, 2007). Quoted in the UN Plan of Action on the Safety of Journalists and the Issue of Impunity.





## List of Acronyms

4Ps	Prevention, Protection, Prosecution, and Partnership
AFP	Armed Forces of the Philippines
AIJC	Asian Institute of Journalism and Communication
CCJD	Center for Community Journalism and Development
CCPC	Cebu Citizens-Press Council
CEGP	College Editors Guild of the Philippines
CHED	Commission on Higher Education
CHR	Commission on Human Rights
CIDMS	Case Information Database Management System
CMFR	Center for Media Freedom and Responsibility
COMELEC	Commission on Elections
CPJ	Committee to Protect Journalists
CSO	Civil society organization
DND	Department of National Defense
DOJ	Department of Justice
DOLE	Department of Labor and Employment
EU	European Union
FFFJ	Freedom Fund for Filipino Journalists
FFW	Federation of Free Workers
FLAG	Free Legal Assistance Group
FMA	Foundation for Media Alternatives
FOCAP	Foreign Correspondents Association of the Philippines
IAWRT	International Association of Women in Radio and Television
IBP	Integrated Bar of the Philippines
ILO	International Labour Organization
IMS	International Media Support
INGO	International nongovernment organization
INSI	International News Safety Institute
ITC	Industry Tripartite Council
JSAG	Journalist Safety Advisory Group
KBP	Kapisanan ng mga Brodkaster ng Pilipinas
MABINI	Movement of Attorneys for Brotherhood, Integrity, and Nationalism
MIL	Media and Information Literacy
NBI	National Bureau of Investigation
NDRRMC	National Disaster and Risk Reduction and Management Council
NGO	Nongovernment organization
NPC	National Press Club

NUJP	National Union of Journalists of the Philippines
NUPL	National Union of People's Lawyers
OSH	Occupational Safety and Health
PACE	Philippine Association of Communication Educators
PAMIL	Philippine Association for Media and Information Literacy
PAPI	Publishers Association of the Philippines Inc.
PCIJ	Philippine Center for Investigative Journalism
PCS	Philippines Communication Society
PCW	Philippine Commission on Women
PDEA	Philippine Drug Enforcement Agency
PDI	Philippine Daily Inquirer
PECOJON	Peace and Conflict Journalism Network
PPASJ	Philippine Plan of Action on the Safety of Journalists
PNP	Philippine National Police
PPI	Philippine Press Institute
PRSP	Public Relations Society of the Philippines
PSSC	Philippine Social Science Council
PTFoMS	Presidential Task Force on Media Security
PUP	Polytechnic University of the Philippines
QRT	Quick Response Team
SC	Supreme Court
ToT	Training of Trainers
TWG	Technical Working Group
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UPCMC	University of the Philippines College of Mass Communication

# I. Introduction

This is a critical time for the media and journalists in the Philippines. The media faces rising violence fostered by a culture of impunity that has festered across sectors and throughout the nation for decades. Since 1986, the Philippines has been one of the most dangerous countries in the world for journalists<sup>2</sup>, with no less than 165 members of the press killed since the ouster of the Marcos dictatorship and the restoration of democracy.<sup>3</sup>

The violence against journalists is not unique to the Philippines. Since 2000, 1028 journalists have been killed<sup>4</sup> in the line of duty from the Americas to Africa, the Middle East, Asia and Europe. In nine of 10 cases, nobody has been brought to justice.

It is precisely in the face of this that the United Nations has declared the safety of journalists and ending impunity as essential to preserving freedom of expression as guaranteed by Article 19 of the Universal Declaration of Human Rights. In 2012, the UN Plan of Action on the Safety of Journalists and the Issue of Impunity was launched, providing a framework for member states to outline their own national programs to defend and strengthen media practitioners, press freedom, and free expression.

Responding to this call and challenge, various sectors and stakeholders across the Philippines came together over several months in 2018-2019 for a series of consultations on how to cooperate and engineer a national plan of action for the safety of journalists. The product is presented in this document, the Philippine Plan of Action on the Safety of Journalists, also known under its abbreviation, PPASJ.

The PPASJ lays down action points and recommendations for the protection of Filipino journalists and media workers and recommends mechanisms and platforms to coordinate efforts through partnerships to prevent, protect against, and prosecute attacks against journalists. To succeed and to be sustainable, it will be a collective, multi-sectoral endeavor. The PPASJ will be implemented by media institutions and organizations, as well as journalists' groups, national and regional government authorities including law enforcement agencies and state security forces, human rights bodies, academia, national and international non-profit organizations, and UN agencies.

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<sup>2</sup> Elisabeth Witchel, "Getting Away with Murder," Committee to Protect Journalists, 2018, <https://cpj.org/x/74ad>

<sup>3</sup> Center for Media Freedom and Responsibility, "Database on the Killing of Journalists in the Philippines since 1986," Center for Media Freedom and Responsibility, n.d., <http://cmfr-phil.org/mediakillings/>

<sup>4</sup> Committee to Protect Journalists (2019), <https://cpj.org/data/killed/>

The PPASJ builds its framework around the need for the 4Ps: Prevention, Protection, Prosecution, and Partnership.<sup>5</sup> It is guided by its vision for a future where “journalists and media workers in the Philippines are safe and protected to practice their profession, thus upholding media freedom, safeguarding human rights, and strengthening democracy.”

## II. Context and Overview

### a. Threats Facing Journalists in the Philippines

Attacks on the media and journalists across the globe have been increasing at an alarming rate over the last three decades. Despite the restoration of democracy and human rights by the 1986 People Power Revolution that ended two decades of the Marcos dictatorship, attacks against Filipino journalists and the media have persisted. Indeed, today the Philippines annually ranks as one of the most dangerous countries in the world for journalists.

Filipino journalists face both physical and online threats of violence for covering issues related to corruption or crime. From July 2016 to October 2018 at least 85 attacks and threats were recorded, 23 of them targeting women. Female journalists particularly carry the brunt of sexual harassment and online trolling and attacks, not only for their stories, but also because of their gender.<sup>6</sup>

No less than 165 journalists have been killed in the country since 1986.<sup>7</sup> The massacre of 58 people, including 32 journalists, on November 23, 2009 in Ampatuan, Maguindanao remains one of the deadliest atrocities inflicted on journalists in a single event.

Violence against journalists in the Philippines takes place in a climate of impunity. Most media killings have not been prosecuted. A decade since the horrific incident, the Ampatuan massacre remains unresolved. The Committee to Protect Journalists 2019 Global Impunity Index ranks the Philippines fifth among countries where journalists are killed and their killers go free.<sup>8</sup>

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<sup>5</sup> Four “Ps”: Prevention, Protection, Prosecution, Partnerships. Retrieved 10 September 2019 from <https://ctcwcs.files.wordpress.com/2016/07/four-ps.pdf>

<sup>6</sup> International Media Support, “The safety of women journalists: Violence, silence and the risks of inequality (2019), p.38, [www.mediasupport.org/publications](http://www.mediasupport.org/publications)

<sup>7</sup> Center for Media Freedom and Responsibility, “Database on the Killing of Journalists in the Philippines since 1986,” Center for Media Freedom and Responsibility, n.d., [cited 4 Oct. 2019], <http://cmfr-phil.org/mediakillings/>

<sup>8</sup> Committee to Protect Journalists, “Getting Away with Murder,” 2019, [cited 5 Nov. 2019], <https://cpj.org/reports/2019/10/getting-away-with-murder-killed-justice.php>

The killings and impunity reflect the endemic violence in Philippine society—a gun culture and a justice system that is facing many challenges. Altogether, the combination makes up what has been described as a culture of impunity, resulting in crime that goes unpunished. Often, it involves or implicates those who have the power to control and manipulate the coercive agencies of police and military.

## **b. Crafting the Philippine Plan of Action on the Safety of Journalists**

The PPASJ was developed in an inclusive, participatory and stakeholder-driven process. It is the first of its kind in the world. The PPASJ also addresses specific issues and challenges faced by both female and male journalists and media workers.

The PPASJ adheres to the spirit and intent of the UN Plan of Action on the Safety of Journalists and the Issue of Impunity launched in 2012 and fully recognizes its assertion that “the safety of journalists and the struggle against impunity for their killers are essential to preserve the fundamental right to Freedom of Expression, guaranteed by Article 19 of the Universal Declaration of Human Rights. Freedom of Expression is an individual right, for which no one should be killed, but it is also a collective right, which empowers populations through facilitating dialogue, participation and democracy, and thereby makes autonomous and sustainable development possible.”

As a collective endeavor, the PPASJ builds on existing programs since the 1990s which have sought to understand the nature of violence and impunity as affecting the media and journalists.<sup>9</sup>

The PPASJ is the result of comprehensive consultations across the country that began with a national multi-stakeholder workshop in Manila on 7 November 2018. The national workshop became the template for regional consultations in Luzon, Visayas, and Mindanao. Representatives from government, state security forces, academia, civil society, media organizations, and journalists provided critical insight and direction on the challenges faced by journalists and possible actions to address them. National-level meetings and regional dialogues also were held with state security forces from the Philippine National Police (PNP) and Armed Forces of the Philippines (AFP).

The process of preparing the PPASJ has elicited ground-breaking views and concrete recommendations on how to address journalist safety issues at the community, regional, and national levels.

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<sup>9</sup> See Appendix A for further details on Past and Current Initiatives on the Safety and Protection of Journalists



### c. The PPASJ Framework

The PPASJ adopts a framework of Prevention, Protection, Prosecution, and Partnership. This is the same “4Ps” paradigm used in the United Nations trafficking in persons protocol. The PPASJ was drafted and driven by the stakeholders’ shared values for democracy, human rights, rule of law, and freedom of the press. Under this framework, the flagship areas outlined below will address integrity and professionalism; conducive working conditions; safety and protection mechanisms; criminal justice system; and public information, journalism education and research.

The framework is illustrated in Figure 1.

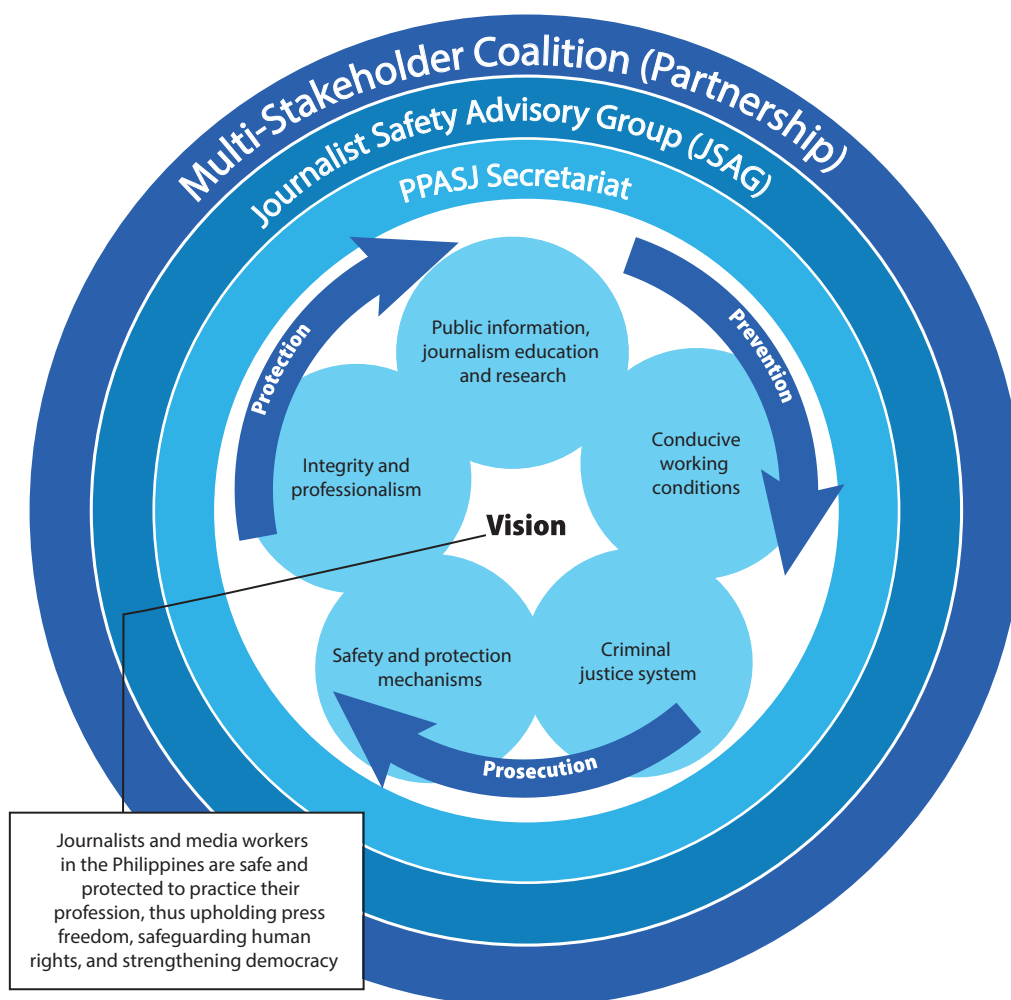


Figure 1. Philippine Plan of Action on the Safety of Journalists (PPASJ) Framework.

The framework also illustrates the role of the multi-stakeholder coalition (which stands for the fourth “P”— “partnership”), the Journalist Safety Advisory Group (JSAG), and the PPASJ Secretariat.

### **III. The Philippine Plan of Action on the Safety of Journalists**

The PPASJ provides the framework and platform to coordinate the partnership efforts of various actors to prevent, protect against, and prosecute attacks against journalists and media workers, including reporters, editors, columnists, broadcasters, news program producers, news photographers, TV news crew members, and media crew drivers. The PPASJ provides a special focus on women media practitioners as well.

#### **a. Vision and Goals**

**Vision:**

Journalists and media workers in the Philippines are safe and protected to practice their profession, thus upholding press freedom, safeguarding human rights, and strengthening democracy.

**Goals:**

1. Strengthen journalists' professional competencies and thereby increase public trust;
2. Improve working conditions by establishing multi-sectoral structures to address duty of care;
3. Strengthen and expand protection structures and mechanisms to effectively manage cases of intimidations, threats and attacks on journalists and media workers;
4. Counter the issue of impunity through strengthening the criminal justice system for investigations and prosecution;
5. Increase public awareness and knowledge about the role of media in a democracy through public information, journalism education, and research.

#### **b. Flagship Areas**

The following flagship areas have been identified through the multi-stakeholder consultation process. They summarize the priority areas for national action with regard to journalist safety:

1. Integrity and Professionalism

This flagship area will enhance competencies and ethical standards of male and female journalists. It will raise self-esteem among journalists and improve public trust and confidence in the media. Professionalism will also be pursued and promoted by independent national and local press councils committed to free and responsible news media. Key actions include:

- Working for the creation of an independent, multi-sector and multi-stakeholder National Press Council;

- Promoting and strengthening self-regulation within and among media houses and adherence to ethical standards by individual journalists.

## 2. Conducive Working Conditions

This flagship area highlights the rights of journalists and media workers to be assured of economic and job security, and occupational health and safety, as provided for by national laws and international protocols. It considers the different working relationships or work status of journalists (e.g. employed/self-employed, correspondents, stringers) and the corresponding economic and professional benefits, physical and mental health care, and social security, which contribute to the general safety and protection of journalists and media workers. Key actions include:

- Working to establish an industry-wide association of journalists and other media workers to ensure compliance with international standards and national laws/policies including labor and social welfare laws;
- Advocating with media houses/owners to fulfil their duties and obligations and observe occupational health and safety (OSH) standards;
- Moving for the operationalization of the Industry Tripartite Council (ITC) for the media sector at the national and local levels.

## 3. Safety and Protection Mechanisms

This flagship area focuses on institutionalizing mechanisms for safety and protection. Such work will entail risk mapping and safety training courses for journalists and media workers; monitoring, documenting, and reporting attacks and threats; providing quick responses; and providing safe spaces, tools and protective equipment. Key actions include:

- Strengthening mechanisms and capacities for journalists and media workers as well as media houses and responding to attacks and threats against journalists, media workers and media houses;
- Developing and/or enhancing safety-focused gender sensitivity programs for journalists and media workers;
- Institutionalizing regular dialogues between media and state security forces.

## 4. Criminal Justice System

This flagship area will map and examine laws and policies that imperil or undermine press freedom and journalist safety. It will then advocate for the repeal or amendment of such laws and push for policies that will protect and foster fundamental rights and freedoms, including freedom of the press. This area will also establish and strengthen legal defense services for journalists and media workers and monitor and report on court cases involving crimes against journalists. Key actions include:

- Reviewing and working for the reform of laws impeding and endangering freedom of expression and the press;
- Developing legal support mechanisms and partnerships, establishing legal defense funds and networks for journalists and media workers, and encouraging coordinated campaigns among journalists under related legal attacks or legislative offensives;

- Developing and conducting policy advocacy in partnership with the Supreme Court, Department of Justice, Public Attorney's Office, National Bureau of Investigation, and the National Prosecution Service.
5. Public Information, Journalism Education, and Research
- Media and Information Literacy (MIL) initiatives will contribute to greater public understanding and appreciation of the role of the news media in protecting democracy and an enhanced recognition by media audiences of their responsibility in safeguarding media freedom. Journalism education can be more relevant by integrating safety and protection in the curriculum and research agenda. In addition, journalists and media workers are empowered by continuing human rights and legal education. Key actions include:
- Working to raise public awareness and appreciation for the role of free and independent media in democracy and development;
  - Strengthening regional memberships of existing nationwide associations of MIL and Communication teachers to promote the teaching of journalist safety in schools;
  - Identifying and documenting good labor practices in the newsroom in the context of journalist welfare and safety, as models for replication.

## IV. Implementing Structures and Mechanisms

### a. Scope

The implementing actors of the PPASJ include media development organizations, media houses and news organizations, press and broadcast associations, academia, civil society organizations and nongovernment organizations, independent constitutional bodies, national and regional government agencies, state security forces, and international organizations and UN agencies.

During the five-year period of 2020-2024, the PPASJ aims to see its various components and strategies operationally in place. Through collaboration, the various stakeholders will help shape an environment for journalists that will at least bring to a minimum cases of harassment, intimidation, threats and other forms of attack. At the same time, it will develop and strengthen an enabling environment that “involves freedom from prosecution and punishment for reporting; security of person and security of sources; and material conditions that enable journalists to pursue a story, such as legal protection and stable employment.”<sup>10</sup>

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<sup>10</sup> Killings of Journalists Worldwide: The Full Cost of a Free Press, Media Governance and Research Lab, University of Vienna

The PPASJ also recognizes the mandate and role of state-led institutions and mechanisms to “provide a conduit for journalists and freedom of expression groups to raise security concerns at high levels of government. Moreover, the state has the authority to prosecute or marshal the country’s security and police forces to offer protection to journalists and conduct special investigations. State mechanisms function best, however, when media and civil society are active participants, providing expertise and oversight.”<sup>11</sup>

## **b. Key Implementers**

### **PPASJ Multi-Stakeholder Coalition**

Pursuing the vision and goals of the PPASJ requires multi-stakeholder engagement and commitment. In the course of crafting the PPASJ, many individuals, groups, and sectors nationwide were consulted and provided valuable inputs including concrete actions to take. (Refer to Appendix D for the list of stakeholders.) Their engagement needs to be sustained and institutionalized during the PPASJ’s implementation and beyond. A viable option for sustainability is the creation of a Multi-Stakeholder Coalition that mobilizes all possible stakeholders in the process.

*Coalition members have committed to:*

- Promoting and protecting freedom of the press, especially the safety and protection of journalists and media workers.
- Participating in the crafting of the PPASJ and have formally expressed willingness to sustain participation in the pursuit of PPASJ goals and objectives.
- Acknowledging the PPASJ vision and goals and have formally expressed willingness to support and participate in coalition flagship areas/actions and advocacy initiatives.
- Providing resource support for the pursuit of actions included in the PPASJ.

*Roles and responsibilities of Coalition members*

- Integrate safety initiatives, especially those included in the PPASJ, into their regular programs/projects and activities;
- Expand and improve ongoing safety initiatives consistent with PPASJ;
- Participate in relevant technical working groups created to pursue specific flagship areas/actions identified in the PPASJ;
- Share and exchange lessons and experiences of journalists and media workers’ safety policies, programs, tools;
- Lobby for common advocacy areas as agreed by the coalition;
- Organize/convene relevant meetings to be attended by coalition members;
- Attend annual PPASJ review.

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<sup>11</sup> International Media Support (IMS), *Defending Journalism* (2017), p.48



### **Journalist Safety Advisory Group (JSAG)**

The existing advisory group (JSAG) will be institutionalized during the implementing period of the PPASJ (2020-2024) with the following updated functions:

- Review relevance of the PPASJ vis-à-vis global and national developments on press freedom and media safety;
- Monitor implementation of PPASJ flagship areas/actions and activities in coordination with the Secretariat;
- Propose changes in the PPASJ vision and goals, flagship areas/actions, and activities, if necessary;
- Recommend improvements and sustainability measures for current flagship areas/actions and activities;
- Provide technical advice to the Secretariat and Technical Working Groups created.

Upon confirmation, the current JSAG membership will compose the core members. These include the following:

- Asian Institute of Journalism and Communication (AIJC)
- Center for Community Journalism and Democracy (CCJD)
- Center for Media Freedom and Responsibility (CMFR)
- National Union of Journalists of the Philippines (NUJP)
- Philippine Press Institute (PPI)
- International Media Support (IMS) as observer

### **Technical Working Groups (TWGs)**

TWGs are ad hoc interagency working hubs of the Multi-Stakeholder Coalition. Each TWG is assigned to pursue a particular action or related actions.

The creation of a TWG is necessary in the following situations:

- An initiator is needed to jump-start and complete activities toward a specific goal/objective and action included in the PPASJ.
- Important viewpoints from relevant groups and sectors are considered prior to crafting proposed policies and action agenda.
- Interagency engagement is necessary to facilitate consensus on informed decisions, e.g., proposed policy and action agenda.
- Generation of ownership and support for proposed policy and action agenda is needed.
- Resource support to sustain crafting of proposed policy and action agenda must be mobilized.

The following are the envisioned tasks of TWGs:

- Review the state-of-the-art existing policies and practices for the specific area or related areas under consideration (e.g., working conditions);

- Convene multi-stakeholder meetings or dialogues to be able to generate viewpoints on specific issues and concerns;
- Craft proposed policy and action agenda (including programs and projects);
- Advocate or lobby for the adoption of proposed policy and action agenda (including programs and projects);
- Prepare policy and program briefs for dissemination to relevant stakeholders;
- Document TWG activities and outputs.

#### TWG Organization and Management

TWG members may come from the following:

- Government agencies
- Media companies
- Nongovernment organizations
- Professional associations
- Academe
- Others

TWGs may invite resource persons from UN agencies (e.g., UNESCO, ILO, UN Women) and INGOs (e.g., IMS, CPJ). These experts can provide international perspectives and share global best practices.

The TWGs that are created should seek to be co-chaired by representatives from a government agency and the private sector/NGOs. The involvement of government is necessary especially in cases where policies are among the major outputs. Such policies do not necessarily refer to legislated laws but may include executive issuances. For example, the Bureau of Working Conditions of the Department of Labor and Employment (DOLE) should play a key role in the proposed TWG for Rights and Working Conditions.

Initial TWGs may be created in the following areas:

- Review and updating of Philippine Journalists Code of Ethics (related to flagship area no. 1);
- Review and provide recommendations on Rights and Working Conditions of Journalists and Media Workers (related to flagship area no. 2);
- Creation of an independent regulatory mechanism like a Philippine Press Council (related to flagship area no. 3);
- Review of laws impeding and endangering freedom of expression and the press (related to flagship area no. 4);
- Integration of safety in journalism curriculum and research agenda (related to flagship area no. 5).

### **PPASJ Secretariat**

The creation of the PPASJ Secretariat for the Multi-Stakeholder Coalition and JSAG is proposed with the following terms of reference:

- Create an offline/online platform for sharing news and information related to the pursuit of the vision, goals, and activities of the PPASJ;
- Initiate creation of TWGs and provide secretariat support to these ad hoc bodies;
- Monitor and document activities of the JSAG, the Coalition, and TWGs;
- Secure accomplishment reports from flagship area/action implementers;
- Report status of plan implementation to JSAG and the Coalition;
- Package and disseminate information on activities and outputs of JSAG, the Coalition, and TWGs to local and international stakeholders;
- Respond to queries by local and international stakeholders on activities and outputs of JSAG, the Coalition, and TWGs;
- Prepare annual operational budget;
- Submit audited annual financial reports to JSAG;
- Perform other functions mandated by the JSAG.

The Asian Institute of Journalism and Communication (AIJC) will serve as the PPASJ Secretariat. The Institute will assign three full-time staff to constitute the Secretariat.

## V. Action Plan for Flagship Areas

Flagship Area No. 1: Integrity and Professionalism		
Action	Output	Institution (See Appendix C: Definition of Grouping and List of Institutions)
Work for the creation of an independent, multi-sector and multi-stakeholder National Press Council	<ul style="list-style-type: none"> <li>Working group set up</li> <li>National press council structure agreed on</li> <li>Lobbying strategies developed</li> <li>National press council formed</li> </ul>	<ul style="list-style-type: none"> <li>Media development organizations, CSOs and NGOs, press and broadcast associations, academia, government agencies, international organizations and UN agencies</li> </ul>
Encourage media houses to perform internal review/assessment of performance and professionalism of male and female journalists and media workers, towards strengthening self-regulation and adherence to ethical standards	<ul style="list-style-type: none"> <li>Internal review/assessment conducted</li> <li>Assessment report generated</li> <li>Assessment results used as guide in updating broadcast standards and code of ethics</li> <li>Updated standards and code popularized in various media platforms</li> <li>Related knowledge products developed and campaigns launched</li> </ul>	<ul style="list-style-type: none"> <li>Media development organizations, press and broadcast associations, media houses and news organizations</li> </ul>

<b>Flagship Area No. 2: Conducive Working Conditions</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Develop and sustain campaign on journalists and media workers' rights at work	<ul style="list-style-type: none"> <li>Human rights (HR) education modules with emphasis on women's rights and gender issues developed in partnership with CHR</li> <li>Occupational safety and health (OSH) education modules developed in partnership with DOLE</li> <li>HR/OSH training activities conducted in partnership with CHR, DOLE</li> </ul>	<ul style="list-style-type: none"> <li>Press and broadcast associations, media development organizations, CSOs and NGOs, government agencies, international organizations and UN agencies</li> </ul>
Work for the establishment of an industry-wide workers' association of full-time and freelance journalists and other media workers to ensure compliance with international standards and national laws/policies	<ul style="list-style-type: none"> <li>Series of consultations conducted and recommendations published and disseminated</li> <li>Industry-wide workers association formed and functioning</li> <li>Cooperatives for freelance journalists formed and functioning</li> <li>Insurance scheme for journalists and media workers developed in partnership with corporate sector</li> </ul>	<ul style="list-style-type: none"> <li>Media development organizations, press and broadcast associations, CSOs and NGOs</li> </ul>



<b>Flagship Area No. 2: Conducive Working Conditions</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Review labor laws and their implementation in relation to welfare and protection of media workers and make recommendations	<ul style="list-style-type: none"> <li>• Scope and limitations of journalists' employment defined</li> <li>• Baseline survey conducted on the salaries and wages of journalists</li> <li>• Recommendations submitted to DOLE, media owners, and press associations</li> </ul>	<ul style="list-style-type: none"> <li>• Government agencies, media houses and news organizations, media development organizations, academia, press and broadcast associations</li> </ul>
Advocate for the ratification of international protocols and conventions on occupational safety and health, employment relations and labor standards	<ul style="list-style-type: none"> <li>• Media companies monitored to have been following OSH protocols and conventions</li> <li>• International conventions and protocols reviewed by relevant institutions</li> <li>• Lobbying activities in Congress conducted</li> <li>• Media companies monitored to have been addressing psychosocial welfare of journalists</li> </ul>	<ul style="list-style-type: none"> <li>• Media houses and news organizations, media development organizations, press and broadcast associations, government agencies, psychosocial intervention groups, international organizations and UN agencies</li> </ul>

<b>Flagship Area No. 2: Conducive Working Conditions</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Advocate with media houses/ owners to fulfil duty of care obligations and observe OSH standards	<ul style="list-style-type: none"> <li>Media houses have institutionalized safety policies/programs such as creation of an office/ committee on journalist safety concerns (including equal working conditions for men and women), designation of safety officers (with gender sensitivity training), safety training for men and women (addressing all aspects of safety including gender-specific issues), safety protocols, and provision of personal safety equipment/gear</li> <li>Safety committees in newsrooms formed and monitored to be functional</li> <li>Psychosocial welfare/self-care system operationalized</li> <li>Relevant provisions for female journalists in the Magna Carta of Women, especially in relation to maternity benefits, observed.</li> </ul>	<ul style="list-style-type: none"> <li>Media houses and news organizations, media development organizations, press and broadcast associations, government agencies, international organizations and UN agencies</li> </ul>
Move for the operationalization of the Industry Tripartite Council (ITC) for the media sector at the national and local levels	<ul style="list-style-type: none"> <li>ITC agreements signed and council for the media sector organized</li> </ul>	<ul style="list-style-type: none"> <li>Media houses and news organizations, media development organizations, press and broadcast associations, government agencies, international organizations and UN agencies</li> </ul>

<b>Flagship Area No. 3: Safety and Protection Mechanisms</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Institutionalize regular dialogues between media and state security forces	<ul style="list-style-type: none"> <li>• Mechanisms developed for continuing dialogues with state security forces</li> <li>• Cross-shared database on journalist safety-related information, e.g. case reports, statistics, survey results</li> <li>• Participation in the Armed Forces of the Philippines Multi-Sectorial Advisory Board/Group (MSAB/MSAG)</li> <li>• Policy of transparency in the process of identifying prospective members of the MSAB/MSAG developed</li> <li>• Collaboration and coordination with DOJ/NBI enhanced</li> </ul>	<ul style="list-style-type: none"> <li>• Independent constitutional bodies, government agencies, press and broadcast associations, media development organizations</li> </ul>

<b>Flagship Area No. 3: Safety and Protection Mechanisms</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Strengthen mechanism and capacities for reporting and responding to attacks and threats against journalists and media workers	<ul style="list-style-type: none"> <li>Indicators defining nature and character of attacks and threats developed and utilized, including gender-specific indicators</li> <li>Reporting mechanism enhanced</li> <li>Standardized safety training modules produced</li> <li>Quick response mechanisms and strategies enhanced</li> <li>Quick response training activities conducted</li> <li>Quick response teams (QRTs) formed and functional</li> <li>Existing DILG Public Assistance Centers tapped to address safety and security concerns of journalists especially at the local level and provide linkages with other relevant government agencies</li> </ul>	<ul style="list-style-type: none"> <li>Media houses and news organizations, media development organizations, press and broadcast associations, CSOs and NGOs, government agencies, international organizations and UN agencies</li> </ul>
Broaden safety training for journalists to include physical, digital, psychosocial, and legal aspects and increase number of activities conducted, especially for those in far-flung areas	<ul style="list-style-type: none"> <li>Safety training modules, including those for Training of Trainers (TOT), standardized</li> <li>Journalists trained</li> <li>Psychosocial intervention mechanisms established</li> </ul>	<ul style="list-style-type: none"> <li>Media development organizations, press and broadcast associations, CSOs and NGOs, government agencies, international organizations and UN agencies</li> </ul>
Develop or enhance gender sensitivity program for journalists and media practitioners	<ul style="list-style-type: none"> <li>Workplace policies and protocols on gender sensitivity developed and implemented</li> <li>Gender sensitivity integrated in training programs</li> </ul>	<ul style="list-style-type: none"> <li>Media owners, media development organizations, press and broadcast associations</li> </ul>

<b>Flagship Area No. 3: Safety and Protection Mechanisms</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Set up a system or process to document attacks on women journalists including the nature of attacks, as well as encourage and assist them to file formal complaints	<ul style="list-style-type: none"> <li>• System to document attacks developed and tested</li> <li>• Documentation reports prepared</li> <li>• Disaggregated database established</li> <li>• Knowledge products developed</li> <li>• Formal complaints filed and documented</li> </ul>	<ul style="list-style-type: none"> <li>• Media development organizations, press and broadcast associations, women's groups, CSOs and NGOs</li> </ul>
Develop or enhance programs for the safety and health of male and female journalists and media workers	<ul style="list-style-type: none"> <li>• Wellness and psychosocial programs for male and female journalists and media workers developed and operational</li> <li>• Grievance machinery observed as functional in the workplace (e.g. women's desk, hotline, gender-sensitive human resources unit)</li> </ul>	<ul style="list-style-type: none"> <li>• Media houses and news organizations, media development organizations, press and broadcast association, government agencies, CSOs and NGOs</li> </ul>
Develop protection program for campus journalists	<ul style="list-style-type: none"> <li>• Legal assistance provided to campus journalists, e.g., by law schools</li> <li>• Paralegal training and seminar activities conducted</li> </ul>	<ul style="list-style-type: none"> <li>• Academia, CSOs and NGOs, independent constitutional bodies, press and broadcast associations</li> </ul>

<b>Flagship Area No. 4: Criminal Justice System</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Review and work for the reform of laws currently impeding and endangering freedom of expression and the press	<ul style="list-style-type: none"> <li>• Relevant laws reviewed</li> <li>• Amendments proposed</li> </ul>	<ul style="list-style-type: none"> <li>• Media development organizations, press and broadcast associations, CSOs, independent constitutional bodies, government agencies, international organizations and UN agencies</li> </ul>



<b>Flagship Area No. 4: Criminal Justice System</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Develop a legal support mechanism and defense fund for journalists, media workers, and their families by strengthening partnerships with lawyers' groups (e.g. IBP, NUPL, FLAG)	<ul style="list-style-type: none"> <li>Mechanism for legal defense fund developed and operational</li> </ul>	<ul style="list-style-type: none"> <li>Media development organizations, press and broadcast associations, CSOs and NGOs, government agencies, international organizations and UN agencies</li> </ul>
Develop and conduct policy advocacy in partnership with the Supreme Court, Department of Justice, Public Attorney's Office, National Bureau of Investigation National Prosecution Service	<ul style="list-style-type: none"> <li>Relevant policy advocacy issuances and materials developed to help hasten the investigation and prosecution process</li> </ul>	<ul style="list-style-type: none"> <li>Government agencies, CSOs and NGOs</li> </ul>
Promote the collective filing of cases on attacks, harassment, and impunity issues	<ul style="list-style-type: none"> <li>Cases in and out of the workplace investigated</li> <li>Cases filed by collaborating institutions</li> </ul>	<ul style="list-style-type: none"> <li>Media houses and news organizations, media development organizations, CSOs and NGOs</li> </ul>

<b>Flagship Area No. 5: Public Information, Journalism Education, and Research</b>		
<b>Action</b>	<b>Output</b>	<b>Institution</b> (See Appendix C: Definition of Grouping and List of Institutions)
Identify and document good labor practices in the newsroom in the context of women and male journalists' welfare and safety as models for replication	<ul style="list-style-type: none"> <li>Published and shared case studies on good labor practices in the newsroom</li> </ul>	<ul style="list-style-type: none"> <li>CSOs and NGOs, media development organizations, media houses and news organizations, press and broadcast associations, government agencies, international organizations and UN agencies</li> </ul>

## Flagship Area No. 5: Public Information, Journalism Education, and Research

Action	Output	Institution (See Appendix C: Definition of Grouping and List of Institutions)
Develop knowledge products such as a guide on cultural and traditional practices including those of Muslim groups and indigenous peoples	<ul style="list-style-type: none"> <li>Manual produced for journalists and editors, media houses and news organizations, press and broadcast associations, as well as academe and other sectors</li> </ul>	<ul style="list-style-type: none"> <li>Government agencies, CSOs and NGOs, academia</li> </ul>
Increase public awareness and knowledge about the role of media in democracy and how journalist safety issues affect all citizens	<ul style="list-style-type: none"> <li>Research conducted on communities' perceptions on the role of media in democracy</li> <li>National and local multi-stakeholder public outreach programs/campaigns designed and implemented in identified areas across the country</li> <li>CHR advisories on press freedom and attacks against journalists disseminated</li> </ul>	<ul style="list-style-type: none"> <li>Government agencies, academia, media development organizations, media houses and news organizations, CSOs and NGOs</li> </ul>
Strengthen regional membership of existing nationwide associations of MIL and Communication teachers to promote the teaching of journalist safety in schools	<ul style="list-style-type: none"> <li>Partnership strategies developed between the academic and media outlets</li> <li>Integration of journalist safety in the curriculum of journalism schools ensured</li> <li>Advocacy with media agencies conducted</li> <li>Workshops and conferences, where journalist safety is discussed, conducted</li> <li>Recommendations made to media outlets for providing a better work environment for practicing and potential journalists</li> </ul>	<ul style="list-style-type: none"> <li>Academia, CSOs and NGOs, government agencies, media development organizations, press and broadcast associations</li> </ul>
Undertake study to identify effective safety practices and mechanisms for adoption and replication	<ul style="list-style-type: none"> <li>Findings of study published and disseminated</li> </ul>	<ul style="list-style-type: none"> <li>Media development organizations, media houses and news organizations, press and broadcast associations, government agencies, independent constitutional bodies, CSOs and NGOs</li> </ul>

# **APPENDICES**



## APPENDIX A

### Past and Current Initiatives on the Safety and Protection of Journalists

The PPASJ builds on existing programs in the Philippines since the 1990s which have sought to understand the nature of violence and impunity as affecting the media and journalists.

These programs include a database on killings of journalists and other kinds of attacks and threats. It also includes joint activities of media-oriented NGOs which formed the Freedom Fund for Filipino Journalists (FFFJ),<sup>12</sup> such as dialogue with government agencies and media defense through the filing of cases involving killings of journalists and media workers and other attacks. Initiatives identified as high-impact action are the Quick Response Teams (QRT), campaigns and advocacy.<sup>13</sup> There is also the tracking of cases in court, including the trial of accused in the Ampatuan massacre, and defense of selected cases involving journalist killings and other attacks.

Other initiatives addressing the issue of journalist safety include the following:

### Media NGO and press association initiatives

- Professional skills enhancement training, seminars and conferences by Center for Media Freedom and Responsibility (CMFR), Center for Community Journalism and Development (CCJD), Kapisanan ng mga Brodkaster ng Pilipinas (KBP), Philippine Center for Investigative Journalism (PCIJ), Philippine Press Institute (PPI), Vera Files
- Safety training on working in hostile environments and first aid, physical, digital, legal and psychological safety by the National Union of Journalists of the Philippines (NUJP), International News Safety Institute (INSI)-CCJD, CMFR, International Association of Women in Radio and Television (IAWRT)
- Personal safety and digital security training and resources by the Peace and Conflict Journalism Network (PECOJON)-Philippines, Foundation for Media Alternatives (FMA), BlogWatch, EngageMEDIA
- Trauma awareness training by NUJP, PECOJON, CCJD-INSI
- Mechanisms for quick response, alerts and fact finding by NUJP, CMFR
- Establishment of safety offices and Journalists' Orphans Fund by NUJP

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<sup>12</sup> The FFFJ is composed of the Center for Media Freedom and Responsibility (CMFR), Center for Community Journalism and Development (CCJD), Kapisanan ng mga Brodkaster ng Pilipinas (KBP), Philippine Center for Investigative Journalism (PCIJ), and the Philippine Press Institute (PPI) with CMFR as the Secretariat.

<sup>13</sup> Ramon R. Tuazon, Therese Patricia C. San Diego, Ann Lourdes C. Lopez, and Daniel R. Abunales, "The Philippines," in *Defending Journalism: How National Mechanisms Can Protect Journalists and Address the Issue of Impunity*, eds. Elisabeth Witchel and Esben Q. Harboe (Denmark: IMS, 2017).

- Conference on Disinformation Warfare in partnership with the Armed Forces of the Philippines (AFP) by the Consortium Democracy and Disinformation
- Media relations training for the Philippine National Police with individual journalists serving as resource persons
- Development and dissemination of safety handbooks and manuals (CCJD, 2007; CMFR, 2011; PCIJ, 2012; Cebu Citizens-Press Council; IAWRT, 2017)
- Safety policies and provision of personal safety equipment and safety training by media agencies such as ABS-CBN, GMA 7, Philippine Daily Inquirer
- Pooled editorials of CMFR, NUJP, PPI, KBP, PCIJ, Vera Files
- Proposed integration of Journalists' Safety in the Curriculum by the Commission on Higher Education (CHED)

### **State-led mechanisms and initiatives**

- Mechanisms that address violence against journalists through administrative orders such as the Melo Commission; Task Force USIG; Task Force Against Political Violation; Inter-Agency Committee on Extra-Legal Killings, Enforced Disappearances, Torture and Other Grave Violations of the Right to Life, Liberty, and Security of Persons; and the Presidential Task Force on Media Security
- Case Information Database Management System (CIDMS) by the Task Force USIG
- Issuance of advisories on press freedom, attacks on journalists by the Commission on Human Rights (CHR)
- Media safety handbook produced by the PTFoMS
- Seminars on media safety and security for LGUs by the PTFoMS
- Legal response mechanism for cases of attacks, threats, and killings against media workers by Department of Justice (DOJ), National Bureau of Investigation (NBI), and PTFoMS
- Inventory of cases of media violence, monitors cases, and aids in witness protection by the PTFoMS
- Broadcast Industry Tripartite Council established by the Department of Labor and Employment (DOLE)
- Issuances of Department Order on Occupational Safety and Health Standards and Labor Advisory on Working Conditions in the Movie and Television Industry by DOLE
- Training for journalists on disaster and risk management and reduction by National Disaster and Risk Reduction and Management Council (NDRRMC)
- Issuance of protocols/standard operation procedures for journalists on the ground by NDRRMC
- Capacity building of media practitioners, including information exchange and sharing of best practices by the Philippine National Police (PNP)

## APPENDIX B

### Description of the 4Ps (Prevention, Protection, Prosecution, and Partnership) Framework

**Prevention** refers to measures that can be taken to reduce risk or incidence of attacks. This includes creating an enabling environment for journalist safety and press freedom through, for example, the establishment of regular dialogue mechanisms between journalists and security forces.

**Protection** covers programs and mechanisms that can help journalists in danger and enable them to continue their work safely such as the strict observance and implementation of Occupational Safety and Health standards and conventions as well as the strengthening and broadening of coverage of capacity building programs including safety training for journalists and media workers.

**Prosecution** of the perpetrators includes actions taken after a journalist receives a threat or is attacked. It covers initiatives that can bring perpetrators to justice in order to break the cycle of impunity. This could include building a legal defense fund and support for journalists, media workers and their families.

**Partnership**, on the other hand, refers to the collaboration among different stakeholders to ensure journalist safety and acts as the unifying element of the framework and the spirit and sinew of the PPASJ. Through this paradigm, journalists and other sectors can increase their level of engagement through collaborative activities such as sharing data bases, etc. by cutting across the three other Ps.

The 4Ps framework was used to guide discussions during the national consultation and three regional consultations, specifically through workshop groups organized according to each of the four framework elements. Documentation of the proceedings of these consultations, as well as that of other discussions (i.e., series of dialogues with the police and military, focus group discussions with journalists, one-on-one consultations with government agencies), was organized and analyzed using the framework.



## APPENDIX C

### Definition of Grouping and List of Institutions

**Media development organizations** - media-focused non-government organizations mainly engaged in capacity building and advocacy. These include the Center for Media Freedom and Responsibility (CMFR), Center for Community Journalism and Development (CCJD), International Association of Women in Radio and Television (IAWRT), Philippine Network of Environmental Journalists (PNEJ)

**Media houses and news organizations** - media outfits engaged in the production and dissemination of news such as, but not limited to, Bulatlat, ABS-CBN, GMA 7, Rappler, Vera Files, Philippine Center for Investigative Journalism (PCIJ), Philippine Daily Inquirer (PDI), Philippine Star

**Press and broadcast associations** - composed of media associations such as the Kapisanan ng mga Brodkaster ng Pilipinas (KBP), Philippine Press Institute (PPI), Publishers Association of the Philippines Inc. (PAPI), National Press Club (NPC), National Union of Journalists of the Philippines (NUJP), Foreign Correspondents Association of the Philippines (FOCAP), AlterMidya

**Academia** - educational institutions such as the Asian Institute of Journalism and Communication (AIJC), Cavite State University, Kalayaan College, University of the Philippines College of Mass Communication (UP CMC), De La Salle University Dasmariñas, Miriam College, Cavite State University, Polytechnic University of the Philippines (PUP) Department of Journalism

**Civil society organizations (CSOs) and nongovernment organizations (NGOs)** - composed of advocacy and capacity development groups like Blogwatch, College Editors Guild of the Philippines (CEGP), Foundation for Media Alternatives (FMA), Balay Rehabilitation Center, Public Relations Society of the Philippines (PRSP), National Union of People's Lawyers (NUPL), Integrated Bar of the Philippines (IBP), Free Legal Assistance Group (FLAG), Movement of Attorneys for Brotherhood, Integrity, and Nationalism (MABINI), Federation of Free Workers (FFW), Philippine Social Science Council (PSSC), Philippines Communication Society (PCS), Philippine Association of Communication Educators (PACE), Inc., Philippine Association for Media and Information Literacy (PAMIL), Silakbo Philippines, Psychological Association of the Philippines, World Association of Psychosocial Rehabilitation-Philippines

**Independent constitutional bodies** - Commission on Human Rights (CHR), Office of the Ombudsman, Commission on Elections (COMELEC)

**Government agencies** - Department of Justice (DOJ), Department of Labor (DOLE)-Bureau of Working Conditions, Commission on Higher Education (CHED), Department of Education (DepEd), Department of the Interior and Local Government (DILG), Philippine Commission on Women (PCW), Presidential Task Force on Media Security (PTFoMS), Department of National Defense (DND), Supreme Court (SC), National Disaster Risk Reduction and Management Council (NDRRMC)

**State security forces** - Armed Forces of the Philippines (AFP), Philippine National Police (PNP), National Bureau of Investigation (NBI), Philippine Drug Enforcement Agency (PDEA)

**International organizations and UN agencies** - Delegation of the European Union to the Philippines, UNESCO, International Labour Organization (ILO), International Media Support (IMS), Internews, and the diplomatic community

## APPENDIX D

### **Organizations in the National and Regional Consultations, Dialogues, and Focus Group Discussions on the PPASJ**

#### **National Consultation**

ABS-CBN Corporation  
Armed Forces of the Philippines  
Asian Institute of Journalism and Communication  
Asian Media Information and Communication Centre, Inc.  
Ateneo de Manila University  
Balay Rehabilitation Center  
Blog Watch Citizen Media  
Bulatlat.com  
Cavite State University-Imus  
Center for Community Journalism and Development  
Center for Media Freedom and Responsibility  
College Editors' Guild of the Philippines  
Commission on Higher Education Technical Committee for Journalism  
Commission on Human Rights  
CNN Philippines  
De La Salle University-Dasmariñas  
Delegation of the European Union to the Philippines  
Department of Education  
Department of Justice  
Department of Labor and Employment  
Department of National Defense  
Embassy of Denmark, The Philippines  
Federation of Free Workers  
Foundation for Media Alternatives  
GMA Network  
International Association of Women in Radio and Television-Philippines  
International Committee of the Red Cross  
International Labour Organization Country Office for the Philippines  
International Media Support  
Journalism for Nation Building Foundation  
Kalayaan College  
Kapisanan ng mga Brodkaster ng Pilipinas  
Miriam College  
National Bureau of Investigation  
National Disaster Risk Reduction and Management Council  
National Union of Journalists of the Philippines

National Union of People's Lawyers  
Office of the Ombudsman  
Office of the Presidential Adviser on the Peace Process  
Presidential Communications Operations Office  
Philippines Communication Society  
Presidential Human Rights Committee  
Philippines National Commission for UNESCO  
Philippine National Police  
Philippine Network of Environmental Journalists  
Philippine Press Institute  
Philippine Social Science Council  
Polytechnic University of the Philippines  
Presidential Task Force on Media Security  
Public Relations Society of the Philippines  
Publishers Association of the Philippines  
Rappler  
Supreme Court of the Philippines  
UNESCO Office in Jakarta  
United Nations Resident Coordinators' Office  
University of Hamburg  
University of the Philippines-Diliman  
Vera Files

### **Luzon Regional Consultation**

Asian Institute of Journalism and Communication  
Baguio Midland Courier  
British Embassy Manila  
Clark Development Corporation  
Center for Community Journalism and Development  
Central Luzon Television 36  
Center for Media Freedom and Responsibility  
Center for Trade Union and Human Rights  
Commission on Human Rights (CHR) Region III  
Commission on Elections Region III  
Department of Labor and Employment Region III  
GMA News  
Holy Angel University  
Integrated Bar of the Philippines Pampanga  
Mabuhay News  
National Union of Journalists of the Philippines  
Pampanga Provincial Government  
People's Disaster Risk Reduction Network Inc.  
Philippine Daily Inquirer

Philippine National Police Region III  
Philippine Press Institute  
Punto Central Luzon  
Subic Broadcasting Corporation  
University of the Assumption  
University of the Philippines-Baguio

### **Visayas Regional Consultation**

ABS CBN-Iloilo City  
Anti- Trafficking in Persons Advocates Network  
Asian Institute of Journalism and Communication  
Commission on Human Rights (CHR) Region VI  
Center for Community Journalism and Development  
Center for Media Freedom and Responsibility  
Central Philippines University  
DYOK-AM, Aksyon Radyo  
GMA NETWORK INC. “Super Radyo”  
Department of the Interior and Local Government Region VI  
Department of Justice Region VI  
Department of Labor and Employment Region VI  
Iloilo Economic Development Foundation, Inc.  
Iloilo Metropolitan Times  
Kapisanan ng mga Broadkaster ng Pilipinas Iloilo  
National Union of Journalists of the Philippines  
Philippine Information Agency-Iloilo City  
Philippine National Police Regional Office VI  
Radyo Pilipinas-Iloilo  
Sine Panayanon  
University of Antique  
University of Iloilo  
University of the Philippines Visayas  
West Visayas State University

### **Mindanao Regional Consultation**

Asian Institute of Journalism and Communication  
Center for Community Journalism and Development  
Center for Media Freedom and Responsibility  
Commission on Elections-Maguindanao  
Commission on Human Rights Region XII  
Cotabato City State Polytechnic College  
Commission on Higher Education Region XII  
Department of Labor and Employment Region XII  
DXMY-RMN Cotabato

Institute for Autonomy and Governance  
International Media Support  
Mangungaya Mindanao, Inc.  
Mindanao Institute of Journalism (MindaNews)  
Notre Dame Broadcasting Corporation  
Notre Dame University  
Philippine Army 6th Infantry Division  
Philippine Daily Inquirer  
Philippine Information Agency XII  
Philippine National Police Region XII  
Philippine News Agency  
Philippine Press Institute  
Police Regional Office BARMM  
Radyo Bandera Cotabato  
Radyo Bida Cotabato  
Sustainable Education and Enterprise Development Foundation  
The Mindanao Cross  
United Kabalikat Civicom  
UNESCO Office in Jakarta  
University of Southern Mindanao

## **Dialogues with state security forces**

### **Luzon Dialogue with PNP**

Angeles City Police Office  
Asian Institute of Journalism and Communication  
Aurora Provincial Police Office  
Bataan Provincial Police Office  
Bulacan Provincial Police Office  
Bulgaran Newspaper  
Center for Community Journalism and Development  
DWBW92.1fm RTV BALER  
DZJO-CMN Baler  
Matang Aguila Publication  
National Union of Journalists of the Philippines  
Nueva Ecija Provincial Police Office  
Olongapo City Police Office  
Pampanga Provincial Police Office  
Tarlac Police Office  
Zambales Provincial Police Office

### **Visayas Dialogue with PNP**

Aklan Police Provincial Office

Antique Police Provincial Office  
Asian Institute of Journalism and Communication  
Bacolod City Police Office  
Capiz Police Provincial Office  
Center for Community Journalism and Development  
Center for Media Freedom and Responsibility  
Guimaras Police Provincial Office  
Iloilo City Police Office  
Negros Occidental Police Provincial Office

### **Mindanao Dialogues**

#### **Cotabato City with PNP**

Asian Institute of Journalism and Communication  
Center for Community Journalism and Development  
Center for Media Freedom and Responsibility  
Cotabato City Police Office  
Cotabato Provincial Police Office  
General Santos City Police Office  
General Santos City Press Corps  
Kapisanan ng mga Brodkaster ng Pilipinas-Cotabato City Chapter  
Kidapawan City Police Office  
Notre Dame Broadcasting Corporation  
Philippine National Police Regional Office, Region XII  
Sapol News Bulletin  
Saranggani Provincial Police Office  
South Cotabato Provincial Police Office  
Sultan Kudarat Provincial Police Office  
The Mindanao Bulletin  
The Mindanao Cross

#### **General Santos City with AFP**

ABS-CBN News  
Asian Institute of Journalism and Communication  
Center for Community Journalism and Development  
Eastern Mindanao Command, Armed Forces of the Philippines  
MindaNews  
Philippine Army, Region XII  
Task Force General Santos, Philippine Army

#### **Zamboanga City with AFP**

Asian Institute of Journalism and Communication



Center for Community Journalism and Development  
National Union of Journalists of the Philippines-Zamboanga City Chapter  
Philippine Army, Zamboanga City  
Philippine Marine Corps, Philippine Navy, Zamboanga City  
Philippine Press Institute  
Western Mindanao Command, Armed Forces of the Philippines

## **Focus group discussions on the PPASJ**

### **Training of trainers**

Barotang Bikolnon Online  
DAVAO TODAY  
GMA Surigao  
Infinite FM Koronadal  
InterAksyon.com  
National Union of Journalist in the Philippines  
PDI-Mindanao Bureau  
Rappler  
Visayan Daily Star

### **Safety training for women journalists**

ABS-CBN  
Baguio Chronicle  
Bulatlat.com  
Capitol Broadcasting Center  
Cavite State University-Imus Campus  
Center for Women's Resources  
Dampig Katarungan  
De La Salle University, Dasmariñas, Cavite  
Far Eastern University  
International Association of Women in Radio and Television (IAWRT)-Philippines  
Kodao Productions  
Manila Today  
Miriam College  
PanayToday  
Philippine Daily Inquirer  
Polytechnic University of the Philippines  
Radio Veritas Asia  
Radioworld Broadcasting Corporation  
Radyo Bandera Olongapo  
Real Radio  
Saksi

## APPENDIX E

### About the Safeguarding Press Freedom in the Philippines Project

The restoration of press freedom in the Philippines under the 1987 Philippine Constitution has not prevented threats and violence against journalists and media workers in the country. From 1986 to 2018, 165 work-related cases of journalist killings have been documented (Center for Media Freedom and Responsibility, 2019). While existing studies and databases focus on killings, news reports reveal that journalists are also experiencing physical and digital attacks and threats. Moreover, a climate of impunity for crimes against journalists, media workers and political activists exists, despite initiatives of civil society and government to address the situation. International media monitoring groups have therefore, over the years, ranked the Philippines among the top unsafe countries to practice the profession of journalism.

**Safeguarding Press Freedom in the Philippines** is a media development program (2018-2020), co-funded by the European Union, the Ministry of Foreign Affairs of Denmark, and UNESCO, that aims to safeguard and strengthen Philippine media. It seeks to enhance the enabling environment for the exercise of press freedom and to establish safety mechanisms for journalists and media workers that are locally-anchored and sustainable.

Based on a multi-stakeholder approach, the program is spearheaded by the Asian Institute of Journalism and Communication (AIJC) and Copenhagen-based International Media Support (IMS). AIJC and IMS, as implementing partners of the program, have forged partnerships with media organizations to form the Journalist Safety Advisory Group (JSAG). Providing strategic advice and guidance on program implementation, JSAG comprises the Center for Community Journalism and Development (CCJD), Center for Media Freedom and Responsibility (CMFR), National Union of Journalists of the Philippines (NUJP), Philippine Press Institute (PPI), AIJC, and IMS.

### Activities

A key output of the project is the Philippine Plan of Action on the Safety of Journalists (PPASJ), modeled after the UN Plan of Action on the Safety of Journalists and the Issue of Impunity, that has been developed and adopted in an inclusive, participatory, and stakeholder-driven process. National and regional consultations were conducted in developing the Philippine plan.

The program also worked with state security forces through dialogues on the role of journalism in democracy, rule of law, media laws, and various stakeholders' roles in protecting journalists and media workers.

Training of trainers and face-to-face training on safety, including gender safety, digital safety, and psycho-social safety, have been conducted for journalists and media workers nationwide.

Journalist safety and protection structures and mechanisms are being strengthened for greater sustainability. These mechanisms include the NUJP Media Safety Offices, the CMFR data management system, risk assessment, Quick Response Teams (QRTs), and legal defense services.

## **Implementing Partners**

### **Asian Institute of Journalism and Communication ([www.aijc.com.ph](http://www.aijc.com.ph))**

The Asian Institute of Journalism and Communication (AIJC), established in 1980, is among the leading communication institutions in the Philippines and the ASEAN region. It undertakes policy and action research and project management activities in various development areas; offers graduate programs in communication and journalism; provides professional training for journalists, communicators, and development managers; and advocates policies and programs consistent with its philosophy of communication as a development resource.

### **International Media Support ([www.mediasupport.org](http://www.mediasupport.org))**

International Media Support (IMS) is a non-profit organization that works with local media in countries affected by armed conflict, human insecurity and political transition. Across four countries, IMS supports the production and distribution of media content that meets internationally recognized ethical standards and works to ensure safe media environment with sound laws for journalists.





# Safeguarding Press Freedom in the Philippines Project

Implemented by:



Co-financed by:



**MINISTRY OF  
FOREIGN AFFAIRS  
OF DENMARK**



United Nations  
Educational, Scientific and  
Cultural Organization