

The ILO Global Media Competition 2019

Labour Migration and Fair Recruitment

Terms and Conditions

By entering the Global Media Competition on Labour Migration and Fair Recruitment (the “Competition” or the “Contest”), participants agree to the following Terms and Conditions:

1.1 Entry Criteria

- For the professional awards, this contest is open to media professionals and professional journalists who are 18 years of age and older. For the student award, this contest is open to students from journalism schools/universities who are currently enrolled in a journalism school or university curricula.
- To enter the contest, all participants must fill in the [Online Entry Form](#). No postal submissions or e-mail will be accepted.
- Entries should fall into one of the following two categories: i) Professional or ii) Student.
- For each entry submitted the author should indicate which type of production is being submitted: written press, photo essay, multimedia, video and/or radio. Print and online submissions should not exceed 8,000 words, while radio and video submissions should not exceed 10 minutes.
- A maximum of two entries may be submitted by any one participant to any of the two categories.
- The opening date for entries to the competition is **12 September 2019** and the closing date is **31 October 2019** (23:59, Central European Time).
- The ILO reserves the right to extend the duration and closing date of the contest or to cancel the contest if an insufficient number of quality entries are received.
- For the professional awards, entries must have been published between **1 November 2018 and 31 October 2019** to qualify. For the student award, entries must have been published (or prepared, if in the framework of a course) between **1 November 2018 and 31 October 2019** to qualify (this includes publication in the internal university or school press).
- A submission in any language is welcome. However, an English, French or Spanish **translation should be included if parts of the submitted material are in a language other than English, French or Spanish**. The translation must be faithful to the original. The English, French or Spanish version will be the one judged.
- Participants are responsible for the quality and appearance of their submission. The judges will make their decisions based on how it appears on a computer screen. No responsibility can be taken by the organizers for entries that are incorrectly submitted.
- The ILO reserves the right to disqualify any entry that contains hurtful, misleading, libellous or vulgar content, or that contains any material that could constitute or encourage conduct which would be considered a criminal offence, give rise to civil liability, or otherwise violate any national or international law or ILO standards.

1.2 Awards

1.2.1. Professional Awards

- **Award categories:** four prizes for professionals will be awarded in the following two categories:
 - Two prizes will recognize exemplary reporting on **fair recruitment of migrant workers**: entries that illustrate how international recruitment practices impact migrant workers’ lives, their effective enjoyment of decent work as well as their exposure to risks related to

exploitation and abuse, gender-based violence, child and forced labour and trafficking in persons, and/or how labour recruitment across international borders, when properly regulated and governed can improve skills and job matching both in origin and destination countries and the effective functioning of labour markets. See the [ILO Fair Recruitment page](#) and the [ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs](#).

- Two prizes will recognize exemplary reporting on the **future of labour migration**: entries presenting migrant workers' challenges and opportunities to access decent work in the context of current and future trends and challenges shaping the world of work, including but not limited to: globalization, rising inequalities, demographic change (ageing populations in certain countries), technological advancement, non-standards forms of employment, large numbers of workers in the informal economy as well as the need for gender equality, life-long learning, the creation of productive jobs and more. See the [2019 Report of the ILO Global Commission on the Future of Work](#).
- Among the four prizes, the jury will seek to keep a balance between awards given for written press articles and for reports using other mediums (photo essay, multimedia, video and/or radio).
- **Prize:** Each of the four winners will be able to choose between two prize options:
 - Paid fellowship (course fees, Daily Subsistence Allowance (DSA) and travel) to participate in a one-week ITC-Turin course on a fair recruitment or labour migration related topic in 2020; or
 - A cash prize of \$1,000 USD.

1.2.2. Student Award

- **Award categories:** one prize will be awarded for one of the two categories:
 - Exemplary reporting on fair recruitment of migrant workers, or
 - Exemplary reporting on the future of labour migration. For details on the categories see the section above for professionals.
- **Prize:** The winner will be able to choose between two prize options:
 - Paid fellowship (course fees, DSA and travel) to participate in a one-week ITC-Turin course on a fair recruitment or labour migration related topic; or
 - A cash prize of \$300 USD.

1.2.3. Provisions applicable to both Professional Awards and Student Award

- Winners will be announced ahead of International Migrants Day on December 18th.
- The fellowship prize will include the course fees, travel costs (air travel by the most direct and economical route) and subsistence expenses for the duration of the course (UN DSA rate applicable for Turin for the date of the course). Boarding passes and hotel bill should be submitted as proof of travel to ILO Geneva. In addition, the ILO accepts no liability in the event of accident or illness, and it is the responsibility of the winner/participant to the course to take out any insurance policy which is considered necessary, valid for the duration of the course, including time spent travelling to and from the course.
- Winners should confirm their choice for the prize they wish to receive within 1 month of the date of the announcement of the winners. Thereafter, it will not be possible anymore to change to the other prize option.
- The cash prize to the eligible winners will be distributed within 4 months of the date of announcement of the winners by bank transfer. For this purpose, winners should have bank accounts in their own names.
- With respect to the fellowship prize option, winners must complete the selected course by 31 July 2020. In the event that the course is cancelled or that the winner cannot participate including

for any reason beyond the winner's, the ILO or ITC's control, the winner should communicate his or her intention immediately, and the cash prize will be awarded instead.

- The winners are responsible for paying any and all taxes due on prize money awarded.
- **Visibility:** The winning entries, as well as other top entries, will be featured on the ILO's website, ILO social media sites, and may be used in future ILO workshops, trainings and events.
- The winners of the competition agree that their name and winning entry will be used in post-contest publicity and training material developed by the ILO.
- Decisions on the awards are final and without appeal.

1.3 Judges – Panel Composition and Judgment Criteria

The ILO in consultation with partner organisations will conduct a preliminary review and screening of the entries, and the top 25-30 entries for the professional category and top 5-10 entries for the student category will be further evaluated by a panel of 4 to 5 judges and the ILO. The decision of the ILO, its partners and judges on all matters relating to the contest is final, and no correspondence will be entered into at any stage.

In addition to ensuring that competition submissions respect the requirements in section 1.1 on Entry Criteria and section 1.4 on Intellectual Property, submissions should also be aligned with the basic ethics of journalism, all submissions will be judged on the following criteria:

a) Creativity

- Displays information on the situation of migrant workers and labour migration issues in an innovative fashion;
- Presents creative solutions to overcome labour protection and labour market integration challenges;
- In particular, with respect to the thematic area of the future of labour migration:
 - Presents migrant workers' challenges and opportunities to access decent work in the context of current and future trends and challenges shaping the world of work, including but not limited to: globalization, rising inequalities, demographic change (ageing populations in certain countries), technological advancement, non-standard forms of employment, large numbers of workers in the informal economy as well as the need for gender equality, life-long learning, the creation of productive jobs and more.
 - The focus could be on various aspects of decent work such as fundamental principles and rights at work, including freedom of association of migrant workers, social protection including health protection for migrant workers, the situation of migrant workers in an irregular situation, their working conditions (particularly their wages, working time and occupational safety and health), migrant workers in the informal economy, as well as migrants in forced labour, child labour, and trafficking situations, as well as migrant workers affected by discrimination, racism and xenophobia.
 - Reflects the [2019 Report of the Global Commission on the Future of Work](#).
- In particular, with respect to the thematic area of fair recruitment:
 - Illustrates how international recruitment practices impact migrant workers' lives, their effective enjoyment of decent work as well as their exposure to risks related to exploitation and abuse, gender-based violence, child and forced labour and trafficking in persons, and/or how labour recruitment across international borders, when properly regulated and governed can improve skills and job matching both in origin and destination countries and the effective functioning of labour markets.
 - Portrays fair recruitment as an important element of the commitment by the international community to reduce labour migration costs and prevent decent work deficits.

- Reflects the [ILO Fair Recruitment Initiative](#) and the [ILO General Principles and Operational Guidelines for Fair Recruitment and definition of recruitment fees and related costs](#), and relevant international labour standards;

b) Accuracy:

- Gathers material using first hand sources and/or second hand sources that are properly referenced;
- Portrays a balanced reporting giving due consideration to the different points of view of the stakeholders concerned;
- Includes an English, French or Spanish translation which must be faithful to the original meaning if parts, or all, of the submitted entry are in another language;
- Helps combat stereotypes, xenophobia or discrimination in the labour market through the use of terminology which conforms to the correct standards and values and by avoiding to report based on stereotypes.

c) Protection:

- Protects individuals or groups in vulnerable situations, sources and other sensitive components of the story by not providing unnecessary information that could risk harming them (including visual identities, names, locations etc.);
- Uses a rights-based terminology;
 - Entries should be using non-discriminatory and non-stigmatizing terminology. For example, rather than referring to the term “illegal migration” or “illegal migrant,” entries should rather use the following terms: “non-documented migrant workers”, “migrant workers in an irregular situation”, or “migrants in an irregular situation”;
 - The [UNAOC-Panos media glossary](#) provides a list of rights-based terminologies and language that the UN supports.

d) Positive aspects of labour migration:

- Portrays migrants’ contribution to the social and economic development of countries of origin and destination (e.g. filling labour and skills needs at all skill levels, contributing to the sustainability of social security systems, expanding the exchange of knowledge, technology, skills and commercial ties, and contributing to job creation as consumers of goods and services and tax payers, but also as micro-enterprise entrepreneurs);
- Sheds light on success stories and positive practices, presenting, as much as possible the positive results of fair labour migration governance (e.g. fostering ILO standards, equality of treatment and non-discrimination principles, as well as labour market integration, recognition of skills, and labour protection of all migrant workers and their family members);
- Promotes positive aspects of labour migration or helps correct negative impressions and misperceptions on labour migration.

1.4 Intellectual Property

- All intellectual property rights (moral rights and economic rights) in the submission will remain vested in the participant.
- The participants hereby grant the ILO a non-exclusive, worldwide, permanent, irrevocable and royalty-free license to use, reproduce, adapt, publish, distribute, and otherwise disseminate any entries submitted under this contest in connection with the ILO’s activities. For any commercial use of the entry, an authorisation from the participant shall be required.
- Where the ILO publishes any of the entries, including images or footages, the ILO will endeavour to ensure that the name of the participant appears in the following manner: ILO/name of the participant. Moreover, the ILO will respect the moral rights of the participants (e.g. ensuring that

the work is not distorted or modified in a detrimental way to the participant and his/her reputation).

- The participant declares that any images or footages involved in the submission were taken by him/her or that he/she received permission to use them in his/her submission, and that the images and footages may be used by the ILO as provided for in these Terms and Conditions. The participant also declares that, where required, permission to submit the entry in this contest has been given by his/her employer.
- The participant declares that he/she has directly received valid consent from the subject(s) appearing in any image or footage that covers the use of their image as part of this contest. Where the participant is using any images or footages taken by a third party in accordance with the preceding paragraph, the participant declares that he/she has received written confirmation from that third party that such valid consent has been received. In all cases, where the subject(s) in the images or footages do not have the capacity to consent on their own, the participant declares that this permission has been given by an authorized person (e.g. parents or legal guardians of the subject(s)) and is valid in accordance with applicable laws.
- If requested by the ILO, the participant will provide the original support of the submission in high resolution.

1.5 Respect of legislation and rules of professional conduct

- The participants warrant that they have abided by any applicable laws and by the rules of conduct of their respective professional association or society in the creation and submission of the entries.

1.6 Settlement of Disputes

- With the exception of the decisions on the awards, which are final and without appeal, the participant and the ILO are expected to make every effort to resolve amicably by direct informal negotiations any dispute or controversy arising between them under this contest, failing which the matter will be finally settled by arbitration in accordance with the UNCITRAL Arbitration Rules as at present in force. The arbitral tribunal shall consist of a sole arbitrator.
- Nothing in, or relating to, these Terms and Conditions or the competition will be deemed a waiver of any of the privileges and immunities of the International Labour Organization.