

15th Photography Competition

Decent work for a dignified life

World Day for Decent Work · 7 October



«Armas de mujer»

FRANCISCO JAVIER DOMINGUEZ GARCÍA

Winner of the 14th edition of the competition · 2025

ENTRY PERIOD

7 October, 08:00 - 26 November, 15:00

Participation implies acceptance in full of these rules.

The Unión Sindical Obrera (USO), hereinafter the organiser, launches the 15th Photography Competition, “Decent work for a dignified life”, to mark World Day for Decent Work. Its aim is to use photography to highlight the realities of the world of work and the importance of defending decent, safe and equal jobs with rights.

Participation in the competition implies acceptance in full of the following rules:

01 Eligibility

All individuals over the age of 18 may take part, regardless of nationality or place of residence, whether professional or amateur photographers, provided that their entries comply with these rules.

Members of the judging panel, anyone directly involved in organising the competition, members of USO's governing bodies and their immediate family members are not eligible to participate.

02 Entry fee

Participation is free of charge and open to all eligible entrants.

03 Theme

Photographs must depict the world of work under the theme or concept of “Decent work for a dignified life”.

Particular consideration will be given to images reflecting decent work, equality, occupational health, precarious employment, care work, young people, migration, the informal economy, a just transition, trade union action, the defence of workers' rights and the dignity of working people.

The organiser reserves the right to reject entries that do not address the theme or meet minimum standards of technical quality.

04 Photograph requirements

Each participant may submit a maximum of three photographs.

Photographs submitted must meet the following requirements:

They must be original, unpublished and must not have won a prize in any other photography competition.

Their rights must not have been assigned to third parties, either wholly or in part.

They must have been taken with a digital camera.

They may be in colour or black and white.

They must be submitted in JPG format.

They must measure 30 cm on the longest side at a resolution of 300 dpi.

The file size must not exceed 3 megabytes (MB).

They must not contain watermarks, signatures, logos, visible copyright notices or any other identifying marks within the image.

Only basic photographic adjustments are permitted, such as cropping, brightness, contrast, colour, sharpening or global filters intended to improve image quality, provided that they do not substantially alter the reality photographed or change the photograph's documentary meaning.

Adding or removing elements, combining several photographs, altering the original composition of the image or carrying out any manipulation that changes the photograph's actual content is not permitted.

Photographs that fail to meet any of the requirements set out in these rules may be disqualified.

05 How to submit entries

To participate, entrants must email their photographs to: elena.fernandez@uso.es

The email subject line must read: "15º Concurso de Fotografía USO - 2026"

The email must include the photographs entered and a .doc, .docx or .pdf file containing the following information:

Title of the photograph.

Photographer's full name.

DNI/NIE, passport or equivalent identity document.

Contact telephone number.

Email address.

A brief explanation or description of each image.

Location and approximate date on which the photograph was taken.

06 Authorship, image rights and artificial intelligence

Participants declare that the photographs submitted are original, unpublished and their own work, and that they hold all the necessary rights to them.

They also guarantee that their entries do not infringe copyright, image rights, intellectual property rights or any other third-party rights.

Where identifiable people appear in an image, the participant declares that they have obtained the necessary permission to photograph those people and to reproduce, publish and disseminate the image within the framework of this competition.

Images that infringe the dignity, privacy, honour or image rights of the people photographed, or that are discriminatory, offensive or contrary to the values of equality, respect, human rights and decent work underpinning this competition, will not be accepted.

Images generated wholly or partly using artificial intelligence will not be accepted.

Participants are responsible for ensuring that no third-party rights exist over the photographs submitted and shall hold USO harmless against any claim arising from a breach of this obligation.

07 Entry period

Entries will open at 08:00 on 7 October 2026, World Day for Decent Work, and close at 15:00 on 26 November 2026.

Entries received after this deadline will not be accepted.

08 Selection and decision

The judging panel will decide the main prize and the runner-up awards on 1 December 2026.

The decision will be final and will be communicated directly to the winners and subsequently announced through USO's official channels.

The prizes will be presented during USO's 148th Confederal Council, to be held in Madrid on 15 and 16 December 2026.

The organiser will contact the winners to coordinate the arrangements for presenting the prizes.

09 Judging panel

The judging panel will comprise members of USO and people with experience in imagery, photography, communications or social and trade union action.

The Confederal Secretary for International Affairs and Cooperation, or a person designated by the Secretary, will chair the panel. In either case, the chair will not have voting rights.

The panel reserves the right to interpret these rules and resolve any cases not covered by them, using its best judgement.

The panel's decision will be final.

The panel may withhold any of the prizes if it considers that the entries are of insufficient quality or do not adequately address the competition's theme.

The competition may also be suspended if a minimum number of participants is not reached.

10 Judging criteria

The panel will give particular consideration to the following aspects:

Thematic relevance: Direct relationship with the concept of decent work and a dignified life.

Communicative impact: The image's ability to convey a labour or social reality.

Originality: An individual approach, a personal perspective and the photograph's narrative value.

Technical and aesthetic quality: Composition, lighting, focus, resolution and photographic treatment.

Social sensitivity: Respect, dignity and an ethical approach towards the people photographed.

Human rights and equality: Consistency with the values of equality, respect and social justice.

Trade union action and decent work: The ability to reflect workers' rights, collective organisation or dignity at work.

11 Main prize and runner-up awards

The main prize will be €500 for a single winning photograph.

The panel may propose up to two additional runner-up awards, depending on the quality of the entries.

The first runner-up award will be €250.

The second runner-up award will be €150.

The prizes will be subject to applicable tax legislation.

12 Publication and exhibition of photographs

Winning, shortlisted and award-winning photographs may be exhibited in various cultural venues, nationally or internationally, for the duration and in the format determined by the organiser.

They may also be published through USO's various communications platforms, publications, exhibitions, information materials, campaigns, newsletters, social media, website and other trade union communications media, always crediting the photographer by name or pseudonym.

The organiser may produce a special printed or digital publication about the competition, such as a catalogue, annual calendar or other similar materials, using all or some of the winning, shortlisted or award-winning photographs and acknowledging authorship in the corresponding credits.

USO's use of the images will be non-exclusive, free of charge and connected with the organisation's information, trade union, training, educational, cultural, awareness-raising or promotional activities, without commercial purpose.

13 Rights to photographs

Participants will retain ownership of the copyright in the photographs submitted.

By participating in the competition, however, they authorise the organiser to reproduce, disseminate, communicate to the public, distribute and use the photographs submitted, particularly winning, shortlisted or award-winning photographs, within the framework of its trade union, information, training, cultural, awareness-raising or educational activities.

This authorisation will be granted free of charge, on a non-exclusive basis, without territorial or time limits, and will be understood to relate to the purposes of the competition and the organisation's institutional, trade union and social activities.

USO undertakes to credit the photographer by name or pseudonym whenever their image is reproduced, provided that the characteristics of the medium allow it.

The organiser reserves the right to request the original photograph at a higher quality than the version initially submitted, where necessary for publication, printing, exhibition or dissemination.

The organiser will reject any request made by third parties for commercial purposes, including assignment, lending, exploitation, sale or any other form of commercial use of the images submitted.

If the organiser becomes aware of a potential interest in purchasing an image or the rights to it, it will put the interested party directly in contact with the photographer, so that the photographer may decide how to proceed.

14 Data protection

In accordance with Regulation (EU) 2016/679 of 27 April, the General Data Protection Regulation (GDPR), and current Spanish legislation on personal data protection, participants are informed that the personal data they provide will be processed by UNIÓN SINDICAL OBRERA (USO), tax identification number (NIF/CIF) G28567402, as data controller.

The purpose of processing is to manage registration, participation, organisation, communications, judging and the presentation of prizes in the competition and, where applicable, the dissemination of award-winning, shortlisted or participating works through USO's channels and media.

The legal basis for processing personal data is the consent given by participants when accepting these rules, together with compliance with any legal obligations arising from the administration of the prizes.

Data may be retained for as long as necessary for the proper management of the competition and subsequently for the periods required by law to address any potential liabilities arising from it.

Data will not be disclosed to third parties, except where required by law or necessary for the administrative, tax or financial management of the prizes.

Participants may exercise their rights of access, rectification, erasure, objection, restriction of processing and data portability at any time by sending a request to:

UNIÓN SINDICAL OBRERA, USO

Príncipe de Vergara, 13, 7ª planta

28001 Madrid

Or by email to: uso@uso.es

The request must be accompanied by a copy of a DNI, NIE, passport or equivalent identity document.

Participants also have the right to withdraw their consent at any time and to lodge a complaint with the Spanish Data Protection Agency (AEPD).

15 Acceptance of the conditions of participation

Participation in this competition implies full acceptance of these rules.

Participants accept as final the decisions of the panel, which will act in accordance with these rules, and the decisions of the competition organiser.

They also agree to receive information relating to the photography competition through the contact channels provided in their entry email.

The organiser reserves the right to disqualify entries that breach these rules, particularly any entry containing false information.

Any circumstances not covered by these rules will be resolved by the organiser and, where appropriate, the judging panel, in accordance with the principles of good faith, transparency, equality among participants and respect for the purpose of the competition.

16 Applicable law and jurisdiction

These rules are governed by Spanish law.

The organiser and participants submit to the jurisdiction of the courts of the city of Madrid, expressly waiving any other jurisdiction to which they may be entitled.