




EMPLOYMENT AND WORKING CONDITIONS FOR THE JOURNALISTS IN THE REPUBLIC OF MACEDONIA

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INTRODUCTION

The research on employment conditions of journalists was conducted as part of the Project “South-East European Partnership for Media Development”, implemented by the Centre for independent journalism – Romania and supported by the European Commission. The Macedonian Institute for Media is one of the Project partners, together with the Albanian Media Institute, Foundation Mediacyber for Media and Civil Society Development (BiH), Media Initiatives – Association for Media Development and Promotion of Professional Journalism (BiH), Macedonian Institute for Media, Montenegro Media Institute, Foundation Media Center (Serbia), Media and Reform Centre Nis (Serbia), Media Development Center (Bulgaria).

The methodology for the research was developed in cooperation with the project partners and research experts and appropriately applied in the research work conducted by the Macedonian Institute for Media. Beside the desk research which included analysis of the legal framework and different publications and analyses in relation to the topic, in-depth interviews were conducted with a total of 20 journalists/editors in the media in Macedonia in the period November – December 2014. The selection of the media was made on the basis of several aspects which are essential to ensure representation of the key segments of national media spectrum, such as: a) types of media (print, electronic and Internet), b) the audience they reach, c) geographical outreach (national, regional and local) d) language they use (media operating in Macedonian and media in Albanian language) etc.

I. Framework for employment and for the working conditions of journalists in Macedonia

1. Constitutional provisions

Within the Constitution of Macedonia² in the section of “*Civil and political freedoms and rights*” in Article 11 it is stipulated that forced labor is prohibited. Following this, in the second section referring to the “*Economic, social and cultural rights*” all standard principles regarding the individual rights of citizens are listed together with the basic labor rights. In this context, Article 32 guarantees that **everyone has the right to work**, to free choice of employment, protection at work and material assistance during temporary unemployment; every job is open to all under equal conditions; every employee has a right to appropriate remuneration; every employee is entitled to paid daily, weekly and annual leave. Employees cannot waive these rights; the exercise of the rights of employees and their position are regulated by law and collective agreements. All details are explained in the Law on Labor Relations which, as a primary or subsidiary legal source, applies to all employees in Macedonia - whether their employment is based in the private or public sector. The articles 33 and 34 of the Constitution state that everybody is obliged to pay tax and other public contributions and, from the other side, all citizens have a right to social security and social insurance, as determined by law and a **collective agreement**. In this context, it is of interest to note that the Constitution also refers to the collective agreement as a legal document that will determinate all further aspects of the social security and social insurance of the employees. The Article 35 foresees: “the Republic provides **social protection and social security of citizens** in accordance with the principle of social justice”. In the same article also, “the Republic guarantees the right of assistance to citizens who are disabled or unfit for work and furthermore the Republic provides particular protection for disabled persons, as well as conditions for their involvement in the life of the society”.

It is also important to mention Article 37 that guarantees **the right to establish trade unions** aimed at exercising economic and social rights of the citizens. Trade unions can constitute confederations and become members of international trade union organizations. In addition, the **right to strike** is guaranteed in Article 38. The law may restrict the conditions for the exercise of the right to strike in the armed forces, the police and administrative bodies. And, at

² Constitution of Republic of Macedonia (Macedonian version), <http://www.sobranie.mk/ustav-na-rm.nspix>

the end, Article 39 stipulates the **right to health care**; citizens have right and duty to protect and promote their own health and the health of others.

2. Basic national framework for employment of media workers and journalists

The primary law that applies to all employees in the public and private sector is the Law on Labor Relations (LLR)³. This Law was amended many times in the past years, which attracted a lot of criticism. The LLR was amended 12 times in the last 6 years (2008-2014). All these changes and the extensive nature of this Law are making it difficult to follow and understand by the media and thus by the citizens, because the interventions are quite frequent and carried out without prior public debates⁴.

When analyzing the contents of the LLR, it is necessary to emphasize that, in general terms, this Law regulates the labor relations between employers and employees. However, these relations can be further regulated with collective agreements with the employer.

In general, the LLR regulates the type of contracts of employment; rights and obligations of the parties (employer and employee); termination of the contract; remuneration; working time; breaks and holidays; compensation; legal protection of certain categories of employees (people under the age of 18, women, older workers, etc.). In addition, the roles of trade unions and employers' associations are tackled, as well as issues related to collective agreements, the right to strike, inspections and other issues.

While the LLR applies to all employees despite the sector, a set of specific rules are given for the employees in the public administration in the Law on State Employees. Although the legislation guaranteed the independence of the Public Broadcasting Service (MRT), the employees within this media outlet had been treated as public servants based on the amendments on the Law on State Employees. This undermined the principle of independence of decision-making of the public broadcasting service in terms of movement of labor force and human resources. This status meant that the journalists were formally responsible in front of the Ministry for Administration and Information Society. Hence, in April 2014 the Constitutional Court⁵ has seized parts of the Law on State Employees by which the journalists within MRT were exempted from the Law and were no longer considered as civil servants.

³ Last amended version is published in the Official Gazette of Republic of Macedonia No.113 as of 29.07.2014

⁴ The last final version of the text of the Law on the web page of the Ministry of Law is from 17.02.2014 and the last amendments took place on 29.07.2014

⁵ Official verdict of the Constitutional Court as of 24.04.2013 <http://www.ustavensud.mk/domino/WEBSUD.nsf>

In context of union organization, the Independent Union of Journalists and Media Workers - SSNM was established in 2010 (www.ssnm.mk),⁶ whereas media workers and journalists are members from all types of media outlets.

In MRTV there is a collective agreement for the journalists; there are no collective agreements within the private media outlets, which is a disadvantage when it comes to protecting the journalists' labor rights, particularly in the national and regional broadcasters.

The following laws also apply to employees in private entities/media outlets, as well as in the MRT:

- Law on Protection Against Harassment at Workplace (mobbing)
- Law on Employment and Insurance in Case of Unemployment,
- Law on Minimal Wages in Macedonia⁷
- Law on Pension and Disability Insurance
- Law on Employment of Disabled Persons
- Law on Employment and Work of Foreigners
- Law on Temporary Employment Agencies
- Law on Volunteering
- Law on Equal Opportunities for Women and Men
- Law on Labor Inspection
- Law for Peaceful Resolution of Labor Disputes
- Law on Civil Procedure
- Law on Enforcement
- Law for Financial Support for the Unemployed
- Law on Social Protection
- Law for the Payment of Salaries in the Republic Macedonia
- Law on Compulsory Social Contributions Insurance and
- Law on Holidays of the Republic of Macedonia.

Apart from all of the above stated laws, it is important to emphasize that reforms took place in the media legal system in Macedonia upon an initiative by the Ministry of Information Society and Administration, in April 2013. After harsh reactions of the local and international media

⁶The main goal of the Union is preparation, negotiation and implementation of collective agreements / Based on Article 9 from the Statute of SSNM, <http://ssnm.org.mk/statut/>

⁷ After 20 years of independence, and being the sole country on the Balkan that did not regulate this, in 2012 the Macedonian Parliament adopted this law. With this law, the minimum wage is set at 39.6% of the average gross - salary in the previous year. Calculated in Denars, it meant that the minimum net - salary in 2012 was 8.050 denars / Saveski, H., Sadiku, A. Vasilev, K. (2013) Wealth and poverty in Macedonia from 2008 to 2012, Skopje, left movement Solidarity

organizations that criticized the content of the draft media law, this document was divided into two separate laws⁸, whereas the first one was the Media Law while the second one the Law on Audio and Audiovisual Media Services.

In this context, it is more important to take into consideration the Media Law since it also refers to the working rights of the journalists, while the second one is focused on regulating the broadcasting and print media (previously the print media were not part of legislation). The media reform and adoption of these laws were done to incorporate the main provisions of the Audiovisual Media Services Directive (AVMSD), as stated by the Ministry for Administration and Informatics Society, despite the remarks of the media community the laws do not transpose the Directive fully.

Within the Law on Media in Article 2, paragraph 5, a definition for journalist is stipulated: *Journalist shall mean a person who collects, analyses, processes, edits and/or classifies information published in media and is employed by the media publisher or has an employment contract with the latter, or is a person who provides journalist activities independently (freelance journalist).* It must be mentioned that a Europe-wide generally accepted definition of “journalist” does not exist⁹.

Furthermore, the Law on Media goes deeper in regulating the working relations of the journalists within the media outlet, hence in *Article 11 that refers to the right of a journalist to express his position and refuse an order*, it is said: *(1)The employment contract of the journalist may not be terminated, his/her salary may not be decreased or his/her position in the Editorial Board or Desk may not be changed, that is, the payment of the agreed compensation, in full or partially, as well as to reduce or terminate some of other rights determined in the Labor law, due to the expression of his/her position in case it is in accordance with the professional rules of journalism referred to in Article 10, paragraph (3) of this Law.*

(2)The journalist shall have the right to refuse to prepare, write or participate in compiling an article, the content of which is contrary to the professional rules of journalism, and he/she shall submit a written statement to the responsible Editor-in-Chief thereof.

(3) The provisions of this Article shall not preclude the responsibility of journalists in the cases stipulated in the LLR.

⁸ As of December 2013 the Broadcasting Law was replaced with Law on Audio and Audiovisual Media Services and in addition Media Law was adopted

http://avmu.mk/index.php?option=com_content&view=category&layout=blog&id=61&Itemid=99&lang=mk

⁹ Comment of DG1(2013)10, 31 May 2013, “Opinion Of The Directorate General Human Rights And Rule Of Law Department Of Information Society” prepared on the basis of the expertise by Bernd Möwes on draft law on media and audiovisual media services of Macedonia

This provision formally protects the journalists if they are being influenced from the editor, but it is not a guarantee that this can be applied in reality, having in mind the local context of the media work and the high level of political influence over the media owners.

3. General context of the labor rights of the media workers and journalists in Macedonia

A) There is no specific collective agreement that promotes the rights of the media workers and journalists in the private media

As a result, the relations between media owners and media workers together with the journalists are not regulated apart from the provisions of the laws that generally apply to the private sector. As a consequence, there is no official minimum monthly salary for journalists, which creates big discrepancies among the journalists' income depending on the type of the media they work for. Labor and professional rights of journalists are not adequately protected (e.g. labor contracts). Job security is low, journalists work in unsafe conditions without regulated agreements, labor rights and salaries, thus affecting the relations of dependency and concessions to employers and their political or business sponsors.¹⁰

Consequently the journalists perceive a high level of job insecurity, as revealed by the latest surveys: 77% of the respondents said that their job was insecure, and 33% said that their job was absolutely insecure, while 43.3% think that their job is – generally speaking – uncertain, which is a bit less than insecure.¹¹ The average salary of journalists is around Euro 300, even though there has been no research conducted on this matter so far.

B) Freelancers are affected

In 2013 all 5 national TV stations with terrestrial license had in total 698 employees out of whom 527 were in regular employment (permanent) relation and 171 employees had a status of freelance (part time) employees. Out of total number of employees in TV 24 Vesti, TV Kanal 5 Plus, TV Sonce and TV Nasha, (TV Sitel 3 did not report any employee), 135 employees had permanent employment, while 132 were part time employees.¹²

¹⁰Trpevska S. and Micevski I. (2014) "Media integrity matters" by Macedonian Institute of Media pg.60 / <http://mim.org.mk/en/news-events/item/487-promoviran-izveshtajot-zoshto-e-vazhen-integritetot-na-mediumite/487-promoviran-izveshtajot-zoshto-e-vazhen-integritetot-na-mediumite>

¹¹ Popovic, J., Rudic B. etc., editor Causidis T. (2014) Precarious work in the media industry, Skopje, SSNM / <http://ssnm.org.mk/wp-content/uploads/2014/11/Prekarna-rabota-vo-mediumskata-industrija-fin.pdf>

¹² Analysis of the structure of employees in the broadcasting industry by ethnicity in 2013 / conducted by Agency for Audio and Audiovisual Media Services (page 8)

The situation in the regional and local media is even more critical in this context, which leads us to the conclusion that a **large percentage of the media workers and journalists do not have regular, permanent working agreements**. If the media worker/journalist does not have a regular working agreement, there is no legal guarantee for meeting their basic working rights stipulated within the Law on Labor Relations, such as social and pension insurance, the right to vacation, sick leave, etc. Another aspect is the length of such agreements that vary from one to several months, which offers no social and economic security to the journalists that may directly cause self-censorship.

C) Media market is distorted and this affects the labor conditions of journalists

More than 200 traditional media outlets compete on a very small media market which creates harsh economic environment for the normal functioning of the private media. Apart from the public broadcaster (MTV), the vast majority of the country's press is in private hands.

However, the Government comes out at the top of among the 50 largest advertisers in the country in 2012 and it is on the first place in 2013.¹³ In order to survive, some of the mainstream media outlets (broadcasting, print and online) do not criticize the Government and its policies and for such a behavior they receive public funds in the form of governmental campaigns¹⁴. Other critical media do not receive advertising contracts from the state institutions/companies, regardless of the size of the audience. All that affects the income of the critical media outlets, and hence, the financial stability of the journalists.¹⁵

Additional pressure points are the court cases for defamation filed by high level politicians against journalists. One can cite here the recent case of the weekly "Fokus"¹⁶ and the 4.5 years imprisonment verdict in the case of journalist Tomislav Kezarovski, for an article published in local print media in 2008.

http://avmu.mk/images/Analiza_na_strukturata_na_vrabotenite_vo_radiodifuznata_industrija_spered_etnicka_pripadnost_za_2013.pdf

¹³ The Government is the biggest advertiser in 2013 in private media outlets / source: Agency for Audio and Audiovisual Media Services as of March 2014 / Report of the First Public Meeting http://www.avmu.mk/index.php?option=com_content&view=article&id=1246%3Ajaven-povik&catid=94%3A2013-03-04-09-53-19&Itemid=427&lang=mk

¹⁴Summary of the Media Situation in Macedonia by Association of Journalists of Macedonia pg.1 / http://www.znm.org.mk/drupal-7.7/sites/default/files/Summary%20of%20the%20Media%20Situation%20in%20Macedonia%20November%202014_0.pdf

¹⁵Report Media Integrity matters" by Macedonian Institute of Media pg.57

¹⁶ Press statement about the case of Fokus by the Association of Journalists of Macedonia <http://www.znm.org.mk/drupal-7.7/en/node/802>

D) The right to strike

The frequent changes and amendments to the LLR introduced a series of repressive measures that tended to discourage strike. In that way a series of bureaucratic procedures are required to be completed before the start of a legitimate strike. For example, a legal strike may be organized only by a trade union; an attempt of reconciliation is compulsory prior to organizing the strike; the organizers may have to pay a compensation to the employer for any damage during the strike, which undermines the very essence of the action; there is a long list of production-maintenance issues that must not be stopped during a strike; employees' rights are limited during the strike and a series of misdemeanor provisions against "undisciplined" strike actions are introduced, etc.¹⁷

E) Change of the Law on Contributions for Mandatory Social Insurance

At the beginning of 2015 amendments to the Law on Contributions for Mandatory Social Insurance were introduced, according to which individuals who generate monthly income based on copyright agreement for intellectual services, in addition to their regular employment contracts, will have to pay additional tax for social and health insurances if their additional revenues exceed average salary of 21,300 Macedonian Denars. On the other hand, individuals who are not employed and make revenues on the basis of authors' contracts, copyright agreements or other types of contracts, will pay contributions for the amount that exceeds the minimum salary as defined by the Law, i.e. 9,590 Macedonian Denars.

So far the taxation, in general, has been 10% of the intellectual services despite of the gross amount. These changes were publicly criticized as unconstitutional. The signatories of the Charter of Solidarity of Trade Unions and Associations for the Protection of Worker's Rights asked the Government to postpone the application of the amendments to the laws that introduce payment of taxes in order to open a space for a public debate on the repercussions of this measure. They think that "these measures will open the Pandora's Box of additional reduction of the worker's rights"¹⁸.

In the media sector, as above stated, a large percentage of the journalists have copyright contracts or contracts for intellectual services. By this, their net monthly income would be significantly decreased unless the media outlets do not increase the gross amounts. This is expected to lead to many layoffs in the media sector.

¹⁷ White Book of Professional and Labour Rights of Journalists, available at http://ssnm.org.mk/wp-content/uploads/2014/10/White_Book_ENG.pdf

¹⁸ Common Opinion of the signatories of the Trade Union Charter on the occasion of the introduction of payment of contributions for compulsory social insurance, available at <http://lenka.mk>

II. Working conditions and labor market – the perspective of journalists in Macedonia

1. The most problematic labor aspects on the media market

The lack of collective agreements for the journalists, the temporary employment and livelihood insecurity due to low salaries are among the most commonly indicated problems by the interviewed journalists. "Colleagues in pro-government media are full time employees, they have benefits, health insurance, nobody is pressing charges for defamation against them, and they are just great."¹⁹ Honoraria – based services as an issue is pointed out by the Internet portals. "They have the same obligations as regular employees, but do not have the same rights."²⁰

One of the reasons indicated is that media owners do not perceive the labor conditions as a serious matter. But, the **sources of financing of media** are pointed out as even a bigger problem. "And it is not only a problem that the Government helps some of them and not the others ... This is also a case with the companies ... they feel confident to advertise where the Government advertises, it automatically creates problems for other media that are not servants of the power".²¹

There are also insufficiently educated journalists entering the media and they serve the interests of the management, as it was pointed out by some of the journalists interviewed.

The limitation of the freedom of expression is another problem. Good journalists write texts in a way that is not even a beginner would do it. This happens due to the pressures from the editorial board or the media owners. "Sometimes you can even see your name as an author of a text that is not yours"²². Beside the employers and the editors, a large responsibility for this falls on the journalists as well, with the explanation that they have allowed this to happen. "Self-censorship is a hit in Macedonia, it was created and it still exists"²³. As indicated, there is also no organized system of evaluation of the work in the newsrooms.

¹⁹ Quote from an interview with a journalist from a daily and an Internet portal, conducted on November 28th, 2014

²⁰ Quote from an interview with a journalist from a daily, conducted on November 26th, 2014

²¹ Quote from an interview with a journalist in a weekly, conducted on December 12, 2014

²² Quote from an interview with a journalist from an Internet portal, conducted on December 5th, 2014

²³ Quote from an interview with a journalist from a daily, conducted on November 28th, 2014

Due to the situation in the media, “many professionals were forced to leave mainstream media. And, what are they doing? They establish their own media outlet which they slowly develop”²⁴. The practice shows that these media outlets are rarely financially sustainable due to a lack of support of the commercial sector and limited resources of grants by local and international donors.

There is no unanimous reaction of the media community to the journalists’ labor rights – related issues. Some of the journalists interviewed think that the media community is not sufficiently powerful to protect journalists because, as they say, the ones that possess the financial power have always the last word. Besides this, there are remarks that the associations of journalists show political inclination towards one or the other political block. According to the opinion of some of the interviewed journalists, the Association of Journalists of Macedonia (AJM) trained journalists on many topics,²⁵ but some think that the Government as well as the employers do not take into account the reactions of the AJM. „It is successful to the extent possible.”²⁶ There are also opinions that the Independent Trade Union of Journalists and Media Workers reacts on time and has helped in many cases when journalists faced the threat to be laid off. “I think that the Trade union mostly speaks about the rights of the journalists.”²⁷

The situation is also assessed as unsatisfactory in the public broadcaster. “It is a negative thing that journalists are seen lately as pro-governmental and oppositional. There is a division in the organization itself.”²⁸

The situation in Macedonia in this sphere is mostly compared with the one in Serbia, Montenegro and Bosnia and Herzegovina, while Croatia is thought to be in a better position. Still, there is an opinion prevailing that the media community is much stronger in the other countries of the region. “We are far away from there.”²⁹

A small percentage of the journalists are satisfied with the working conditions in the media, i.e. they are satisfied with the fact that they receive the salary on time, they have vacation, a good equipment, etc.

²⁴ Quote from an interview with a journalist in a weekly, conducted on December 12th, 2014.

²⁵The journalist Tomislav Kezarovski was arrested in May 2013 because of a text written and published five years ago in the journal Reporter 92. According to the indictment, he disclosed the identity of a protected witness in the court case known as “Oreshe”. Faced with an unprecedented situation in the history of the Macedonian journalism, this journalist was detained for a written text, after which a group of journalists formed an initiative board to release Kezarovski.

²⁶ Quote from an interview with a journalist from a print media/news agency conducted on December 3rd, 2014

²⁷ Ibid

²⁸ Quote from an interview with a journalist in MRTV conducted on December 5th, 2014

²⁹Quote from an interview with a journalist in a weekly, conducted on December 12, 2014

2. Recommended measures and good practices for resolution of the problems

One of the most frequently recommended measures by the journalists which were interviewed is that the Government should stop the practice of imposing control over media content and they should operate on a free market. Furthermore, journalists think that it is necessary for them to have better salaries, safety and appropriate working conditions. The situation would be improved if their work is regulated with an agreement, while also having a minimum salary defined.

„Maybe there should be collective agreements made.“³⁰ The definition of clear and precise agreements for work, in their opinion, would mean „clarification of what is meant by the work of the journalist, his/her duties, and the responsibilities of the media owners“³¹.

On the other hand, there is a need to raise the journalists' awareness of the need to improve the media situation. To achieve the expected changes, there is a need of unity in the media community, as well as unification around common goals.

At the same time, there is a need for self-regulation in the media as well as the improvement of journalists' level of professionalism. "The combination of the choice of content, professional work, seriousness of approach is the key to attract sponsors and audience."³²

It is also necessary to strengthen the capacity of the Union, or the development of its structure, as well as the regular payment of membership fees. "But it needs to be more aggressive in its action."³³

The investment of foreign capital is also a solution that is proposed to improve the working conditions in the media. New media may be the way out for some journalists.

One of the proposed measures is to also establish a fund for investigative journalism in the media outlets themselves.

3. Access to the EU and working conditions for journalists

Some journalists believe that the harmonization of legislation with the EU will not affect the domestic laws concerning labor rights and working conditions of journalists. On the other hand, some believe that the state makes changes on paper, *pro forma*, but not essentially.

³⁰Quote from an interview with a journalist from a national TV, conducted on December 4th, 2014

³¹Quote from an interview with a journalist in a national TV, conducted on December 11th2014

³²Quote from an interview with a journalist in an Internet portal, conducted on December 4th, 2014

³³Quote from an interview with a journalist in the public broadcaster , conducted on December 9th, 2014

Some journalists think that the harmonization with the EU is not felt in their everyday work.

The investment by the German media group WAZ³⁴ is considered by some of the journalists as practicing the same or similar policies of employment as in the state of origin, while others think that bad, regional, practices, very different from the ones in the state of origin, were implemented in Macedonia. „They adjust to the already established practice in the media... They accept the conditions here and do not respect the same principles“³⁵.

Still it is thought that the media group enabled affirmation of the ethics in journalism. “WAZ is the only example which maybe brought some standards, safety of journalists in terms of their salaries, position, working status“³⁶. The reasons for withdrawing of WAZ are explained with the political pressure made, the issues related to media freedom as well as with the strategy of the company for its withdrawal from the region of South East Europe. „They have quickly withdrawn after the pressure made“³⁷.

CONCLUSIONS

Media and journalists face a difficult working environment in Macedonia, which is characterized by a **lack of social and economic stability**. This also leads to the media and journalists to be easily placed under pressure from editors, media owners and other centers of power, which in turn contributes to the increase of **censorship and self-censorship**. The effect of social insecurity results in a lack of motivation, avoidance of investigative journalism and politically inappropriate topics, which in turn inevitably leads to improvisation in journalistic work.³⁸

The situation would be improved if journalists' work is regulated by an agreement and if a minimum salary is defined. Low salaries of journalists, as well as the cases of contracts that are not permanent and the lack of collective agreements in the private sector, as well as the weak unions contribute **to the poor working environment**, particularly in the critical media outlets. This also affects the level of respect for professional standards in informing the public and therefore the audience often gets information that is of poor quality and even contains stereotypes and hate speech. As a direct consequence, the mainstream media show partiality

³⁴WAZ (WAZ – Westdeutsche Allgemeine Zeitung) is based in Essen, Germany and entered the market in Macedonia in 2003, when it took over the dailies: “Dnevnik“, “Utrinski vesnik“ and “Vest“. The company Media Print Macedonia was established then. After nine years of ownership by WAZ, the media group Media Print Macedonia was sold to the company Orka Holding in 2012.

³⁵Quote from an interview with a journalist in a national TV, conducted on November 25th, 2014

³⁶Quote from an interview with an editor of an Internet portal, conducted on December 5th, 2014

³⁷Quote from an interview with a journalist from a national TV, conducted on November 26th, 2014

³⁸Popovic, J., Rudic B. etc., editor Causidis T. (2014) Precarious work in the media industry, Skopje, SSNM pg.65 / <http://ssnm.org.mk/wp-content/uploads/2014/11/Prekarna-rabota-vo-mediumskata-industrija-fin.pdf>

and subservience in favor of political and business elites and are not oriented towards the needs of the public for a proper and objective informing.

The new measures for tax increase effective from January 2015 affecting the persons with authors' contracts or contracts for intellectual work (such as freelance workers) would lead to further weakening of economic and social security of journalists. Trade unions and associations for the protection of workers' rights asked the Government to postpone the application of the amendments in order to open a space for a public debate on the repercussions of this measure.

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