METAMORPHOSIS

Foundation for Internet and Society

Metamorphosis Annual Report for 2017

Covering the program activities
during the period

from January 1 to December 31, 2017

June 2018
Skopje, Macedonia

Contents

Intro

Metamorphosis is independent, nonpartisan and nonprofit foundation based in Skopje, Macedonia. Its mission is to contribute to the development of democracy and increase the quality of life through innovative use and sharing of knowledge, based on guiding values of openness, equality and freedom.

Metamorphosis the leading organization from Macedonia promoting human rights in the digital sphere and good governance through use of new technologies. Established in 1999 as part of the e-publishing program of the Foundation Open Society – Macedonia (FOSM), it became an independent foundation in 2004. During the first thirteen years of activity it established diverse portfolio of capacities as basis of its reputation. Metamorphosis has formed lasting partnerships with various donors, including the EU, OSCE, USAID, the foreign affairs ministries and the embassies of USA, UK, Netherlands, France, Germany, Poland; grant makers such as Open Society Institute and FOSM, NED, BTD, as well as cooperation with business sector donors such as Microsoft and Google.

As a leading civil society organization (CSO) that opposed the state capture in Macedonia, during 2017 Metamorphosis had to endure extraordinary pressure by the outgoing government which lost the elections in December of 2016. The ruling illiberal populist political party tried to neutralize the efforts for restoration of democracy by scapegoating CSOs. Alongside the smear campaign in the controlled media, the government initiated new forms of administrative pressure by orchestrating politically motivated investigations aimed at finding or fabricating evidence of wrongdoing by 21 targeted CSOs. At great cost, Metamorphosis managed overcame this challenge thanks to the dedication of its team and the cooperation with other civil society stakeholders.

In 2017 Metamorphosis continued to work in the four main program areas of:

- human rights in the digital sphere, above all freedom of expression and online privacy;
- capacity building of civil society in Macedonia and the region;
- good governance, promoting transparency and accountability at local, national and regional level;
- social innovation, esp. access to knowledge through open educational resources and open data,

At regional level, during 2017, Metamorphosis continued to promote transparency and accountability through the European Union-supported ACTION SEE Network in Macedonia, Bosnia and Herzegovina, Serbia and Montenegro; and helping to build capacities of civil society organizations in Macedonia, Kosovo and Albania by upgrading of their use of new technologies via the Techsoup Balkans service.

Metamorphosis continued its work as member of international civil society networks IFEX, APC, EDRI, Global Voices, Creative Commons, ACTION SEE and TransparenCEE. In 2017 it co-founded The Internet Freedom Platform of Eastern and Central Europe and Eurasia, established by 14 civil society organizations that work on fostering of the freedom of expression, association and flow of information on internet in these regions, with support of ABA ROLI.

In order to strengthen its capacities and sustainability, in 2017 Metamorphosis started a process of organizational development and strategic planning, with the help of PeaceNexus Foundation and IFEX.

Human Rights Program

Human rights and freedoms are the basic criteria reflecting the role of the citizen in a society, and the most concrete indicator of a government's character.
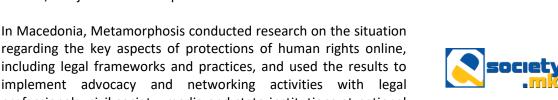
Metamorphosis is committed to the development of democracy and improvement of the quality of life through innovative application and dissemination of knowledge, and supports the use of new technologies for creating new spaces enabling a public debate and exchange of objective information, in parallel with the efforts for increasing digital literacy and fighting hate speech.

Subprograms within the framework of this program: Privacy and Security, Freedom of Expression and Access Rights for All.

Freedom of Expression Subprogram

Internet Freedom in Macedonia

During 2017 Metamorphosis continued to work on promotion of human rights online trough cooperation with American Bar Association Rule of Law Initiative, which lead to forming of the Internet Freedom Platform for Central and Eastern Europe and Eurasia, and joint work with platform members.

In Macedonia, Metamorphosis conducted research on the situation regarding the key aspects of protections of human rights online, including legal frameworks and practices, and used the results to implement advocacy and networking activities with legal professionals, civil society, media and state institutions at national level, aiding the process of democratic reforms, as well as to participate in the forming and the work of the international Internet Freedom Network comprised of 10 ABA ROLI partners from Central and Eastern Europe and Eurasia.

The advocacy component of the project co-supported the international conference e-Society.mk took place on 22 November 2017 in Skopje, addressing the topic of "Freedom and privacy" with special focus on media reforms. In four separate sessions, twenty speakers representing state institutions – including the Minister of Information Society and Administration, the civil sector and media organizations participated in discussions with the aim to strengthen the public awareness on reform priorities and challenges in the media sphere.

Metamorphosis cooperated with international human rights networks like Global Voices, IFEX, EDRI, APC and ACTION SEE; as well as initiatives like Freedom Not Fear, to enable spreading of information about Macedonia abroad, and incite freedom of expression advocacy. To this means it organized or co-organized a series of public events and trainings, including the POINT in Sarajevo.

e-society.mk

kauza.mk

ping.mk

Period:
01.04.2017 – 31.05.2018
Donor: ABA ROLI

USAID Strengthening Media in Macedonia Project - Media Fact-Checking Service Component

The Media Fact-Checking Service counters propaganda and media manipulations by providing real-time fact-checking of Macedonian media contents. The Service increases citizen demand for fact-based, objective and professional news and information, through practical implementation of standards of ethical journalism so they can hold media accountable and demand higher quality of media production. By using transparent Fact-Checking Methodology it produced over 4.4 thousand articles (journalist peer reviews, critical discourse analyses, journalist's lessons and columns) creating a comprehensive public record of the media production in Macedonia.

The production in three languages (Macedonian, Albanian, and English), reflected the needs of the diverse audiences. The project achieved high citizen engagement via social networks with several dozens of thousands of fans, and visibility through decentralised distribution via over 68 media outlets and CSO sites which republished the Creative Commons-licensed contents.

The website usually had several thousand visitors per day, while the total documented number of readings of the various articles produced by the Media Fact-Checking Service, published and republished across various platforms, reached over 3.7 million.

The project also created the online application Time Machine, an archive of media contents enabling comparisons over time. The need for this system originated from the tendency of online media to change or remove published questionable contents, making the original articles unavailable. It helps track plagiarism, putting in the spotlight the major issue of so-called "copy-paste journalism."

The Time Machine automatically harvests articles from key media websites in Macedonia and also enables citizens to save invidual articles within its database. It compares the stored articles using advanced algorithm and graphically represents the similarities.

Media Fact-Checking Service
proverkanafakti.mk
verifikimiifakteve.mk
factchecking.mk

The Time Machine
vremeplov.vistinomer.mk
makinaekohes.vertetmates.mk
timemachine.truthmeter.mk

Period:
10.10.2012 – 31.03.2017
Donor:
USAID Macedonia

Media Reforms Observatory

The Media Reforms Observatory aims to contribute to the achievement of the Urgent Reform Priorities, as a condition for the RM to join the EU, through identifying and removing the obstacles for democratic development of the media sector.

The specific project objectives include:
- Strengthening the public awareness regarding the reform priorities and challenges in the area of media;

www.mediaobservatorium.mk

Period:
01.07.2017.-30.06.2017.
Donor:
Foundation Open Society – Macedonia (FOSM)

Partners:
- Agora – Center for Civil Values Promotion
- Investigative Journalism Platform (PINA)

- Creating opportunities for informative public debate between the decision-makers, nongovernmental organizations and media;
- Creating coalition of civil society organizations and media for overseeing and advocating the implementation of the reform priorities in the area of media.

The project informs the citizens about the reform priorities implementation process in a comprehensible manner, adjusted to a non-expert audience, to make the citizens come to the realization why the reform priorities are so important and how implementation thereof will contribute to enhancing their life. At the same time, the project will provide the citizens and civil society organizations with opportunities for contributing to the public debate, through creating mechanisms and channels for their connection with the media and decision-makers.

Independent News Agency Meta.mk

The general project goal is to enhance freedom of expression and access to information by supporting an independent news agency implementing the highest standards of professional journalism.

The Meta.mk News Agency officially started working in 3 languages (English, Macedonian and Albanian) in November 2014 and established a solid reputation of a reliable source of objective news on current events, whose contents has been republished by over thirty domestic and foreign media outlets.

Meta.mk provides professional news service, and its reporting is used as a reference both by media and decision makers, including the highest representatives of international community. Meta.mk employed innovative use of social media to engage citizens and promote its contents. Foreign news agencies and key decision makers at EU level have been frequently using and re-distributing contents from the English version.

Portalb.mk

The news portal Portalb.mk was developed in April 2012, and over the years grew into one of the leading and most credible sources of information in Albanian language from Macedonia.

Its dedication to strict implementation of journalistic standards makes Portalb the attention to audience According to research by rating agency Gemius, Portalb is the most influential Albanian-language online media outlet in Macedonia, in terms of audience reception, and its original production also serves as a beacon of

www.meta.mk

Period:
01.06.2014.-30.04.2017
Donor:
Kingdom of the Netherlands

portalb.mk

Period:
01.01.-31.12.2016
Donor:
Foundation Open Society –
Macedonia (FOSM)

professional journalism and increases the pluralism in this segment of the media scene in Macedonia and the region.

In a very segregated media environment, Portalb contributes to increasing the social cohesion by providing an important linguistic bridge towards the Albanian-speaking communities by reporting on issues affecting citizens of all ethnicities in the country and translating contents produced in Macedonian.

Its reputation as relevant and serious source of information is compounded by high popularity thanks to innovative use of new technologies media. It introduced consistent use of live video streaming via social networks which further increased its popularity.

The Society Project

The overall goal of the Society Project is to unite citizens of various ethnic communities from Macedonia over the principles of rule of law and democracy as a common goal for better quality of life through professional journalism.

Through the project, Metamorphosis-founded Albanian-language media outlet Portabl.mk cooperates with Macedonian-language media outlet NovaTV.mk to support mobilization and engagement of the civil society, media and citizens of the Macedonian and Albanian community in the process of designing and implementing the key reforms important for the Macedonian European integration

Period:
05.05.2016-20.10.2017

Partner:
NovaTV.mk

Donor:
Kingdom of the Netherlands

Let's Play No Hate

The project "Let's play no hate" had an aim to combat hate speech and prevent violence among the football fan groups. It was carried by 10 young activists, journalists and students from Macedonia and Albania.

The project used social networks to raise public awareness about the legal and other implications of hate speech and hate crimes related to context of sports.

Period:
01.09.2016 until 16.02.2017
Donor:
U.S. Embassy in Albania

Investigative story: Who ties the hands of the journalists and how they can be untied – Detention?

This projects aimed to increase of media literacy via public education of citizens about investigative journalism. Primary means included analysis of specific examples in video format. It generated educational contents covering the challenges of investigative

Period:
15.11.2016-15.06.2017

Donor:
European Union and the UK Embassy of in Skopje, through the Center for Change Management.

journalists by presenting the current situation with investigative journalism, through a case study on implementation of the measure of detention by different institutions.

The produced video contents was then distributed through social media through an promotional campaign aimed at raising public awareness about the importance of investigative journalism in the context of development of democracy. It contributed to instigation of public debate leading to greater openness of sources, especially institutions and whistleblowers and inciting discussion on amendments of legal frameworks that have effect on the investigative journalism, primarily the Law on Free Access to Information of Public Character (FOI Law).

Communicating national digital rights issues in English

This projects aimed to increase of coverage of digital rights issues (human rights online) by engaging journalists and a group of activists to produce coverage of developments in Macedonia and then to translate and adapt them for the global audience through a process of training and mentorships.

The project increased the coverage in local languages too, in Macedonian via Meta.mk and in Albanian via Portalb.mk, while the English contents was disseminated via the EDRI-gram, the Internet Freedom Platform for Central and Eastern Europe and Eurasia, and Global Voices Advocacy.

Period:
18.07.2017-31.12.2018

Donor:
European Digital Rights – EDRI

Partner:
ApTI (Association for Technology and Internet), Romania

Access Rights for All Subprogram

Techsoup Balkans

Continuing the support for CSOs throgh the NGO Connection Days in Macedonia, Kosova and Albania started in 2014, Metamorphosis has been implementing the TechSoup Balkans software donation program.

The program offers a wide range of software products for non-profit organizations and public libraries, and they are only required to pay an administrative fee. These donations are available for non-profit organizations with the status of a Citizens' Association or Foundation in the Registry of Associations and Unions.

techsoupbalkans.org

Partners:
- Techsoup Global
- Fondacija Mozaik

Donor: Microsoft

Good Governance Program

Metamorphosis works to improve standards of governance and raise the awareness of opinion makers and decision makers on a national and regional level by gathering local and foreign experts and local journalists, political representatives and other relevant stakeholders at lectures, conferences, seminars, open debates and online forums. Metamorphosis also helps institutions with solutions and consultations for ICT for development of e-services in order to improve their cooperation with the citizens and encourage citizen engagement in debates on public issues.

Subprograms within the framework of this program: Transparency and Accountability and e-Governance.

Transparency and Accountability Subprogram

Promoting the Accountability of Elected Officials by using New Technologies – the Truthmeter

The TruthMeter is a political fact-checking website that contributes to better citizen education and information about the elections and other democratic processes; contributes to greater government openness and accountability of public officials.

The general goal of the project is to contribute to greater government openness and accountability through providing online tools to increase access to public information and foster accountability of public officials. As key public watchdog it promotes fact-based evaluation of the public discourse in Macedonia, thus inciting independent analyses and investigative journalism. The public education contents caters to a growing community of readers, primarily engaged via the social networks, represented by a Facebook fan page with over 19 thousand fans, as well as a network of media that reuse/republish the articles.

During 2017, the Truthmeter's focus has been on informing the citizens about the implications of the political crisis and democratic changes following Dec 2016 parliamentary elections, as well as Oct 2017 local elections, and documenting the promises of the new government that came into power in May.

objective verification of claims by all political actors, evaluation of fulfilment of promises and providing the relevant information related to the early parliamentary elections, as well as deconstructing spin through strict and consistent implementation of the established and transparent Methodology put in place since 2011.

vistinomer.mk
vertetmates.mk truthmeter.mk

glasomer.mk
politichkispektar.mk

Period:
01.09.2015 – 30.06.2017
01.07.2017 – 30.06.2018
Donors:
- National Endowment for Democracy (NED)
- Balkan Trust for Democracy (BTD)

ACTION SEE – Accountability, Technology and Institutional Openness Network in SEE

The ACTION SEE project aims to increase the inclusion of civic society and media organisations in decision making processes and the creation of public opinion and policies, as well as to raise the capacity of civic societies to address sensitive issues. Specific project goals:

- Promote a dynamic civic society which effectively mobilises citizens for active participation in issues related to the rule of law and good governance and affects policies and decision making processes at a national and regional level.
- Strengthen mechanisms for dialogue between civic organisations and government institutions and influence good governance and public administration reforms.
- Stimulate civic and media organisation networking at local and EU level, allowing the exchange of know-how, skills and connections, as well as increase the influence of their representation efforts.

The ACTION SEE project was created on the basis of the project partners' experiences gained in the implementation of projects at a national, regional and international level with the aim of strengthening civic organizations for a more efficient and more significant inclusion in the policy creation processes.

ACTION SEE provides a platform for dialogue between significant stakeholders and a concrete tool to measure the degree to which state institutions uphold principles and standards of open governance (openness index). It also supports direct action by a wide network of civil society organizations through a Small Grants Scheme.

www.actionsee.org

Period:
01.01.2016 – 31.12.2019

Donor:
- European Commission

Partners:
- Metamorphosis, Macedonia (project coordinator)
- Westminster Foundation for Democracy, UK
- CRTA - Center for Research, Transparency and Accountability, Serbia
- Citizens Association Why not?, Bosnia and Herzegovina
- Center for Democratic Transition, Montenegro
- Open Data Kosovo (ODK), Kosovo
- Levizja Mjaft!, Albania

Regional Index of Openness and Accountability

Within this project, which is a component of a regional effort, Metamorphosis team conducted analytical activities necessary for the completion of the Regional Index of Openness and Accountability.

Activities included analysis of the legal framework, testing of the set methodology, and monitoring of a random sample of 112 state institutions according to the set methodology. The monitoring results were used as basis for producing policy documents addressing the issue of openness in different sectors of the public administration, and informing the further implementation of the Index.

Period:
01.02.2016 – 31.01.2017

Donor:
- NED, through Center for Democratic Transition

Accountability through Citizen Engagement (ACE)

The Accountability through Citizen Engagement (ACE) Project supported CSOs in tackling issues related to accountability, transparency and social cohesion and to promote good governance through a grant scheme awarding 11 small grants to CSOs in Macedonia.

The ACE project provided support for targeted advocacy campaigns and policy initiatives in order to enhance the involvement of civil society in the creation of public opinion, policy making and participation in the decision making mechanisms. It increased the capacities of civil society to build its constituencies and tackle issues related to accountability, transparency and social cohesion.

The objectives were achieved through development of close collaboration with civil society organizations, increased networking opportunities and a Small Grants Scheme through which 11 CSOs were supported in their effort to increase institutional accountability and citizen engagement in the decision-making processes, especially on local level in the municipalities where they are operating raising relevant issues for the local communities.

Period:
01.08.2016 – 31.03.2017

Donor:
- UK Embassy in Skopje

Civic Engagement Project – CEP

The Civic Engagement Project strengthens the constructive engagement by CSOs on policies and issues of public concern, and increase and sustain youth involvement in public life in Macedonia.

Through CEP, participating young people and CSOs will acquire knowledge, gain motivation and develop skills that will allow them to contribute to policy discussions with the government, the private sector, the media and other CSOs. The overall goal of the Civil Engagement Project is to enhance CSOs and youth's capacity to advance public policies, improve public services, promote good governance and contribute to improving the standard of living of people in Macedonia. The Project is committed to gender equity and the protection of the rights of socially excluded groups in Macedonia.

Components:
1. Strengthen Civil Society Organization Alliances through Partnership Grants Program

Period:
17.08.2016 – 17.08.2021

Donor:
- USAID, through East West Management Institute (EWMI)

Partners
- Metamorphosis
- Association for Democratic Initiatives (ADI)
- Foundation for Open Society in Macedonia (FOSM)

2. Strengthen CSOs through flexible and tailored grants and capacity development assistance.
3. Strengthen Youth Engagement through annual yearlong LEAD (Linking, Engagement, Advocacy, Development) program.
4. Strengthen Youth Activism through grants and capacity development assistance for youth CSOs and non-registered youth groups.

- National Youth Council of Macedonia.

Follow the Money Online Service

Metamorphosis continues to maintian the Follow the Money online service, started with funding from IRI in 2013, and continued to work with Metamorphosis support, promoting transparency and accountability related to spending of municipal budgets and presenting them through interactive visualizations.

The work of the service is is based on use of open data obtained through collaboration with other NGOs such as Finance Think to through implementation of Freedom of Information Act. The citizens can compare spending of various budget items between municipalities and obtain knowledge about the fiscal processes.

sledigiparite.mk

e-Governance Subprogram

Support for the process of reforms in pubica administration

Within the scope of the project, implemented with Center for Change Management in close cooperation with the Ministry of Information Society and Administration of Republic of Macedonia, Metamorphosis provided expertise and research needed to develop National Open Data Strategy, including analysis of data sets and providing recommendations for establishment of organizational mechanisms for planning, implementation and monitoring of the Open Government principles within the state administration.

The project included participation in consultative processes leading to adoption of the Open Data Strategy for Republic of Macedonia in 2018.

Period:
22.11. 2017 – 22.03.2018

Donor:
UK Embassy Skopje

Partner:
Center for Change Management

Social innovations Program

Social innovations represent new strategies, concepts, ideas and organizations dealing with social needs of all kinds - working conditions, education, community development, health, and strengthening civil society.

Metamorphosis is working to develop innovative ways of learning, digitization of educational resources, open access that allows free access to peer-reviewed scientific and scholarly journal articles, promotion and distribution of open educational resources, adaptation, localization, creation of guidelines and distribution of open source software. Metamorphosis also encourages the development of e-content in local languages in Macedonia by providing tools for their promotion and creation.

Subprograms within the framework of this program include New Media and Free Culture.

New Media Subprogram

Meet and Code 2017

From October 7-22, 2017, as part of EU Code Week, Metamorphosis worked with Techsoup Europe, SAP and German non-profit IT portal Stifter-helfen.de to bridge the digital divide in Macedonia, as part of an initiative spanning 15 countries by educang and inspiring the next generation to embrace digital technologies.

Period:
01.09.2017 – 31.10.2017
Partners:
Techsoup Europe, SAP
and Stifter-helfen.de

Meet and Code project provided capacity building and networking resources for schools to join the EU Code Week, building upon the foundations set by previous project Code4Mk supported by Google. It is also set to continue in 2018.

#meetandcode #codeEU

Free Culture Subprogram

Open Educational Resources Initiative

The overall project goal is to contribute to the development of critical thinking and democratization in Macedonia through the constructive use of new technologies as tools to increase the quantity and quality of educational, scientific and academic e-content.

oer.mk

In 2016 it continued to public awareness and advocacy activities about the Open Educational Resources (OER), expanding the Alliance for Open Educational Resources and lobbying for the OER initiative.

Period:
01.12.2015 – 01.12.2017
Donor:
FOSM

Project activities included producing online educational contents, the competition for Best OER Teacher competition and support for the 2016 Educonference for teachers and IT experts in April in Struga.

As part of the lobbying and advocating activities, Metamorphosis used the Analysis of the legal framework on education and the possibilities of including open educational resources produced in 2016 as basis for legislative initiative to be submitted to Parliament. Metamorphosis' public policy brief initiates implementation of OER within the public education system through changes of the Laws on Primary, Secondary and Higher Education, Law on Textbooks in Primary and Secondary Education and Law on Copyright and Other Related Rights. The initiative became part of Ctizens in Parliament project, implemented by Westminster Foundation for Democracy and the School of Journalism and Public Relations.

Networks

During 2017, Metamorphosis participated in the work of the following networks and coalitions:

International Freedom of Expression Exchange - IFEX Metamorphosis became a member of IFEX in June 2014, contributing to alerting the global public, civil society and relevant institutions regarding the overall situation in Macedonia and particular cases of endangering freedom of expression, as well as breaches of professional standards of journalism. Other IFEX members include well known international organizations fighting for freedom of expression such as: Article 19, Freedom House, Reporters without Borders, Human Rights Watch, Index on Censorship, the International PEN Center, etc.	**ifex** www.ifex.org
Association for Progressive Communications - APC APC's mission is to empower and support organisations, social movements and individuals in and through the use of information and communication technologies (ICTs) to build strategic communities and initiatives for the purpose of making meaningful contributions to equitable human development, social justice, participatory political processes and environmental sustainability. APC is both a network and an organisation. APC has 50 members in 35 countries - groups working in their own countries to advance the same mission as APC.	APC ASSOCIATION FOR PROGRESSIVE COMMUNICATIONS www.apc.org
European Digital Rights – EDRi EDRi is an international advocacy group headquartered in Brussels, with an objective to promote, protect and uphold civil rights in the field of information and communication technology. Founded in June 2002 as a result of a growing awareness of the importance of European policy making in the digital environment, it includes 35 privacy and civil rights organisations from 21 different countries in Europe.	EUROPEAN DIGITAL RIGHTS edri.org
Global Voices in Macedonian and Albanian Metamorphosis is managing the Macedonian and Albanian versions of the international network of bloggers and citizens journalists Global Voices Online, enabling worldwide distribution of news and views related to social change, activism, and citizen journalism. Global Voices is a borderless, largely volunteer community of more than 1200 writers, analysts, online media experts and translators, reporting from 167 countries and translating into up to 30 languages.	GlobalVoices на Македонски mk.globalvoicesonline.org GlobalVoices në Shqip sq.globalvoicesonline.org
World Summit Award The WSA is a global initiative to promote the world's best in mobile content and innovative applications within the framework of the United Nations' World Summit on the Information Society (WSIS), in collaboration with UNESCO, UNIDO and UN GAID.	WSA WORLD SUMMIT AWARD MOBILE CONTENT wsa.org.mk

Creative Commons Europe CC Europe is the central online platform of the European Creative Commons Jurisdiction Projects, composed of CC leads from European countries. CC Europe is the channel for communication with interested stakeholders and in particular the European-level policy makers.	 europe.creativecommons.org cc.org.mk
COMMUNIA International Association on the Public Domain COMMUNIA is a network of researchers and practitioners from universities, NGOs and SME with a mission to foster, strengthen and enrich the Public Domain. It raises awareness in, educate about, advocate for, and research about the Public Domain in the digital age within society and with policy-makers. It has WIPO observer status.	 communia-association.org
ACTION SEE - Accountability, Technology and Institutional Openness Network in South-East Europe ACTION SEE network that resulted from the cooperation between leading ICT and human rights-oriented organizations from Macedonia, Bosnia and Herzegovina, Serbia, Montenegro and Albania. Members use new technologies for empowering citizens and increasing public institutions' accountability via Truthmeter projects, annual POINT conferences on new technologies and political accountability, and developing the regional Index of Transparency.	 www.actionsee.org
TransparenCEE - Technology for Transparency in CEE and Eurasia TransparenCEE is a network of Central Eastern European and Euroasian NGOs interested in using technology in transparency and accountability work. It documents, catalogues and scales local solutions regionally. The objective of the network is to ultimately make the technology for transparency work more transparent and easier to both finance and implement.	 transparencee.org
Internet Freedom Platform The Internet Freedom Platform of Eastern and Central Europe and Eurasia is established by civil society organizations in these regions, that work on fostering of the freedom of expression, association and flow of information on internet.	internetfreedom.blog
Platform of Civic Organizations for Fight Against Corruption The Platform for Fight Against Corruption founded in 2014 unites the leading anti-corruption NGOs from Macedonia through collaborative projects based on monitoring the legal framework and the ongoing public policies, initiating legal changes through joint initiatives.	 antikorupcija.mk
Platform Against Hate Speech Founded by leading human rights or media development CSOs in Macedonia, the Platform coordinates efforts against hate speech, hate crimes and discrimination in the media and beyond.	

Executive Board and Staff

Metamorphosis Executive Board, consisting of five members:

- Ms Radmila Živanovikj, board chair
- Mr Refet Abazi
- Mr Zoran Janevski
- Mr Vladimir Lazovski
- Ms Biljana Radonjanin

During 2017, Metamorphosis staff consisted of the following employees:
Management

- Mr Bardhyl Jashari, director
- Mr Filip Stojanovski, program director

Program Staff

- Ms Elida Zylbeari, project coordinator
- Mr Zoran Andonovski, project coordinator
- Mr Vladimir Petreski, project coordinator
- Ms Liljana Pecova Ilievska, project coordinator
- Ms Tamara Resavska, project coordinator
- Ms Olivera Vojnovska, project coordinator
- Ms Adrijana Selmani, project assistant
- Mr Goce Arsovski, project assistant
- Mr Petrit Saracini, associate
- Mr Teo Blaževski, associate
- Mr Goran Rizaov, associate
- Ms Silvana Zhezhova Stankovska, associate
- Mr Dimitar Tanurov, associate
- Ms Simona Atanasovska, associate
- Mr Branislav Zakev, associate

Administration and finance staff

- Ms Liljana Cekic – Lazorovska, administrative financial officer
- Ms Marija Panchevska, finance officer
- Ms Anita Milanovska, administrative financial assistant
- Ms Cvetanka Shaurek, administrative financial assistant

Support staff

- Mr Filip Neshkoski, web administrator
- Mr Dragan Kucirov, translator
- Mr Valon Avdiu, translator