



Metamorphosis Annual Report for 2018

**Covering the program activities
during the period**

from January 1 to December 31, 2018

**June 2019
Skopje, Macedonia**

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Intro

Vision: The Metamorphosis Foundation envisions a society where engaged and aware citizens actively use innovative tools to exercise their civic rights and responsibilities, where they are vigilant in influencing and holding their government to account, and thus ensure democratic, accountable, and responsive governance.

Mission to Achieve the Vision: The Metamorphosis Foundation is an independent organization, working in North Macedonia and its wider European home. The team is composed of committed democracy activists, united in common cause and the common values of mutual accountability, open communication, and an unshakeable commitment to universal human rights and democracy.

The Foundation strengthens the awareness and capacity of citizens and civil society to assume their fullest possible role as activists for democracy, while supporting government to fulfil its democratic role in serving society. Metamorphosis programmes focus on:

- media for democracy;
- social accountability;
- education for innovation;
- human rights online.

The Foundation supports those who struggle for these essential elements of a democratic and inclusive society, and it advocates for this work as a key partner with governments and citizens. It aims to become a leading national and regional advocate in supporting and enabling citizen engagement and government accountability, with a particular emphasis on the use of information technology and knowledge-sharing.

Metamorphosis is independent, nonpartisan and nonprofit foundation based in Skopje, North Macedonia. 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 fourteen 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.

2018 was a year of increased cooperation with national governments in the Balkans region that had expressed political will to engage with civil society on improving transparency and accountability.

Metamorphosis continued its work as member of international civil society networks IFEX, APC, EDRI, Global Voices, Creative Commons, ACTION SEE, TransparenCEE and the Internet Freedom Platform of Eastern and Central Europe and Eurasia.

During 2018 Metamorphosis team continued the processes of organizational development and strategic planning, started in 2017 with support of PeaceNexus foundation and IFEX. Based on wide consultations of stakeholders, they respectively resulted in upgrading the internal management and workflow systems, and the creation of the new Metamorphosis Foundation Strategy (2019-2023).

Media for Democracy

Free and professional media plays a crucial role in providing knowledge and in giving voice to citizens, disclosing corruption and developing a culture of criticism where citizens are less fearful about questioning government action and empowered to meaningfully participate in democratic processes.

Metamorphosis Foundation recognizes that an informed citizenry is vital to ensuring public and private sector accountability. Moreover, broad public access to information and the freedom to create and communicate ideas are critical to the advancement of knowledge, economic opportunity and human potential.

Key media outlets established through Metamorphosis programs are Meta.mk and Portalb.mk:

Meta.mk - Independent News Agency

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 – News Portal in Albanian Language

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 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



www.meta.mk



portalb.mk

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.

Critical Thinking for Mediawise Citizens – CriThink.mk

The overall objective of CriThink is to promote media literacy as basis for safeguarding the right of citizens to hold diverse opinions, via stimulating a culture of critical thinking, pluralism of opinion and democratic values.

CriThink has the following specific objectives:

(SO1) To foster a culture of critical thinking via education of the general public on the detrimental impact of media manipulations on democracy and European values;

(SO2) To increase capacities of civil society organizations (CSOs) and media to address media manipulations (incl. hate speech) by improving the media literacy levels via joint engagement with state institutions;

(SO3) To increase citizen demand for accountable media through public education, promotion of professional standards and international practices that protect freedom of opinion and expression.

During 2018 the project built a decentralized system for public education for critical thinking through media literacy producing educational contents in Macedonian and Albanian, using a suite of innovative instruments; Initiated development of mobile application (game) for promoting media literacy and critical thinking and a Handbook for Non-formal Education on Media Literacy at local level through.

CriThink Small Grants Scheme provided grants to 6 partnerships of CSOs and media for implementation of concrete initiatives at local/regional level. It worked on development of Policy Recommendations based on evidence-based research, cooperating with relevant state institutions.

Upholding democratic values and change in society through journalism

The goal of this project was to empower Macedonian citizens to make informed decisions on current affairs that affect their lives, via



crithink.mk

Period:
01.01.2018 – 31.12.2020

Donor:
- European Union

Partners
- Centre for European
Strategies – EUROTHINK

Implemented through synergy of Meta.mk News Agency and Portalb.mk news portal.

data journalism and direct engagement with citizens through new media channels.

Period:
01.09.2018 – 31.03.2019

The increased media capacity to provide sustained coverage of issues affecting the lives of citizens and use of innovative methods of networking and multimedia production (online videos, data visualisations) resulted in increased level of public awareness about democratic values through practical application of professional journalism standards and critical thinking.

Donor:
- UK Embassy in Skopje

The project incited response by relevant institutions, based on increased demand for accountability by informed citizens, on the following topics: pollution (lindane in Skopje, mines in Eastern Macedonia), public health - immunization (incl. debunking of antivaxing propaganda), prehospital system (emergency aid), infrastructure issues at local level.

Fostering Improved Media Standards

Implemented through synergy of Meta.mk News Agency and Portalb.mk news portal.

The Fostering Improved Media Standards projects supports a network of independent reporters and media from the region working on identifying and debunking cross-border disinformation through practical promotion of journalist ethics and fact-checking.

Period:
01.07.2018 – 30.06.2019

As impartial and professional source of cross-border news, the Meta.mk website serves as Balkans Media Hub, providing all stakeholders - citizens, CSOs, civic activists, media and political parties - with comprehensive information related to political developments in Macedonia and the region, in particular related to integrative processes, as well as issues of accountability and transparency affecting them.

Donor:
- National Endowment for Democracy (NED)

The information is provided in English, Macedonian and Albanian languages, as well as through translation of select high-importance contents in other national languages – Greek, Serbian and Bulgarian - to ease dissemination for respective social networks audiences.

The project educates the citizens and the journalists to be more critical of disinformation as precondition for countering democratic backsliding in both EU candidates and member states, in particular to recognize media manipulations and hostile foreign influences.

Public record resources

Media Fact-Checking Service Component

The Media Fact-Checking Service counters propaganda and media manipulations by providing 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.

The production in three languages (Macedonian, Albanian, and English), reflects the needs of the diverse audiences.

The online application Time Machine, maintains an online archive of media contents enabling comparisons over time. It automatically harvests articles from key media websites in Macedonia and also enables citizens to save individual articles within its database. It compares the stored articles using advanced algorithm and graphically represents the similarities.

Media Reforms Observatory

The Media Reforms Observatory contributed 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 website 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.

Media Fact-Checking
Service

proverkanafakti.mk
verifikimiifakteve.mk
factchecking.mk

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



www.mediaobservatorium.mk

Social Accountability

Social accountability is the key approach to address governance issues. It enables information related to the concerns and the priorities of the citizens to be presented directly to government officials who have the capacity and mandate to act and make change happen. The Metamorphosis approach promotes the principles of citizen-centric good governance at all levels: local, national, regional.

In 2018 Metamorphosis continued to enhance its watchdog role in order to increase the levels of transparency and accountability of state institutions, local authorities and the private sector. Metamorphosis contributed to strengthening citizens' voices and supported the capacity of civil society and state institutions to respond effectively to their needs, thus producing a constructive engagement between governments and civil society.

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 2018, the Truthmeter's focus has been on informing the citizens about the implementation of democratic reforms based on objective verification of claims by all political actors, evaluation of fulfilment of promises and providing the relevant information related to the solving the Macedonia Name Issue as precondition for achieving the strategic goal of joining EU and NATO (Prespa Agreement; Consultative Referendum and constitutional changes), 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:
01.07.2017 – 30.06.2018
01.07.2018 – 30.06.2019

Donor:
- National Endowment for
Democracy (NED)

Period:
01.07.2018 – 31.12.2018

Donor:
- Foundation Open Society
Institute Macedonia (FOSM)

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



www.actionsee.org

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 are to:

- 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.

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 Civic 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

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



Period:

17.08.2016 – 17.08.2021

Donor:

- USAID, through East West Management Institute (EWMI)

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
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.

Partners

- Metamorphosis
- Association for Democratic Initiatives (ADI)
- Foundation for Open Society in Macedonia (FOSM)
- National Youth Council of Macedonia.

Support for the process of reforms in public administration

Period:

22.11. 2017 – 22.03.2018

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.

Donor:

UK Embassy Skopje

Partner:

Center for Change Management

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

Public record resources

Follow the Money Online Service

Metamorphosis continues to maintain 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.



sledigiparite.mk

The work of the service 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.

Education for Innovation

Metamorphosis recognizes that citizens today, in all their multiple capacities, require education that will provide them a set of skills that are essential to navigate the complexities of modern life in competent manner. Activities within this programme will contribute to achieving the aims of the European Commissions' Digital Agenda for the Western Balkans and that is to support the transition of the region into a digital economy and bring the benefits of the digital transformation, such as faster economic growth, more jobs, and better services.

Smart Tourism Enhancement Project (STEP)

The objectives of the STEP project include: Promoting a vibrant touristic sector that effectively adapts to the needs of both domestic and international markets; Increasing capacities of tourism businesses and building of strategic partnerships and collaboration domestically, regionally and globally; Broadening and enhancing strategic and coordinated access to specific new and strategic tourism markets for tourism businesses; Acceleration of growth and stimulation of new job creation.

The key elements of the project are raised awareness and understanding of the need for new marketing approach in tourism, as well as exchange of information, cooperation, and joint product development within the cross-border area.

It promotes increasing local expertise among private and public entities to develop enabling policies and conformity standards that meets international standard on tourism development through creation of STEP network of informed and empowered tourism public and private entities, CSOs, Tourism clusters and/or chambers of commerce.

The innovative use of digital technologies includes practical application and capacity building for online marketing through social networks, and use of Inter-Regional Tourism Online Platform (iTOP).

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



step.mk

Period:
01.01.2018 – 01.04.2020
Partners:
- Centre for Development of Polog Planning Region
- Council of the Elbasan County
Donor: European Union (IPA 2, The EU's Cross-Border Cooperation Programme)



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

Techsoup Balkans



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

techsoupbalkans.org

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.

Period:
01.01.2018 – 31.12.2018
Partners:
- Techsoup Global
- Fondacija Mozaik

Donor: Microsoft

D.A.T.A. – Data Analytics for Transparency and Accountability



The four-month project D.A.T.A. – Data Analytics for Transparency and Accountability focused on capacity building of journalists and civil society activists.

Period:
01.03.2018 – 30.06.2018
Partner: Peacetech
Initiative Macedonia

The goal of the project was to influence the way the journalists and civil society organizations work with data and through data driven journalism to secure full respect for the professional and ethical standards and to create added value by presenting the results of the data analysis in an innovative manner. As part of the project two separate two-day trainings were organized for representatives from the media and civil society organizations.

Donor: U.S. Embassy
Macedonia

Open Educational Resources Initiative

The overall goal of this continuous initiative 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 2018 Metamorphosis continued with public awareness and advocacy activities about the Open Educational Resources (OER), expanding the Alliance for Open Educational Resources and lobbying for the OER initiative.	
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Human Rights Online

Metamorphosis has been at the forefront of the promotion of human rights online - helping communities face the enormous changes that stem from the increased impact of new technologies and countering the malign anti-democratic tendencies that exploit fissures across societies.

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.

Internet Freedom in Macedonia

During 2018 Metamorphosis continued to work on promotion of human rights online through cooperation with American Bar Association Rule of Law Initiative, which led 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.

On 11 December 2018 Metamorphosis Foundation organized the traditional annual international conference “e-Society: Media literate citizens for accountable institutions.” with participation H.E. Ambassador Samuel Žbogar, Head of the Delegation of the European Union, together with Mr. Damjan Manchevski, Minister of Information Society and Administration and Mr. Robert Popovski, Minister without Portfolio Responsible for Communications, Accountability and Transparency. Organized as synergy of several complementary projects and CSOs, the conference provided a platform for discussions on importance of media literacy as essential part of freedom of expression, and its links to the other aspects of human rights online. With over 142 participants, the conference provided a platform for discussions by experts, decision makers and civil society, state institutions, the media and education sector. The Truthmeter presented the policy paper on the judiciary reforms, reforms in the administration and fighting the corruption.

Metamorphosis cooperated with international human rights networks like Global Voices, IFEX, EDRI, APC and ACTION SEE; as well



e-society.mk



kauza.mk



ping.mk

Period:

01.04.2017 – 31.12.2018

Donors: ABA ROLI, APC, IFEX

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 international conference Political Accountability and the New Technologies - POINT in Sarajevo.

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

Donor:
European Digital Rights – EDRI

Networks

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

<p>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.</p>	 <p>www.ifex.org</p>
<p>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.</p>	 <p>www.apc.org</p>
<p>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.</p>	 <p>edri.org</p>
<p>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.</p>	 <p>mk.globalvoicesonline.org sq.globalvoicesonline.org</p>
<p>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.</p>	 <p>wsa.org.mk</p>

<p>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.</p>	 europe.creativecommons.org  cc.org.mk
<p>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.</p>	 communia-association.org
<p>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.</p>	 www.actionsee.org
<p>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.</p>	 transparencee Technology for Transparency & Accountability Network CEE, Balkans & Eurasia transparencee.org
<p>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.</p>	internetfreedom.blog
<p>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.</p>	 ПЛАТФОРМА на граѓански организации за борба против корупцијата antikorupcija.mk
<p>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.</p>	

Executive Board and Staff

Metamorphosis Executive Board, consisting of five members:

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

During 2018, 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 Ilievaska, project coordinator
- Ms Qendresa Sulejmani, grants manager
- Mr Goran Rizaov, project coordinator
- Ms Olivera Vojnovska, project coordinator
- Mr Goce Arsovski, project assistant
- Mr Teo Blaževski, associate
- Ms Silvana Zhezhova Stankovska, associate
- Ms Simona Atanasovska, associate

Administration and finance staff

- Ms Marija Panchevska, finance director
- 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