# Metamorphosis Annual Report for 2022

### Covering the Programme Activities
### between

### January 1 and December 31, 2022

### February 2023
### Skopje, North Macedonia

# Contents

## Metamorphosis Vision and Mission

**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. The four Metamorphosis' programmes include:

- Media for Democracy;
- Social Accountability;
- Education for Innovation;
- Human Rights Online.

The Metamorphosis 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.

## 2022 – a year of overcoming COVID-19 challenges

During 2022, the Metamorphosis Foundation continued to respond effectively to the pandemic crisis which marked the last three years, promoting citizen-centric application of digital technologies for transparency and accountability, as well as leading way in building resilience to disinformation to counter political and social effects of the Russian all-out aggression against Ukraine, which significantly affected the Western Balkans region and North Macedonia in particular, amplifying the obstacles to development of democracy and integration into the European Union put by foreign malign influences, regional and local antidemocratic forces.

The four Metamorphosis programmes proved substantial to supporting civil society, public servants, youth, journalists and teachers in dealing with these challenges by supporting institutions in their efforts to streamline their work through digital transformation, while safeguarding protection of human rights online, with a focus on privacy, safety and freedom of expression, including advocacy against hate speech and impunity. Metamorphosis' media outlets continued their watchdog role spurring the institutions to tackle citizens' needs, while increasingly addressing the needs of young people, enabling them to become informed and active citizens by providing them with credible news and educational online content adapted for the media consumption modes of Generation Z.

During 2022 Metamorphosis continued the cooperation with the established network of partners, donors and beneficiaries, building upon and expanding the relationships that had been in development during the 18 years since its establishment as independent foundation in 2004. It continued implementing projects with the support from European Union and USAID, the governments/ministries and the embassies of USA, United Kingdom, and Kingdom of the Netherlands; as well as with support of civil society partners including National Endowment for Democracy - NED, Balkan Trust for Democracy - BTD, Open Society Institute and Foundation Open Society Macedonia - FOSM, National Democratic Institute - NDI, DCAF - Geneva Centre for Security Sector Governance, American Bar Association Rule of Law Initiative - ABA ROLI and DT Institute. New association was forged with the International Center for Journalists - ICFJ. Metamorphosis also continued to receive institutional support from the Sigrid Rousing Trust, which significantly contributed to its advocacy and networking efforts. Cooperation with private sector also continued, including Meta (Facebook), as well as Google and other corporate donors, via the Techsoup Network.

Metamorphosis continued its work as a member of international civil society networks International Freedom of Expression eXchange - IFEX, Association for Progressive Computing - APC, European Digital Rights – EDRI, International Fact-Checking Network and Global Voices. In 2022 Metamorphosis also joined two new networks: International Network Against Cyber Hate (INACH) and the European Fact-Checking Standards Network (as co-founder).

Metamorphosis continued the cooperation with the civil society organizations from the region, in particular the ACTION SEE (Accountability, Technology and Institutional Openness Network in the South East Europe region) and ICEDA (Increasing Civic Engagement in the Digital Agenda) networks.

Metamorphosis continued to engage citizens and civil society organizations into a dialogue with the government institutions at national local level, in order to promote citizen-centric approach to development of democratic institutions and shape policies, through cooperation with the Government of Republic of North Macedonia and various state and public bodies, including the cabinets of the Prime Minister and the President, Ministry for Information Society and Administration, Ministry of Local Self-Government and independent regulatory bodies Agency for Personal Data Protection, Agency for Audio and Audivisuel Media Services, as well as the National Center for Responding to Computer Incidents (MKD-CIRT).

The programme objectives pursued through the projects implemented in 2022 continue remain as priorities in 2023. The 2022 was the penultimate year of the period covered by the Metamorphosis Strategy 2018-2023, and as follow up an evaluation of the implementation will be conducted during 2023, as the next step toward creation of new mid-term strategy for the five-year period 2024-2029.

Below is a summary of the projects Metamorphosis team has worked on in 2022 and of the highlights of the achievements in the four programmes.

# Media for Democracy Programme

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.

The work of the three media outlets run by Metamorphosis Foundation, Meta News Agency, Portalb and Truthmeter in 2022 was intertwined in all four programs of the organization giving invaluable visibility and insight of the enormous efforts that the whole team has undertook during the year towards fulfilling the mission statement and the strategic goals.

Metamorphosis media in 2022 were on the forefront of the fight against disinformation, especially false narratives about the war in Ukraine that reached and influenced the audience in North Macedonia. The Foundation is among the regional leaders in the efforts against disinformation influence in the whole Western Balkans region through its regional Anti-Disinformation Network for the Balkans.

Alongside the fact-checking service Truthmeter, Portalb and Meta News Agency also took part in the efforts against disinformation by launching their own separate fact-checking services which regularly publish fact-checks on election promises and statements on subjects concerning youth.

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**PROGRAMME HIGHLIGHTS IN 2022**

- The biggest focus by Meta News Agency and Portalb in 2022 was exactly towards the young audiences, aged 14-29. By working together with young journalist and completely independently producing more than 50 episodes of the **Video News Show for Youth - Shortcut** the two media outlets together managed to attract millions of video views on social media, especially platforms like TikTok and Instagram where youth are mostly present. Despite the news show, the two media outlets produced above 2400 in-depth and investigative articles throughout the year focus on the issues like climate change, infrastructure, corruption, digital rights, education, healthcare and innovation. This has led to the youth aged 14-29 being the largest age group in the two media's audience participating with more than 30%.
- Since the start of the Russian military invasion of Ukraine, both Portalb and Meta News Agency initiated a special fact-based coverage of the war. These two sections don't just cover minute by minute the news from the war in Ukraine, but also testimonials from the war, local coverage of related events, reportage from Central Europe, youth related anti-war content. The War in Ukraine and its devastating effects were featured multiple times in the aired episodes of the News Show for Youth, Shortcut.

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- Moreover, as an indirect result of the Metamorphosis media, especially Truthmeter's uncompromising efforts against disinformation, in May 2022, the president of the country, Stevo Pendarovski, and the Prime Minister, Dimitar Kovachevski, as part of the conference "Dealing with Disinformation in the Republic of North Macedonia" publicly recognized the efforts of the organization in this field. The Prime minster himself pledged that the Government will consider all recommendations from the conference as an essential contribution to creating a multi-sectoral approach to an adequate response to threats and consequences caused by disinformation.
- Solving environmental issues, in particular pollution of water, air and soil was a focus of watchdog coverage by Metamorphosis outlets Meta.mk and Portalb.mk, raising citizen demand for accountability and action by responsible institutions, leading start of the cleaning process of Arsenic landfill in Lojane near Kumanovo, and illegal Linane landfill in Pelenica on the outskirts of Skopje, and slag landfil in Veles remnant from former Smelting plant "Topilnica."

## Meta.mk - Independent News Agency

The Meta.mk News Agency officially started working in November 2014 and established a solid reputation of a reliable source of objective news on current events in Macedonian and English, as well as other Balkan languages, whose contents is 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 News Agency in 2022 published more than 6200 articles in total out of which 5500 in Macedonian language and the rest in English, Albanian and BCS. It's website had 1.3 million pageviews and 600,000 users.

META.MK

www.meta.mk

## 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 North Macedonia. Its reputation based on strict implementation of journalistic standards is complemented with the popularity as one of the most influential online media among decision makers and general audience, with fan base of over 230,000 social networks followers.

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 and other languages.

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portalb.mk

In 2022 Portalb published close to 8000 articles, receiving 2.6 million pageviews and about 735,000 users on its website.

In 2022 Portalb.mk celebrated its 10<sup>th</sup> anniversary, marked with a public event was organized at the South East European University in Tetovo. One of the panels was dedicated to youth, where young journalists and activists had the opportunity to voice their concerns and to portray their vision of North Macedonia. The panelists spoke about the environment, the corruption, gender issues and youth perspectives. On the occasion Portalb received a letter of support from the Prime Minister Dimitar Kovachevski, as well as from several foreign ambassadors in the country.

## Truthmeter - Fact-Checking Service

Truthmeter is the only fact-checking service in North Macedonia, a certified member of the International Fact-Checking Network and a founding member of European Fact-Checking Standards Network. It was founded in 2011 as political fact-checking service, starting with analysis of veracity of statements by politicians and fulfilment of election promises.

In response to the growing needs of the public for verified information, over the years it branched out by introducing media fact-checking, promotion of media literacy and critical thinking, countering viral disinformation over social networks, and creating synergy of its watchdog role with investigative and media monitoring activities to track, map out, and debunk the flow of misinformation, disinformation and media manipulations, deconstructing malign narratives and conspiracy theories.

Since 2020 the Truthmeter is a member of the Meta's Third Party Fact-Checking Partnership that works with independent, IFCN-certified fact-checkers who identify, review and rate viral misinformation across Facebook and Instagram.

During 2022 the Truthmeter published more than 1800 articles out of which more than 1100 in Macedonian and 700 in Albanian and English language. Truthmeter had more than 420,000 pageviews and above 200,000 users on its website during the year. Within the scope of political, media and social media fact-checking, a large portion of the content published by Truthmeter was focused on exposing malign foreign influences, including Russian propaganda and anti-democratic narratives hindering the Euro-Atlantic integration of North Macedonia and the Western Balkans, as well as false news about health issues, from COVID-19 to vaccine hesitancy.

vistinomer.mk
vertetmates.mk
truthmeter.mk

The projects implemented by Metamorphosis within the Media for Democracy programme during 2022 are presented in the following table:

## Western Balkans Anti-Disinformation Hub: Exposing Malign Influences through Watchdog Journalism

The Western Balkans Anti-Disinformation Hub project is exposing foreign malign influences in Western Balkans by debunking and mapping the flow of disinformation, misinformation and propaganda affecting development of democracy, originating from external actors trough the region. During 2022 it heightened the state of alert among the key stakeholders in the region, helping their societies overcome the previous state of low awareness, when impact of disinformation was either neglected or ignored. Resulting acceptance of the notion that disinformation affects all aspects of life and is primarily a security issue helps mobilise support.

At a critical moment of modern history – escalation of Russia's war on Ukraine – and within very difficult regional context, the project provided the media, decision makers and the general public with knowledge and tools necessary to identify and counter disinformation related to foreign malign interests that threatens destabilizing the countries, hindering democratic development and Euro-Atlantic integration.

Key achievements of the project during 2022 included:
- Creation of network of organizations which provided journalists and editors with support for networking, capacity building, content production and promotion, enabling them to increase their ability to counter disinformation related to foreign malign influence in Western Balkans.
- Creation and wide public dissemination of watchdog journalistic content and research-based publications including managed to produce over 459 original anti-disinformation articles – 364 short and 95 longer analytical texts, as well as 16 articles based on 11 journalistic investigations (8 long reads and 3 series of several shorter pieces each). Promotion and republication of this content further informs mainstream news production, creating a ripple effect against manipulations among the journalists and their audiences across the region.
- Setting up a media monitoring system for identifying and alerting about disinformation instances, trends and narratives, via development of advanced online application Knowledge Hub Database, storing record on over 1963 suspected instances of disinformation, 874 debunking articles, 225 media outlers, 336 individuals and 223 legal persons.
- Research-based advocacy actions have increased understanding of the decision makers and wide scope of shareholders, about the need to counter disinformation and foreign malign influences in a systemic manner, leading to inclusive consultations and producing policy recommendations that will guide the policymaking in this area in the subsequent period.

In North Macedonia, the project generated support by key decision makers, from state institutions represented by the President and the Prime Minister, to key media and civil society organizations, for its advocacy goal of starting a process of systemic reforms that will help the country build

[antidisinfo.net/hub](http://antidisinfo.net/hub)

**Period:**
01.11. 2021 – 30.04.2025

**Donor:**
Ministry of Foreign Affairs of the Kingdom of the Netherlands

Kingdom of the Netherlands

**Partners:**
- Center for Democratic Transition, Montenegro
- Faktoje, Albania
- ISAC – International and Security Affairs Centre, Serbia
- Sbunker, Kosovo
- Zašto ne (Why Not), Bosnia and Herzegovina

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| multi-stakeholder approach in strengthening its resilience to disinformation. This initiative will be used as a model to spur advocacy throughout Western Balkans region, adapted to local situations. | |
| **Credible News for Empowered Youth**<br><br>The project aims to increase youth engagement in public life empowering them to demand resolution of policy issues that affect their lives. It supports youth oriented journalistic production in Macedonian language by **Meta.mk News Agency** and in Albanian language by **Portalb.mk**. They combine forces to produce regular flow of news articles catering to the needs of young audiences, and to broadcast the **weekly news show for youth Shortcut,** which summarizes the most important events of the week in a format attractive and of interest to youth. Its content is widely read and disseminated via social networks, making it an important source trusted and used by young audiences. Alongside the video news show, the two media outlets produced more than 1,000 in-depth and articles throughout the year with focus on the issues like climate change, infrastructure, corruption, digital rights, education, healthcare and innovation. This has led to the youth aged 14-29 being the largest age group in the two media's audience participating with more than 30%.<br><br>Metamorphosis media used **constructive journalism** coverage focused on solving concrete issues affecting young individuals or groups to incite authorities to work towards development of systemic solutions which would remain as an example of how similar problems can be solved. Other young people with similar needs are empowered to look upon these examples and replicate their success in the future. Engaged **youth is more informed** about matters that affect them directly, having a **platform to directly seek accountability and solutions from public officials** in the areas of education, health care, environment, climate change, pollution, infrastructure, science and youth culture.<br>- Project coverage promoting upholding of human rights spurred the Ministry of Labour and Social policy to establish a Centre for Women-Victims of Domestic Violence in the Polog region, after Portalb and Meta News Agency published in-depth article and feature story for the Shortcut News Show episode 54 regarding the issue.<br>- In January 2022 the project helped the Student's Assembly to utilize za petition with over 1500 signatures to make authorities accept their demand to keep public library in Skopje open 24 h.<br>- The project focus of addressing the needs of youth is exemplified by the case of mathematics prodigy from Skopje Illy Morina (13), whose talent had been ignored by state education system. The story went viral and was republished by many domestic and international media, incl. Global Voices. Soon after, Morina met with the Minister of Education and the President. Morina then received a full scholarship with a private intl. school in Skopje, while the coverage incited public debate about needs to upgrade the public education system to acknowledge talented children and curb the brain drain. | **Period:**<br>31.05.2021 - 31.03.2023<br><br>**Donor:**<br>UK Embassy in Skopje<br><br>Foreign & Commonwealth Office<br><br>**Implemented by:**<br>- Meta.mk<br>- Portalb.mk |

## Promoting the Accountability and Transparency of Public Reforms

The project increased accountability of public officials and promote active engagement by informed citizenry in North Macedonia by fact-checking the progress of the country towards the EU, enabling multi-stakeholder cooperation on the processes of democratic reforms on the road of integration into the EU, through increased public policy impact by fact-checking and watchdog journalism. It supported production of journalistic content – including fact-checking and analytical articles addressing issues raised in European Commission reports on the progress of Republic of North Macedonia in implementation of reforms needed to join the European Union, explaining the issues and institutional responsibilities for the general public by directly relating responsibilities for increasing quality of life of the citizens. In addition, quarterly monitoring reports following a pre-defined methodology, assessed and highlighted the degree to which promises and initiated policies were put to practice.

The project developed the capacities of partner local media to conduct fact checking on local issues, enabling them to better serve their commmunities. At the same time, local partners were engaged in wide dissemination of project content.

Established Rapid Communication System (RCS) enabled speedy communication between journalists and representatives of state institutions via messaging apps in order to debunk disinformation related to their competences, as well as increased promotion of the verified information via public Viber group.

**Period:**
01.07.2021-30.06.2022

**Donor:** National Endowment for Democracy

**Partners** (media network):
- Aberdzija.mk, Kratovo
- Apla.mk, Bitola
- Drnka.mk, Strumica
- Duma.mk, Veles
- Flaka.com.mk, Gostivar
- TVM.mk, Ohrid
- Kumanovonews.mk, Kumanovo

## Rapid Response to Vaccine Disinformation

Rapid Response to Vaccine Disinformation project supported fight against the high COVID-19 vaccine distrust in North Macedonia through fact-checking and media networking activities. It equipped more journalists with fact-checking and (medical) subject-matter skills, increased availability (production and dissemination) of fact-checked and fact-based content on COVID-19 vaccine, and expedited journalists'/fact-checker's access to official data and information related to COVID-19. Cooperation with Resident Doctors Association provided medical expertise adding value through direct work with journalists on preparing the articles and analyses.

The project supported publishing of 374 original media articles, available in Macedonian (374); Albanian (295) and English (30), as well as 6 educational videos in local languages. The analysis, fact-checking articles, explainers, statements and counter-spins were shared and promoted by media network led by the Truthmeter, Meta.mk and Portalb.mk, and related social media platforms, reaching cumulative audience of 494.465 Facebook followers. As an innovative dissemination tool, the project opened a Public Instant Messaging (IM) Anti-Disinfo Channl - Viber community "DeFacto: only verified content" where project content is disseminated.

**Period:**
01.06. 2021 – 31.01.2022

**Donor:** Balkan Trust for Democracy

**Partners**
- Resident Doctors Association, Skopje

**Media network:**
- Aberdzija.mk, Kratovo
- Apla.mk, Bitola
- Drnka.mk, Strumica
- Duma.mk, Veles
- Fol.mk, Tetovo
- TvM.mk, Ohrid

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| The project employed synergy with the Established Rapid Communication System (RCS) and organized online public events for [promotion of the communication channels](#) and panel on ["Disinformation against Covid-19 vaccines and how to deal with them](#)." | - Kumanovonews.mk, Kumanovo<br>- Nistori.com, Tetovo |
| A network of 8 media portals from various regions in the country functioned within the project. The media disseminated the content and partner-media journalists learned from experienced fact checkers and experts through participating in the webinars and implement their knowledge in the future production of their content. Besides the partners, 49 other news portals shared articles produced as part of the project. | |

## Promoting Access to Reliable News to Counter Disinformation

By exposing foreign propaganda influence through watchdog journalism, promoting public awareness and social resilience, and engaging stakeholders in policy development, the project has significantly contributed to countering disinformation in North Macedonia. The dissemination of reliable information in multiple languages, the organization of TV debate shows, and the strategic advocacy efforts have collectively led to a more informed and resilient public, better equipped to identify and combat disinformation.

The overarching objective of the project was to expose foreign propaganda influence through watchdog journalism and use the research results to educate the public about disinformation as a priority issue requiring urgent response. Throughout the reporting period, the project team worked diligently to provide the Macedonian public with a continuous stream of reliable information, debunking disinformation, holding stakeholders accountable, and explaining narratives.

**Period:** 01.07.2022-30.06.2023

**Donor:** National Endowment for Democracy

**Partners:**
- TV 21, Skopje
- Duma.mk, Veles
- Drnka.mk, Strumica
- Glas.mk, Tetovo
- MMS.mk, Štip
- Flaka, Gostivar
- Struga Lajm, Struga
- OhridNet, Ohrid

## Anti-Disinformation Hub: Exposing Malign Influences through Watchdog Journalism

The project provided the media, decision makers and the general public in North Macedonia with knowledge and tools necessary to identify and counter Kremlin disinformation aimed at destabilizing the country at a critical moment of modern history, start of all-out Russian invasion on Ukraine. In synergy with other efforts it helped pave the way for systemic solutions to the problem of vulnerability to foreign malign influences and susceptibility to disinformation, media manipulations and conspiracy theories. It achieved its main goals of debunking the propaganda claims that denied the existence of Russian influence or minimized its importance by enabling media network to provide evidence about the actual situation and its harmful effects by using a combination of watchdog journalism, fact-checking, networking, capacity building and advocacy.

**Period:** 01.12.2021-31.05.2022

**Donor:** DT Institute

**Partners:**
- Foundation Open Society Macedonia
- Network of 16 media outlets, including Truthmeter, Meta.mk, and Portalb; television stations with national coverage: TV 24 and TV

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| Creation and wide public dissemination of journalistic content (news, analytical & fact-checking articles, TV shows and interviews) and other research-based publications increased awareness of the nature and effect of Russian propaganda and disinformation in North Macedonia reaching journalists and editors as opinion makers, engaging them to increase their coverage, conveying the generated knowledge to the general public.<br><br>The project generated support by key decision makers, from state institutions represented by the President and the Prime Minister, to key media and civil society organizations, for its advocacy goal of starting a process of systemic reforms that will help North Macedonia build multi-stakeholder approach in strengthening its resilience to disinformation. | 21; and 11 online media outlets. |

## Public Record Resources

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| ***Critical Thinking for Mediawise Citizens – CriThink.mk***<br><br>Online resource centre CriThink.mk serves as a repository of educational contents and digital tools on media literacy and critical thinking. Established in 2018 as part of eponymous EU-supported project, it features an e-library of publications and teaching aids in Macedonian and Albanian languages, created by relevant experts and through implementation of 17 small grants based on partnerships of local or grassroots CSOs and local media outlets.<br><br>Metamorphosis continues with further CriThink activities in synergy with the national Media Literacy Network, establishing synergies with its members and other media literacy projects initiatives. This proved particularly important during periods of increased political tensions and in the context of COVID-19 pandemic, as CriThink infrastructure and established relations of cooperation with independent media proved crucial in providing capacities for fact-checking and debunking disinformation | <br>crithink.mk (in Macedonian)<br>crithink.mk/sq (in Albanian)<br><br>CriThink Quiz Mobile Game<br>crithink.mk/igra/<br>crithink.mk/sq/loja/ |
| ***Media Fact-Checking Service Archive***<br><br>The Media Fact-Checking Service Archive contains several thousand articles that counter propaganda and media manipulations, based on 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.<br><br>The online archive of media contents the Time Machine contains a public record of articles from key of media websites from North Macedonia automatically harvested over a period of several years. The application enables. It compares the stored articles using advanced algorithm and graphically represents the similarities. | <br>Media Fact-Checking Service<br>proverkanafakti.mk<br>verifikimiifakteve.mk<br>factchecking.mk<br><br>The Time Machine<br>vremeplov.vistinomer.mk<br>makinaekohes.vertetmates.mk<br>timemachine.truthmeter.mk |
| ***Media Reforms Observatory Archive***<br><br>The Media Reforms Observatory contributes to, and assess the level of, the achievement of the Urgent Reform Priorities, as a condition for the Republic of North Macedonia to join the European Union, through identifying and removing the obstacles for democratic development of the media sector. The website informs about the reform priorities implementation process in a comprehensible manner, adjusted to a non-expert audience, to enable citizens understanding why the reform priorities are so important and how implementation thereof will contribute to enhancing their life. | <br>mediaobservatorium.mk |

# Social Accountability Programme

Promotion and upholding of social accountability is the key approach used by Metamorphosis 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 local, national and regional levels.

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**PROGRAMME HIGHLIGHTS IN 2022**

- During 2022, 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. Through the Openness Index, Metamorphosis monitored the openness of a total of **132 institutions** at the local (80 municipalities and the City of Skopje) and central level (50 central level institutions and the Assembly), and disseminated evidence-based recommendations through meetings, trainings and public events. For the monitoring of local level institutions, Metamorphosis **empowered and supported 8 local CSOs** in acting as watchdog organizations of the municipalities in their own planning region and seeking accountability and bigger transparency from their side.
- Furthermore, Metamorphosis dedicated its capacities on building the capacities of state institutions to respond effectively to the citizens'' needs. This was done through **training over 50 civil servants from ministries and agencies** on increasing their institutional openness, transparency and accountability, and adopting good practices related to good governance. Based on the trainings but also advocacy, consultations and external support, the following ministries achieved better scoring in the monitoring in 2022 as opposed to the monitoring in 2021: **Ministry of Information Society and Administration (6% improvement), Ministry of Defence (7% improvement), Ministry of Interior (7% improvement), Ministry of Justice (15% improvement) and Ministry of Environment and Physical Planning (10% improvement).** Based on the coaching of 4 central level institutions for open data, **over 300 public data sets** were registered and categorized which contributed to their bigger openness and the possibility for the re-use of the opened data sets.
- Through its activities in this programme, Metamorphosis enabled an environment where citizens were empowered with information and tools to seek accountability from institutions. Through an investigative article, Metamorphosis uncovered discrimination towards citizens with disabilities based on which Portalb issued a complaint in front of the Commission on prevention and protection against anti-discrimination. Based on the complaint, the **Commission confirmed that Karposh Municipality discriminates against people with disabilities** which is a small win that contributes to better accessibility of all citizens to public services.
- Metamorphosis also supported and strengthened the civic sector's watchdog role and capacities in order to engage constructively with institutions through grant making opportunities. A total of **29 sub-grants were implemented in the Western Balkans, out of which 5 sub-grants in North Macedonia,** with direct support of Metamorphosis Foundation. Based on these sub-grants, **over 150** changes and improvements were done in public e-services and policies related to digital transformation in the Western Balkans, while through the sub-granted **16 e-government support centers over 31170 citizens** from the Western Balkans were supported for using specific public e-services, improve their digital literacy and increase their demand for public e-services.

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The projects implemented within the Social Accountability programme during 2022 are presented in the following table.

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| **Civic Engagement Project - CEP**<br><br>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 North Macedonia. Through CEP, the participating young people and CSOs 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 North Macedonia. The Project is committed to gender equity and the protection of the rights of socially excluded groups in North Macedonia.<br><br>Metamorphosis was responsible for the implementation of three of its components: (1) Strengthen Civil Society Organization Alliances through Partnership Grants Program, (2) Strengthen CSOs through flexible and tailored grants and capacity development assistance and (3) Provide Technical Assistance in Support of Rule of Law and Anti-Corruption Reforms, which was rolled out in 2020.<br><br>In the framework of CEP, Metamorphosis hosted the first International Open Data Conference that gathered more than 300 participants from the country and abroad.   We monitored the openness of **81 municipalities** and **51 central level institutions**, in addition to monitoring the implementation of the Strategy for Transparency. The findings of the research informed our advocacy meetings and public events where we presented the concept of open cities among municipality staff and CSO representatives. We also trained and coached four central institutions and **more than 60 municipalities** on how to open up their data, who released **more than 300 datasets** as a direct result of this intervention. | USAID FROM THE AMERICAN PEOPLE<br><br>**Period:**<br>17.08.2016 – 31.07.2022<br><br>**Donor:**<br>- USAID, through East West Management Institute (EWMI)<br><br>**Partners:**<br>- Association for Democratic Initiatives (ADI)<br>- Foundation for Open Society in Macedonia (FOSM)<br>- National Youth Council of Macedonia |
| **Increasing Civic Engagement in the Digital Agenda – ICEDA**<br><br>The project aims to increase the engagement of CSOs in shaping and implementing the Digital Agenda in the Western Balkans by providing multiple networking and capacity building opportunities. The initiative has based its advocacy and capacity building efforts on the Digital Agenda Observatory which this year produced Country reports and Final research on Digital Agenda implementation in the Western Balkan countries.<br><br>Through the Small Grants Scheme the network has been joined by **15 CSOs/ sub-grantees** which in partnership with media outlets worked on specific advocacy initiatives in order to make instigate a change or improvement in a specific Digital agenda related public service, policy or | ICEDA Increasing Civic Engagement in the Digital Agenda<br><br>**Period:**<br>01.02.2020 – 30.04.2023<br><br>**Donor:** European Union<br><br>**Partners:** |

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| strategy. The established **16 e-government support centers in the Western Balkan** countries have supported **around 31770 citizens** in using specific e-services, increasing digital literacy.<br><br>For these almost three years of implementation, the project has organized **over 30 public advocacy events** among which also regional knowledge exchange meetings and regional DDAs on topics ranging from privacy, personal data protection, artificial intelligence (AI), eID, public e-services, digital transformation through Open Government Partnership, cyber resilience for freedom and security, good governance and the internet, democracy in the digital age, etc., but also national DDAs on topics of interest to the citizens such as 5G, AI, e-services for citizens, digital economy, digital transformation of the workplace, etc. In total, through the trainings, webinars, DDAs, regional knowledge exchange meetings, study visit, and other forms of online and offline events, the partners managed to improve the skills, knowledge and understanding of DA related issues of **approximately 3500 individuals** for these 3 years.<br><br>Through its Public informative and education campaign about the benefits and challenges related to the Digital Agenda, composed of audio-visual outputs in the local languages of the targeted Western Balkan countries, in these three years, the project established an **over 4.000.000 reach** on social media. | - e-Governance Academy, Estonia<br>- Center for Research, Transparency and Accountability, Serbia<br>- Partners for Democratic Change Serbia, Serbia<br>- NGO 35mm, Montenegro<br>- Open Data Kosovo, Kosovo<br>- Levizja MJAFT, Albania |
| **Using New Media to Promote Government Transparency**<br><br>The project aims at promoting the use of new technologies in fostering government transparency in Southeast Europe through the Openness Index. The Openness Index is a composite index measuring the openness of institutions and was initially developed as part of the regional ACTION SEE project and network aiming to compare the openness of institutions and governments across the region.<br><br>This research is a strategic activity of the Social Accountability Programme monitoring institutions at the central level, including the state Assembly. The research results of the Openness Index inform Metamorphosis' advocacy activities and the coaching we provide to support institutions to open up their data and processes. The Assessment of Good Governance in North Macedonia and the region through the Openness Index – Parliament and the Executive Government 2021 is available here. Additionally, 2 investigative articles were done on the (un)accountable state communication channels and the parliamentary offices for communication with citizens. The second investigative article noted discrimination towards citizens with disabilities based on which Portalb issued a complaint in front of the Commission on prevention and protection against anti-discrimination. Based on the complaint, the Commission confirmed that Karposh Municipality discriminates against people with disabilities. | ActionSE<br><br>Period:<br>01.10.2021 – 30.09.2022;<br>01.10.2022 – 30.09.2024<br><br>**Donor:** National Endowment for Democracy<br><br>NED NATIONAL ENDOWMENT FOR DEMOCRACY<br>SUPPORTING FREEDOM AROUND THE WORLD<br><br>**Partners:**<br>- Center for Democratic Transition, Montenegro<br>- Why Not, Bosnia and Herzegovina<br>- Partners for Democratic Change Serbia, Serbia |

**ACTION SEE – Accountability, Technology and Institutional Openness Network in South East Europe 2022**

ACTION SEE (Accountability, Technology and Intuitional Openness Network in South East Europe) is a network of civil society organizations working to promote and ensure accountability and transparency of government in South East Europe, which will realize the potential for civic activism and civic participation, promoting and protection of human rights and freedoms online and capacity building and interest among civil society organizations and individuals in using technology in the work to promote democracy.

The project will strengthen the ACTION SEE network in order to strengthen the efforts of the involved civil society organizations to solve and promote the issues of the rule of law and good governance through networking, capacity building and advocacy, in order to improve relations between civil society organizations, but also with public institutions. Improved relations will lead to coalition building, improved public engagement and opportunities for civil society organizations to influence policymaking. Through this project, the ACTION SEE network will become more effective with strong social capital, leadership, and management skills.

As part of the ACTION SEE, 5 communication workshops with over 50 participants were realized in North Macedonia, Bosnia and Herzegovina and Montenegro. The communication workshops were aimed to increase the knowledge of NDI's sub-grantees regarding visibility, public relations and communication with target groups.

**Period:**
01.09.2022 – 31.08.2023

**Donor:** National Democratic Institute

**Partners:**
- Center for Democratic Transition, Montenegro
- Why Not, Bosnia and Herzegovina
- Partners for Democratic Change Serbia, Serbia

## Public Record Resources

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| **Openness Index**<br><br>The Openness Index is a composite index measuring the openness of institutions. It was initially developed as part of the regional ACTION SEE project and network aiming to compare the openness of institutions and governments across the region. This research is a strategic activity of the Social Accountability Programme monitoring institutions at the local and central level, including the Assembly.<br>The research results of the Openness Index inform Metamorphosis' advocacy activities, including coaching for civil servants provided to support institutions to open up their data and processes.<br><br>In 2022 this research project has been supported by USAIDs Civic Engagement Project and the National Endowment for Democracy. | <br><br>index.actionsee.org<br><br>Period:<br>01.01.2016 – ongoing<br><br>**Donors:**<br>- USAID<br>- NED |
| **Follow the Money Online Service**<br><br>Follow the Money online service was developed in 2013 with IRI support, and continued to work with support by Metamorphosis and USAID in 2021, promoting transparency and accountability related to spending of municipal budgets. The service uses interactive visualisations to present open data obtained through collaboration with other NGOs 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. This resource also enables public servants, researchers and interested citizens to convert municipal budgets into machine readable formats or have direct access to the database of all converted budgets. | <br><br>sledigiparite.mk |
| **Piši im (Write to Them)**<br><br>The Pisi.im (Write to Them) service enables citizens to contact the members of municipal councils in the local self-government units across North Macedonia by sending direct messages.<br>The tool's interface is available in Macedonian and Albanian languages, and received an upgrade in 2022 through the USAID CEP project. The system also provides informal public education about functioning of the local self-government, and responsibilities and duties of elected officials. | <br><br>pishi.im |
| **Citizen Budget**<br><br>Citizen Budget is a basic tool for improvement of municipal transparency and accountability. It provides user friendy way to explain the annual flow of income and spendings, the process of adoption of the municipal budget and project activities.<br>. | <br><br>gragjanskibudzet.mk |

# Human Rights Online Programme

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.

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**PROGRAMME HIGHLIGHTS IN 2022**

- Metamorphosis remained committed to the development of democracy and improvement of the quality of life through innovative application and dissemination of knowledge, and supported 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. In 2022, Metamorphosis focused on the protection of privacy and digital rights by strengthening citizens' and institutions' capacities for digital citizenship. This approach has reconfirmed Metamorphosis' role as an integrator and a trend-setter in North Macedonia and the Western Balkans.
- Through its activities, Metamorphosis consistently worked on educating both citizens and institutions on using and respecting the right to privacy. We created a network of **more than 340** representatives of the civil society organizations, media, institutions, human rights activists and other interested citizens with whom we discussed and promoted personal data protection topics. Over Additionally, through the creation and dissemination of educational audio-visual materials (educational texts, videos, infographics, etc.), Metamorphosis had an **over 115.000 reach**.
- Related to advocating for the protection of privacy and accountable government surveillance, this year Metamorphosis established a strong and reliable **cooperation with the Personal Data Protection Agency**. The parties organized and implemented various joint activities aimed at promoting the rights to privacy and personal data protection among the general public and the stakeholders.
- This year Metamorphosis also dedicated its capacities on creating the first research on "Cyber-security and Human Rights in North Macedonia and the Western Balkans: Mapping governance and actors" that further served as the basis for its advocacy efforts.

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Metamorphosis cooperated with international human rights networks Global Voices Advocacy, IFEX, EDRI, APC and ACTION SEE; as well as initiatives like Freedom Not Fear, to enable spreading of information about North Macedonia abroad, and incite freedom of expression advocacy.

The projects implemented within the Human Rights Online programme in 2022 are presented in the following table:

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| **Privacy by Design – Building an Inclusive Digital Ecosystem**<br><br>The general objective of the project was to promote the enforcement of the Personal Data Protection Law in the designing and delivery of digital services in order to make them safer and more accessible to all citizens, especially members of marginalized groups affected by digital divides.<br><br>Within the frameworks of the project, Metamorphosis prepared a [Methodology for assessing the compliance of the public e-services with the Personal Data Protection Law](#) and completed 2 assessments accordingly – in [March](#) and [August 2022](#). A network of more than 200 representatives of the civil society, media, institutions and other citizens interested in discussing and promoting various personal data protection issues was developed, bringing together members from all over the country. Metamorphosis team organized two trainings – [one for data protection officers from public institutions](#) and [the other for representatives of civil society organizations and media](#). | Period:<br>01.11.2021-30.08.2022<br><br>**Donor:** American Bar Association – Rule of Law Initiative (ABA ROLI)<br><br>**ABA**<br>AMERICAN BAR ASSOCIATION<br>Rule of Law Initiative |
| **Privacy by Design – Building an Inclusive Digital Ecosystem**<br><br>Within the frameworks of the project "Privacy by Design – Building an Inclusive Digital Ecosystem" Metamorphosis works on strengthening the awareness and capacity of citizens and civil society organizations to competently navigate the digital environment and demand increased privacy protection while supporting responsible state institutions and other stakeholders as duty bearers to work in the service of the society and protect citizens.<br><br>During 2022, Metamorphosis implemented 7 trainings on personal data protection, attended by 120 participants – representatives of the civil society organizations and Data Protection Officers from state and public institutions, representing 46 civil society organizations and 20 institutions. In the implementation of the project activities, Metamorphosis strengthened the cooperation with the Personal Data Protection Agency, aimed to ensure sustainability and comprehensiveness of the project results. | Period:<br>01.02.2022-31.07.2023<br><br>**Donor:** Delegation of European Union in North Macedonia<br><br>EU with YOU<br><br>**Partner:**<br>- Association Konekt |
| **Good Governance in Cybersecurity in the Western Balkans**<br><br>The project aims to contribute to cybersecurity in the Western Balkan that not only protects the Western Balkan economies and its European neighbors, but is also more responsive to the security needs of all its citizens.<br><br>As part of the contract and under the Regional Western Balkan Cybersecurity Research Network, Metamorphosis is working on conducting research related to North Macedonia in various contexts, promoting the findings and recommendations of the paper using social | Period:<br>15.10.2021 – 31.12.2023<br><br>**Donor:** UK Government`s Foreign, Commonwealth and Development Office (FCDO) |

media campaigns and local TV programs, developing infographics on research findings, publication of short articles, creating promotional videos highlighting research outcomes, and organizing public events.

The project output includes research publication "Cyber-security and Human Rights in North Macedonia and the Western Balkans: Mapping governance and actors" which is used for policy making efforts at national and regional efforts.

**Contractor:** DCAF - Geneva Centre for Security Sector Governance

## Public Record Resources

*Digital first aid kit*

With the support of the Information Safety & Capacity (ISC) Project within the Digital Security project, Metamorphosis  launched and maintains the first aid resource center – digitalfirstaid.mk. This is a localized and adapted version in Macedonian and Albanian of the original English language site (digitalfirstaid.org). This resource center contains instructions that interactively lead the user toward appropriate responses in  case of losing a device, problems logging in, unavailability of the website or online harassment, and other issues.
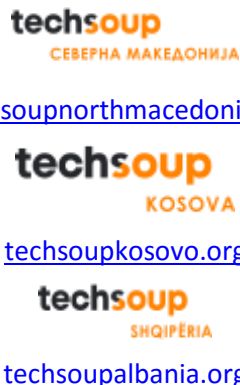
**digitalfirstaid.mk**

# 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.

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**PROGRAMME HIGHLIGHTS IN 2022**

- During 2022 Metamorphosis continued to support local civil society organization by serving as conduit for **providing software donations for nonprofits** through the Techsoup network, as well as consultancy enabling use of the donated software and upgrade of their cybersecurity practices.
- At invitation by the Government of North Macedonia, Metamorphosis representative serves as member of the Working Group for development of **National Strategy for Artificial Intelligence (AI),** led by the state Fund for Innovation, paving the way for further cooperation with the engaged institutions and the business sector. Such cooperaitons enable Metamorphosis to infuse knowledge generated by the civil socity networks that the Foundation is a member in the policy making processes in North Macedonia. Metamorphosis utilises lessons learned and policy documents from policy initiatives at EU level (affecting the country as EU candidate) by European Digital Rights – EDRI, Association for Progressive Computing – APC, International Fact-Checking Network – IFCN and European Fact-Checkign Standards Network – EFCSN, to guide its educational and advocacy efforts in order to prepare both specific target groups (decision makers, public servants, journalists, teachers) and the general public for constructive harmonization and implementation of regulations, and as guidance for education efforts including development of curricula for trainings by program staff and educational media coverage.
- In order to build internal capacities to better serve its constituencies, Metamorphosis also increasingly focused on participation in EU Erasmus program, in coordination with partners from other European countries.

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The projects implemented by Metamorphosis within the Education for Inovation programme in 2022 are presented in the following table:

| **TechSoup North Macedonia, Albania, Kosovo**<br><br>Continuing the support for CSOs in North Macedonia, Kosovo and Albania, started in 2014, Metamorphosis has been implementing the TechSoup software donation programme. Corporate ddonors include Microsoft, BitDefender, NortonLifeLock, Okta, Symantec, Tableau, Clever Reach and AutoDesk.<br><br>The program offers a wide range of software products for non-profit organizations and public libraries, and they are only required to pay an | techsoup СЕВЕРНА МАКЕДОНИЈА<br>techsoupnorthmacedonia.org<br>techsoup KOSOVA<br>techsoupkosovo.org<br>techsoup SHQIPËRIA<br>techsoupalbania.org |
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| administrative fee.  These donations are available for organizations with the status of non-profit according to their respective country regulations.<br><br>During 2022, the platform membership included total of 456 non-profit organizations: 213 from North Macedonia, 120 from Albania and 123 from Kosovo. | **Period:**<br>2014- ongoing<br><br>**Partners:**<br>- Techsoup Global |
| **Empowering Civil Society through Digital Transformation**<br><br>The general objective of this Erasmus+ project was to strengthen the competencies of Metamorphosis team as adult educators and trainers around online and innovative learning tools and approaches. The project work was based on generating and exchange of knowledge with partner organizations from Poland, Austria, Portugal, Bulgaria, and the Czech Republic.<br><br>Metamorphosis staff members attended trainings on:<br>1) "Cloud solutions for capacity building of CSOs" in Prague;<br>2) "Building an Online Education Programme" in Vienna;<br>3) "How to support CSOs in their Digital Transformation" in Lisbon;<br>4) "Digital communication and marketing skills for the Social Sector" in Budapest.<br><br>Team members gained knowledge and skills on how to design and deliver engaging trainings for CSOs, including the latest tools and approaches to increase effectiveness, impact and quality, enabling them to better support CSOs in their digital transformation journey. | **Erasmus+**<br><br>**Period:**<br>31.12.2021 – 31.12.2022<br><br>**Donor:** European Commission, Erasmus+ Programme<br><br>**Partners:**<br>- Techsoup Poland<br>- VIA Association (Czech Republic)<br>- Fundraising Verband Austria<br>- ENTRAJUDA Portugal<br>- Nonprofit Information and Training Centre Foundation (Hungary)<br>-Workshop for Civic Initiatives Foundation (Bulgaria) |
| **Journalism for a New Generation: A Media Training Program for North Macedonia**<br><br>The project provides foundational training to young journalists in North Macedonia. Through workshops, internships, and a study tour in the U.S, the program provides necessary skills to drive high-quality reporting using data and verified facts, introduce them to low-cost or open-source digital tools to assist them in their work, and link them to like-minded peers for exchange of shared problems and potential solutions.<br><br>Project implementation by ICFJ and the Metamorphosis Foundation is planned for 2023, through the three stages:<br>- Four three-day workshops in data journalism and visualizations, mis/disinformation, and fact-checking, to be held in various regions from February to May. All workshops will be conducted in the English language. | Period:<br>15.12.2022 - 28.09.2023<br><br>Donor:<br>U.S. Embassy in Skopje<br><br>Partner: International Center for Journalists (ICFJ)<br><br>ICFJ International Center for Journalists |

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| - A month-long summer internship at the Metamorphosis Foundation's three media organizations for the four best-performing workshop participants<br>- A week-long U.S. capstone event with ICFJ in Washington, D.C., for the program's two top performers, accompanied by a senior staffer of the Foundation. | |
| **Digital activism program for CSOs**<br><br>Across the world, the spread of disinformation is on the rise. Its volatile growth is the result of the strategic use of online disinformation, which undermines democracy, and polarizes societies. While ways to combat disinformation are currently trending in the media, the existing tactics are primarily directed at fact-checkers and journalists, leaving wider **civil society** actors to their own devices. TechSoup Network's Digital Activism Program aims to provide multi-faceted support to civil society organizations (CSOs) and their staff in Central and Easter Europe (CEE), Latin America, South Africa, and West Africa. As partner Metamorphosis is in charge of activities supporting civil society in North Macedonia, Albania and Kosovo.<br><br>In the area of countering disinformation, the program strives to increase their understanding of the issues connected with direct disinformation threats through research, strengthen their capacity to deal with disinformation, boost their knowledge and connections within the nonprofit network. Program's focus is on the CSOs and activists working with the vulnerable communities that are the most frequent target of propaganda. The program focuses but is not limited to, the following areas of CSOs' work: supporting democracy, media development, human rights, public health, migration, climate, women's, and LGBTQ+ rights. Basic premise of the program is that no progress can be made without access to technology. Digital Activism Program activities in CEE provides CSOs with training and workshops, individual consultations, community building events, small grants, and access to tech solutions or tools which will help them design effective disinformation response campaigns. | **Period:**<br>1.10.2022 - 30.9.2024<br><br>**Donor:**<br>Google.org<br>via Techsoup Network<br><br>**techsoup**<br>GLOBAL NETWORK<br><br>Key resource:<br><br>hive-mind.community |
| **Digital Activism Program for Frontline Workers**<br><br>The Digital Activism Program for frontline workers supports cross-sector frontline workers, e.g., the staff of **CSOs**, **human rights organizations**, **teachers**, or **journalists** directly impacted by targeted disinformation campaigns, and organizations working with the vulnerable communities that are the most frequent target of propaganda. The program focuses but is not limited to, the following areas of CSOs' work: supporting democracy, human rights, migration, climate, women's rights, and LGBTQ+ rights.<br>The main goal of the program is to establish a strong **network of frontline workers equipped to identify disinformation**, **create actionable responses**, and **better adapt to emerging threats** in North Macedonia, Serbia, and Kosovo. Metamorphosis is implementing | **Period:**<br>25.10.2022 - 31.1.2025<br><br>**Donor:**<br>TechSoup Network<br><br>**techsoup**<br>GLOBAL NETWORK<br><br>**Key online resource:**<br><br>hive-mind.community |

| project activities in these three countries with the help of affiliate CSOs and experts. Our work will include conducting research on disinformation threats in the region, creating a list of useful tools for countering disinformation ("toolkit"), running workshops and network-building events to spread knowledge and enable further collaboration within the network. | |

## Public Record Resources

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| *Open Educational Resources Initiative*<br><br>The Open Educational Resources (OER) Initiative contributes to the development of critical thinking and democratization in North Macedonia through increasing the quantity and quality of educational, scientific and academic e-content. The OER.mk serves as online repository for free-to-reuse-and-share educational materials, published under Creative Commons licenses and as advocacy tool for the Alliance for Open Educational Resources that includes teachers and  activists. | <br><br>oer.mk |
| *Itop.mk*<br><br>The Itop.mk platform was created with the purpose of empowering local touristic entities to advance their presence in the digital world and in this way improve their promotion.<br><br>It is used by touristic entities in the region to improve opportunities for cross-border tourism and in this way support small businesses on both sides of the border. The platform was developed as part of EU-supporred STEP project, and STEP network members were the initial entities that began using the itop platform. | <br><br>itop.mk<br><br> |

# Network Membership

Networking is essential segment of Metamorphosis problem-solving approach, valued by the team not only as a way of contributing to coordination and cooperation, but also as essential aspect of capacity building. During 2022 Metamorphosis continued the long-term cooperation through the established networks listed below, and also expanded this aspect of its work by joining the International Network Against Cyber Hate (INACH) and participated in establishment of the European Fact-Checking Standards Network.

**Global and European Networks**

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| **International Freedom of Expression Exchange – IFEX**<br><br>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 North Macedonia and particular cases of endangering freedom of expression, as well as breaches of professional standards of journalism.<br>More than 100 organisations make up IFEX, all connected by a shared commitment to defend and promote freedom of expression as a fundamental human right, including: Article 19, Freedom House, Reporters without Borders, Human Rights Watch, Index on Censorship, the International PEN Center, etc. | **ifex**<br><br>www.ifex.org |
| **Association for Progressive Communications – APC**<br><br>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 network has 62 member organizations and 41 associates from 74 countries. Metamorphosis is a member since 2007. | **APC** ASSOCIATION FOR PROGRESSIVE COMMUNICATIONS<br><br>www.apc.org |
| **European Digital Rights – EDRi**<br><br>EDRi is the biggest European network defending rights and freedoms online. The EDRi network is a dynamic and resilient collective of 50+ NGOs, as well as experts, advocates and academics working to defend and advance digital rights across Europe and beyond. EDRI is founded in June 2002 as a result of a growing awareness of the importance of European policy making in the digital environment, and Metamorphosis become a member in 2006. | **EUROPEAN DIGITAL RIGHTS**<br><br>edri.org |
| **Global Voices**<br>Global Voices is an international, multilingual community of writers, translators, and human rights activists, leveraging the power of the internet to tell stories that build understanding across borders. | **GlobalVoices**<br>globalvoices.org |

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| Metamorphosis is a content partner of the Global Voices organization and network, which has also been instrumental in managing the [Macedonian](#) and [Albanian](#) versions of the Lingua Project, enabling distribution of news and views related to social change, activism, and citizen journalism. | <br>[mk.globalvoicesonline.org](#)<br><br>[sq.globalvoicesonline.org](#) |
| **International Fact-Checking Network - IFCN**<br><br>The International Fact-Checking Network (IFCN) was launched in 2015 to bring together the growing community of fact-checkers around the world and advocates of factual information in the global fight against misinformation. IFCN promotes the excellence of fact-checking to more than 100 organizations worldwide through advocacy, training and global events.<br>Through the fact-checking service Truthmeter, Metamorphosis is a certified signatory of the IFCN Code of Principles, and subject to annual audits confirming its adherence to highest standards of watchdog journalism. | <br>[poynter.org/ifcn](#)<br><br>[ifcncodeofprinciples.poynter.org](#) |
| **European Fact-checking Standards Network – EFCSN**<br><br>The EFCSN is the voice of European fact-checkers who uphold and promote the highest standards of fact-checking and media literacy in their effort to combat misinformation for the public benefit. The EFCSN and its verified members are committed to upholding the principles of freedom of expression. They work to promote the public's access to fact-checked trustworthy data and information and to educate the public in how to assess the veracity of information in the public sphere.<br>Through the fact-checking service Truthmeter, Metamorphosis is a certified signatory of the [European Code of Standards for Independent Fact-Checking Organisations](#), and subject to annual audits verifying implementation of its professional principles. | <br>[efcsn.com](#)<br><br>[efcsn.com/code-of-standards](#) |
| **Internet Freedom Platform**<br><br>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](#) |
| **International Network Against Cyber Hate - INACH**<br><br>In 2022 Metamorphosis joined INACH, the leading network within the EU and globally that combats cyber hate using a holistic approach that combines monitoring, content removal, educational methods, international cooperation, advocacy and cutting-edge technology. With 32 members from 28 countries, INACH is at the forefront in addressing the issue of online hate speech and bringing the online in line with human rights. It was founded in 2002 by jugendschutz.net and Magenta Foundation, Complaints Bureau for Discrimination on the Internet. | <br>[inach.net](#) |

**Regional Networks**

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| **ACTION SEE - Accountability, Technology and Institutional Openness Network in South-East Europe**<br><br>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. | ActionSEE<br>www.actionsee.org |
| **Anti-Disinformation Network for the Balkans (ADN-Balkans)**<br><br>The network serves as the basis of a cooperation between civil society organizations, media outlets, educational institutions and all other relevant stakeholders with a goal of forming a wide front on countering disinformation through affirmation of the highest standards of fact-checking and all other ethical principles of professional journalism, as well as promoting media literacy and critical thinking. Its members adhere to the Declaration that re-affirms the freedom of expression in its various forms, stressing that the situation in the Balkans requires an added focus on countering the problem of disinformation at regional level, especially cross-border disinformation, as well as empowerment of citizens through education and putting their actual needs as priority in the work of the media. ADN-Balkans developed gradually through cooperation of its founding members which had intensified since 2018 in response to increasing level of disinformation in the region. | antidisinfo.net |
| **SEE Digital Rights Network**<br><br>The Southeast Europe (SEE) Digital Rights Network aims to protect digital rights and address the growing challenges posed by the widespread use of advanced technologies in the Balkan region. By gathering organisations and building their capacities to tackle threats in the digital sphere, it is empowering regional civil society to keep up with broader digital rights movements in Europe and beyond. It brings together 36 organisations from Balkans who are dedicated to the protection and promotion of human rights, both online and offline. | seedigitalrights.network |
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**Networks in North Macedonia**

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| **Platform of Civic Organizations for Fight Against Corruption**<br><br>The Platform for Fight Against Corruption founded in 2014 unites the leading anti-corruption NGOs from North Macedonia through collaborative projects based on monitoring the legal framework and the ongoing public policies, initiating legal changes through legislative initiatives, and support the work democratic institutions and independent regulatory bodies. The platform members regularly react to instances of suspected corruption through joint public statements, channelling the demands of civil society and the citizens body for accountability of public officials. | <br>[antikorupcija.mk](antikorupcija.mk) |
| **Platform Against Hate Speech**<br><br>Founded in 2018 by leading human rights or media development CSOs in North Macedonia with support of OSCE, the Platform coordinates efforts against hate speech, hate crimes and discrimination in the media and beyond, including key state institutions in charge of protection of citizens' human rights. | |
| **National Youth Council of Macedonia (NYCM)**<br><br>The National Youth Council of Macedonia (NYCM) is a union of associations where associations and foundations from the Republic of Macedonia are registered on a voluntary basis. NYCM was established in 2013, uniting 51 civil society organizations, 17 youth organizations, 20 organizations for youth, 1 union, 7 youth wings of political parties and 6 associate members, in order to promote and advocate for the rights of the Macedonian youth.<br>NYCM represents the interests of young people in the Republic of Macedonia regardless of their social and economic status, gender, race, ethnic and cultural background, political and religious beliefs, sexual orientation, gender identity or any other type of difference.<br>From 2015, the NYCM is part of the European family of youth organizations called the European Youth Forum (EYF). | <br>[nms.org.mk](nms.org.mk) |

## Metamorphosis Team

**Executive Board**

Metamorphosis Executive Board is consisting of five members:

- Ms Radmila Živanovikj, Board Chair
- Mr Zoran Cali, Board Member
- Mr Zoran Janevski, Board Member
- Mr Vladimir Lazovski, Board Member
- Ms Biljana Radonjanin, Board Member

During 2022, Metamorphosis staff consisted of the following employees:

**Management**

- Mr Bardhyl Jashari, Executive Director
- Mr Filip Stojanovski, Partnership and Resource Development Director
- Ms Qëndresa Sulejmani, Director of Programme
- Ms Marija Panchevska, Finance and Administration Director

**Program Staff**

- Ms Mila Josifovska Danilovska, Programme Manager, Social Accountability and Human Rights Online
- Mr Goran Rizaov, Programme Manager, Media for Democracy and Education for Innovation
- Ms Elida Zylbeari, Project Lead, Portalb Editor-in-Cheif
- Mr Vladimir Petreski, Project Lead, Truthmeter Editor-in-Chief
- Ms Marijana Janceska, Project Lead
- Ms Vesna Radinovska, Project Lead
- Ms Hristina Mirchevska, Project Lead
- Ms Violeta Jonchevska, Social Media Specialist
- Ms Katerina Pendarovska, Social Media Specialist
- Ms Vaska Cvetanoska Panova, M&E Specialist
- Mr Goce Arsovski, Programme Support Officer
- Ms Olivera Vojnovska, Deputy Editor
- Mr Teofil Blazhevski, Editor - Journalist
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- Ms Emilija Georgievska, Finance Assistant
- Ms Elena Stojanova, Finance Assistant

**Operations Support Staff**

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- Mr Trajche Panov, IT assistant
- Mr Igor Krstevski, IT assistant
- Ms Frosina Georgieva, Translator
- Mr Valon Abdiu, Translator