

## REPORT

# *SOCIAL STATUS OF JOURNALISTS IN MONTENEGRO*

**All the opinions in this report belong to the author and do not necessarily reflect  
the position of the OSCE Mission to Montenegro**

November 2014

**TABLE OF CONTENTS**

INTRODUCTION..... 3

SURVEY GOALS AND METHODOLOGY ..... 4

MEDIA LOCALIZATION AND DEMOGRAPHIC DATA..... 6

SOCIAL STATUS OF JOURNALISTS ..... 10

JOURNALISTS’ ATTITUDES..... 33

JOURNALISTS’ OPINIONS ABOUT PROFESSIONAL ASSOCIATIONS AND UNIONS..... 43

KEY SURVEY FINDINGS: ..... 49

## INTRODUCTION

In 2011 CEDEM, in cooperation with the OSCE, carried out a broad survey investigating into the problems of journalism as a profession. The survey had a number of briefs, from surveying journalists' attitudes to measuring the influence that various political structures and interest groups have on the journalists' work and reporting. That survey revealed several very interesting aspects affecting journalism as a profession, primarily the social issues. These aspects often go unmentioned, and the survey findings indicated initially this issue deserved special attention.

Following this experience, the CEDEM, the OSCE and the Union members had a number of consultations and established that for all interested public actors in Montenegro, in particular for the journalists themselves, it would be very useful to shed light on the social status of journalists through a separate survey. The project partners were in agreement that a number of secondary indicators lead to an assumption (but not a definite conclusion) that journalists themselves face a number of problems regarding their social status. Equally so, in consultations, and particularly through specific data and information received by the union, it has been established that we actually have no reliable or valid data to give a precise and a credible response to the question about the social status of journalists. In 2014, we started developing the terms of reference for the project and the initial data collection instrument. As is often the case, it was a problem to secure valid data needed for sampling, with a view of ensuring that such data are representative. Establishing disparities in information regarding the number of journalists, which we got from different sources, we secured the necessary data on the number of journalists in all media outlets in Montenegro in several iterations through direct contacts with the media outlets.

The survey itself initially had somewhat more ambitious goals. Namely, apart from the social status of journalists, there was a wish and an intention to do some sort of a longitudinal survey that would be the continuation of the one carried out in 2011. However, following a thorough analysis, especially after setting up the question sets focusing on measuring the social status of journalists, we established that the survey of this type would be overly ambitious. Simply, the topic itself, that of the social status of journalists, is extensive enough for a separate survey. Consequently, in line with good research practice guided by the principle that it is better to have deep insight into one problem/issue, than only superficially touch upon a number of problems/issues, we eventually decided to devote the whole survey solely to the issues of the social status of journalists.

## SURVEY GOALS AND METHODOLOGY

There are two main goals we set for the survey. One is to measure the **social status of journalists**, and the other is to **measure the journalists' views about journalism as a profession**. The clearly set goals required clear operationalisation, and based on theoretical and empirical criteria we set the way in which we are to operationalise the goals. As regards the social status of journalists, this concept was operationalised by measuring:

- the financial standing of journalists
- the employment status
- the type of income (fixed salary vs. fee for the job done)
- how regular salary/income is
- outstanding financial obligations of owners vis-a-vis journalists
- salary fluctuation (reduction)
- (non)existence of a rulebook and/or other regulations concerning the journalist profession
- journalists' insurance status
- working time for journalists
- overtime and how it is treated by the media owners
- existence and use of days off, holidays and annual leaves

As regards the second goal, journalists' views, through operationalisation we determined the following aspects that were directly surveyed:

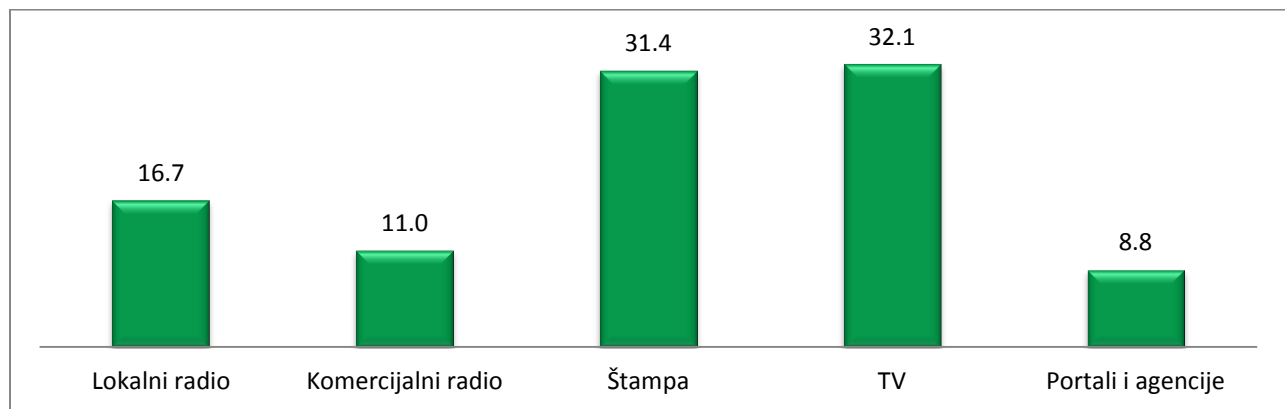
- gender aspects as regards equality of journalists
- journalists' views as regards the work of the Commission to Monitor Investigations of Attacks against Journalists
- journalists' views on (un)equal conditions for the operation of the private and the public media
- membership to professional associations and the opinions of such associations
- membership to unions and the opinion of unions

The survey was carried out following the **survey methodology**. In the given situation no other method is able to meet the two criteria which are particularly important for the goals set, and these are representative survey findings and quantification, or more precisely, measuring the social status of journalists.

**The sampling process** took place in stages. First, we collected information from all the media in Montenegro on the number of journalists employed with them. Thus we learned that the total of 809

journalists work for the 57 media outlets. Then we classified all journalists by the type of the media. Chart 1 features the breakdown of journalists by the media type.

**Chart 1. Number of journalists from different types of media**



Hence, the greatest variance of employed journalists work for the TV and in the press, or almost 2/3 of all journalists in Montenegro. This was the first criterion for sampling, or more precisely, the initial criterion for multistage random sampling was the number of journalists working in different media types. The second criterion for the sampling procedure was the media ownership, or more precisely the division between the private vs. the state-owned/public media. Based on the information received from all the media, at the level of the total variance this proportion is 53% vs. 47% in favour of the privately owned media. This was the second criterion we used in the sampling procedure.

After determining the proportions for random sampling, we defined the number of journalists compared to the total number of employees by media type and ownership structure. Additionally, we decided to cover by our sample 1/5 of the variance of all employed journalists. This criterion was defined based on matching the variance with the targeted population and the sample, and it is the result of meeting the requirements in which a survey is carried out on a relatively small population diversified as described above (otherwise, fewer respondents would be needed to have a representative sample). In other words, the representative sample was achieved not only at the level of the total variance, but also at the level of the two strata we defined as critical for the sampling procedure (media type and ownership). Finally, the sampling process included the third step (criterion) or the referential number of journalists in each media outlet. Finally, based on the three classification criteria we defined the total of 150 journalists to be covered by the survey.

**The sample representation** was assessed based on non-parameter test and established that when it comes to the type of media it was  $\chi^2(3)=1.42$ ,  $p<0.01$ , while the reference value of the non-parameter

test for media ownership was so low that there was no need to express it numerically (percentage-wise, the deviation is 0.3%). Following all the procedures, we defined the sample including a referential number of journalist by each media outlet as follows: Radio Andrijevica (Andrijevica), Radio Bar (Bar), Radio Berane (Berane), Adriatic Etar, Radio Bijelo Polje (Bijelo Polje), Radio Budva, TV Budva, TDI radio (Budva), Radio Danilovgrad (Danilovgrad), Radio Gusinje (Gusinje), Radio Herceg Novi, TV Boka (Herceg Novi), Radio Kotor, Radio Skala (Kotor), RTV Nikšić (Nikšić), RTV Luna (Plav), RTV Pljevlja (Pljevlja), 777 TV, Analitika portal, Antena M, Atlas radio, Atlas TV, Blic Crna Gora, Café Del Montenegro, Dan, Dnevne novine, Homer radio, Mina Agencija, Monitor, Montena, ND Vijesti, Pobjeda Portal, Portal RTCG, Portal Vijesti, Radio Bijelo Polje, , Radio Krš, Radio Skadar Lake, Romski Radio, RTCG, Slobodna Evropa radio, TV Pink M, TV Teuta, TV Vijesti, TVCG, Vijesti novine (Podgorica, ) Radio Rožaje, Jupok radio (Rožaje), Radio Tivat (Tivat), Radio Ulcinj (Ulcinj).

**The survey instrument** was the questionnaire developed specially for the purpose of attaining the survey goals. The questionnaire contained 45 questions in total (with several items under some questions) and was divided into several segments. Below is an overview of the questionnaire segments with the number of respective questions:

1. Media localization questions: N=7
2. Demographic questions: N=6
3. Questions about the social status of journalists: N=19
4. Journalists' views of journalism as a profession: N=6
5. Journalists' views of professional associations and unions: N=7

The nominal and ordinal scales were used to the greatest extent in the questionnaire. The ordinal scales were particularly heuristically fertile in the situations when we measured the material status of journalists. One question was in the form of a matrix (of ordinal type with 6 items). Also, the largest number of questions was of the closed type.

Finally, **the field data collection** was carried out between 10 September and 7 November 2014. The control of the pollsters' work was done on 10% of the realised sample.

## MEDIA LOCALIZATION AND DEMOGRAPHIC DATA

Table 1 features the results of the jobs occupied as reported by the journalists themselves in the open type of question. Such data show that the sample covered mostly the journalists with no other roles in their respective media outlets but journalistic.

Chart 2 features the data on the number of respondents compared to the referential media types. Note here somewhat different media typology given the sampling procedure, and the typology featured

below aims at indicating the referential number of journalists by each subcategory identified for the analytical purposes. As already pointed out while presenting the sampling procedure, most of the journalists in Montenegro work for the television and the press.

**Table 1. Respondents' registered job:**

Respondents' registered job	sample %
No response	1,3
Desk journalist	,7
Current affairs	,7
Video editor	,7
Journalist	78,7
Economic section journalist	,7
Journalist with the background in economy	,7
City news column journalist	1,3
Politics desk journalist	,7
Correspondent	1,3

Associate journalist	,7
Entertainment and commercial desk journalist	,7
Journalist - editor	5,3
Entertainment desk journalist	,7
Desk reporter	,7
Technical editor	,7
Editor	2,0
Show editor	1,3
Journalist editor	,7
Current affairs editor	,7

**Chart 2. Media type %**

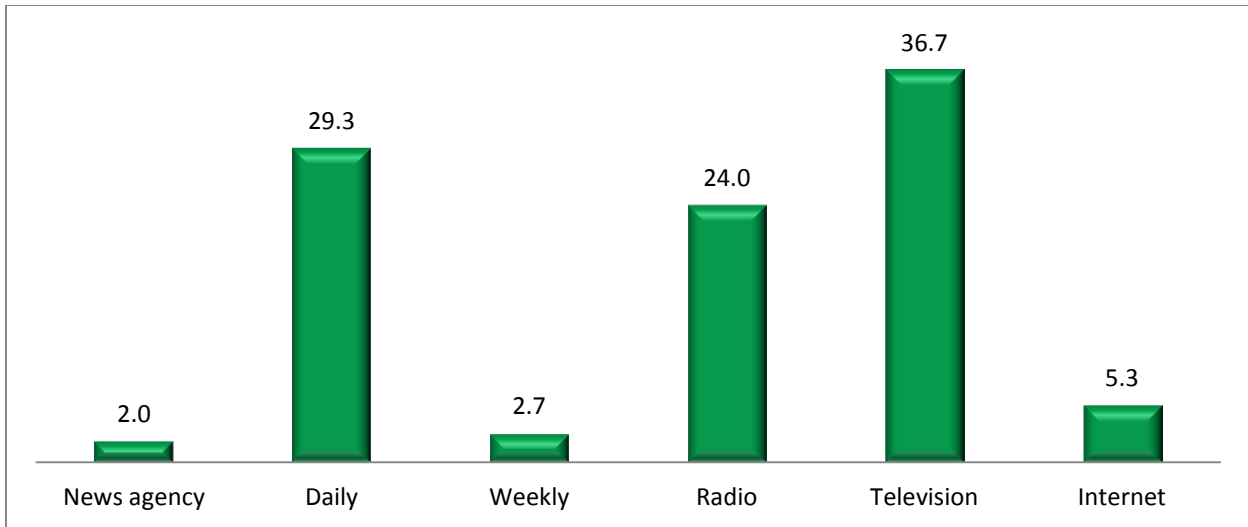


Chart 3 shows a referential percentage of respondents regarding the territorial coverage of their media outlet. By far the greatest share of journalists work in the media outlets with national coverage.

**Chart 3. Media coverage %**

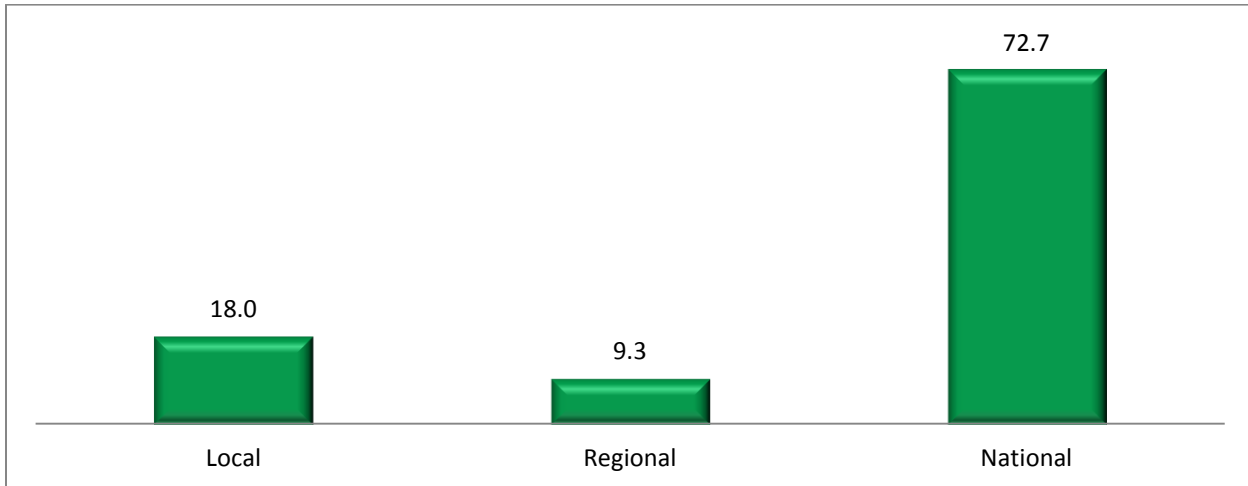


Chart 4 presents the breakdown of respondents by the type of media ownership. This reflects the overall ratio for all journalists in Montenegro (53-47)

**Chart 4. Media ownership %**



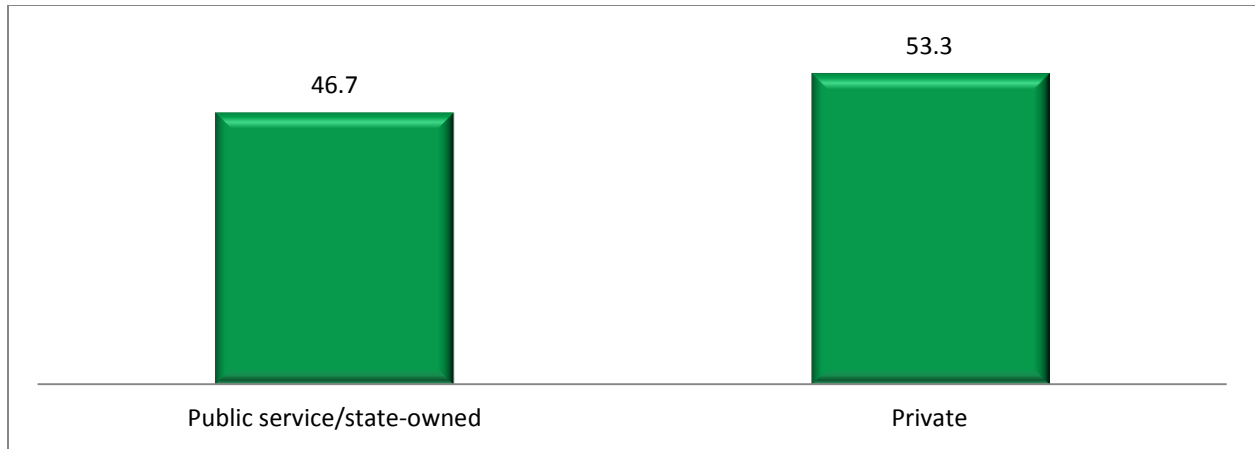


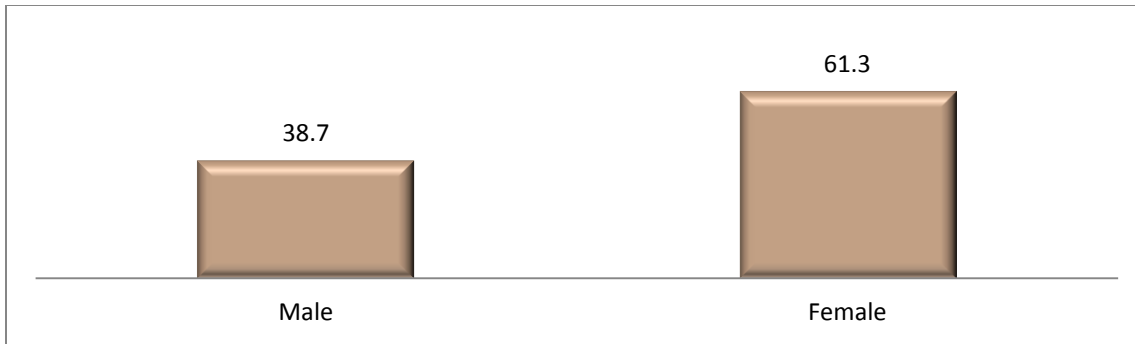
Table 2 presents the percentage-wise values of those employed in the public/private media in reference to the media type. This indicates a balance achieved in the private media, whereas in the public media there is a substantially larger share of employees in the electronic media.

**Table 2. Media type versus media ownership**

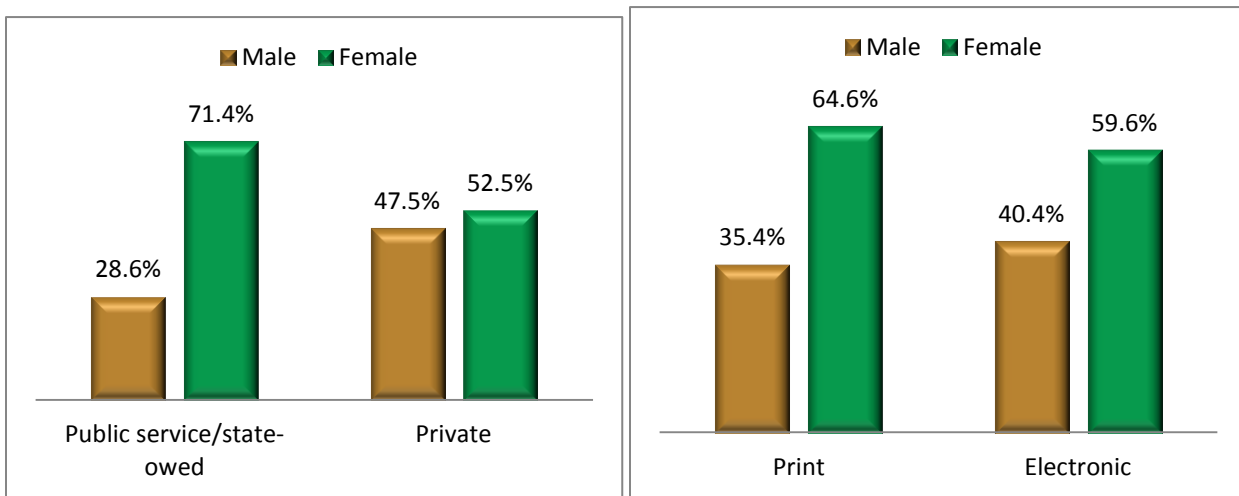
	Public /state-owned	Private media	Total
Press	8,8%	23,8%	32,7%
Electronic media	38,8%	28,6%	67,3%
Total	47,6%	52,4%	100,0%

Chart 5 features the data concerning the gender breakdown of journalists based on the data from the sample. This indicates the overrepresentation of women journalists compared to the referential number of journalists. This difference is substantially more pronounced in the state versus the private media, and also somewhat more pronounced in the press compared to the electronic media (Chart 5.1).

**Chart 5. Respondents' breakdown by gender %**



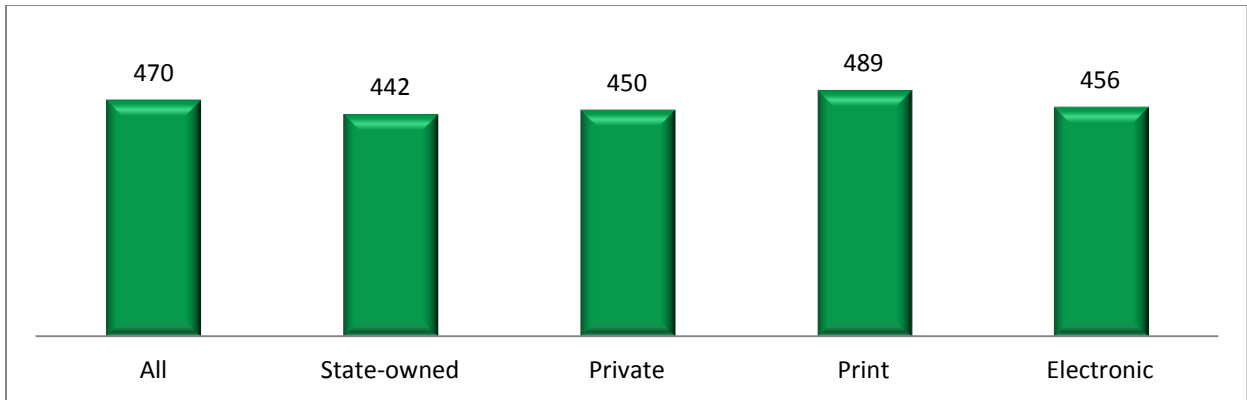
**Chart 5.1. Gender breakdown of respondents by media types %**



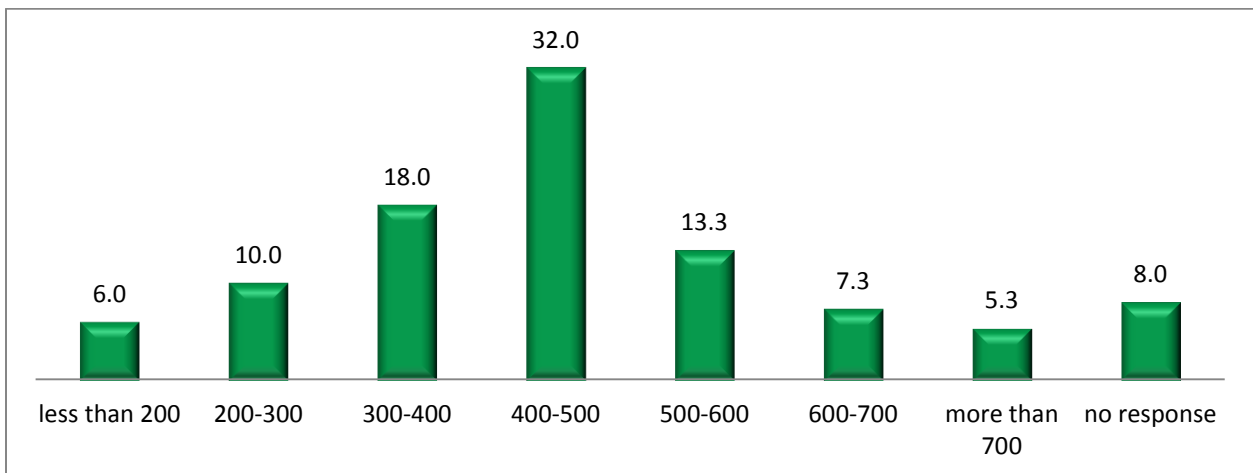
## SOCIAL STATUS OF JOURNALISTS

The first and the foremost issue regarding the social status of journalists refers to their monthly salaries. Chart 6 features the findings on monthly salaries for journalists by all types of media. The findings indicate that the overall average journalist's salary in Montenegro is 470 euros net. There are variations when comparing different types of media, but not particularly prominent overall. The difference between the private and the public media is minimal, while the salaries in the printed media somewhat exceed the ones in the electronic media. Chart 6.1 shows the income of journalists by category of income, and the distribution is equal.

**Chart 6. Average salary (euro) %**



**Chart 6. 1. Journalists' salaries by type of income %**



**Chart 6. 2. Journalists' salaries by the type of ownership %**

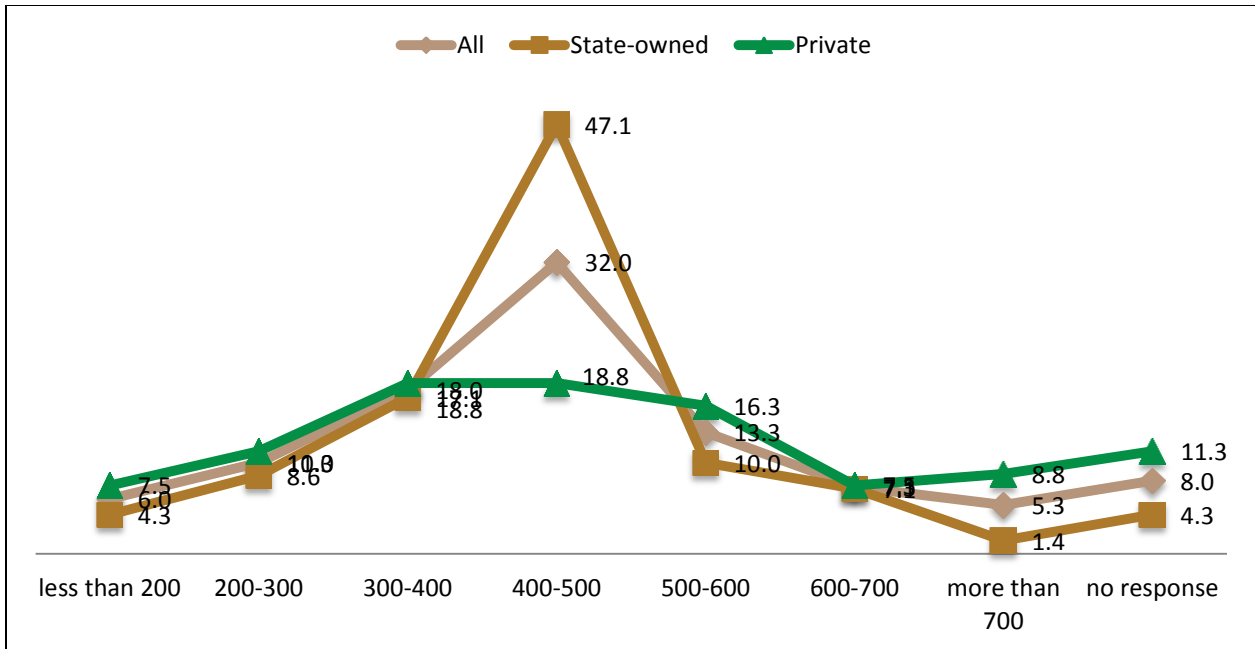
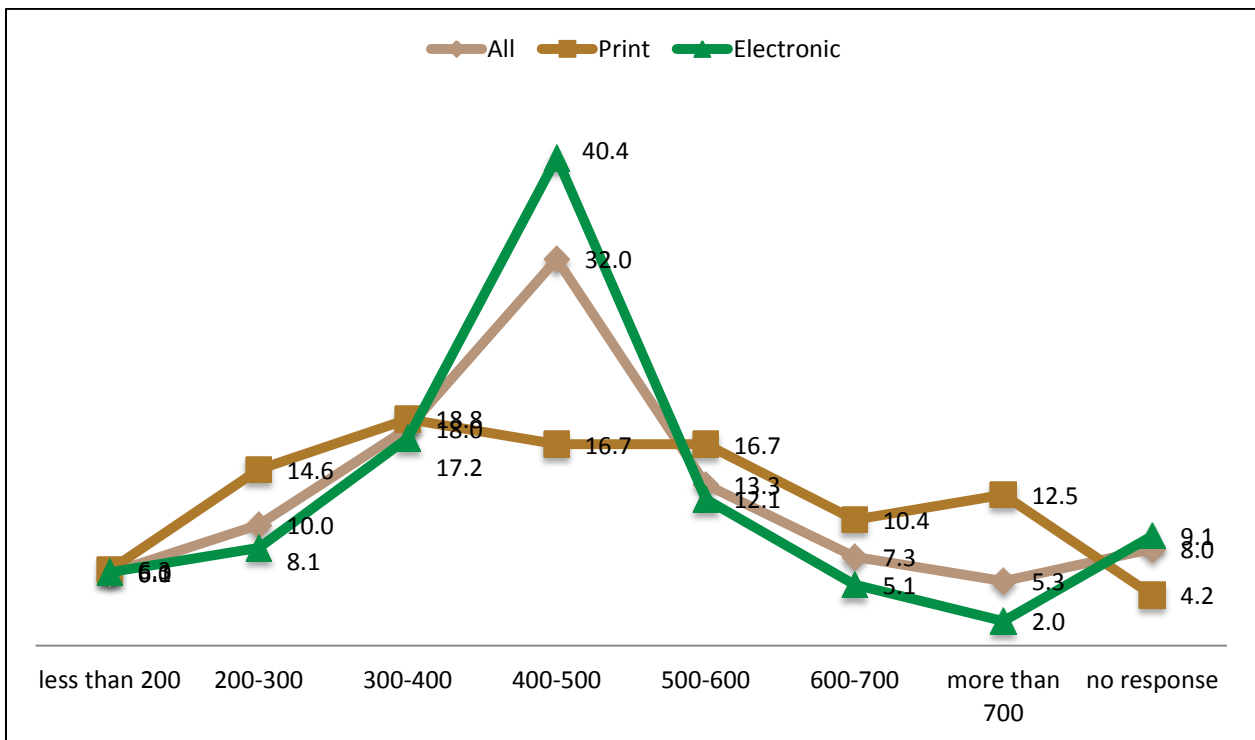
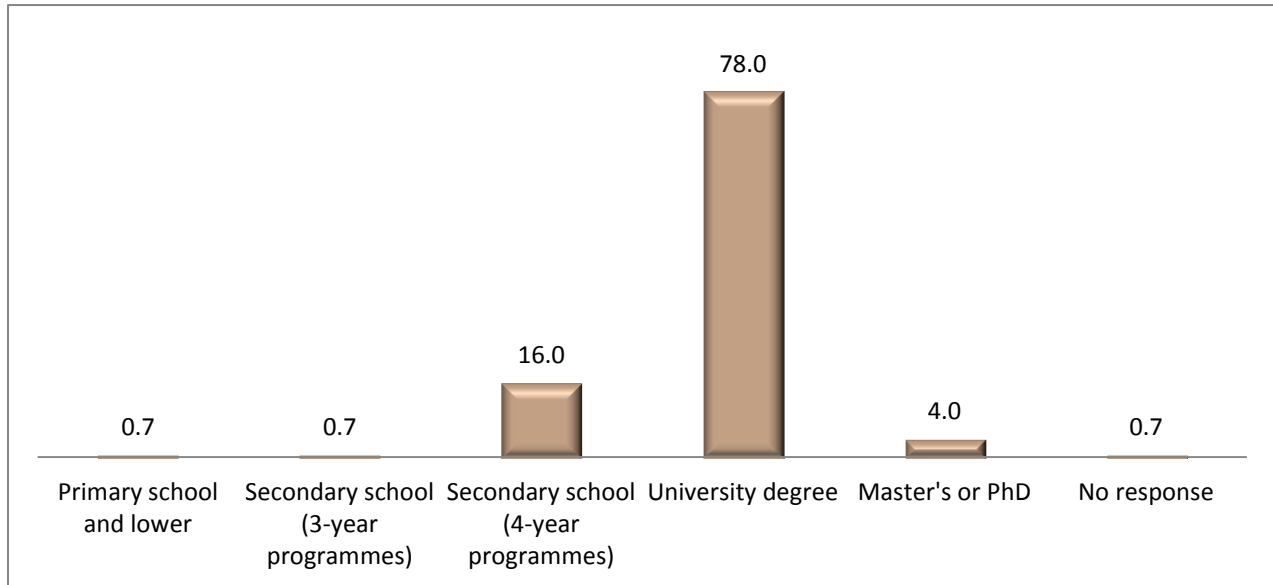


Chart 6. 3. Journalists' salaries by the media type %

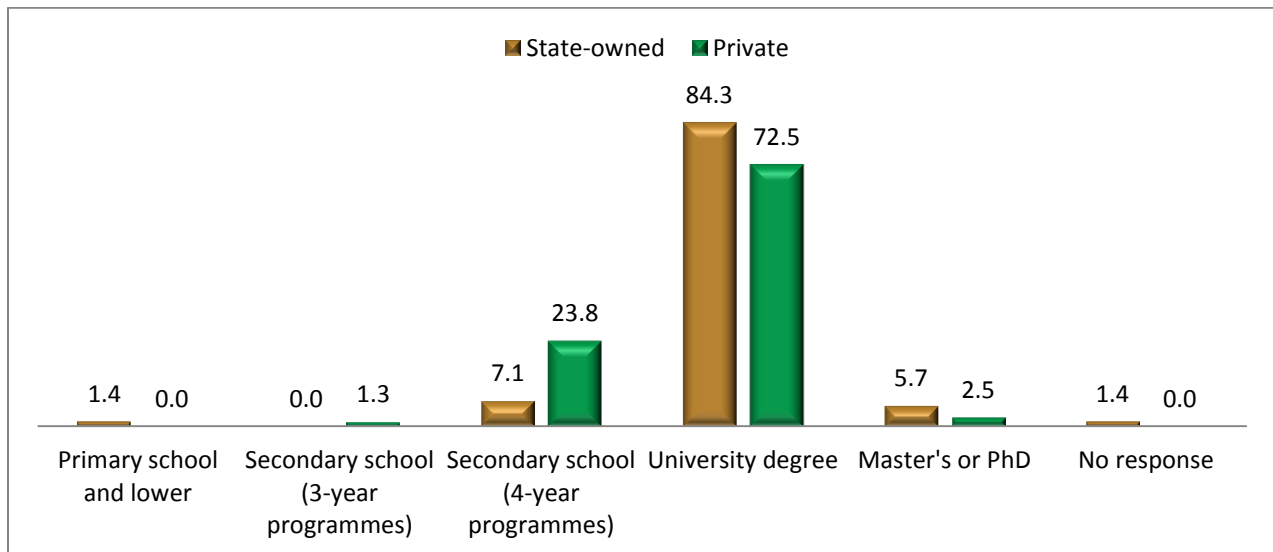


As regards the educational background of journalists, the survey findings indicate that the greatest share of those in the profession hold university degrees (Chart 7). In addition, by comparison, the educational structure in the state-owned media is somewhat more favourable than in the private ones (Chart 7.1).

**Chart 7. Educational background %**

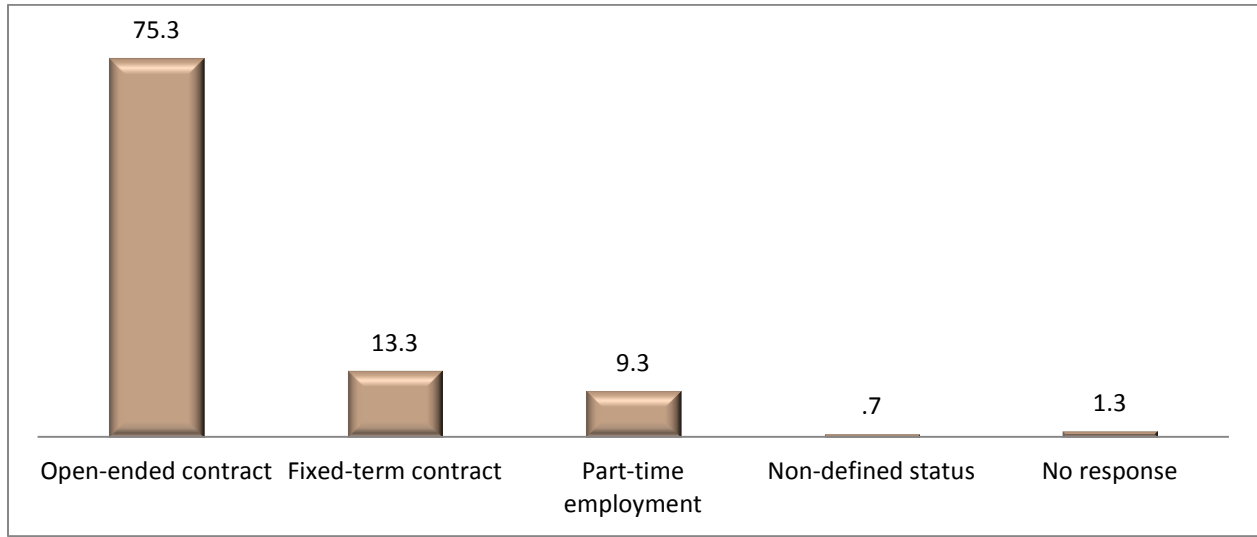


**Chart 7.1. Educational background by the media ownership %**

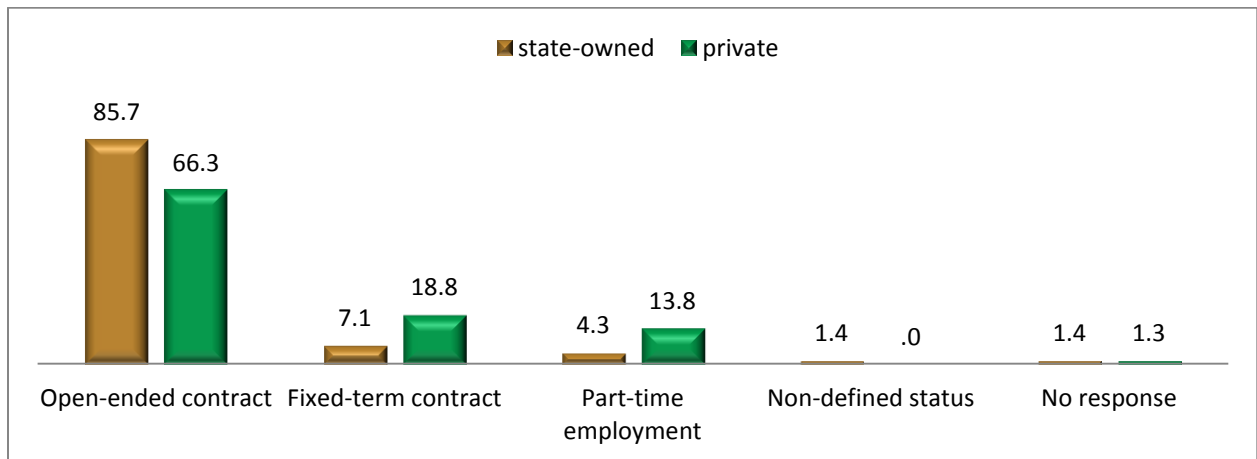


As shown in Chart 8, ¾ of all journalists in Montenegro are employed as per open-ended contracts. This status is somewhat more enjoyed by the ones employed with the public than the private media (Chart 8.1). In addition, the findings indicate a larger share of journalists with open-ended contracts in electronic media compared to the private media (Chart 8.2).

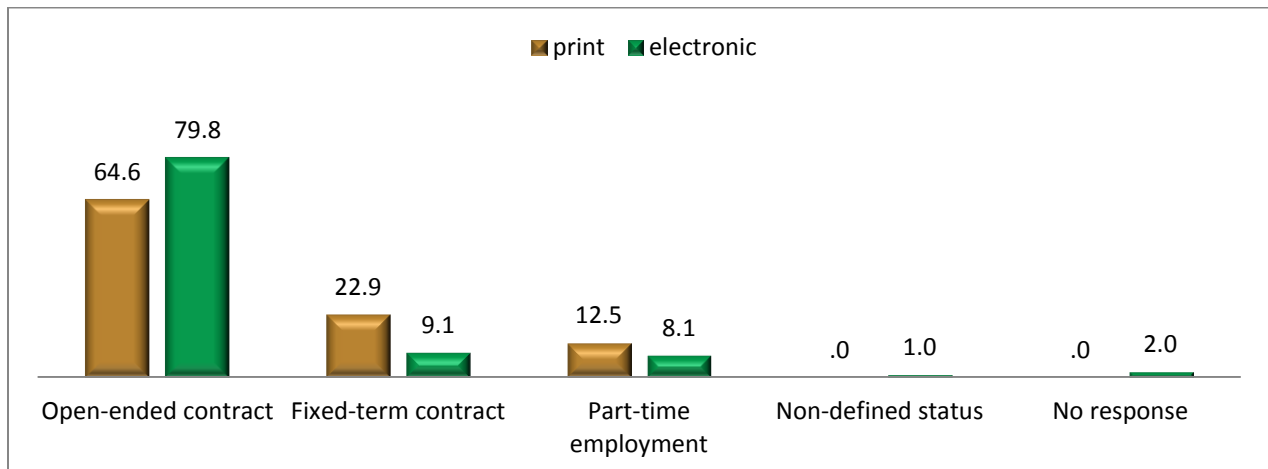
**Chart 8. Your employment status? %**



**Chart 8.1. Employment status by the ownership structure %**

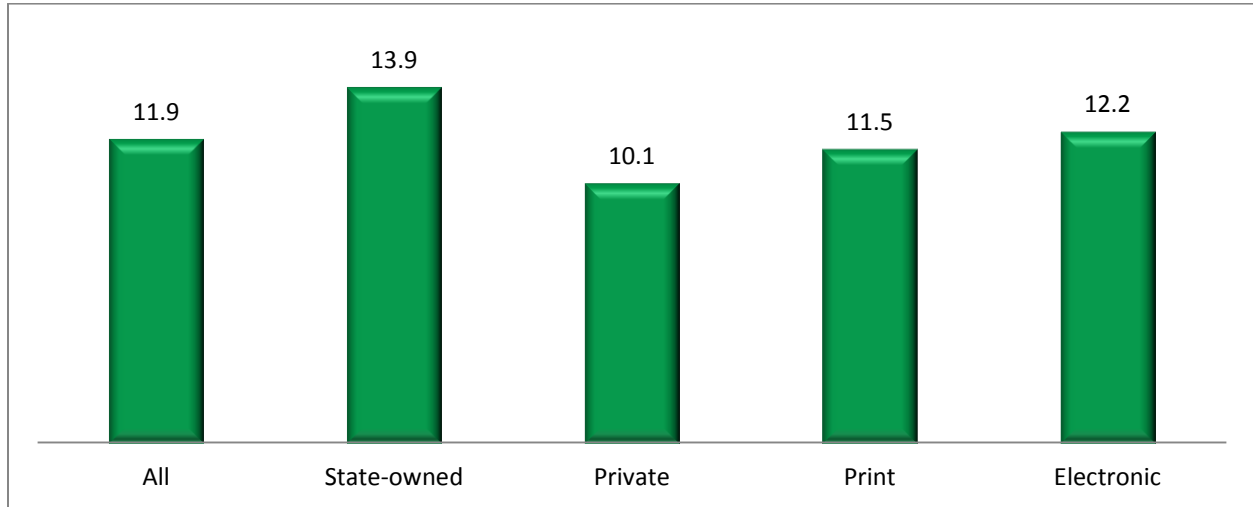


**Chart 8.2. Employment status by the media type %**

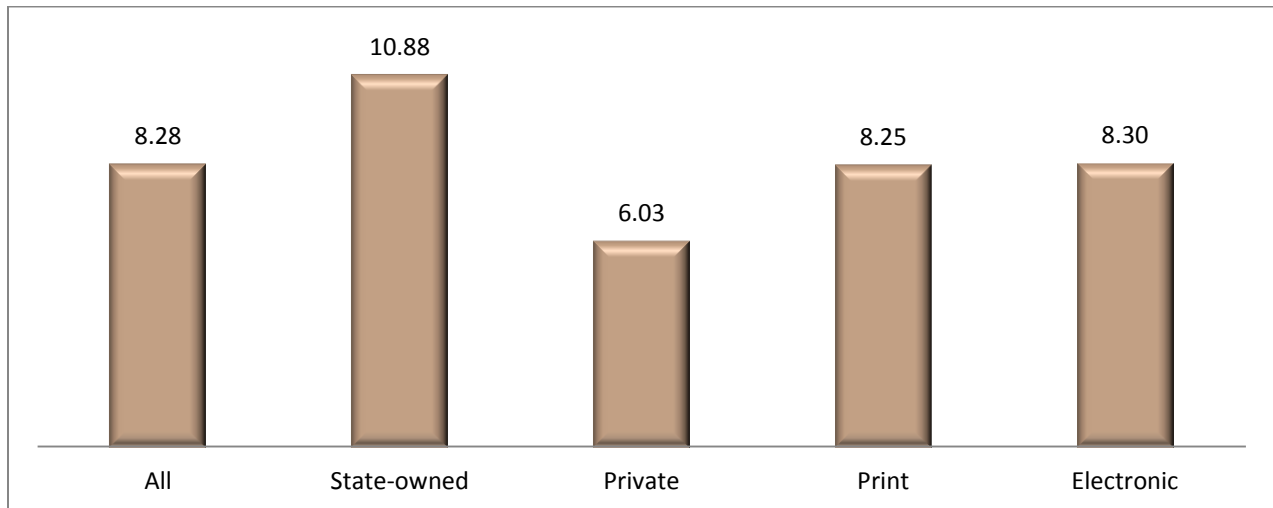


On average, respondents have worked as journalists some 12 or so years, and the data show that the ones with somewhat more experience work for the state-owned rather than the private media, while the difference between the electronic and the print media is insignificant. The fluctuation and changes of the media outlets as employers is not very prominent overall and amounts to somewhat over 3 years at the level of the total variance (Chart 9.1). In this respect, the fluctuation does not differ substantially given the media type.

**Chart 9. How long have you worked for the media (years) %**

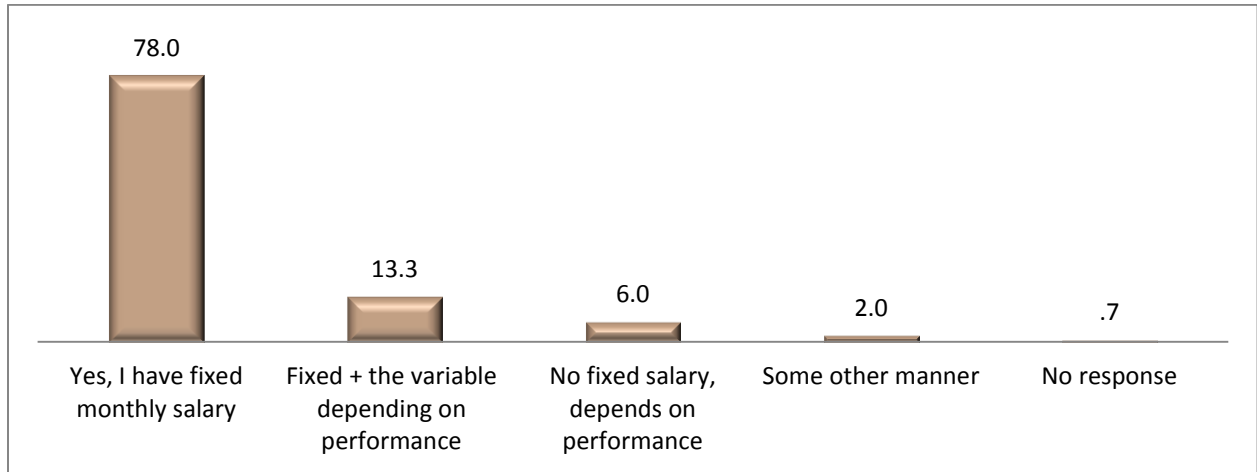


**Chart 9.1. How long have you worked for the current media outlet? %**

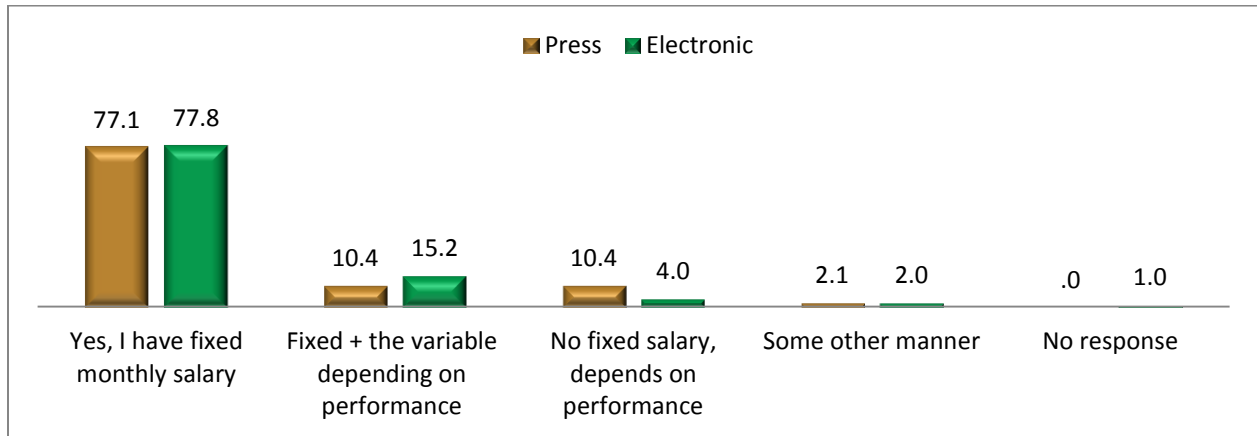


The largest share of respondents work for a fixed monthly salary (Chart 10). In this respect there is almost no difference between the electronic media and the press (Chart 10.1). On the other hand, fixed salary is somewhat more common for journalists employed with the private media compared to the state-owned/public media (Chart 10.2).

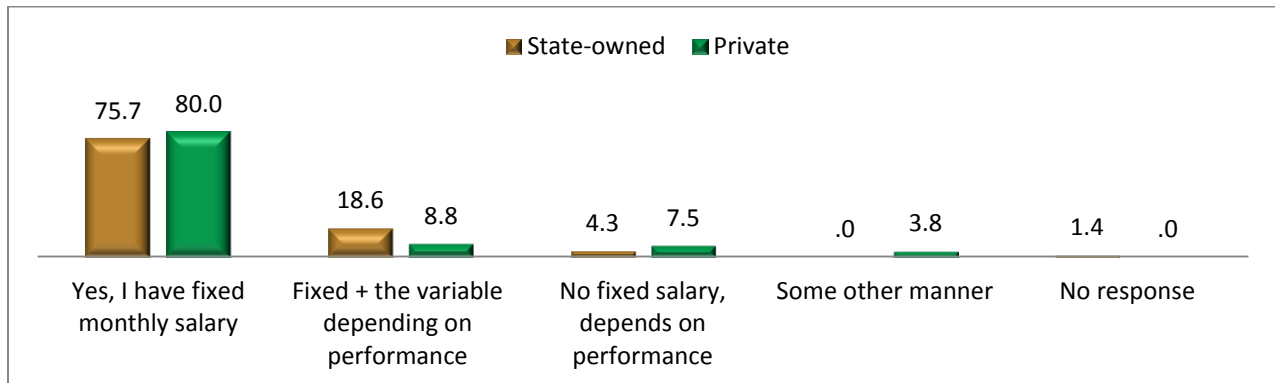
**Chart 10. Do you have a fixed monthly salary or are you paid in some other manner? %**



**Chart 10.1. Do you have a fixed monthly salary by the media type %**



**Chart 10.2. Do you have a fixed monthly salary by the type of media ownership %**

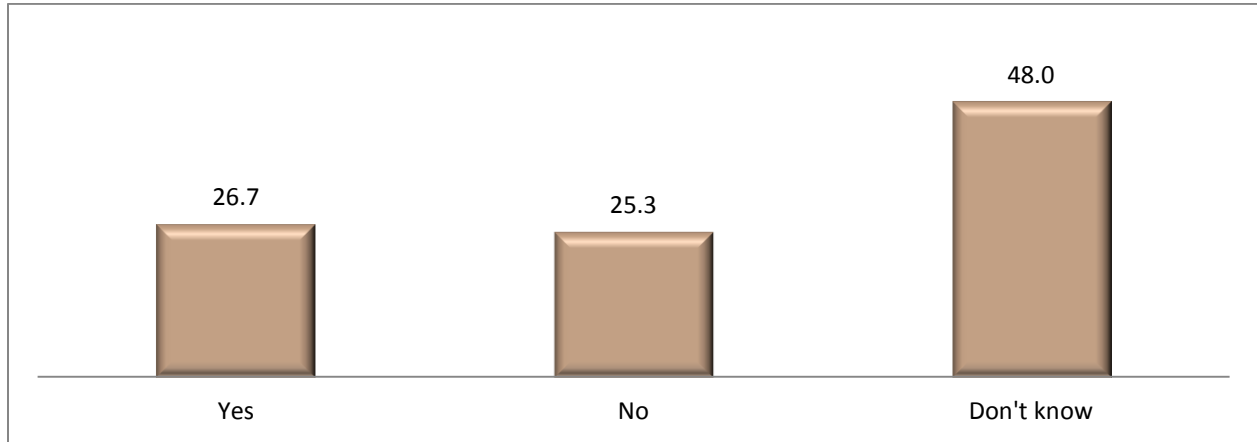


Asked whether the salary is more or less the same for the same type of work done, almost half of the respondents were unable to give such assessments. On the other hand, equal percentages of respondents (1/4) claim the employees working on the same jobs have or do not have the same salary,

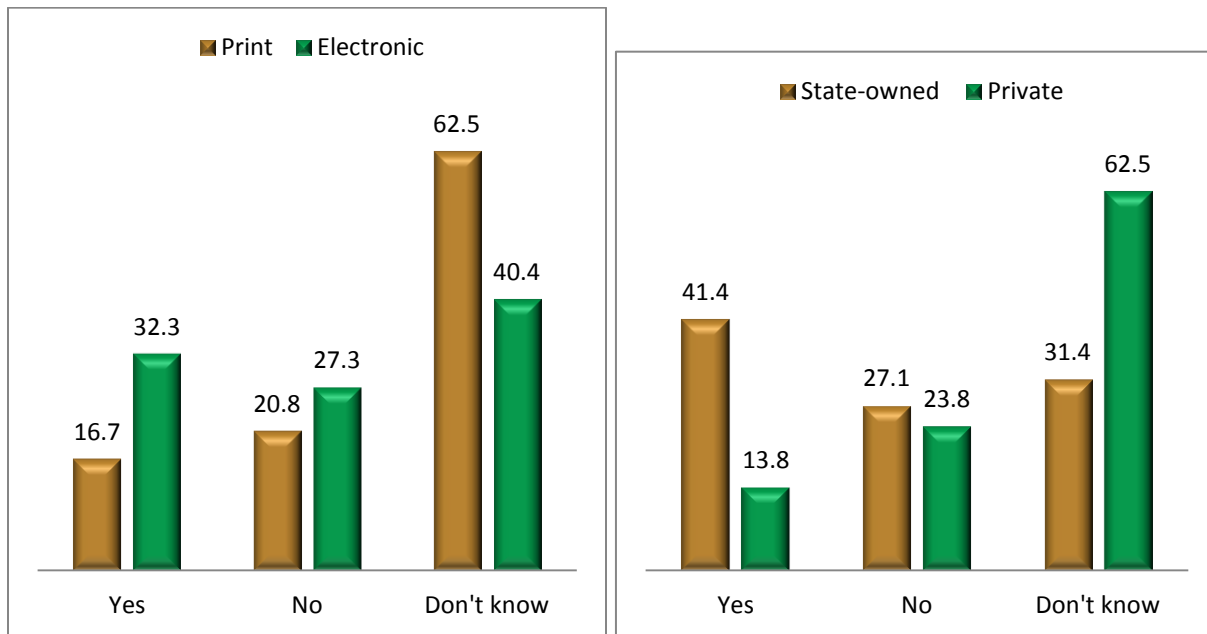


respectively (Chart 11). The data also show that such differences are somewhat more prominent in the print over the electronic media and in the private over the state-owned media (Chart 11.1).

**Chart 11. Do the co-workers doing the same job as you do have the same salary levels? %**

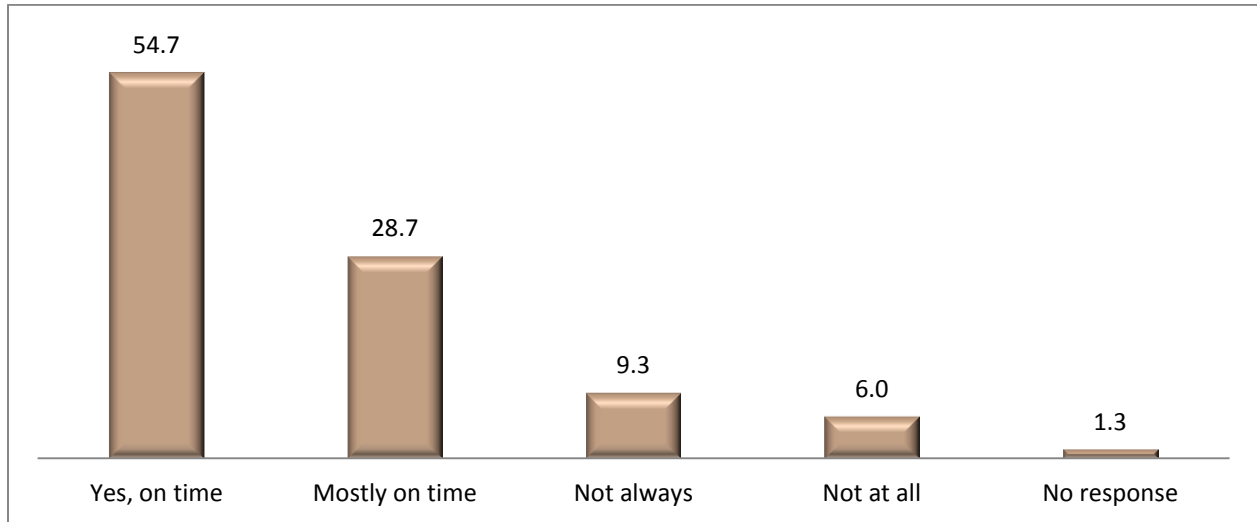


**Chart 11. 1. Similar salaries by media type %**

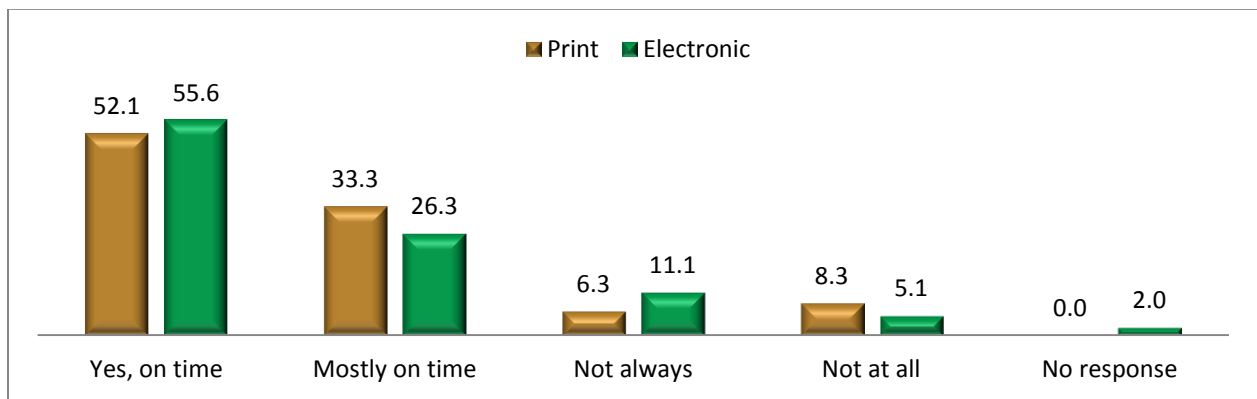


Only somewhat over a half of the respondents have regular monthly salaries, while in other cases there are longer or shorter delays in payments (Chart 12). Regular payments are somewhat more prominent in the electronic and the private, than in the print and the state-owned media (Chart 12.1 and 12.2).

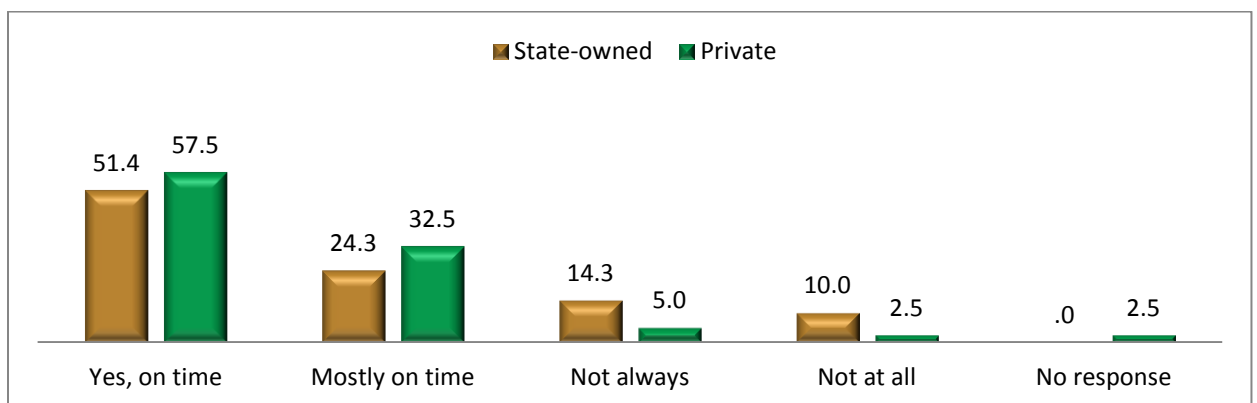
**Chart 12. Do you receive your salary on time? %**



**Chart 12.1. Regular salaries by media type %**

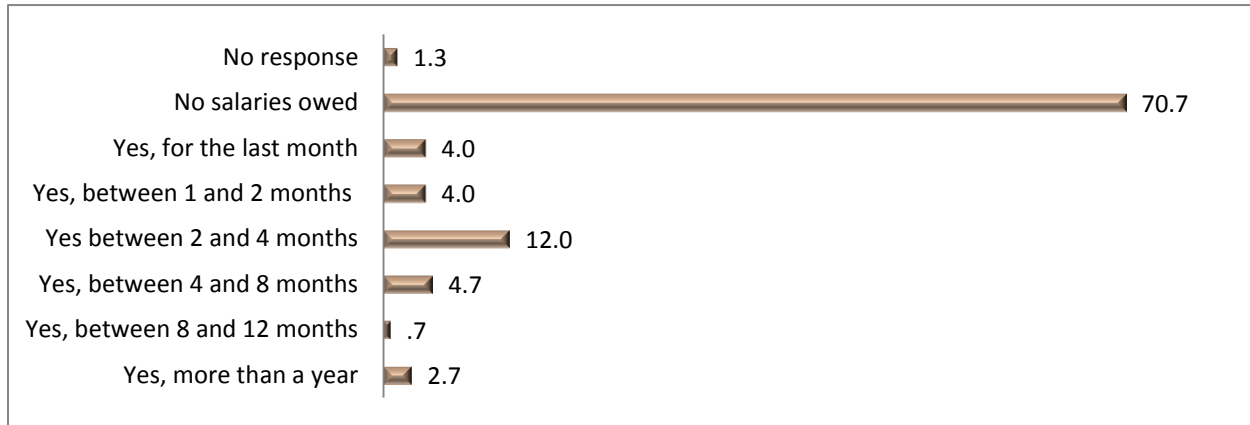


**Chart 12.2. Regular salaries by media ownership %**

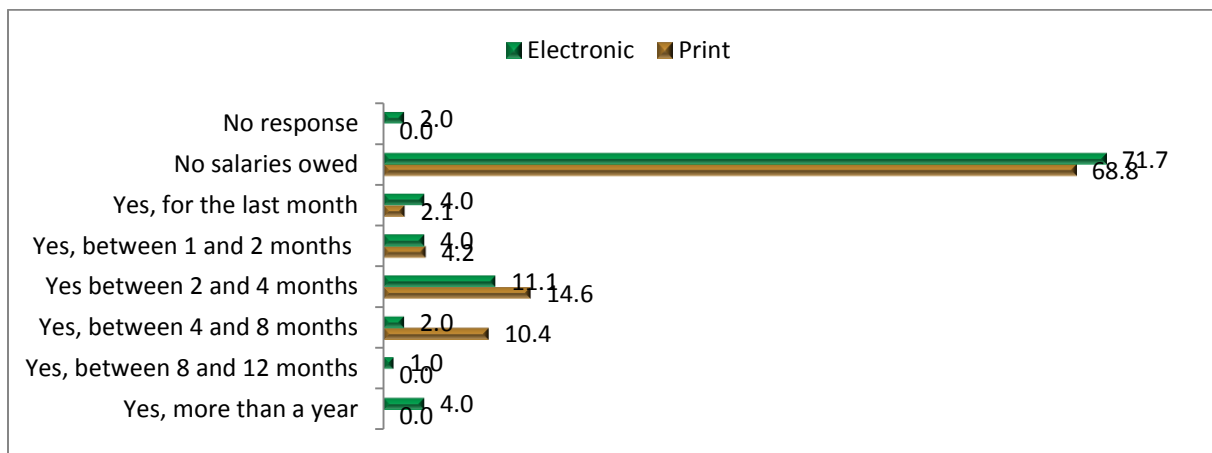


Out of the total number of respondents, in some 30% of the cases employers owe salaries to journalists (Chart 13). This is more prominent in the press and the state-owned media than in the electronic and the private media (Chart 13.1 i 13.2).

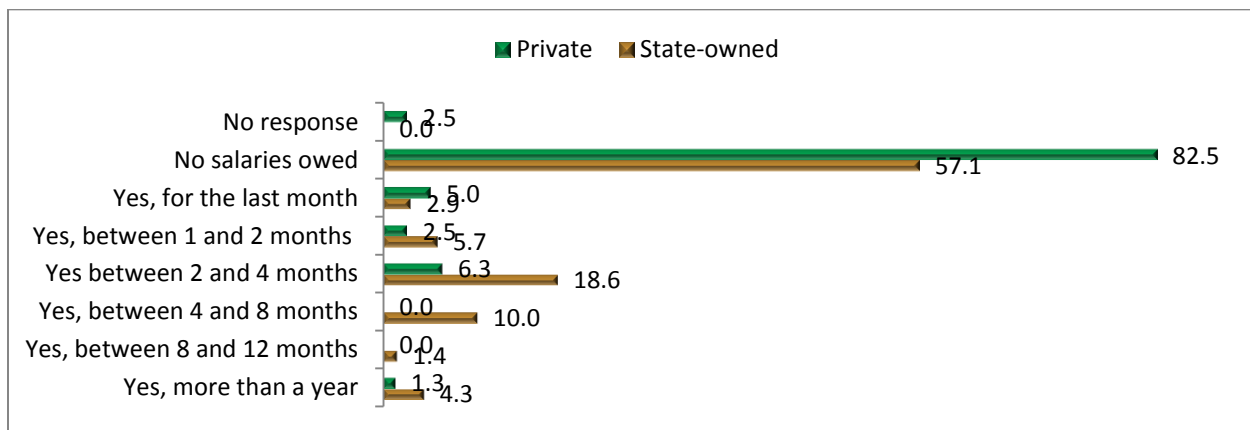
**Chart 13. Does the employer owe you salaries for a certain period? %**



**Chart 13.1. Does the employer owe you salaries by the media type %**

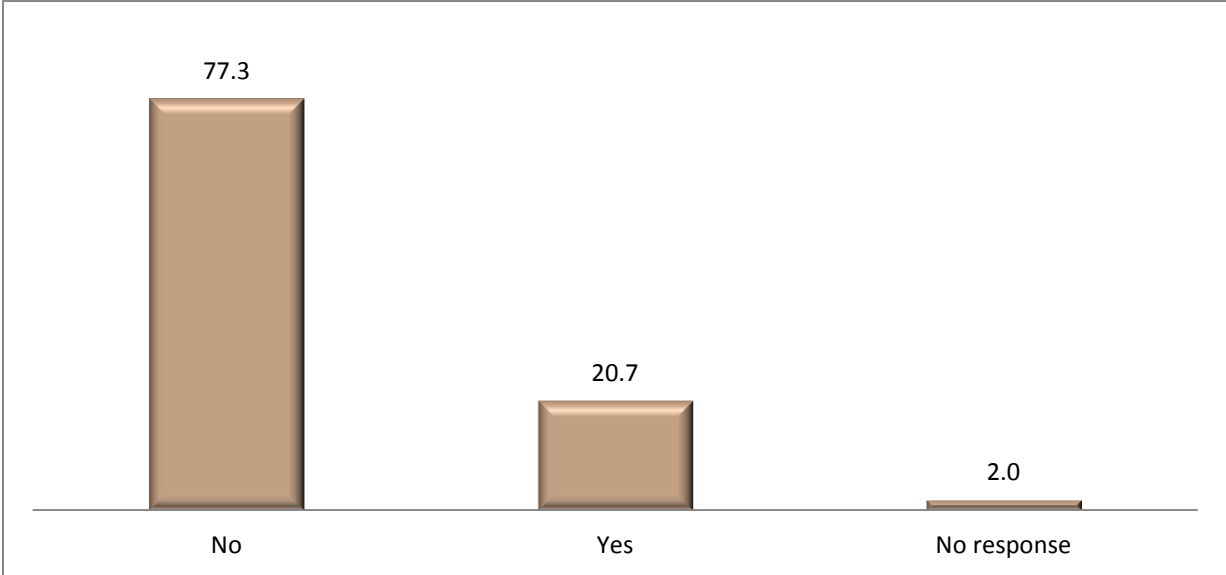


**Chart 13.2. Does the employer owe you salaries by the media ownership %**

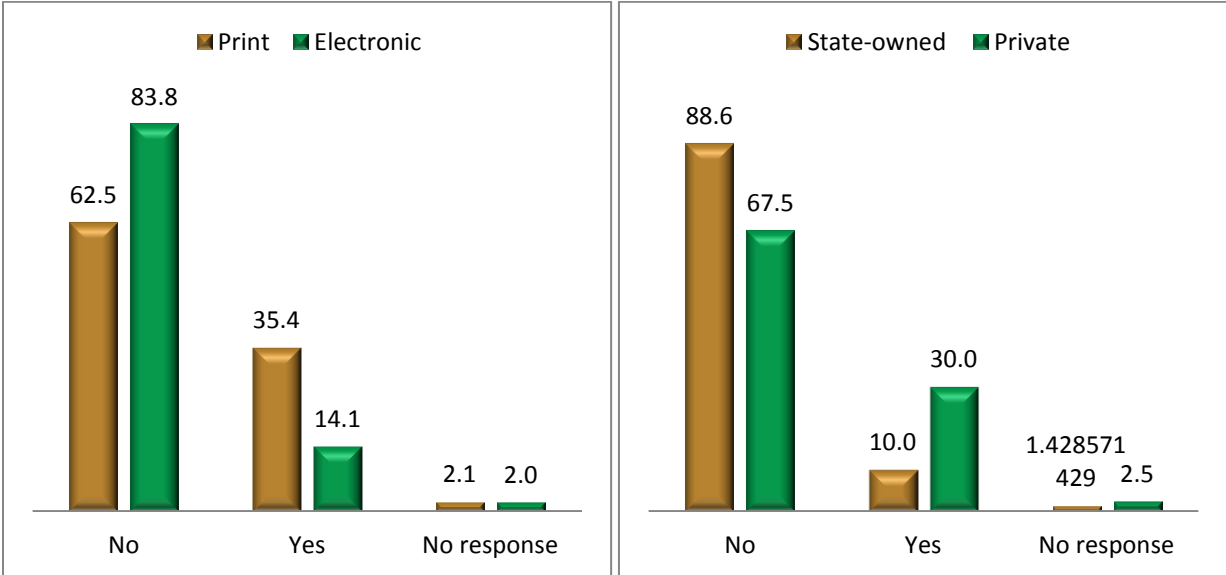


One in five journalists in Montenegro has seen a salary reduction over the previous year (Chart 14). This was more prominent in the print than in the electronic media, and in the private than in the state-owned media (Chart 14.1).

**Chart 14. Has your salary been reduced over the previous year? %**

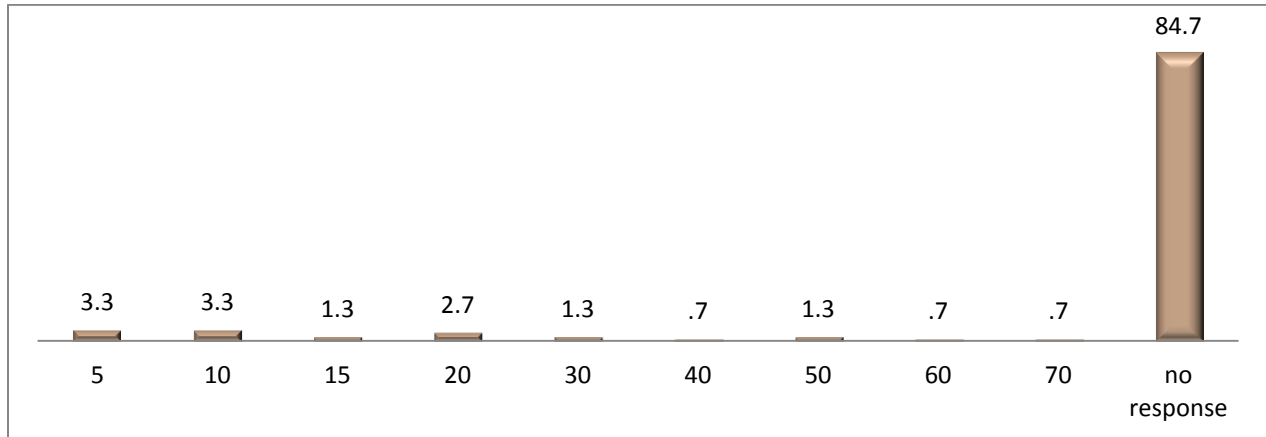


**Chart 14.1. Has your salary been reduced by media type %**

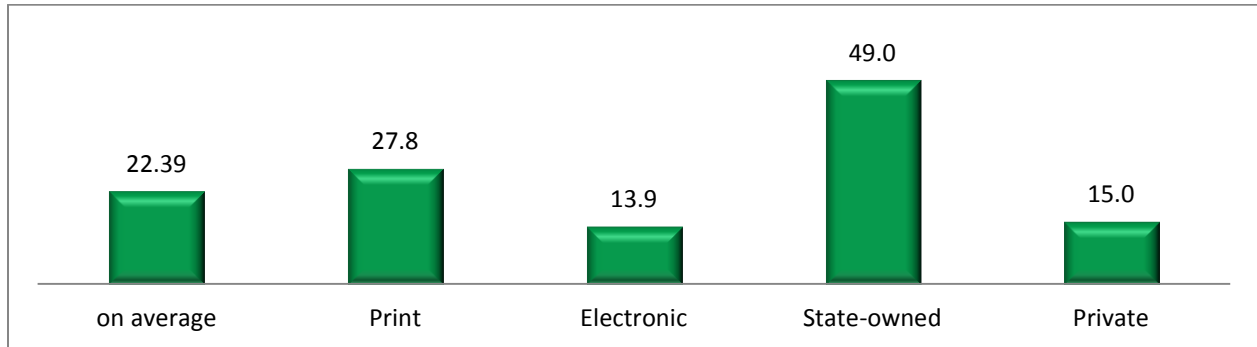


The percentage of salary reduction over the last year varies (Chart 14.2), but the key analytical information is that it is more prominent in the press than in the electronic media, and the state-owned compared to the private media (Chart 14.3).

**Chart 14.2 Reduced by how much, in percentage points? %**

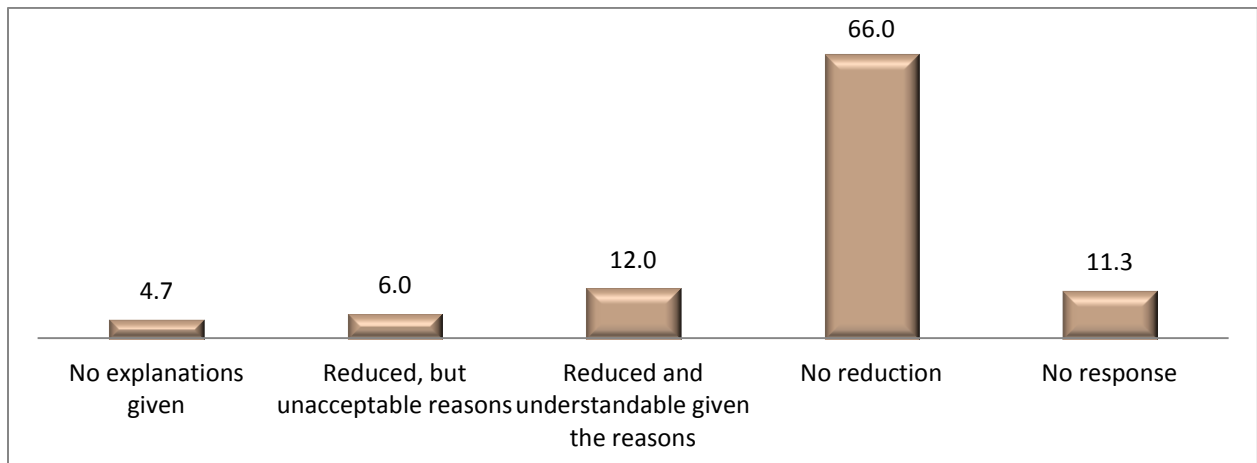


**Chart 14.3. Percentage of reduction by media type %**

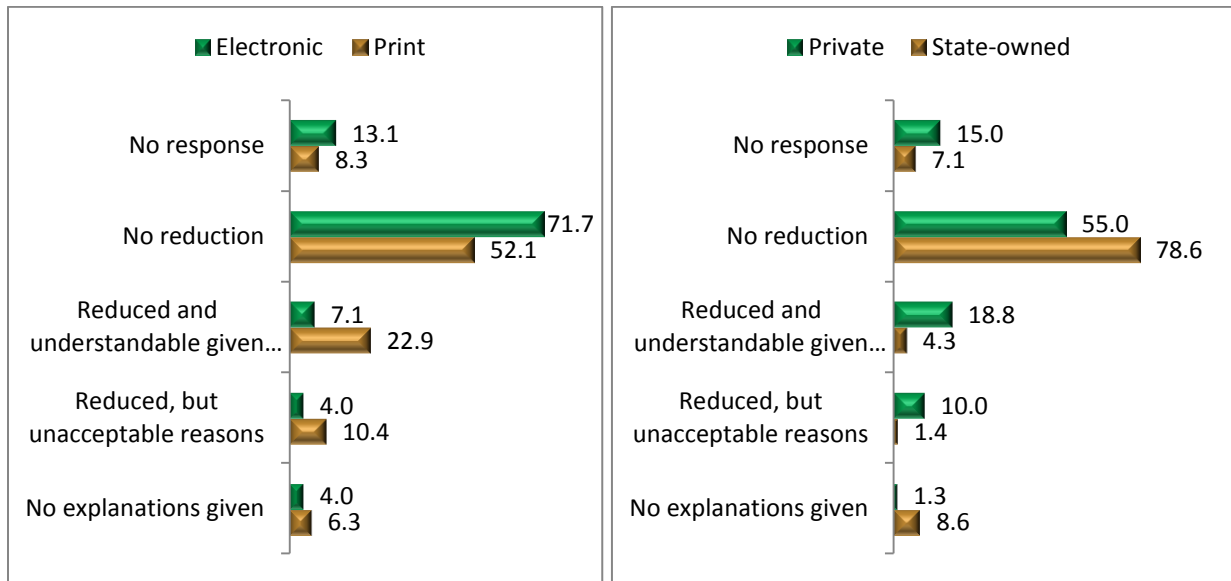


In the situations of salary reductions, in the largest share of cases, the respondents understand and accept the reasons which led to such reduction (Chart 15). The dissatisfaction of journalists in this respect is more pronounced in the print and the private media over the electronic and the state-owned ones (Chart 15.1)

**Chart 15. If your salary was reduced, were you given the explanations? %**

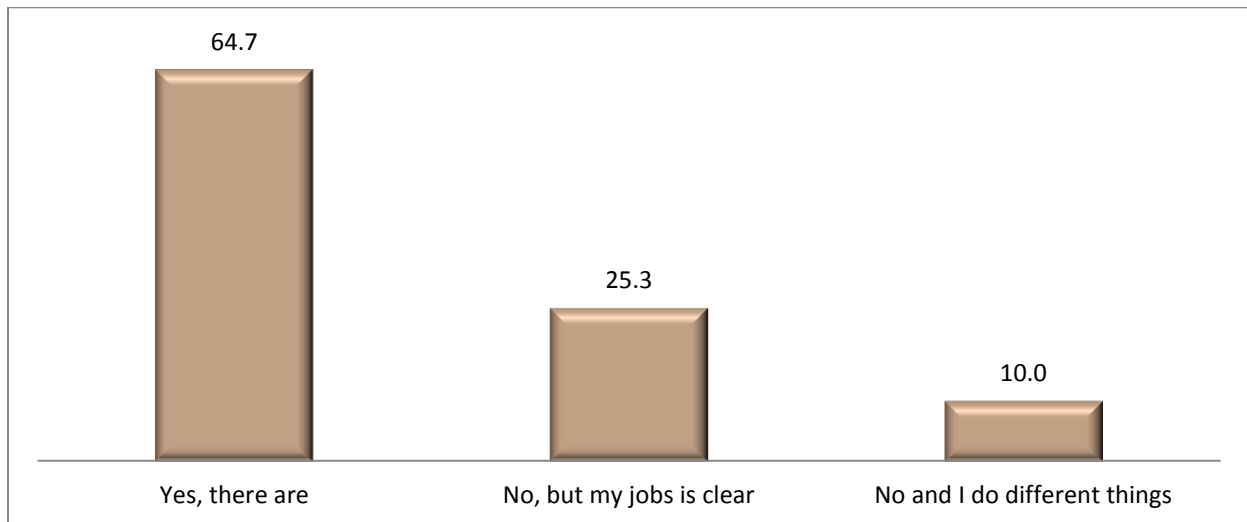


**Chart 15.1. Reasons for reduction by media type %**

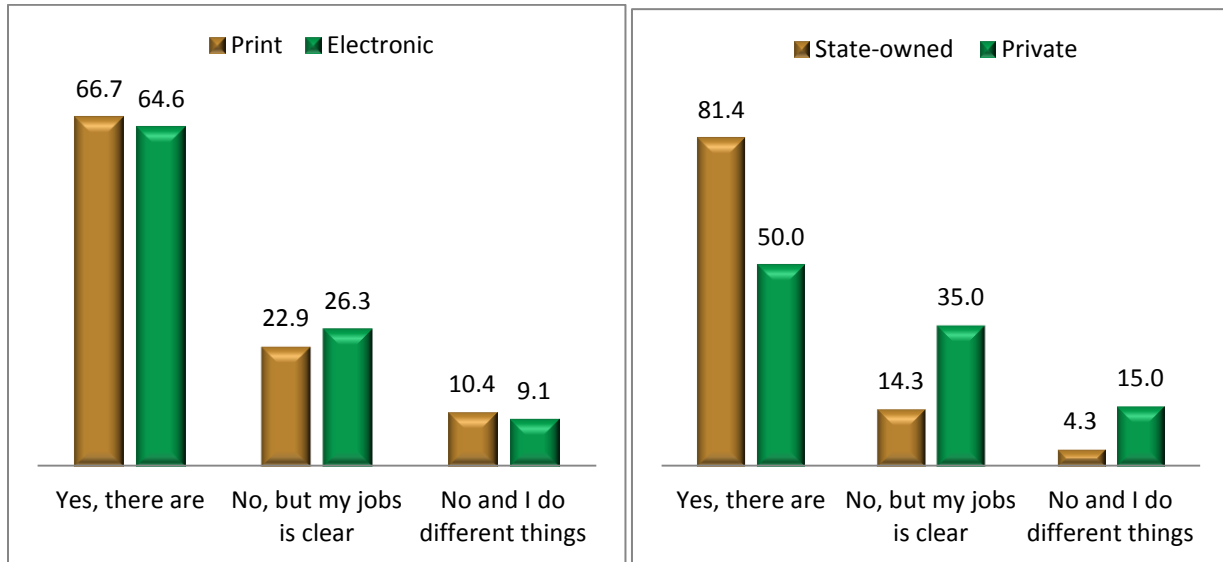


Two thirds of respondents claim that their media outlets have rulebooks in place governing their job. Contrary to that, one in ten journalists claim that s/he is unaware of his or her job, while one in four respondents say that there are no rulebooks, but that it is known what his or her job is (Chart 16). In this respect there is no prominent difference between the print and the electronic media, but the situation is much more favourable in the state-owned compared to the private media (Chart 16.1)

**Chart 16. Are there rulebooks or other regulations in place defining your job? %**

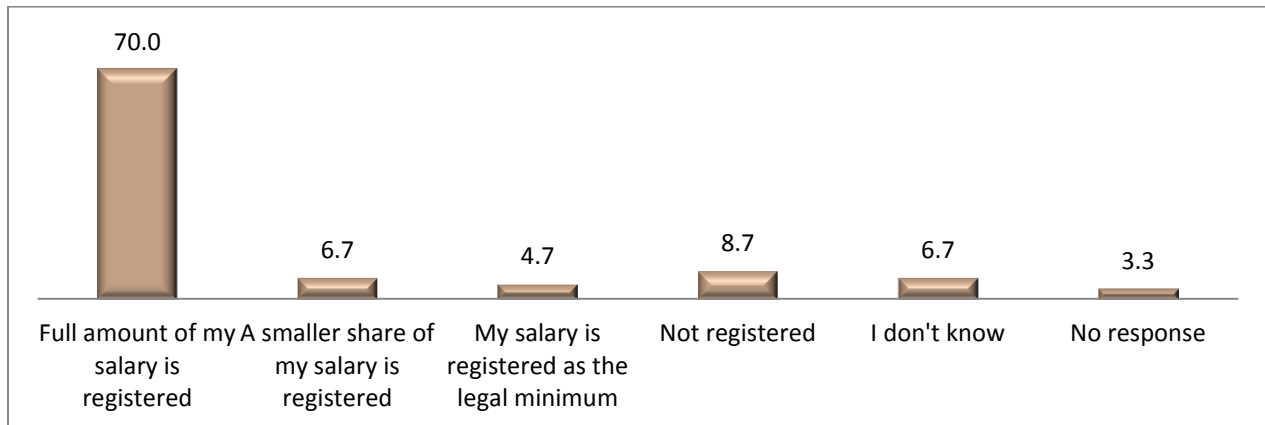


**Chart 16.1. Existence of rulebooks and regulations by media type %**

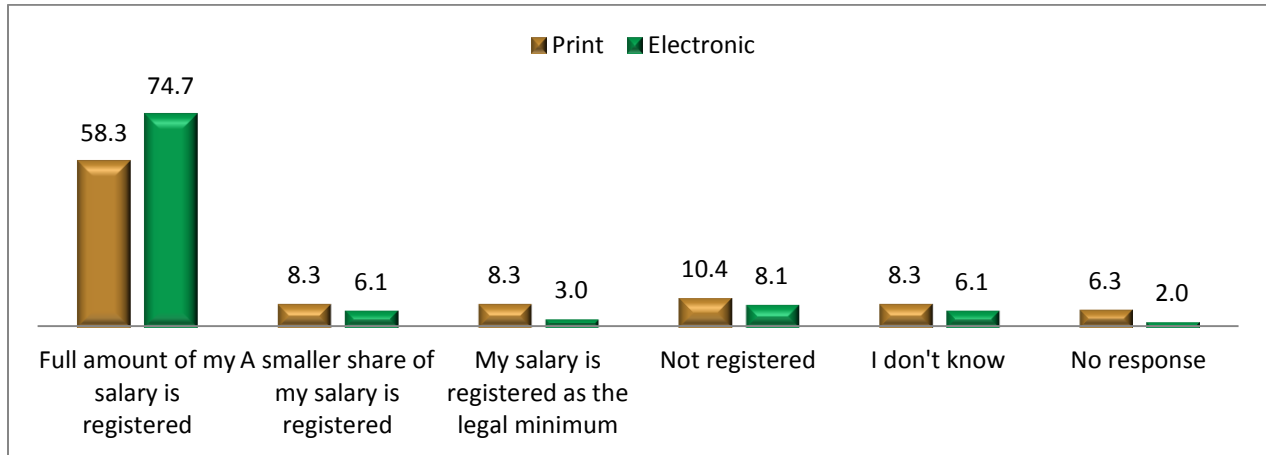


The total of 70% of respondents reported that the full set of payroll taxes and contributions is paid to their salaries. In total, 19% of respondents are unaware what is the total registered amount of their salaries. In other cases, not full amounts are registered, and the actual percentages vary (Chart 17). In this respect, the social status of journalists is much more favourable in the electronic than in the print media (17.1), and in the state-owned compared to the private ones (Chart 17.2).

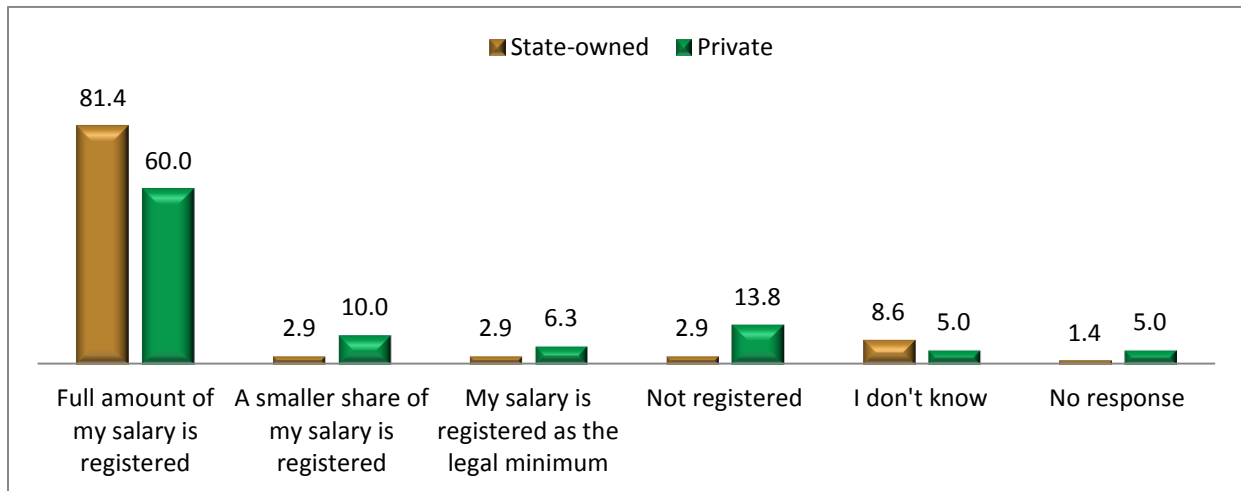
**Chart 17. Your insurance status? %**



**Chart 17.1. Insurance status by media type %**



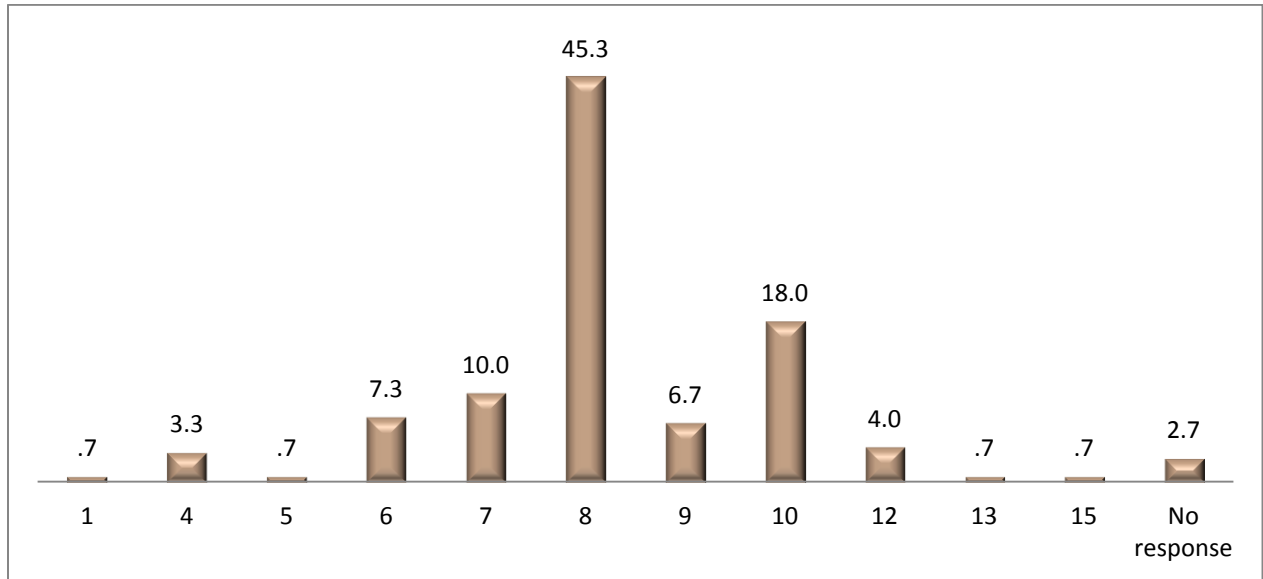
**Cart 17.2. Insurance status by media ownership %**



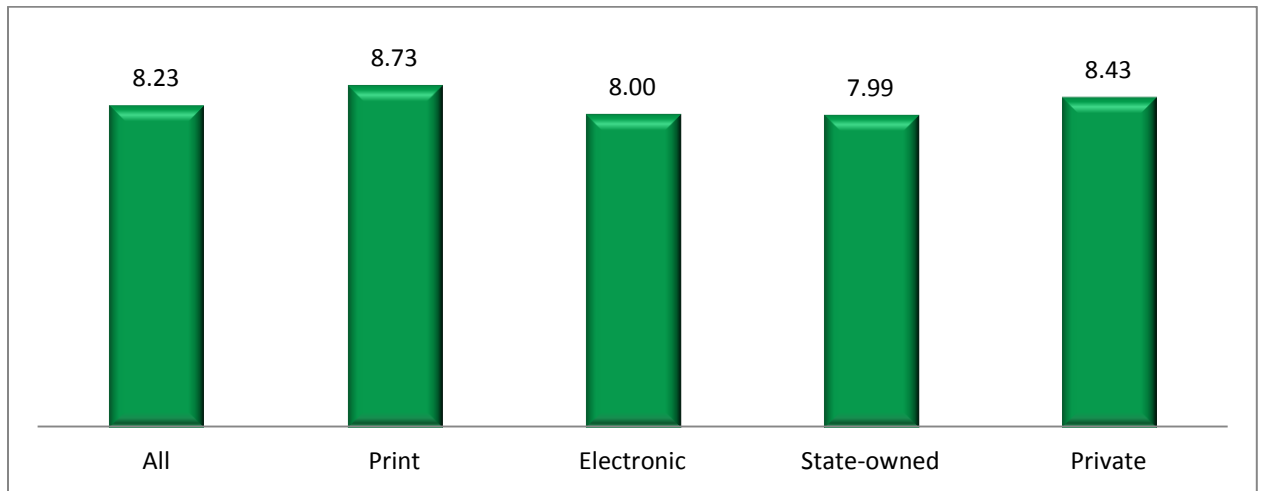
Some 30% of respondents on average work more than 8 hours a day (Chart 18). The long hours are somewhat more characteristic for the print over the electronic media, and for the private over the state-owned ones (Chart 18.1)



**Chart 18. On average, how many hours a day do you work? %**

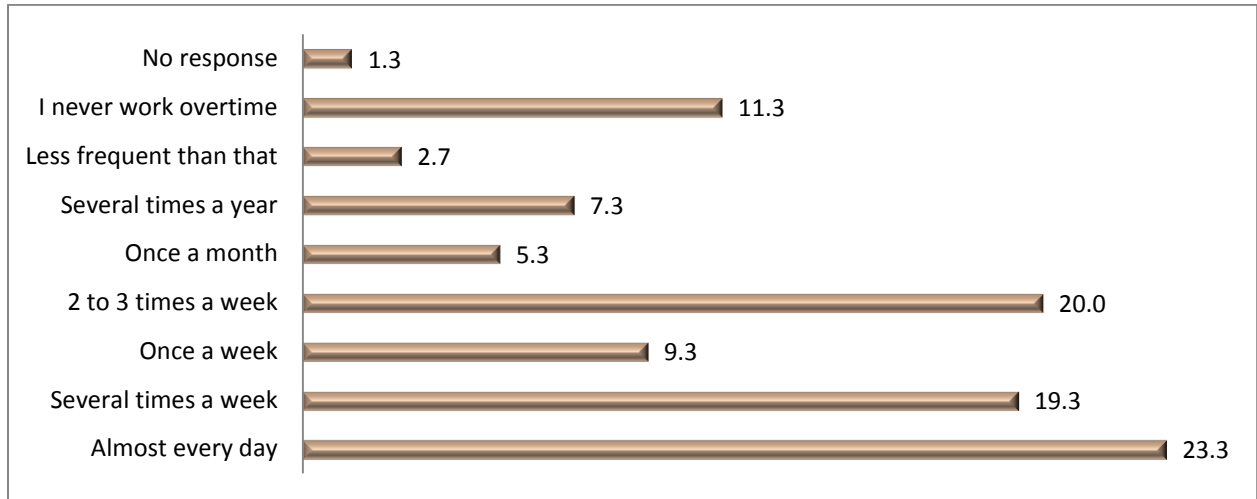


**Chart 18.1. Working hours by media type %**

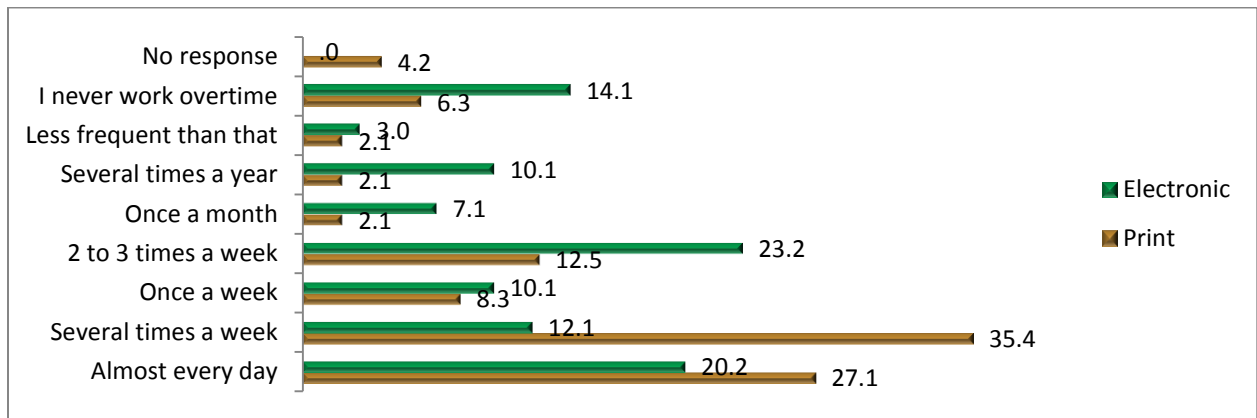


Almost one in four respondents work overtime on daily basis while, on the other hand, just a bit over one in ten journalists responded they never work overtime (Chart 19). Overtime is much more prevalent in the print and the private media than in the electronic and the state-owned ones (Chart 19.1 and 19.2)

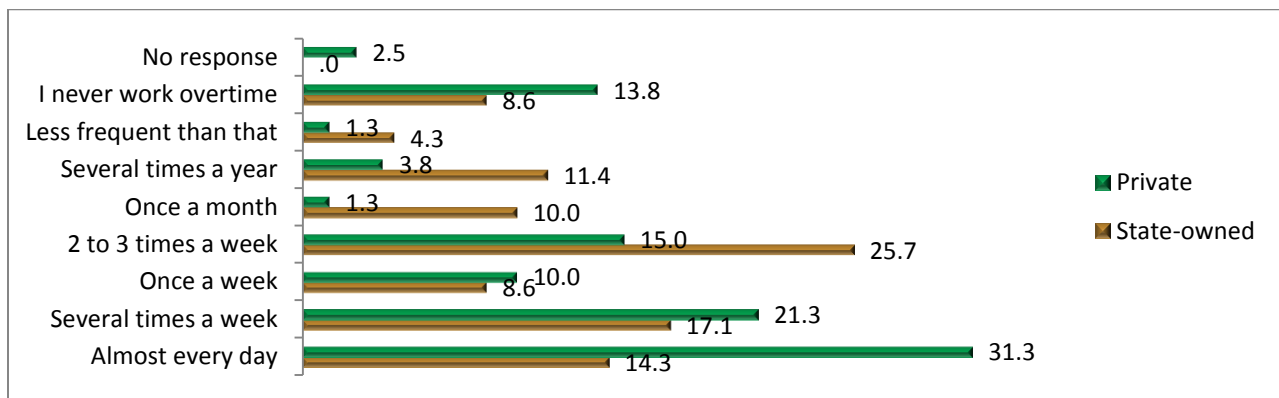
**Chart 19. How often do you work overtime? %**



**Chart 19.1 Overtime by media type %**



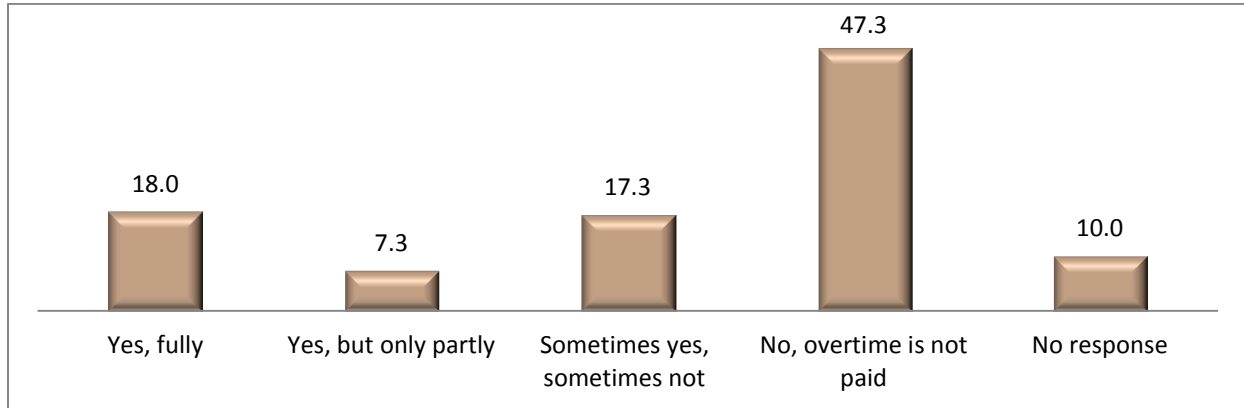
**Chart 19.2 Overtime by media ownership %**



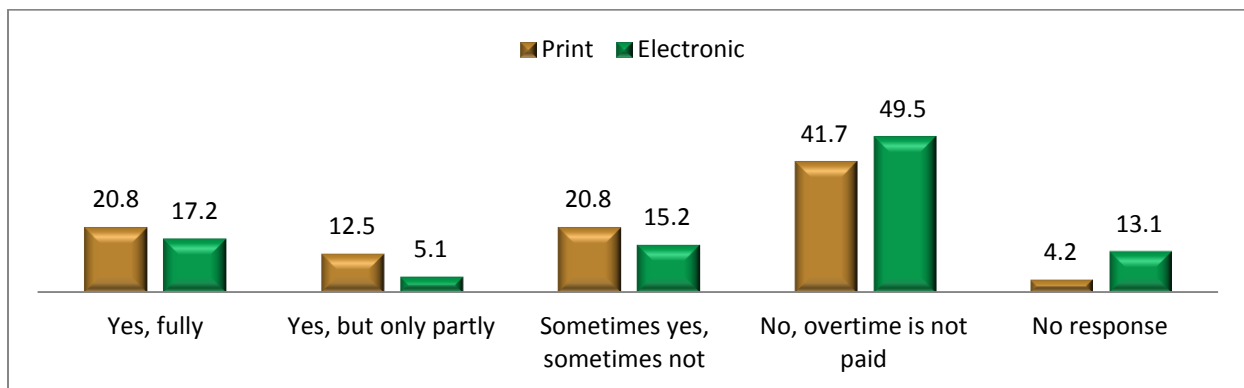
Out of all the journalists who were interviewed, almost one in two has never received overtime pay (Chart 20). Overtime work is paid to a lesser degree in the electronic than in the print media (Chart 20.1). There is a particular discrepancy between the private and the state-owned media (Chart 20.2).

There are two times more journalists in the private media who do not receive overtime pay than in the state-owned media.

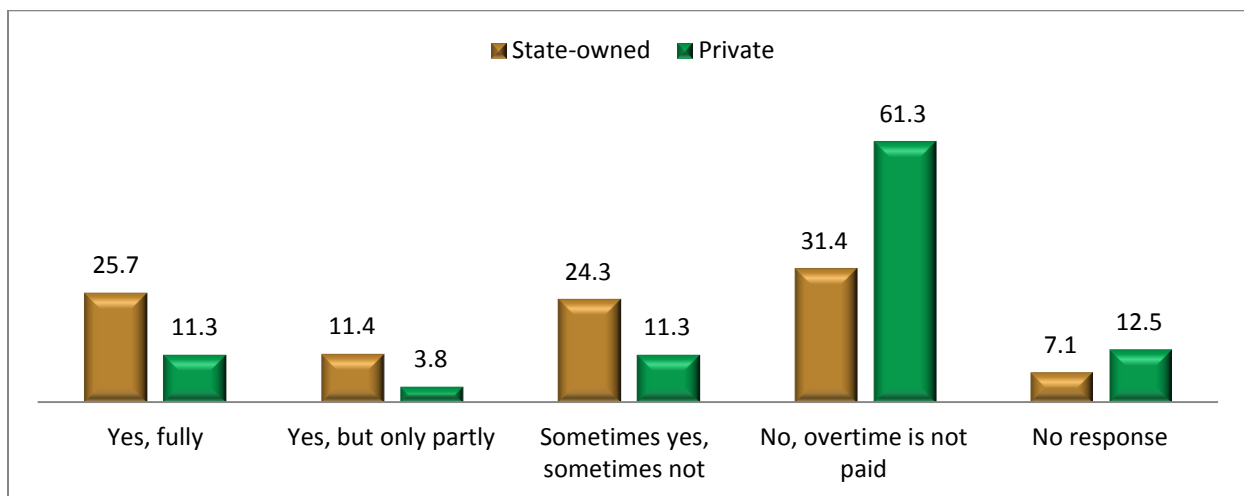
**Chart 20. Do you have paid overtime work? %**



**Chart 20.1. Paid overtime by media type %**

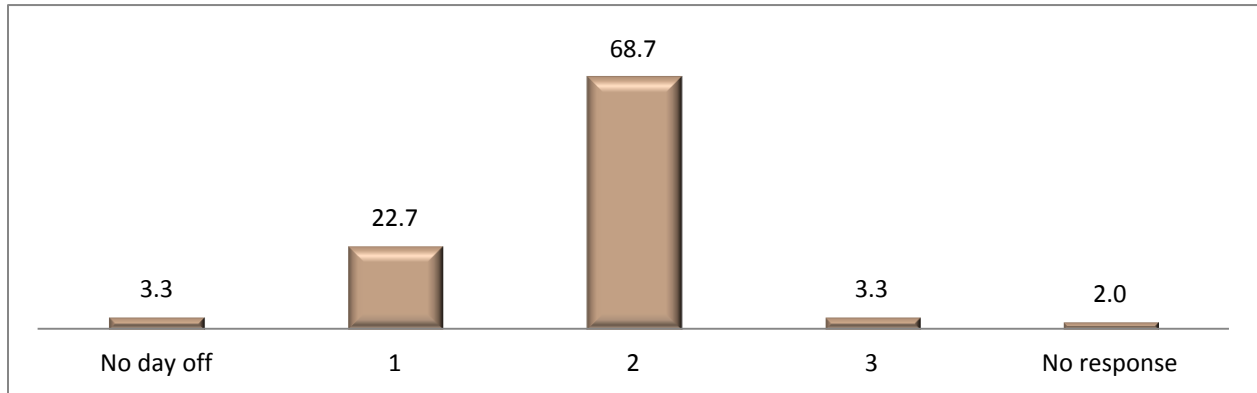


**Chart 20.2. Paid overtime by media ownership %**

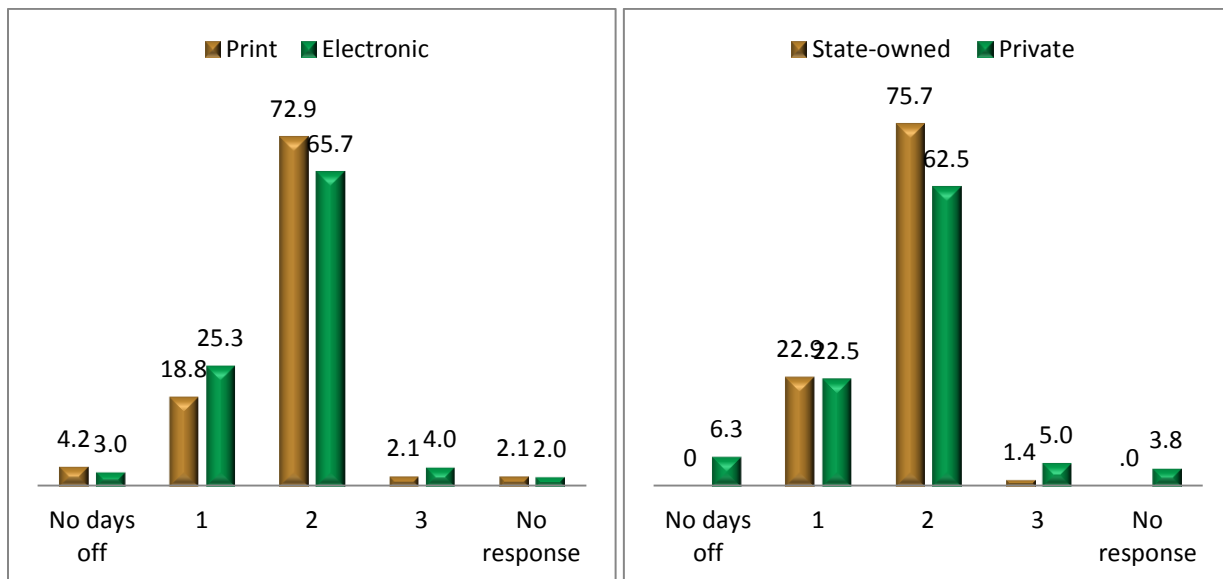


Over two thirds of respondents have two days a week off (Chart 21.). Again, the situation is more favourable for the journalists working for the print media compared to the electronic ones, and the ones in the state-owned compared to the private media (Chart 21.1).

**Chart 21. How many days off do you have a week? %**

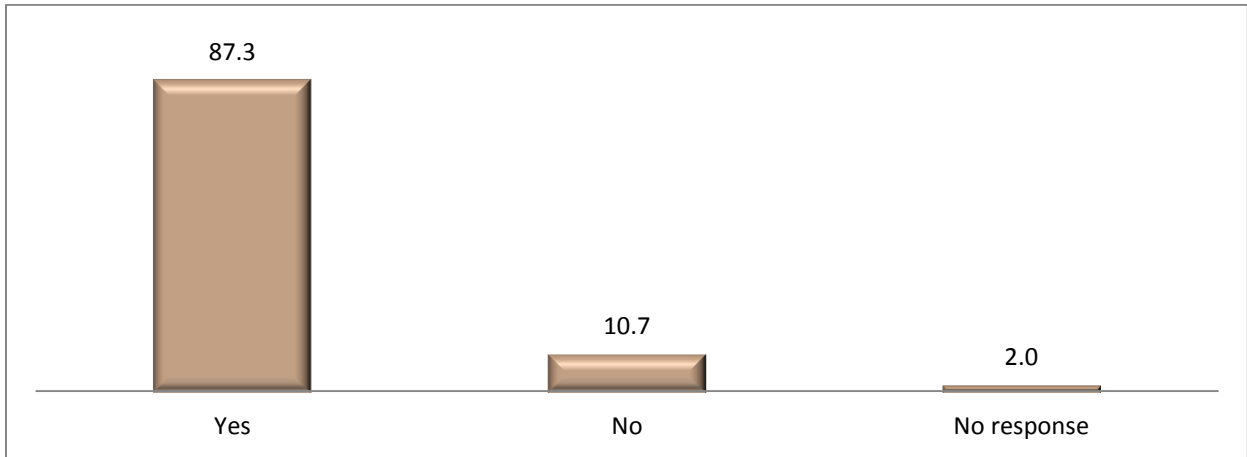


**Chart 21.1. Days off by media type %**

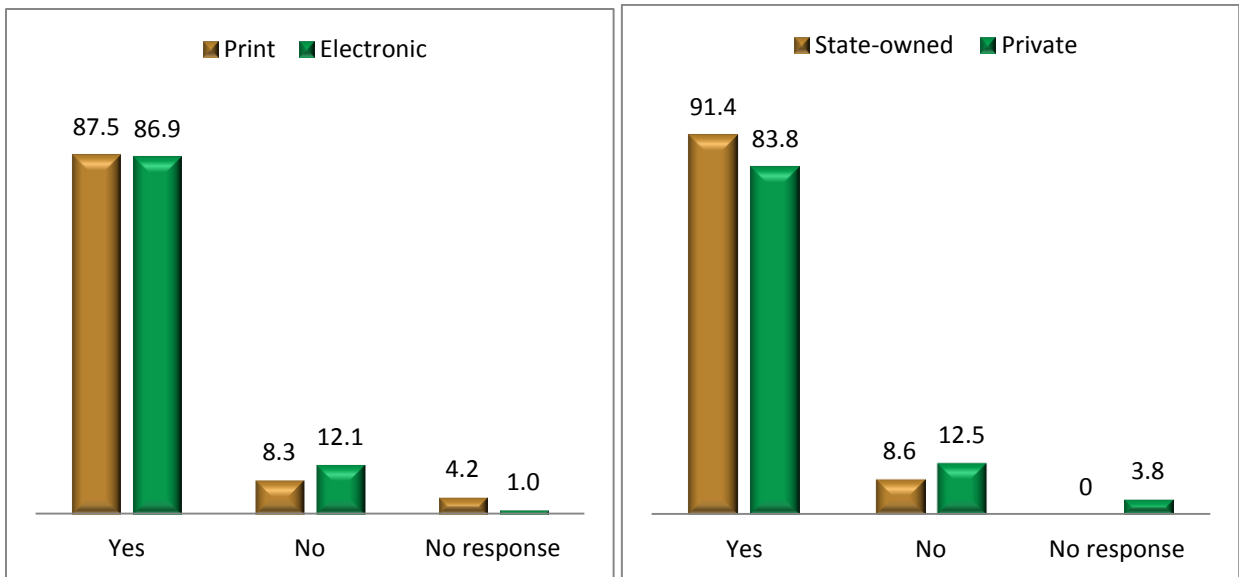


As regards the annual leave, one in ten respondents does not have regular annual leaves (Chart 22). In this respect, the journalists working for the print and the state-owned media are in a somewhat more favourable situation than the ones in the electronic and the private media (Chart 22.1).

**Chart 22. Do you have annual leave? %**

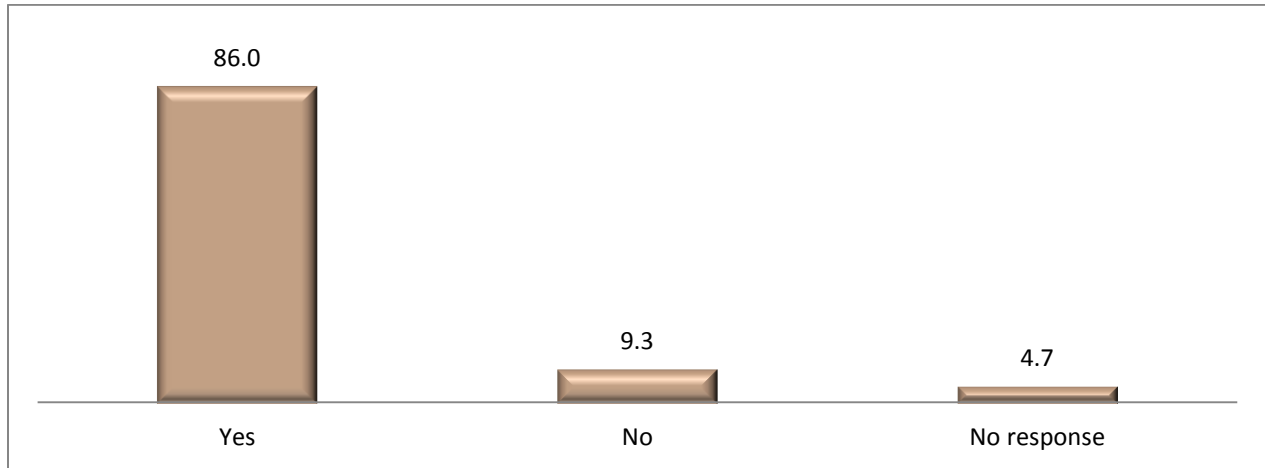


**Chart 22. 1. Annual leave by media type %**

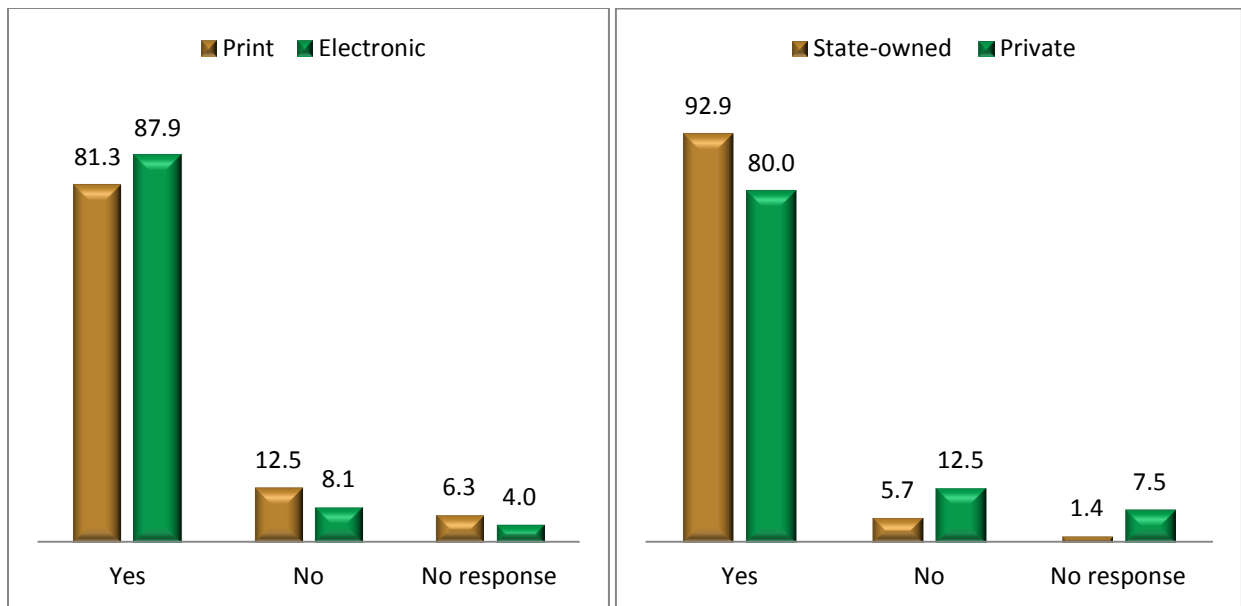


As regards actual taking of annual leave, somewhat less than 10% of respondents say they do not take the annual leave (Chart 23), and this percentage is somewhat larger in the print and the private media compared to the electronic and the state-owned media (Chart 23.1)

**Chart 23. Do you take annual leave? %**

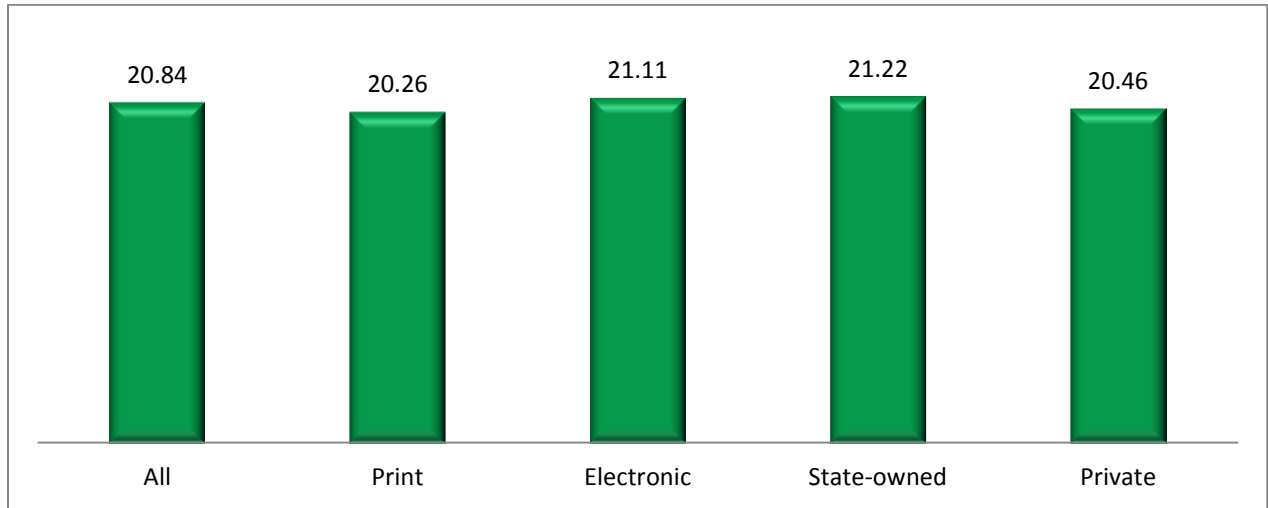


**Chart 23.1 Do you take annual leave by media type %**

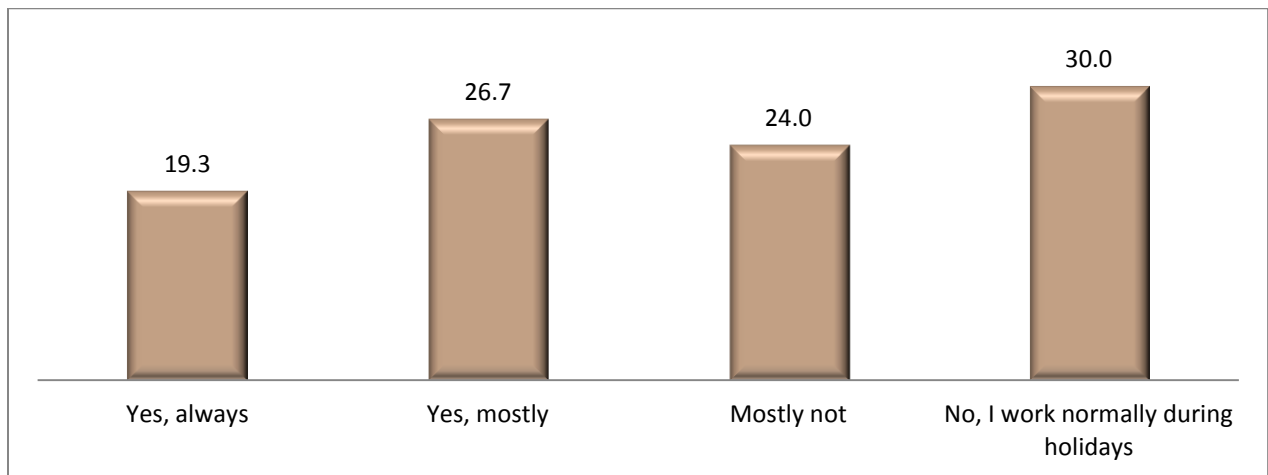


The duration of the annual leave taken by the respondents is around three weeks, with no major differences among various media types (Chart 24). On the other hand, during the holidays 30% of respondents work as normal, with one in four respondents for whom holidays “mostly do not exist” (Chart 24.1). Over the holidays, the journalists from electronic and private media work much more compared to those in the print and the state-owned media (Chart 24.2 i 24.3).

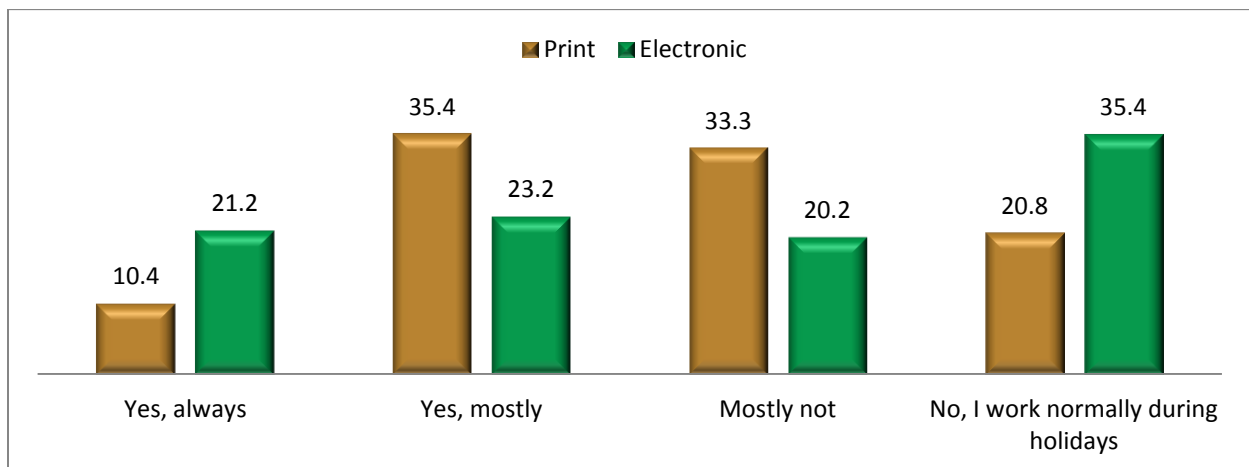
**Chart 24. What is the duration of your annual leave? %**



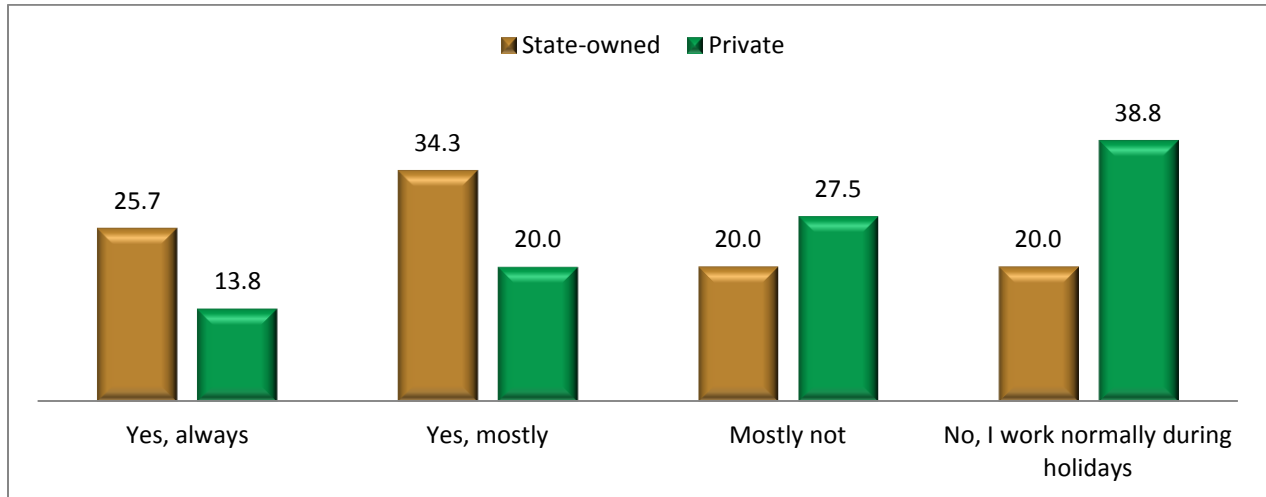
**Chart 24.1. Are you free for public and religious holidays? %**



**Chart 24.2. Days off for public and religious holidays by media type %**

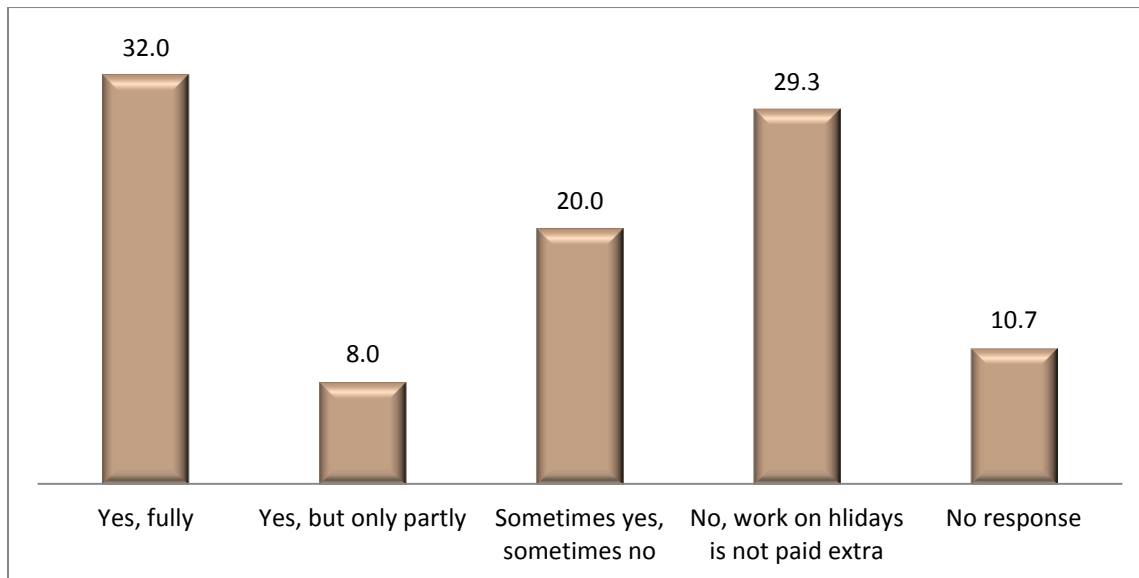


**Chart 24.3. Days off for public and religious holidays by media ownership %**



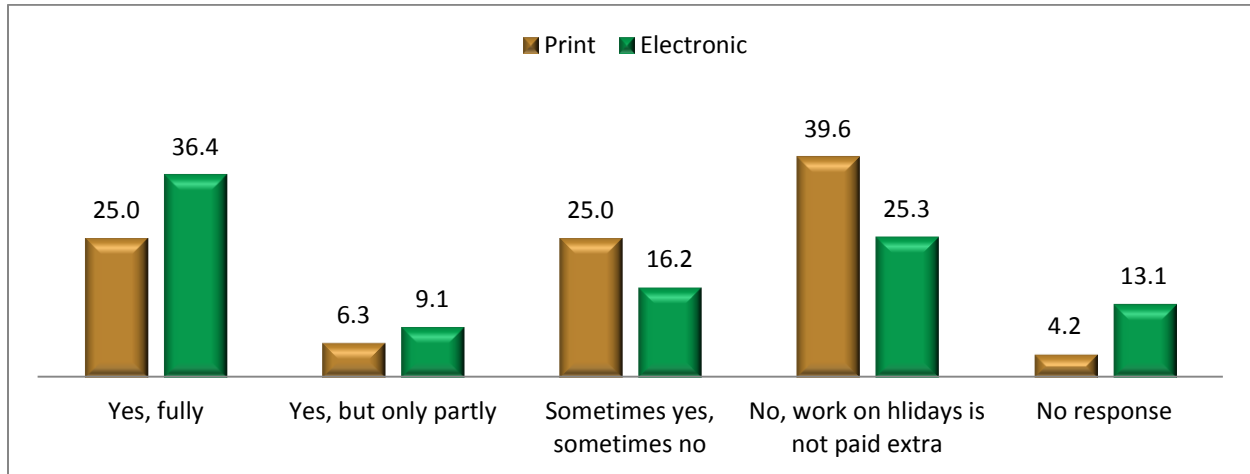
As regards the work over holidays, in only 1/3 of the cases journalists are fully compensated for, while in almost 30% of the cases this work is never paid (Chart 25). In this respect, the journalists from electronic and state-owned media are in a much more favourable situation than the journalists in print and private media (Chart 25.1 and 25.2).

**Chart 25. If you work during the holidays, do you get paid extra? %**

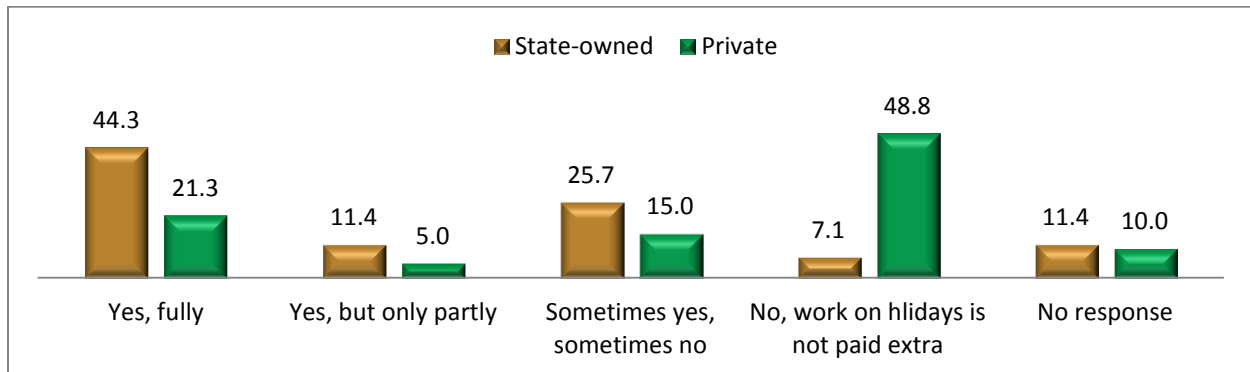




**Chart 25.1. Paid work for holidays by media type%**



**Chart 25.2. Paid work for holidays by media ownership %**



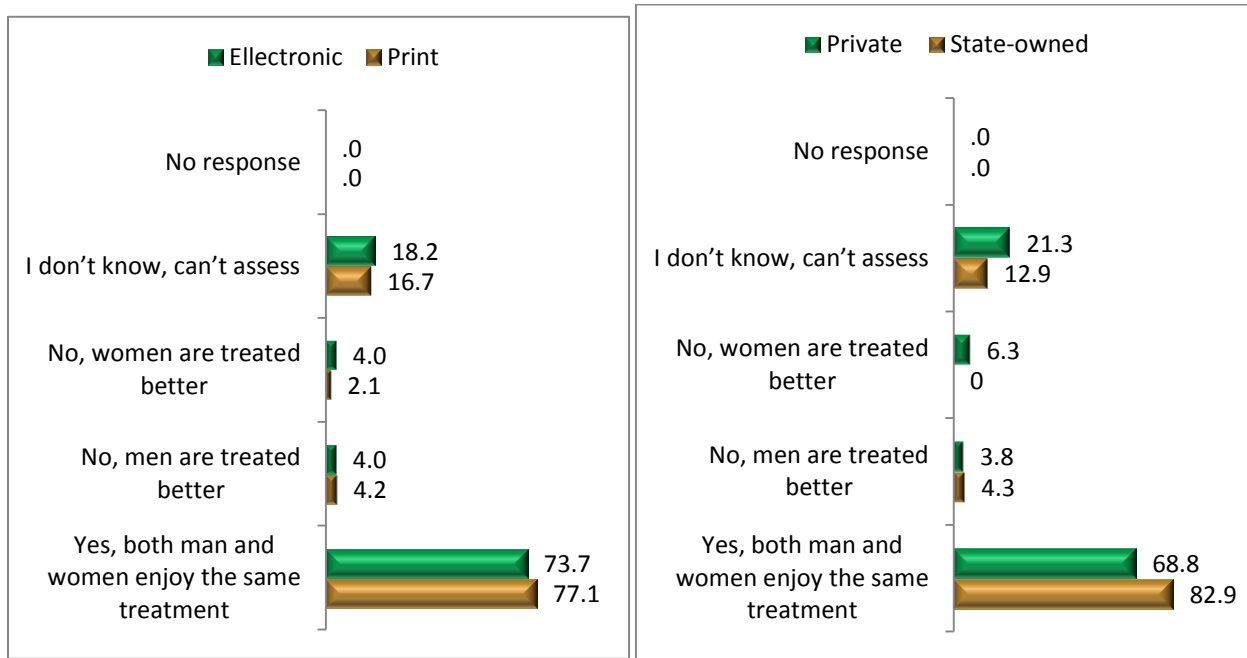
## JOURNALISTS' ATTITUDES

The first attitude that was subject to survey pertains to gender equality in the media. Table 3 shows the results of the attitudes in the treatment of men and women by different players. First, it is noteworthy that the largest share of respondents believes men and women are treated equally by most of the players. In addition, there is a proportionally high number of respondents unable to assess this. And finally, although the cumulative percentage of those who believe that there is no equal treatment between men and women is relatively low, in each individual case there are more of those who say that male journalists are treated better than female journalists. As regards different players, the respondents believe that the greatest level of non-gender sensitive approach is shown by the public. Finally, the tested attitudes indicate that gender equality is more present in the press than in the electronic media, and particularly more in the state-owned than in the private media (Charts 26).

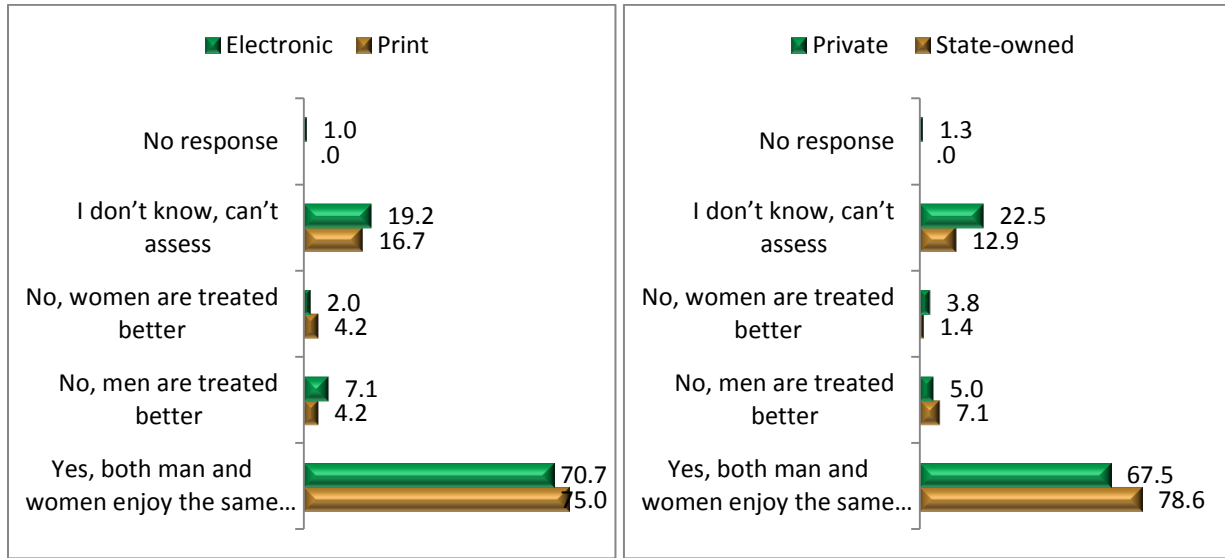
**Table 3. Do you think that man and women journalists are treated equally by %:**

	Employers	Editors	Co-workers	Public	Associations	Unions
Yes, both man and women enjoy the same treatment	75,3	72,7	67,3	57,3	62,0	61,3
No, men are treated better	4,0	6,0	11,3	13,3	5,3	6,0
No, women are treated better	3,3	2,7	3,3	6,0	2,7	2,7
I don't know, can't assess	17,3	18,0	16,7	22,7	29,3	29,3
No response	,0	,7	1,3	,7	,7	,7

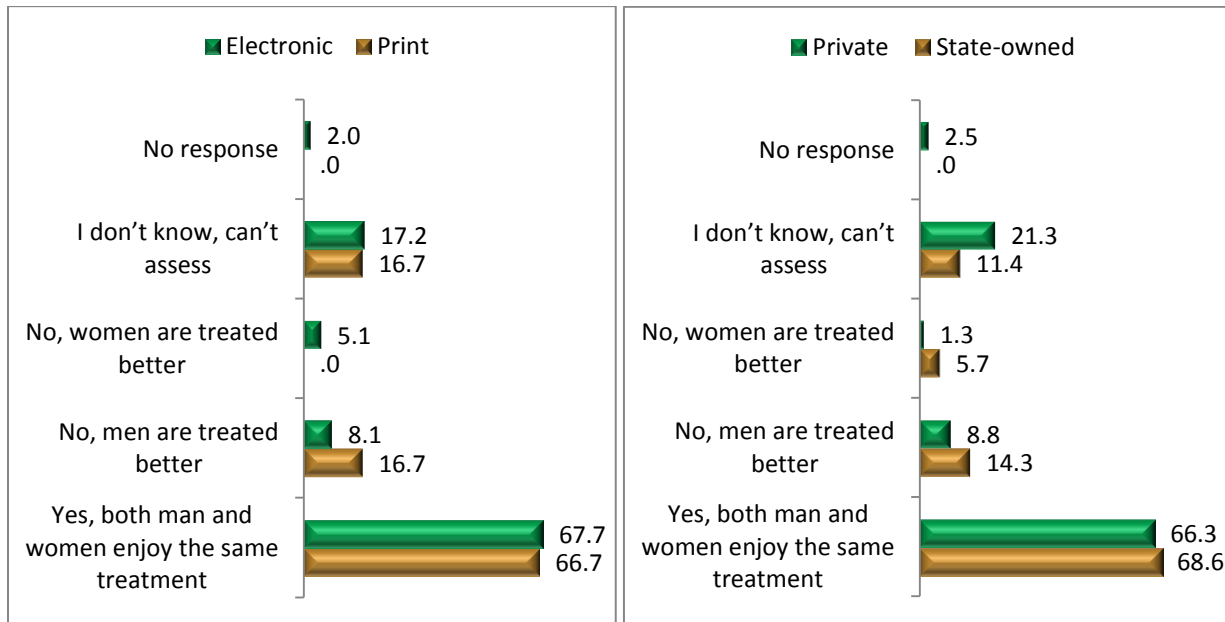
**Chart 26.1 Do you think that man and women journalists are treated equally by their employers? %**



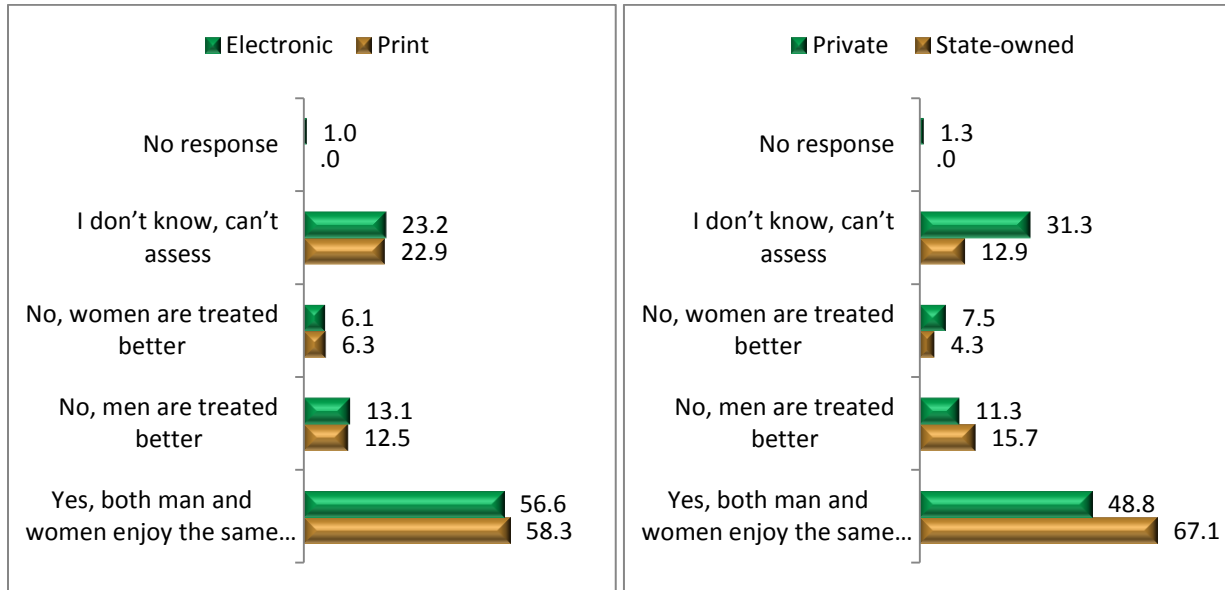
**Chart 26.2 Do you think that man and women journalists are treated equally by their editors? %**



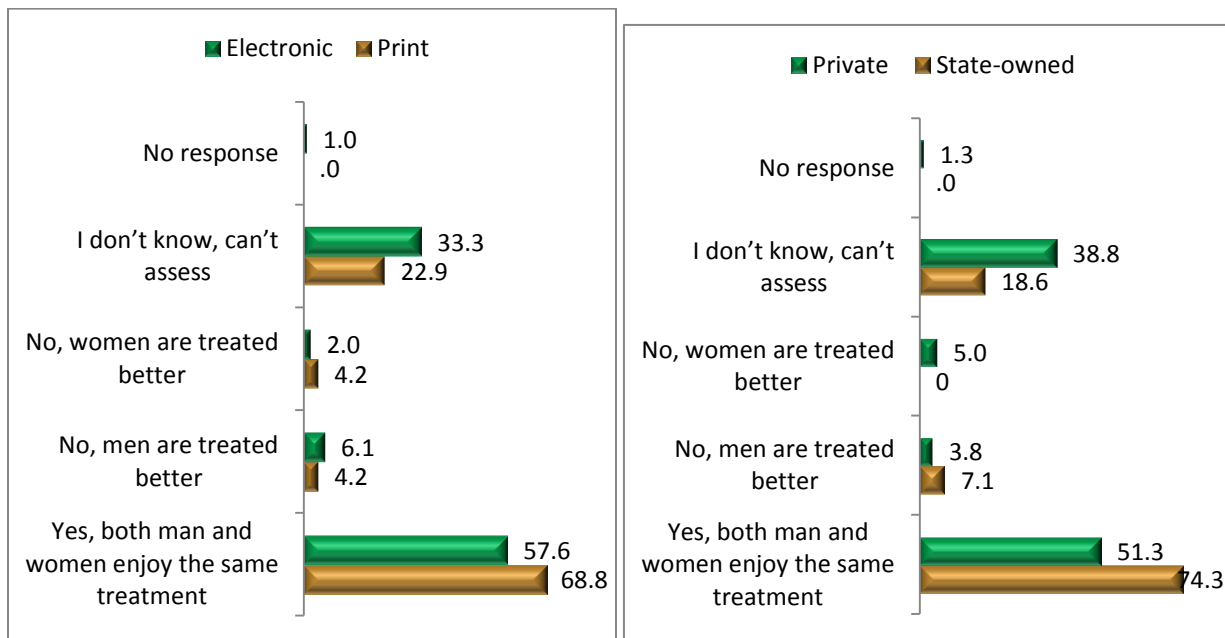
**Chart 26.3. Do you think that man and women journalists are treated equally by their co-workers? %**



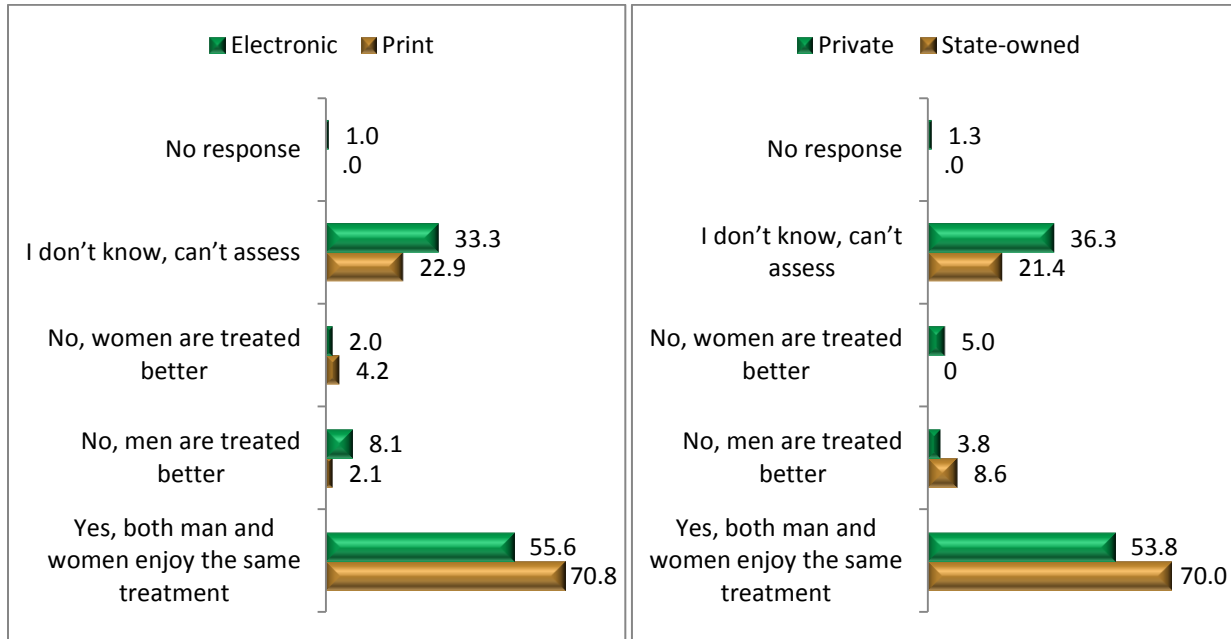
**Chart 26.4. Do you think that man and women journalists are treated equally by the public? %**



**Chart 26.5. Do you think that man and women journalists are treated equally by the association? %**

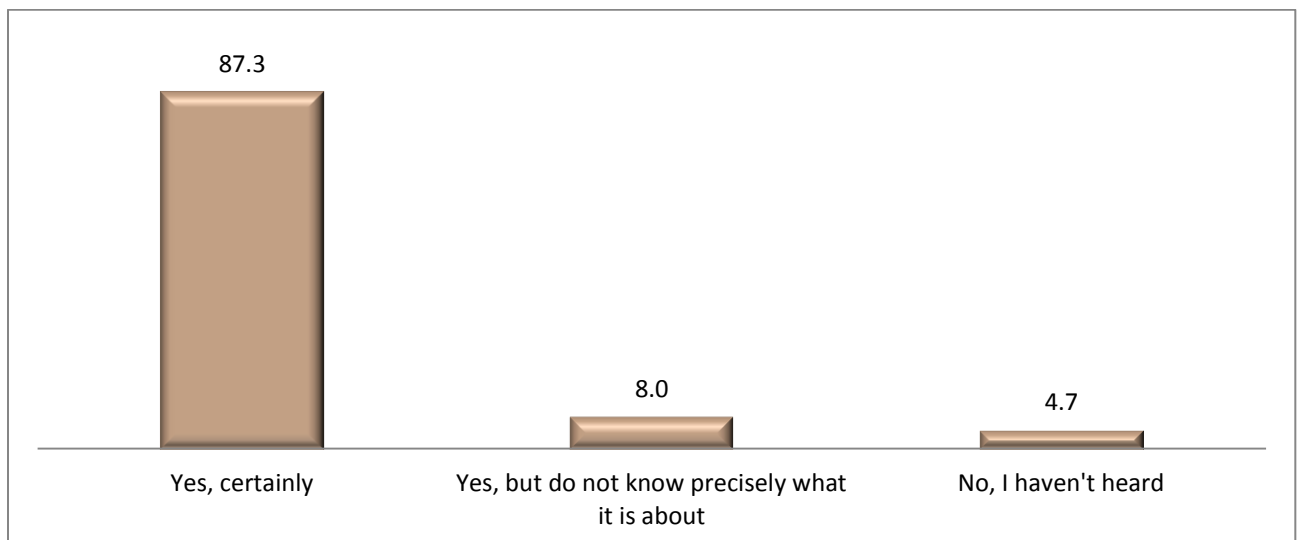


**Chart 26.6. Do you think that man and women journalists are treated equally by the unions? %**

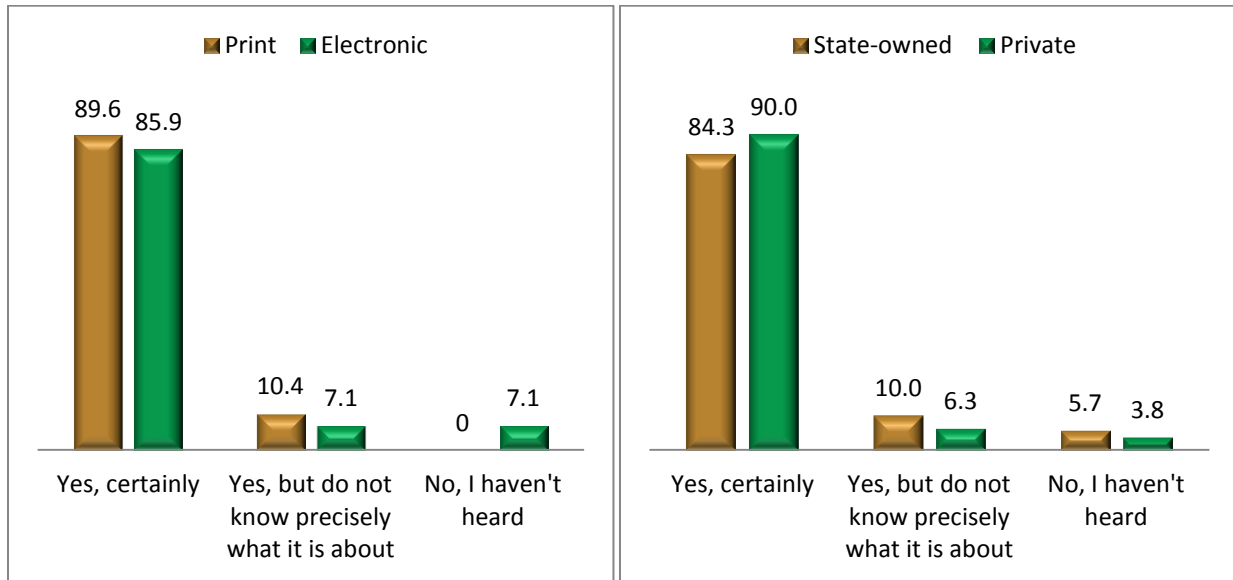


The issue of violence against journalists is quite present in Montenegro, particularly heightened following the specific cases in which such violence is demonstrated. As commonly known, in order to foster the work of competent authorities in protecting journalists, a special Commission to Monitor Investigations of Attacks against Journalists was set up. Given that this Commission is solely devoted to journalists, we asked the respondents whether they are aware of its existence. The data presented in Charts 27 and 27.1 show that the vast majority of respondents are aware of the Commission's existence.

**Chart 27. Recently a Commission for Monitoring the Investigations of Attacks against Journalists has been set up. Have you heard of the Commission? %**

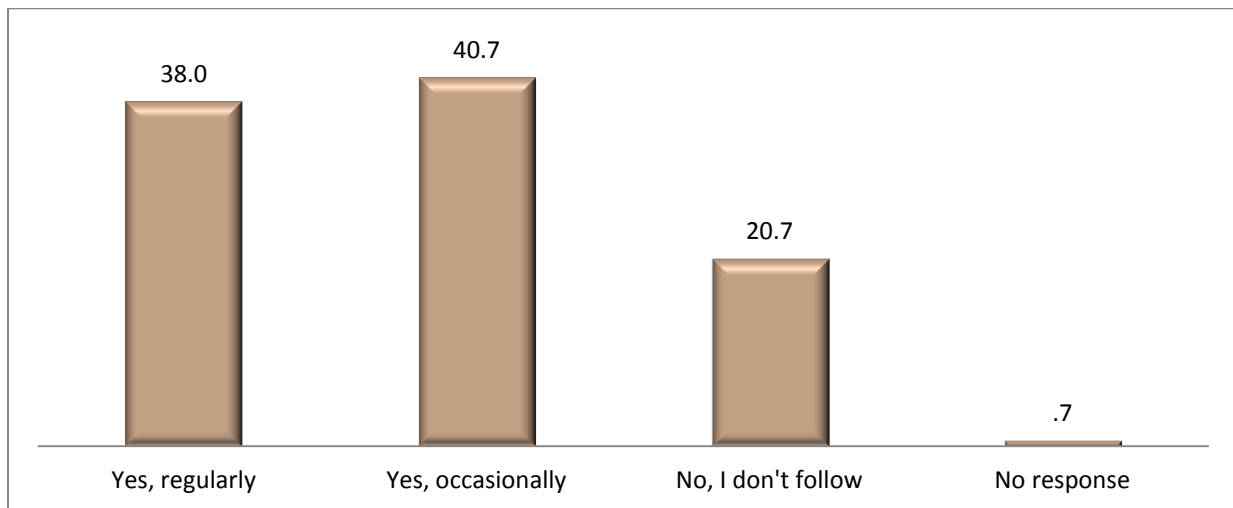


**Chart 27.1. Aware of the Commission's existence by the media type %**

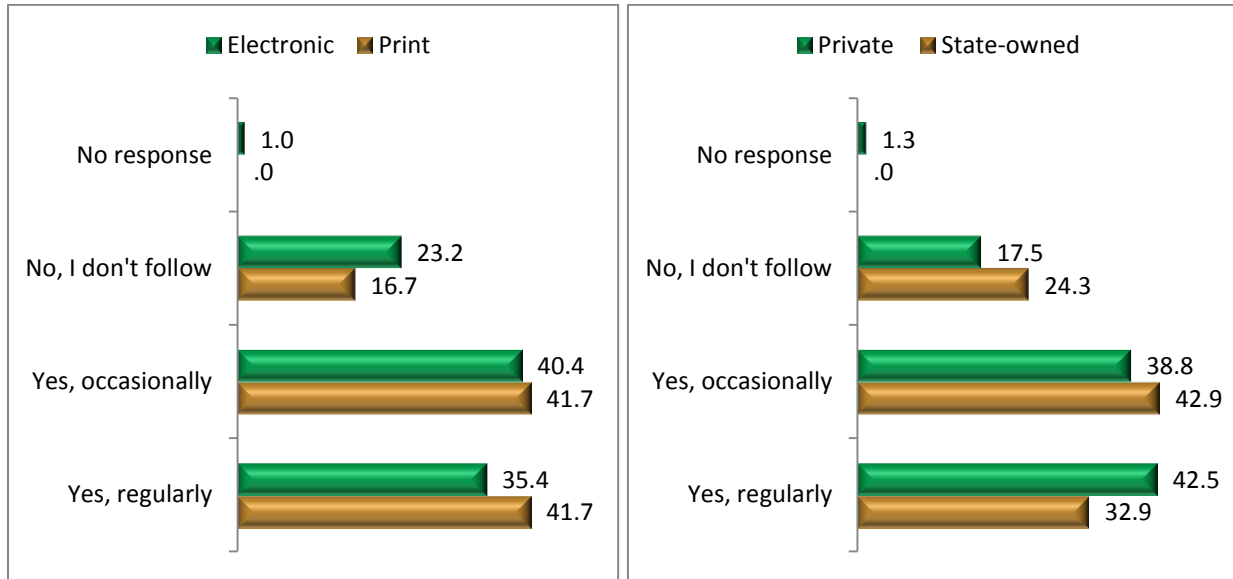


The work of the Commission is regularly followed by 38% of respondents, with over 40% of those who occasionally follow its work. On the other hand, one in five respondents does not follow the Commission's work (Chart 28). The journalists working for the print media are far more interested in the Commission's work than the ones working for the electronic media, and on the other hand, the Commission's work is much more followed by the journalists employed with the private media than with the state-owned ones (Chart 28.1).

**Chart 28. If you are aware of its existence, do you follow the Commission's work? %**

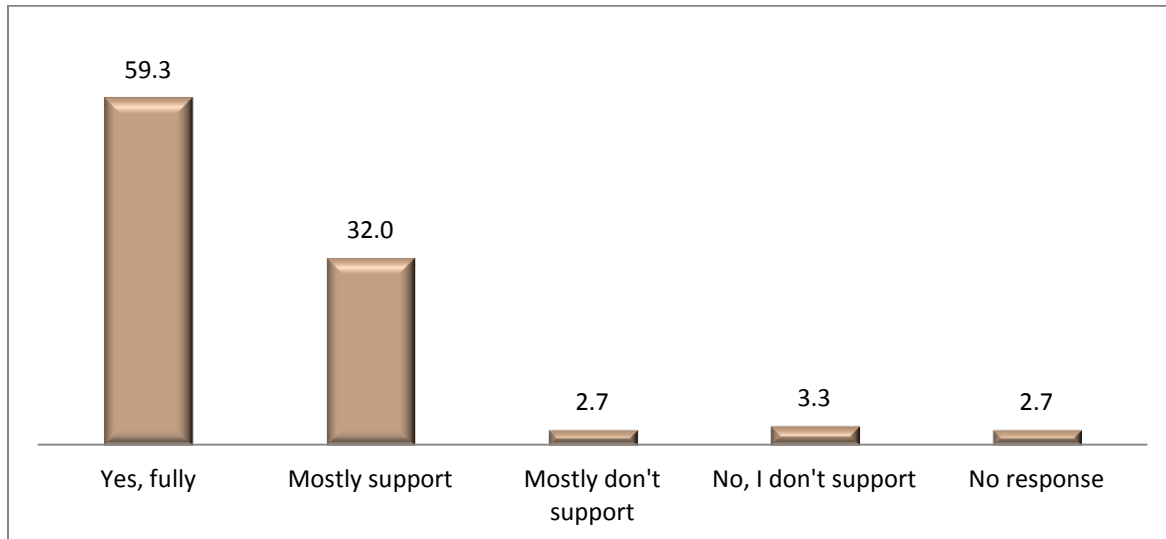


**Chart 28.1. Following Commission’s work by the media type %**

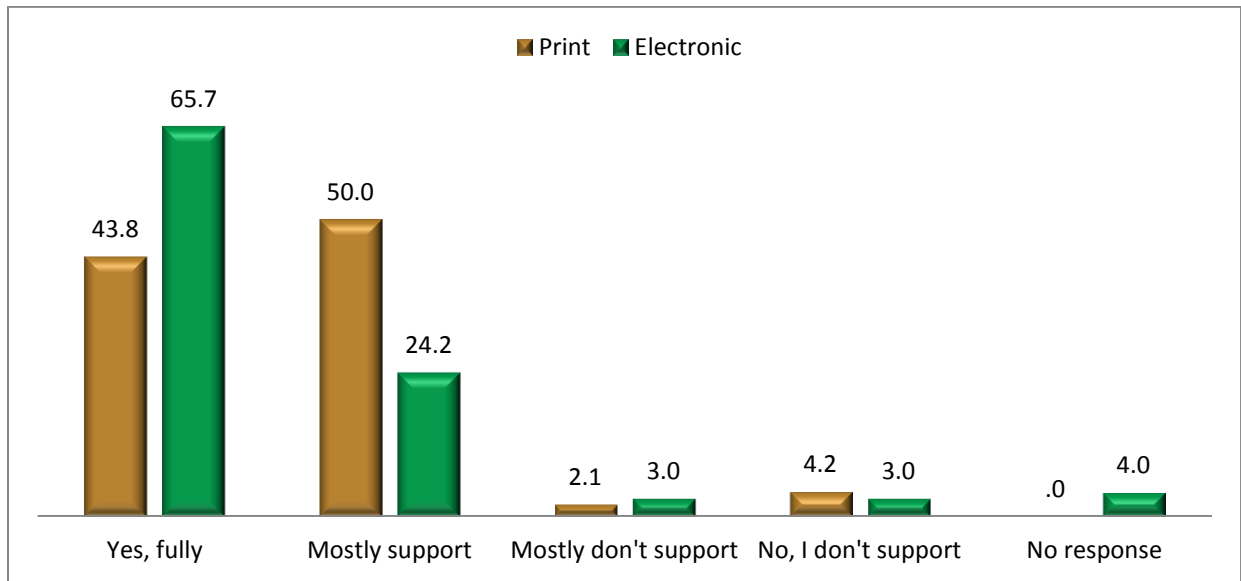


The Commission’s work is to a greater or a lesser degree supported by the vast majority of journalists (Chart 29). This support is more pronounced in the electronic and the state-owned media, then in the press and the private media (Chart 29.1).

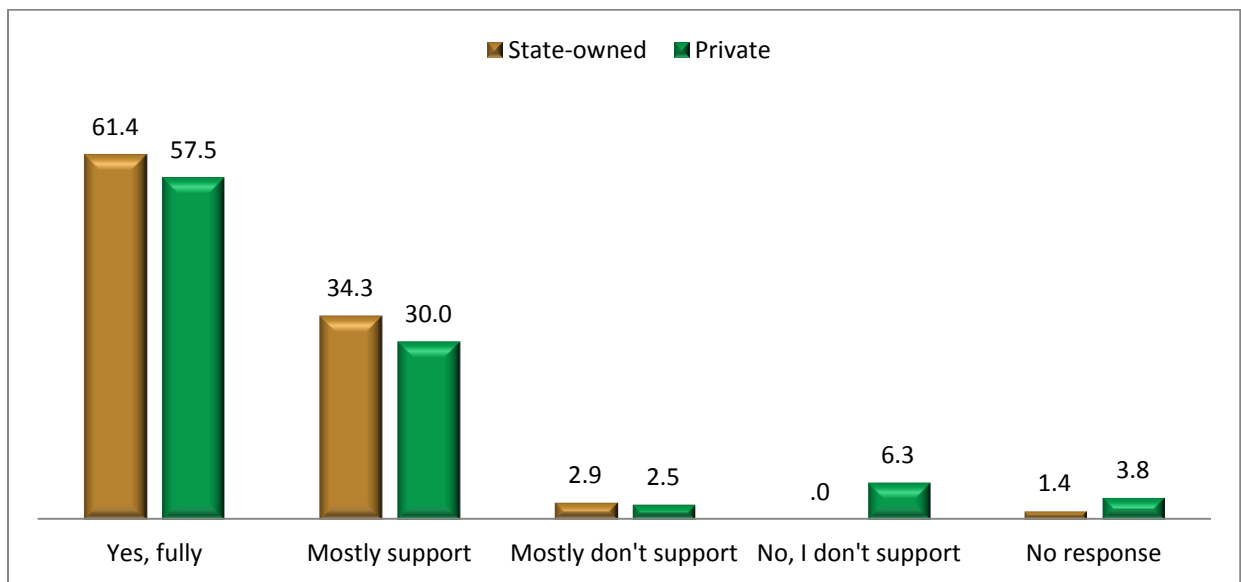
**Chart 29. Do you support the Commission’s work? %**



**Chart 29.1. Support for the Commission’s work by the media type %**



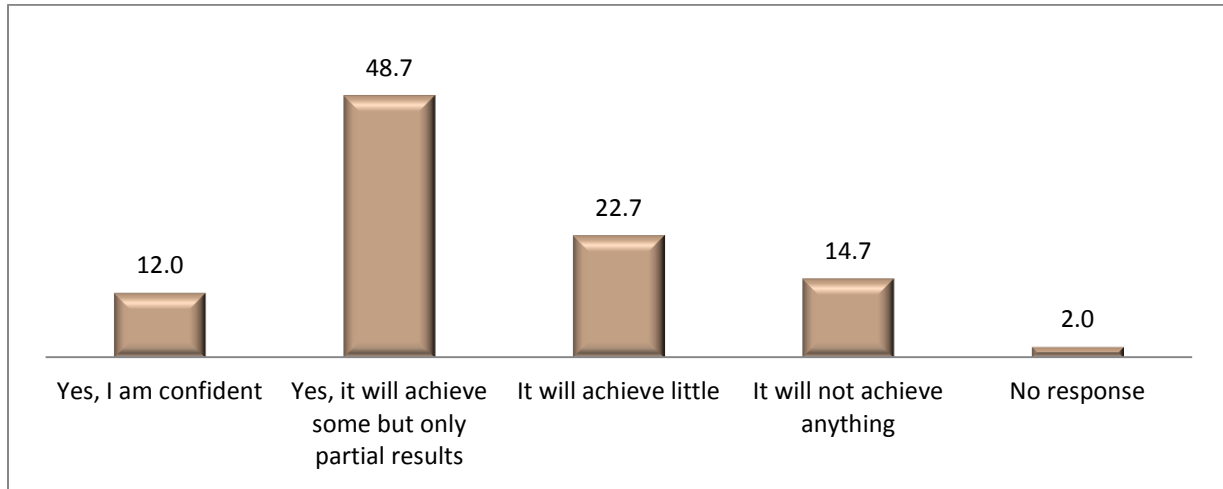
**Chart 29.2. Support for the Commission’s work by the media ownership %**



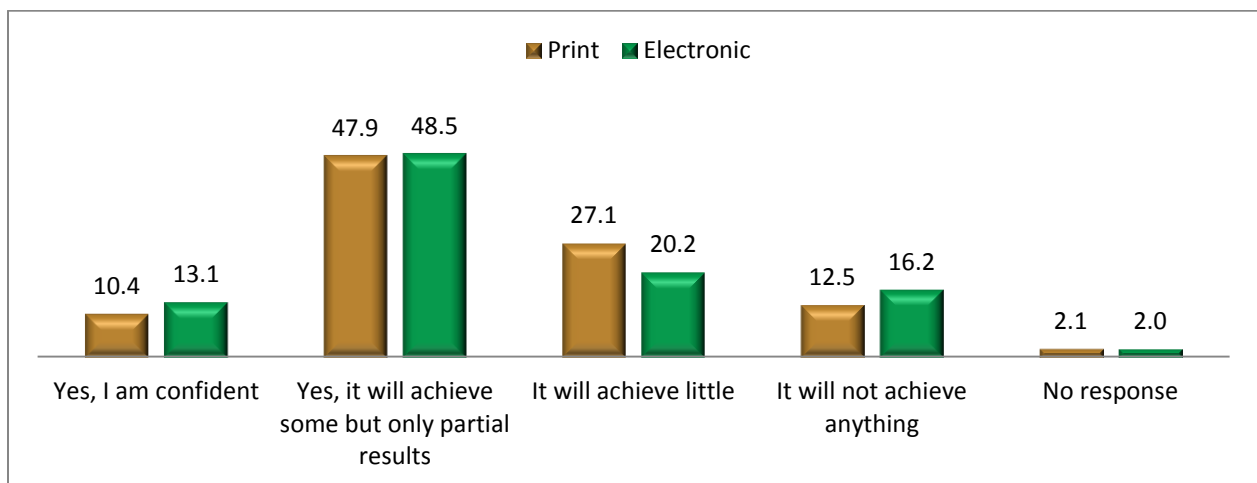
Asked to assess the effects of the Commission’s work, almost one in two respondents believes that the Commission will achieve certain results that will be only “partial”. On the other hand, over 37% of respondents believe the Commission will have little or no results (Chart 30). The respondents from the electronic media have a somewhat more positive assessment of the Commission’s achievements, while this view is much more negative in the private than in the state-owned media (Chart 30.1).



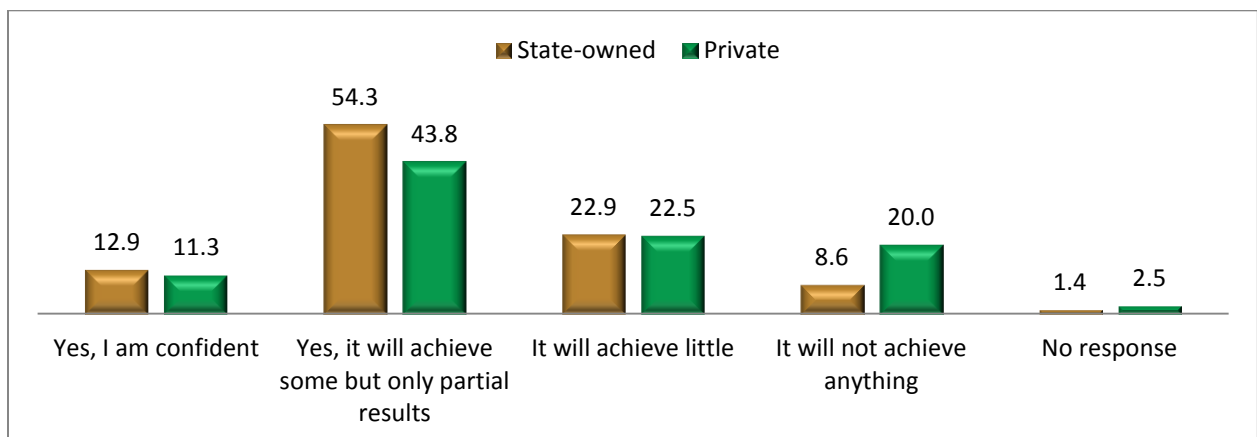
**Chart 30. Do you believe the Commission will achieve good results? %**



**Chart 30.1. Trust in the Commission's work by the media type %**

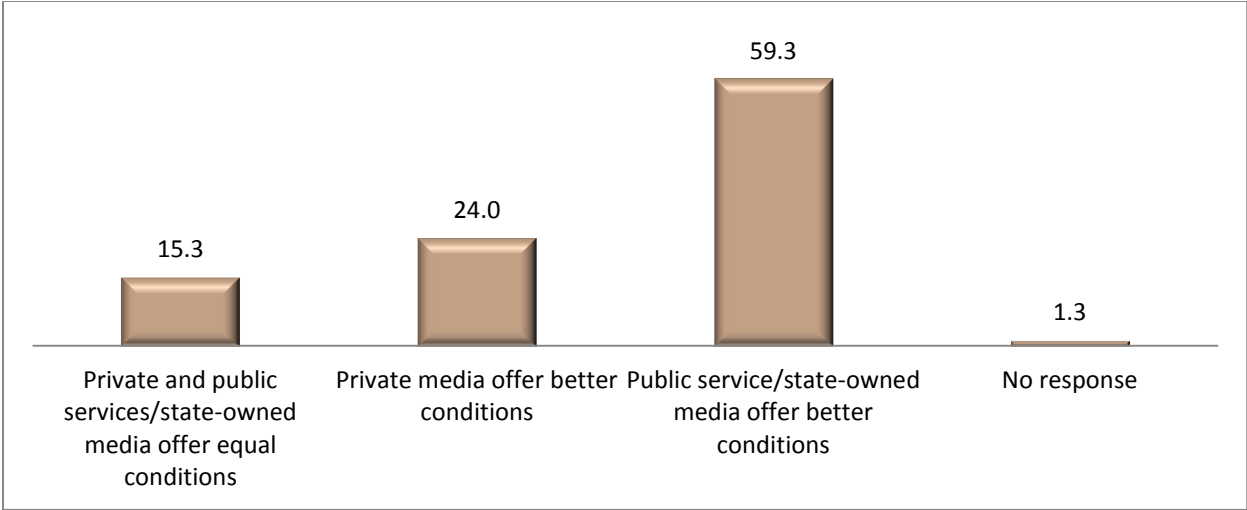


**Chart 30.2. Trust in the Commission's work by the media ownership %**

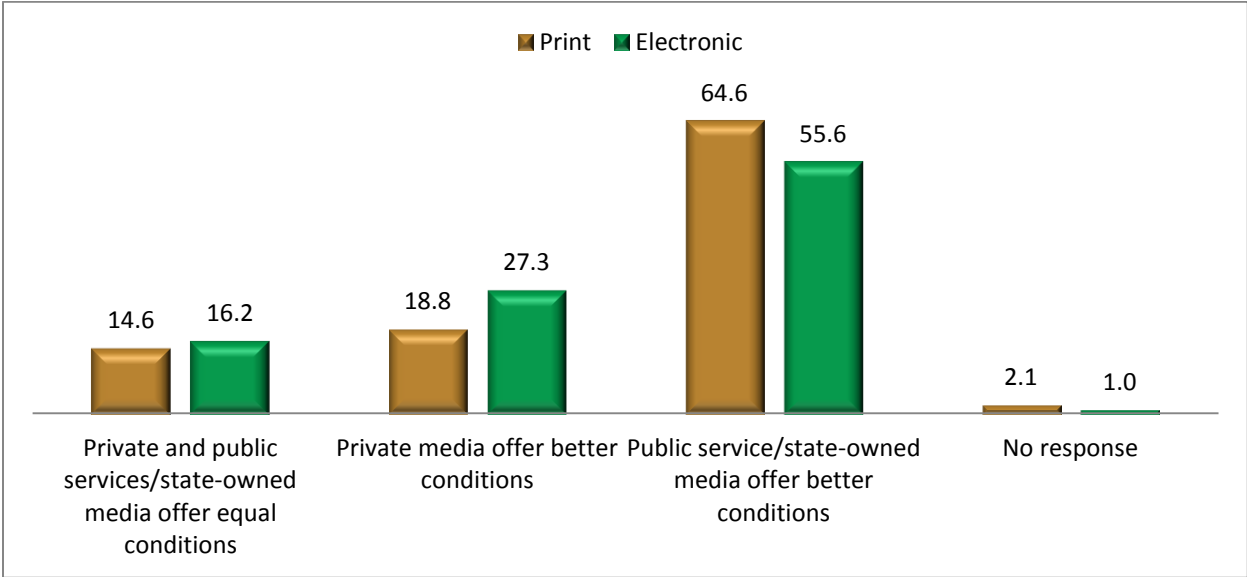


As regards the conditions for the operation of the state-owned/public and the private media, there is a substantially larger number of respondents at the sample level who believe that the state-owned/public media offer better conditions than the ones who believe that the operational conditions are better in the private media (Chart 31). This attitude is somewhat more prominent in the print over the electronic media (Chart 31.1). However, if the views of journalists working in the state-owned or the ones working in the private media are analysed, there is a clear disproportion in their views. Most of those who work in the private media believe that the state-owned media offer better conditions, and most of those working for the state-owned media claim the opposite (Chart 31.2).

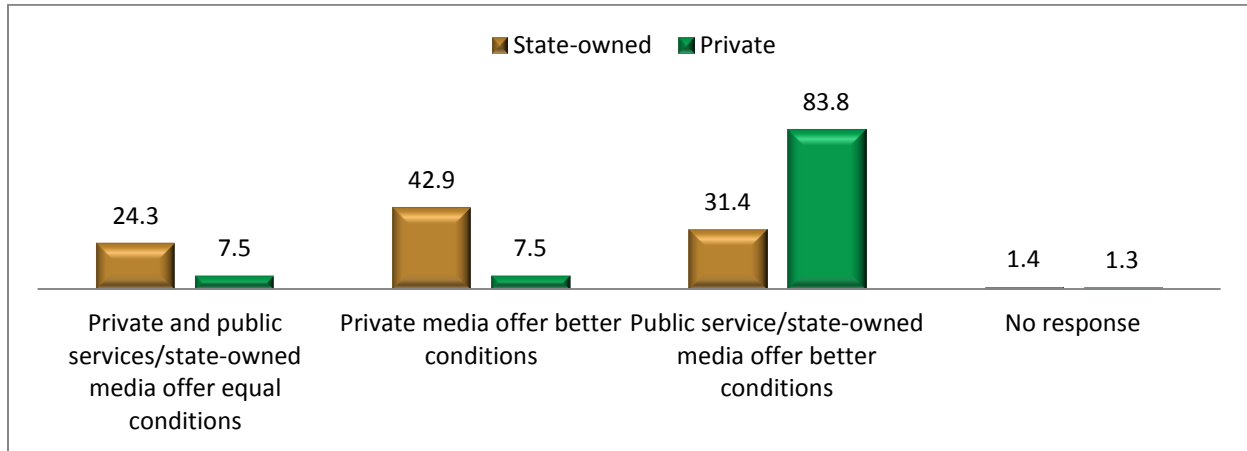
**Chart 31. As regards the conditions of operation, do you believe that the private media and the public services/state-owned media enjoy equal conditions? %**



**Chart 31.1. Equality of conditions by the media type %**



**Chart 31.2. Equality of conditions by the media ownership %**

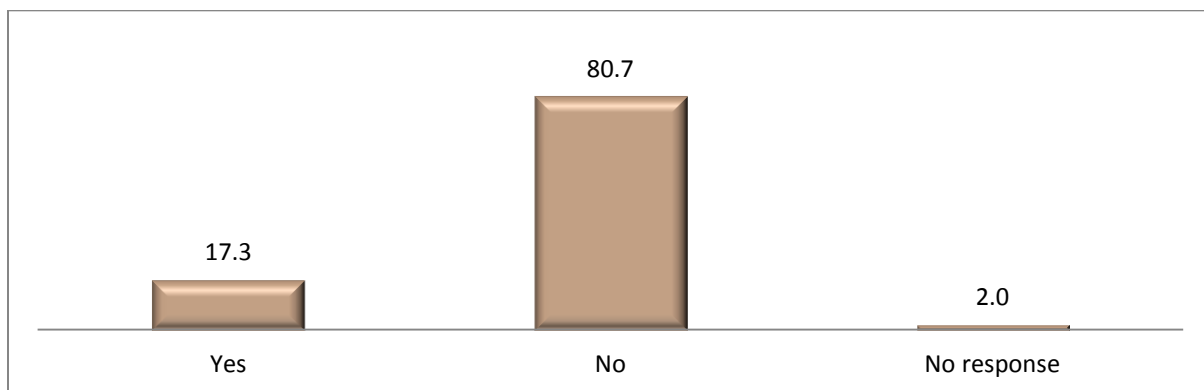


## JOURNALISTS' OPINIONS ABOUT PROFESSIONAL ASSOCIATIONS AND UNIONS

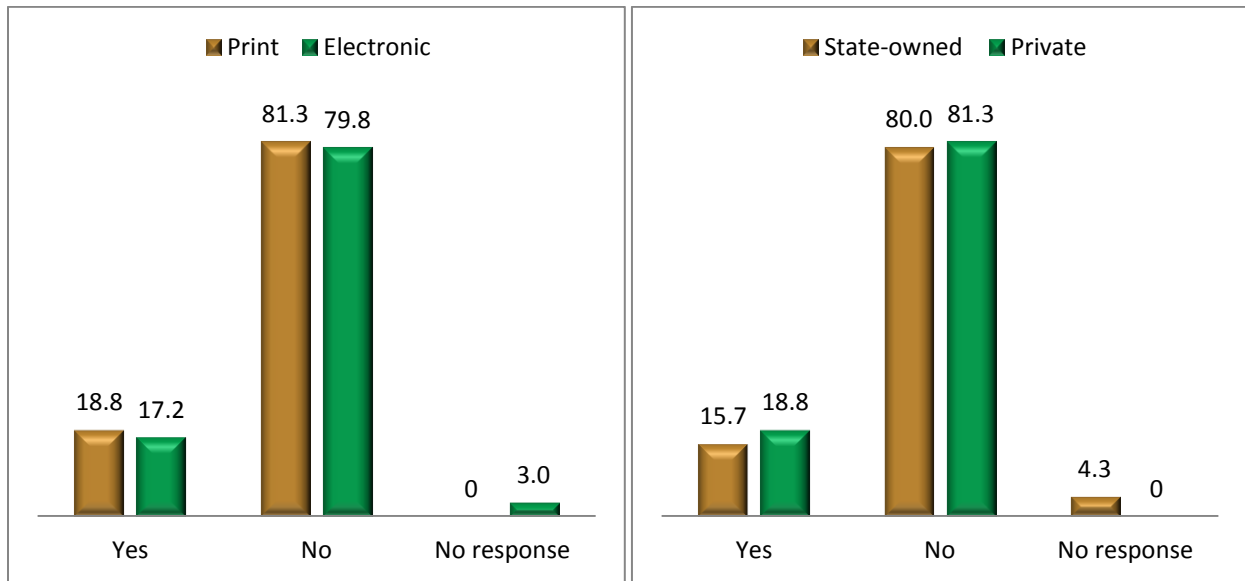
It is a general belief that professional associations and branch unions do not have the capacity which is evident in other European countries, or even in the countries of this region. Given that the issue of professional associations and unionism is important for journalism as a profession, we devised a set of questions to assess the respondents' views on these matters.

Firstly, as regards membership to professional associations, over 80% of respondents are not members of any (Chart 32). In this respect there is a significant difference between the print and the electronic media, and between the state-owned and the private media (Chart 32.1). Among those who reported being members of professional associations, the largest share are members of Montenegro's Association of Journalists (Chart 33).

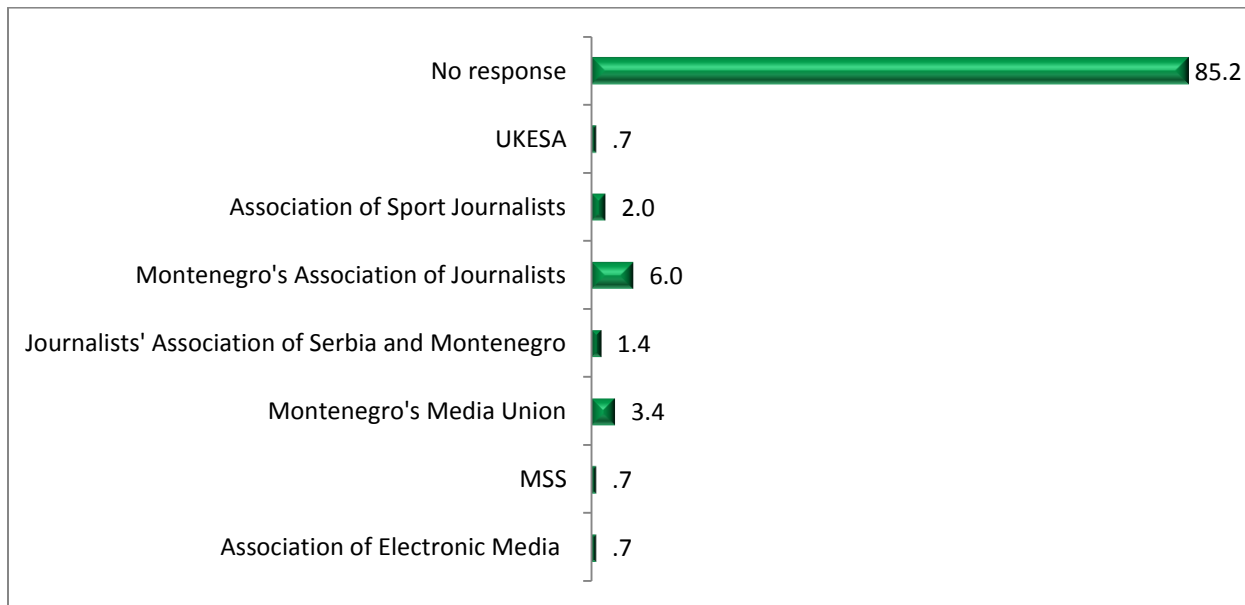
**Chart 32. Are you a member of any professional association %**



**Chart 32. 1. Membership to professional associations by media type %**

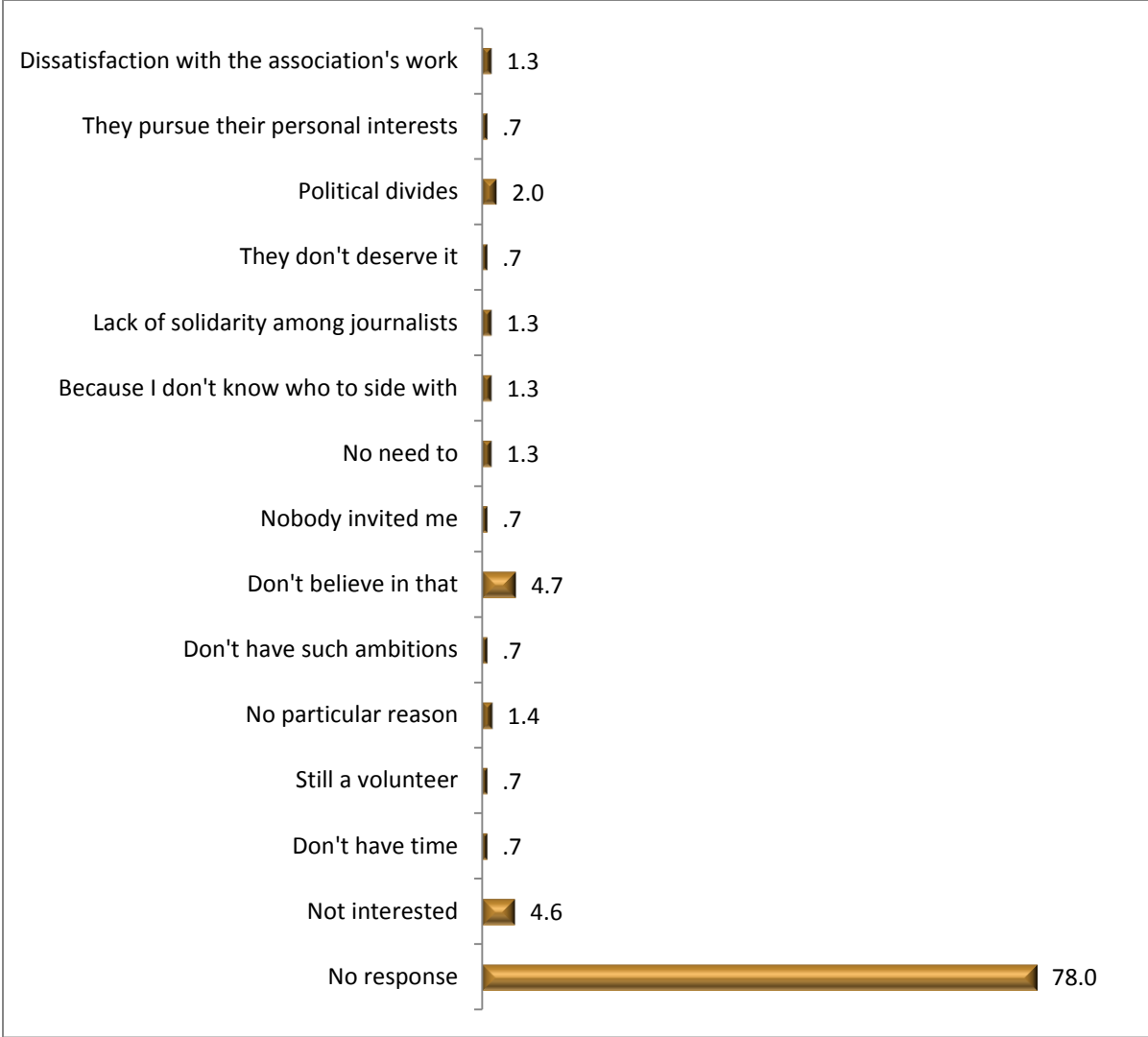


**Chart 33. What professional association are you a member of? %**



Asked about the reasons for not being members of any professional association, the largest share of respondents did not want to state any reasons (Chart 34). Out of the small share of those who did state the reasons, these include lack of conviction and interest.

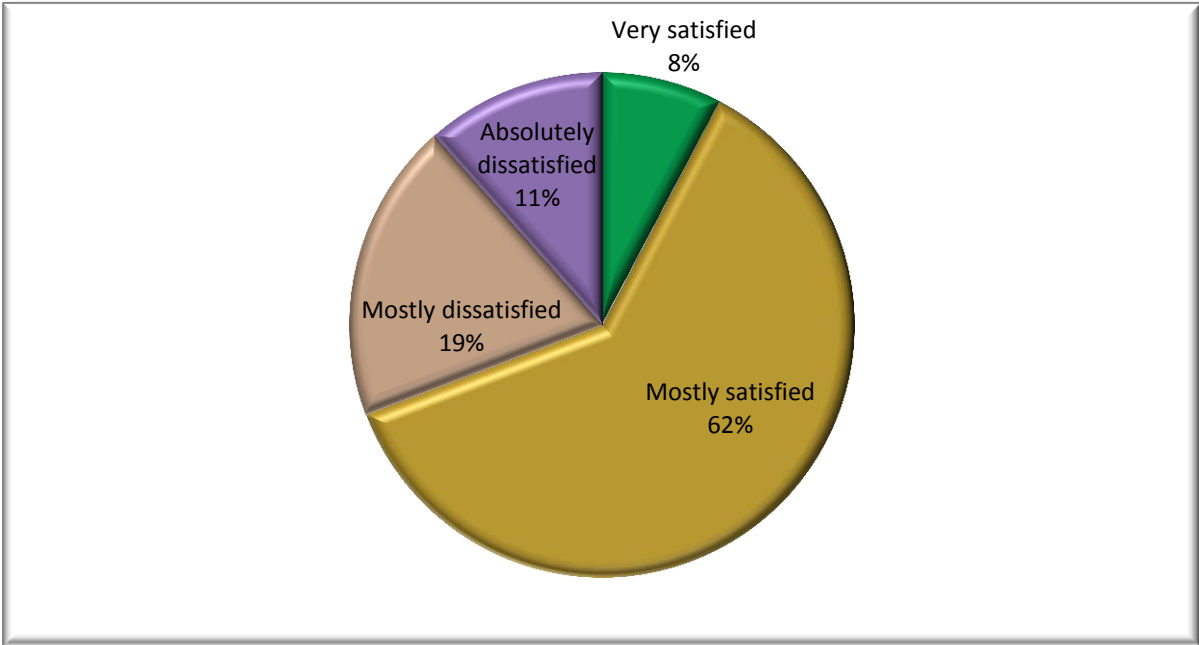
**Chart 34. Reasons for not being a member of any professional association (% just for those who responded “no” )**



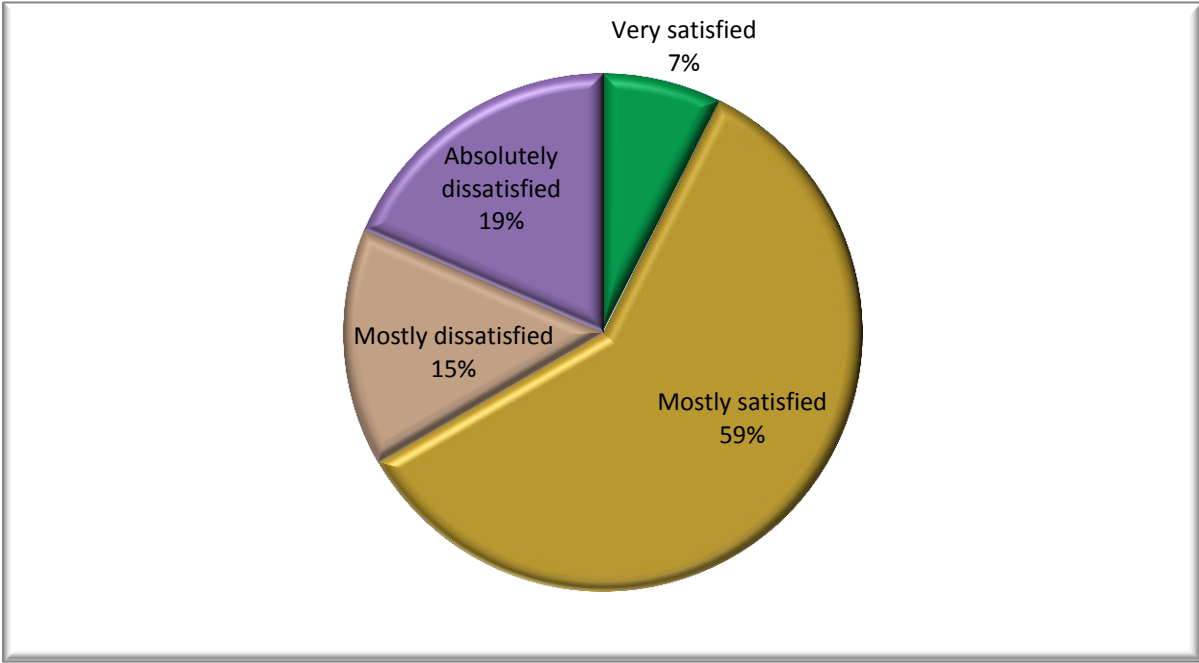
Hence, as already noted, out of all respondents, only 17.3% are members of professional associations, while the vast majority are not members. Regardless of very few actual members, we nevertheless asked several questions on the work of the association. Chart 35 shows the degree of satisfaction with the work of the association. Some 70% of respondents who are members of professional associations show a higher or a lower level of satisfaction with the work of their association, and conversely 30% are dissatisfied.

As regards the protection the professional association offers to journalists, 2/3 of respondents say they are satisfied, to a greater or a lesser degree, with the protection offered by professional association, and conversely, 1/3 of them expressed their dissatisfaction (Chart 36).

**Chart 35. If you are a member, are you pleased with the work of the association? (% of members)**

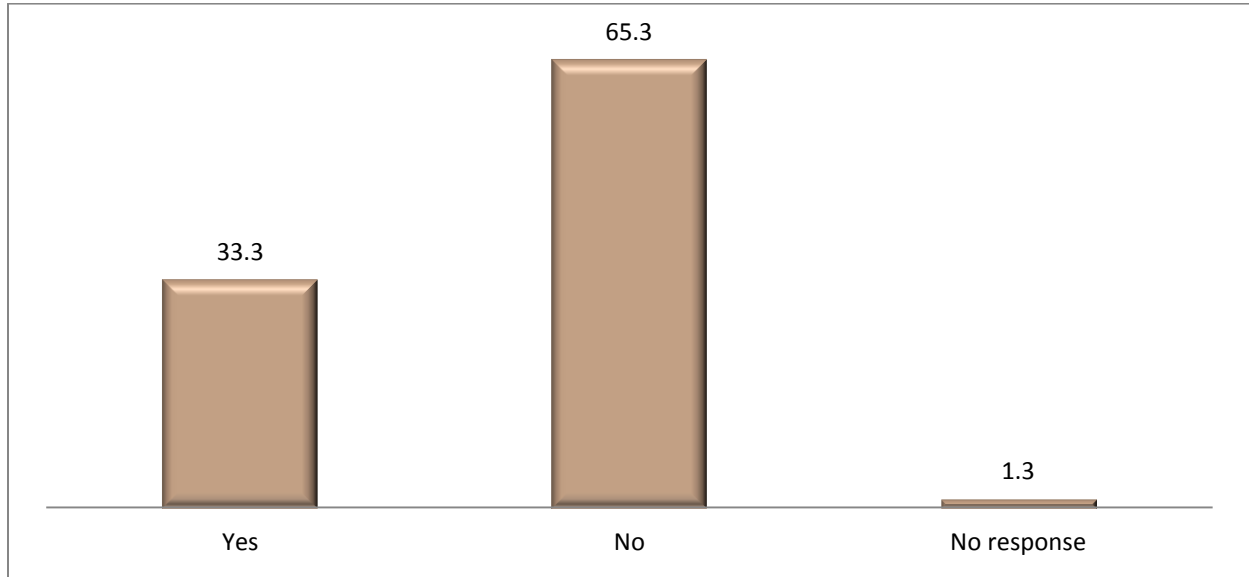


**Chart 36. Are you satisfied with the protection provided by your association? (% of members)**

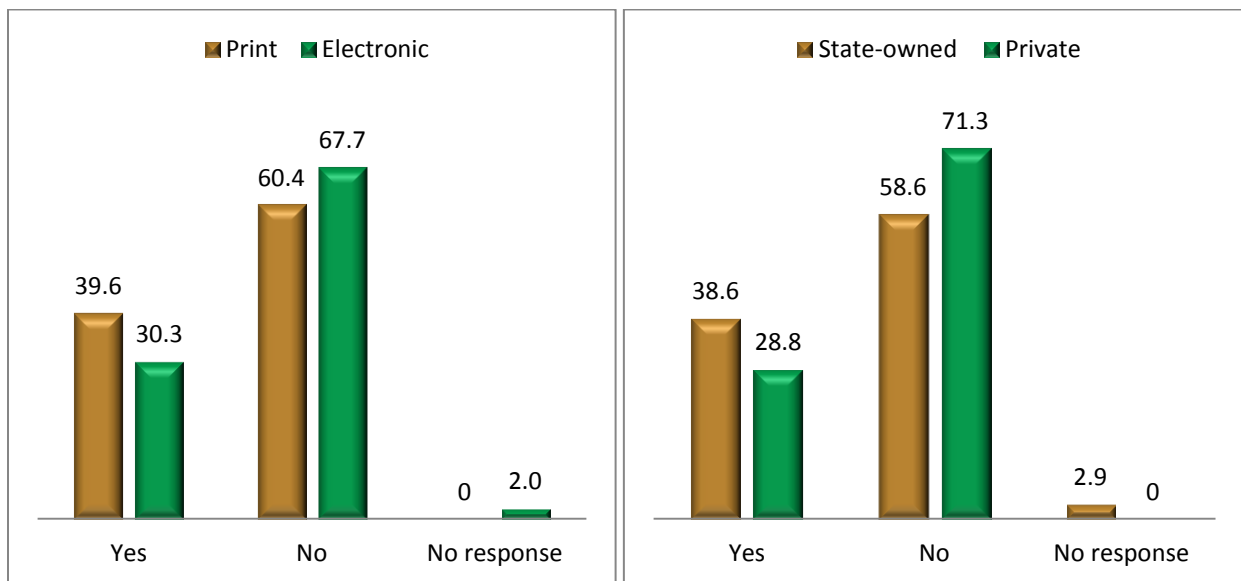


When it comes to union membership, almost 2/3 of respondents are not members of any union. Hence, only one in three journalists is a union member (Chart 37). The journalists from print media are to greater extent union members compared to the electronic media, just like the employees in state-owned media are more often union members than the ones in the private media (Chart 37.1). Among those who are union members, the largest number of them are members of the Media Trade Union and the Confederation of Trade Unions of Montenegro (Chart 38).

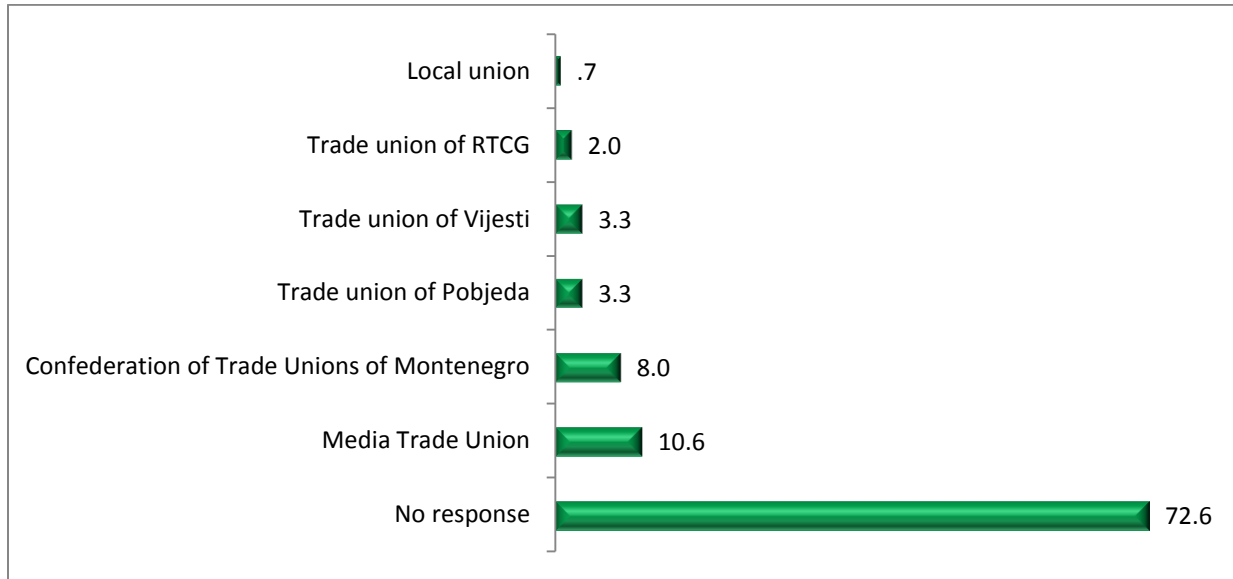
**Chart 37. Are you a union member? %**



**Chart 37.1 Union membership by media type %**

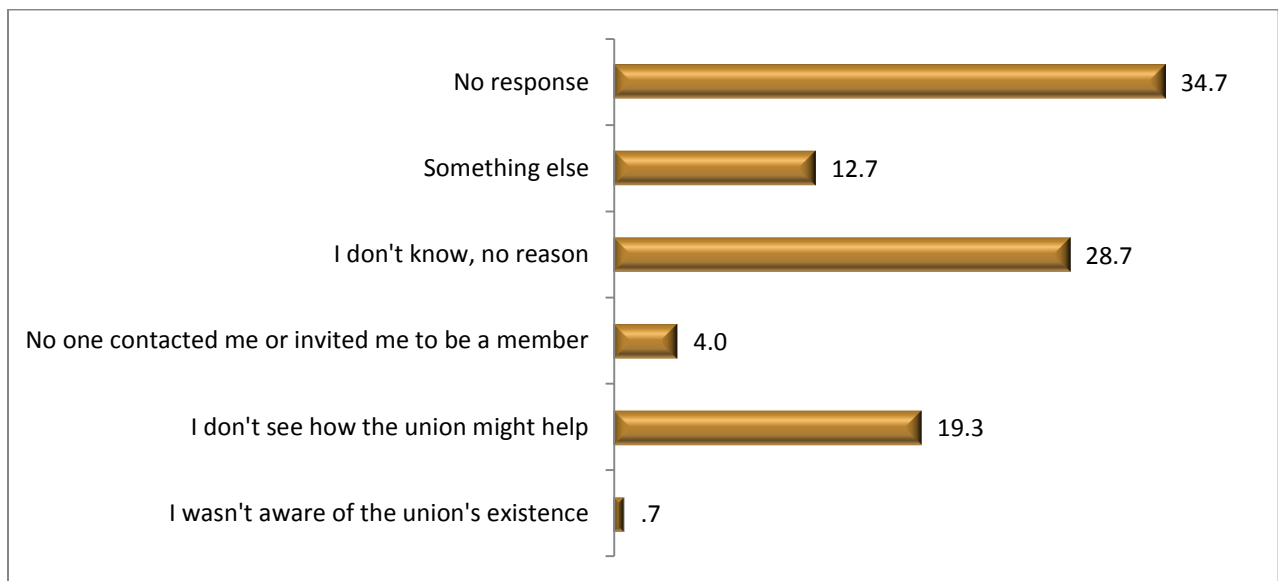


**Chart 38. What trade union are you a member of? %**



Asked for the reasons why they are not union members (those who are not union members) the largest share of respondents did not provide any response, and among those who did, most of them they fail to give specific reasons or they do not believe the union may be of help (Chart 39). The total of 12.7% respondents gave no response to the closed question, but rather stated reasons under the open question, which are as follows: poor union operation, corruption, unions representing the interests of the management, lack of professionalism, journalists' disinterestedness, lack of trust in the unions.

**Chart 39. If not a union member, what are the reasons? %**





## KEY SURVEY FINDINGS:

1. By clear definition of the sample, the survey covered to the greatest extent the journalists working for the television (35.7%), followed by the 29.3% of journalists working for dailies, then 5.3% in online media, 2.7% of those employed with weeklies, and 2% of journalists working for the news agencies.
2. Of all the media covered by the sample, 53.3% are state-owned, and 46.7% private. Among the printed media, there is far more privately owned ones, while among the electronic media most are state-owned/public.
3. In Montenegro there are more women (61.3%) than men (38.7%) among journalists.
4. The average net salary for journalists in Montenegro is around 470 euros. In this respect, there are no significant differences between different media types.
5. On average, Montenegrin journalists are quite well-educated. More precisely, 78% of respondents hold university degrees. Compared to the ownership type, the educational structure in state-owned/public media is somewhat more favourable than in the private ones.
6. Out of the total number of respondents, over  $\frac{3}{4}$  are employed as per open-ended contracts, over 13 % on fixed time contracts, while the rest (somewhat over 11%) work part-time or have an unidentified status. Comparing the media by the type of ownership, there is substantially more of those on open-ended contracts in the state-owned/public media (85.7% vs. 66.3%). Also, there are more journalists on open-ended contracts in electronic media compared to the private ones (79.8% vs. 64.6%)
7. On average, the respondents have been employed with the current media for somewhat over 8 years. This figure is somewhat higher in the state-owned media (11) compared to the private ones (7), while the print and the electronic media show no difference in this respect.
8. Of all the respondents, 78% receive fixed salaries. In this respect, there is no difference between the print and the electronic media, but there is a somewhat larger share of journalists on fixed salaries in the private media (80%) than in the state-owned/public media (75.7%)
9. Based on the survey findings, over  $\frac{1}{4}$  of journalists state their co-workers do not receive the same salary as they do notwithstanding doing the same type of job. There is almost an equal number of those who claim the salaries are levelled, while one in two respondents was unable to answer this question. The findings indicate the salary levelling is more prominent in the state-owned than in the private media.

10. Almost 55% of respondents say they receive their salaries on time, with almost 29% of those who say salaries are mostly on time. Hence, somewhat over 15% of Montenegrin journalists face serious problems with regular income. The situation regarding regular income is somewhat better in the electronic compared the print media, and the private compared to the state-owned ones.
11. In over 70% of cases there are no outstanding liabilities towards journalists, which by extension, means that such liabilities exist for the remaining 30%. In such cases, the delay in payment of salaries is between 2 and 4 months. This is much more prominent in the state-owned than in the private media, with no difference noted between the electronic and the print media.
12. One in five journalists in Montenegro has seen salary reductions in the last year. This was more prominent in the print media compared to the electronic ones (35.5% vs. 14.1%), and in the private-owned compared to the state-owned media (30% vs. 10%).
13. In almost 65% of the cases, journalists claim there are rulebooks and regulations governing their work. In this respect, there is a substantial difference between the state-owned (81.4%) and the private media (50%). There is no particular difference between the print and the electronic media.
14. Out of all respondents, 70% receive full set of contributions to their salary. The remaining 30% are either not registered or are registered to lower amounts than the actual salary received. In this respect, the journalists working in the electronic media are in a more favourable situation compared to the print media (74.7% vs. 58.3%), as well as the ones working for the state-owned media compared to the ones in the private media (81.4% vs. 60%).
15. Somewhat over 45% of journalists have eight-hour working days. However, some 30% of them work more than eight hours a day. As regards the working hours, there are no substantial differences between the electronic and the print, or the private and the state-owned media.
16. Almost ¼ of journalists work overtime on daily basis, with the additional almost 1/5 of those who work overtime several days a week. The amount of overtime work is much greater in the print than in the electronic media, and the same goes for the private compared to the state-owned media.
17. Almost one in two journalists receives no overtime pay, and only 18% are fully compensated for such type of work. Overtime is much less paid in the private media compared to the state-owned ones, and there is a difference as regards different media types, with electronic media providing lesser overtime pay compared to the print media.

18. Over 68% of journalists have two days off a week. However, over 22% have only one day a week off, with 3.3% of those who have no days off. In this respect, the situation is more favourable in state-owned media compared to the private ones, and in the print than in the electronic media.
19. One in ten journalists has no regular annual leave. This percentage is higher in the private than in the state-owned media, as well as in the electronic than in the print media.
20. Journalists mostly take annual leaves (which is not the case with one in ten journalists), lasting around three weeks, and in this respect there is no difference when comparing the media in all categories.
21. As regards public holidays, only one in five journalists is always free, with 26.7% who are 'mostly' free during holidays. On the other hand, however, 30% of journalists regularly and always work during the holidays, and additionally, one in four journalists 'mostly' work during the holidays. In this respect, those working in the electronic and the private media are far less free for holidays compared to those in the print and the state-owned media.
22. Additional work during holidays is largely unpaid, or more precisely, less than 1/3 of journalists are regularly and fully paid for this type of work. In this respect, the work done during holidays is better paid in the electronic than the print media, and in the state-owned than in the private media.
23. As regards the gender aspect, somewhat more respondents say that men are treated better than women. However, the largest number of respondents state that both men and women enjoy equal treatment. In this respect, employers and editors are least discriminatory, and the largest share of discrimination is expressed by the public (citizens).
24. The vast majority of respondents have heard of the Commission monitoring the investigation of assaults against journalists. Likewise, most of them follow the work of the Commission more or less regularly (which is not the case with one in five journalists). In addition, vast majority of respondents support the work of the Commission to a greater or a lesser degree.
25. On the other hand, as regards the Commission, there is a certain doubt in the assessment of its achievements. More precisely, over 22% of journalists believe that the work of the Commission will lead to 'very little' results, with 14.7% of those who believe there will be 'no' results at all. In this respect, there are no differences by the media type.
26. Almost 60% of respondents believe that public service media (state-owned) have better conditions for operation. On the other hand, ¼ of respondents believe that private media enjoy better conditions for operation. The view that public service media offer better conditions,

although predominant, is not equally distributed by media type and ownership. More precisely, journalists working in different media do not agree equally that journalists in state-owned media have better conditions for work. Thus, over 83% of respondents from the private media express such a view compared to 31% of respondents from the state-owned media. Moreover, majority of the respondents from the state-owned media believe the position of those working for the private media is better (almost 43%).

27. Only 17.3% of respondents say they are members of journalists' associations. As regards such associations, the largest share of respondents belongs to Montenegro's Association of Journalists. Those who are not members of associations most often state no reasons for not being members. In addition, among the members, 30% are not pleased with the work of the association, together with 34% of members not happy with the protection offered by the association.
28. Only one in three respondents is a union member. This percentage is somewhat higher in the print compared to the electronic media (39.6% vs. 30.3%), and in the state-owned compared to the private media (38.6% vs. 28.8%)
29. Out of all respondents, 10.6% are members of the Media Union with additional 8% who are members of the Confederation of Trade Unions of Montenegro. Other union members say they belong to the unions of the media outlet they work for (Union of Pobjeda, Union of Vijesti etc.).
30. Asked why they are not union members, the largest share of respondents is unable to give specific reasons. Among those who quote reasons, or one in five respondents, they express doubts regarding the help to be received by the union. In addition, there are individual opinions (12.7% in total) quoting the following: poor union operation, corruption, unions representing the interests of managers, lack of professionalism, lack of interest on the part of journalists to join in, lack of trust in unions.
31. As regards the views of respondents regarding the things that would improve the status of journalists, there is a number of things they quote. Here we list them all in the manner and as worded by the respondents. Hence, the respondents believe their status would be improved if should the following be done: reduced number of years in service for pension benefits; be granted the status of an official; increased salaries; security; better judicial protection; better legislation; better working conditions; better employment conditions; independence (from political constraints); open-end employment contracts; set working hours; security of media assets; collective agreement; better respect for professionalism and objectivity; solidarity among

journalists; less self-censorship; professional development, building financial power of the media; better conditions for operation; safety at work; setting a professional self-regulatory body; free access to information law; increasing recruitment criteria; improve the status of the journalist profession; greater efforts invested by journalists themselves; joining of journalists' associations; enforcement of the labour law and general collective agreement; introducing licensing; step up the labour inspection activities; solve all the cases of assaults and threats to journalists; foster freedom of speech; reduce the number of media outlets to an acceptable level; limit the impact of owners on the media policy; setting up an effective union; curbing corruption; improve the media code of ethics; protection of journalists.