**Broadcasting council of the republic of macedonia**

**Analysis of Employee Structure**

**in the Broadcasting Industry in 2012**

**INTRODUCTION**

 This document presents data on the number and structure of employees in the broadcasting industry in 2012.

The document consists of two parts, the first referring to the number and structure of employees in the television broadcasting industry, whereas the second one analyses employee structure in the radio broadcasting industry. Within these two parts, data on the employees of the Public Boadcasting Service, as well as commercial broadcasters at the state, regional and local levels, are given separately.

Employee structure is analysed on the basis of the following criteria:

* Post – journalists, editors, managers/executives, technical staff (engineers and technicians), production staff (directors, camera operators/radio recorders, audio/video editors, etc.) and other personnel
* Level of education – higher education, secondary education and other levels of education
* Gender
* Status – regular employment and part-time employment

The data on the number and structure of employees were submitted by the broadcasters themselves, using a special form that had been prepared by the Broadcasting Council.

1. **TELEVISION BROADCASTING INDUSTRY**

In 2012, the number of employees in the television broadcasting industry as a whole amounted to 1,764. Compared to the year before, the total number of employees was reduced by seven. Of these 1764 employees, 1531 were regularly employed, while 233 were engaged as part-time employees.

**Table: Employee structure in the television broadcasting industry**

|  |  |  |
| --- | --- | --- |
|   |   | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 272 | 218 | 193 | 144 | 73 | 71 | 6 | 3 | 218 | 175 | 54 | 43 |
| 2 | Editors | 68 | 67 | 57 | 46 | 11 | 21 | 0 | 0 | 64 | 61 | 4 | 6 |
| 3 | Managers/Executives | 16 | 50 | 10 | 28 | 6 | 22 | 0 | 0 | 16 | 47 | 0 | 3 |
| 4 | Technical staff (engineers and technicians) | 27 | 136 | 10 | 22 | 16 | 111 | 1 | 3 | 20 | 116 | 7 | 20 |
| 5 | Production staff (directors, camera operators, video/audio editors, etc.) | 127 | 478 | 37 | 78 | 75 | 378 | 15 | 22 | 113 | 426 | 14 | 52 |
| 6 | Other personnel | 178 | 127 | 58 | 34 | 102 | 75 | 18 | 18 | 157 | 118 | 21 | 9 |
|  | TOTAL | 688 | 1076 | 365 | 352 | 283 | 678 | 40 | 46 | 588 | 943 | 100 | 133 |

Of the total number of employees, 34% were employees of the Macedonian Television (*Makedonska* *Televizija, MRT*), whereas the remaining 66% worked in the privately-owned sector.

As regards employee structure, most numerous was the production staff (605 persons), the majority of whom were males who had completed secondary education (62%).

The second most numerous group were the persons employed as journalists. Compared to the previous year, their number dropped by 48 persons. This was mostly owing to the decline in the number of journalists in the public broadcasting service (by 18%, i.e. 33 persons: in 2011, the MTV had 181 persons hired as journalists, while in 2012 – 148 persons).

A more significant increase in the employee number can be seen among the persons hired as editors. Their number increased by 55 % compared to the previous year.

 **Employee structure by post**

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In the year under review, males who worked at the television stations were much more numerous than females (there were 1076 male employees, as opposed to 688 female employees).

Most of the male employees were engaged as production staff – more precisely, 44% of males in the television broadcasting industry were employed as directors, camera operators, video/audio editors and other production personnel.

The majority of women were engaged as journalists (40%).

 **Employee structure by gender**

The male-female ratio was the lowest among the persons employed as editors (67 males, as opposed to 68 females).

As regards the level of education, The majority of employees of all entities in the television broadcasting industry were males who had completed secondary education (38%), of whom as many as 56% were engaged as directors, camera operators, audio/video editors and other production staff.

**Employee structure by education**

Among the persons who had completed higher education, female journalists were the most numerous (27%). A total of 86 persons had other levels of education, of whom as many as 85% comprised the production and other personnel.

* 1. **The Macedonian Television (*Makedonska televizija, MRT)***

**Table: Employee structure of the Macedonian Television**

|  |  |  |
| --- | --- | --- |
|   |   | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 83 | 65 | 50 | 40 | 28 | 23 | 5 | 2 | 83 | 65 | 0 | 0 |
| 2 | Editors | 26 | 16 | 23 | 13 | 3 | 3 | 0 | 0 | 26 | 16 | 0 | 0 |
| 3 | Managers/Executives | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 |
| 4 | Technical staff (engineers and technicians) | 0 | 16 | 0 | 3 | 0 | 13 | 0 | 0 | 0 | 16 | 0 | 0 |
| 5 | Production staff (directors, camera operators, video/audio editors, etc.) | 74 | 212 | 22 | 39 | 39 | 154 | 13 | 19 | 74 | 212 | 0 | 0 |
| 6 | Other personnel | 63 | 38 | 16 | 12 | 34 | 12 | 13 | 14 | 63 | 38 | 0 | 0 |
|  | TOTAL | 246 | 351 | 111 | 111 | 104 | 205 | 31 | 35 | 246 | 351 | 0 | 0 |

**1.2. Commercial terrestrial television stations at the state level**

 **Table: Employee structure of the terrestrial television stations at the state level**

|  |  |  |
| --- | --- | --- |
|   |   | Status as on 31.12.2012 |
|   | Staff | Total  | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 60 | 55 | 49 | 47 | 11 | 7 | 0 | 1 | 55 | 52 | 5 | 3 |
| 2 | Editors | 13 | 19 | 11 | 18 | 2 | 1 | 0 | 0 | 13 | 18 | 0 | 1 |
| 3 | Managers/Executives | 1 | 5 | 1 | 4 | 0 | 1 | 0 | 0 | 1 | 4 | 0 | 1 |
| 4 | Technical staff (engineers and technicians) | 10 | 31 | 4 | 5 | 5 | 25 | 1 | 1 | 10 | 31 | 0 | 0 |
| 5 | Production staff (directors, camera operators, video/audio editors, etc.) | 21 | 109 | 3 | 19 | 18 | 89 | 0 | 1 | 21 | 102 | 0 | 7 |
| 6 | Other personnel | 47 | 51 | 14 | 7 | 31 | 40 | 2 | 4 | 46 | 49 | 1 | 2 |
|  | TOTAL | 152 | 270 | 82 | 100 | 67 | 163 | 3 | 7 | 146 | 256 | 6 | 14 |

* 1. **Satellite television stations**

**Тable: Employee structure of the satellite television stations**

|  |  |  |
| --- | --- | --- |
|   |   | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 37 | 40 | 32 | 28 | 5 | 12 | 0 | 0 | 36 | 30 | 1 | 10 |
| 2 | Editors | 12 | 8 | 11 | 4 | 1 | 4 | 0 | 0 | 12 | 8 | 0 | 0 |
| 3 | Managers/Executives | 2 | 4 | 1 | 3 | 1 | 1 | 0 | 0 | 2 | 4 | 0 | 0 |
| 4 | Technical staff (engineers and technicians) | 9 | 25 | 4 | 4 | 5 | 20 | 0 | 1 | 7 | 23 | 2 | 2 |
| 5 | Production staff (directors, camera operators, video/audio editors, etc.) | 15 | 69 | 6 | 9 | 9 | 60 | 0 | 0 | 13 | 63 | 2 | 6 |
| 6 | Other personnel | 27 | 27 | 13 | 10 | 14 | 17 | 0 | 0 | 25 | 26 | 2 | 1 |
|  | TOTAL | 102 | 173 | 67 | 58 | 35 | 114 | 0 | 1 | 95 | 154 | 7 | 19 |

* 1. **Regional television stations**

**Тable: Employee structure of the regional television stations**

|  |  |  |
| --- | --- | --- |
|   |   | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 22 | 10 | 15 | 4 | 7 | 6 | 0 | 0 | 4 | 3 | 18 | 7 |
| 2 | Editors | 4 | 3 | 2 | 1 | 2 | 2 | 0 | 0 | 3 | 1 | 1 | 2 |
| 3 | Managers/Executives | 3 | 6 | 2 | 2 | 1 | 4 | 0 | 0 | 3 | 6 | 0 | 0 |
| 4 | Technical staff (engineers and technicians) | 3 | 19 | 2 | 5 | 1 | 14 | 0 | 0 | 1 | 12 | 2 | 7 |
| 5 | Production staff (directors, camera operators, video/audio editors, etc.) | 8 | 21 | 6 | 4 | 2 | 15 | 0 | 2 | 3 | 8 | 5 | 13 |
| 6 | Other personnel | 10 | 3 | 4 | 1 | 4 | 2 | 2 | 0 | 7 | 2 | 3 | 1 |
|  | TOTAL | 50 | 62 | 31 | 17 | 17 | 43 | 2 | 2 | 21 | 32 | 29 | 30 |

* 1. **Local television stations**

**Table: Employee structure of the local television stations**

|  |  |  |
| --- | --- | --- |
|   |   | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 70 | 48 | 47 | 25 | 22 | 23 | 1 | 0 | 40 | 25 | 30 | 23 |
| 2 | Editors | 13 | 21 | 10 | 10 | 3 | 11 | 0 | 0 | 10 | 18 | 3 | 3 |
| 3 | Managers/Executives | 10 | 31 | 6 | 15 | 4 | 16 | 0 | 0 | 10 | 29 | 0 | 2 |
| 4 | Technical staff (engineers and technicians) | 5 | 45 | 0 | 5 | 5 | 39 | 0 | 1 | 2 | 34 | 3 | 11 |
| 5 | Production staff (directors, camera operators, video/audio editors, etc.) | 9 | 67 | 0 | 7 | 7 | 60 | 2 | 0 | 2 | 41 | 7 | 26 |
| 6 | Other personnel | 31 | 8 | 11 | 4 | 19 | 4 | 1 | 0 | 16 | 3 | 15 | 5 |
|  | TOTAL | 138 | 220 | 74 | 66 | 60 | 153 | 4 | 1 | 80 | 150 | 58 | 70 |

1. **RADIO BROADCASTING INDUSTRY**

The total number of employees in the radio broadcasting industry in the year under review was 575 persons, 462 of whom were regularly employed, while 113 were part-time employees.

**Table: Employee structure in the radio broadcasting industry**

|  |  |  |
| --- | --- | --- |
|   |   | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 101 | 79 | 72 | 40 | 28 | 36 | 1 | 3 | 73 | 57 | 28 | 22 |
| 2 | Editors | 33 | 36 | 26 | 27 | 5 | 8 | 2 | 1 | 29 | 33 | 4 | 3 |
| 3 | Managers/Executives | 17 | 50 | 9 | 13 | 8 | 35 | 0 | 2 | 15 | 44 | 2 | 6 |
| 4 | Technical staff (engineers and technicians) | 9 | 64 | 3 | 12 | 6 | 52 | 0 | 0 | 4 | 46 | 5 | 18 |
| 5 | Production staff (directors, radio recorders, audio editors, etc.) | 34 | 84 | 9 | 12 | 24 | 67 | 1 | 5 | 30 | 74 | 4 | 10 |
| 6 | Other personnel | 46 | 22 | 12 | 6 | 28 | 9 | 6 | 7 | 39 | 18 | 7 | 4 |
|  | TOTAL | 240 | 335 | 131 | 110 | 99 | 207 | 10 | 18 | 190 | 272 | 50 | 63 |

Of these, 276 presons were employed in the Macedonian Radio (*Makedonsko radio*, MRA), whereas 299 worked in the commercial radio stations. Compared to 2011, the employees’ number dropped by 7% (22 persons) in the Macedonian Radio and by 3% (one person) at the national radio stations, yet rose by 6 % (five persons) and 10% (16 persons) at the regional and the local radio stations, respectively.

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The number of employees, compared to the year before, dropped only among the journalists (by 18% or 40 persons) and in the category of ‘other personnel’ (by 21% or 18 persons). In the other categories, the number of employees increased, as follows: editors – by 30% (39 persons), managers – by 10% (six persons), technical staff – by 4% (three persons) and production staff – by 7% (eight persons).

The most numerous in the employee structure were the journalists (31%) and the production staff (20%). The number of employees in the remaining categories was approximately the same (69 editors, 67 managers, 73 technical staff members, and 68 persons hired as other personnel).

**Employee structure by post**



 Males were more numerous than women – by 16%. Most of these worked as directors, radio recorders, audio editors, and other production staff (25%), with only one per cent less (24%) being engaged as journalists.

**Employee structure by gender**

With the editors, the number of males was larger than that of women by three persons (36 males, as opposed to 33 females), while, in the categories of managers and technical staff, males were much more numerous than females.

Women prevailed only among the journalists and in the ‘other personnel’ category, where they were twice as many as men.

Most of the persons engaged in the radio broadcasting industry had completed secondary education (53%). Thirty per cent of these worked as production staff, with as few as 4% being engaged as editors.

**Employee structure by education**

A total of 42% of the employees had completed higher education. Five per cent of the persons engaged in this sector had other levels of education. Most of these were hired in the category of ‘other personnel’ (46%).

**2.1. The Macedonian Radio (*Makedonsko radio, MRA)***

**Table: Employee structure of the Macedonian Radio**

|  |  |  |
| --- | --- | --- |
|   |   | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 50 | 35 | 38 | 23 | 12 | 10 | 0 | 2 | 50 | 35 | 0 | 0 |
| 2 | Editors | 22 | 23 | 19 | 20 | 1 | 2 | 2 | 1 | 22 | 23 | 0 | 0 |
| 3 | Managers/Executives | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| 4 | Technical staff (engineers and technicians) | 0 | 8 | 0 | 1 | 0 | 7 | 0 | 0 | 0 | 8 | 0 | 0 |
| 5 | Production staff (directors, radio recorders, audio editors, etc.) | 26 | 64 | 7 | 6 | 18 | 53 | 1 | 5 | 26 | 64 | 0 | 0 |
| 6 | Other personnel | 32 | 14 | 7 | 4 | 22 | 5 | 3 | 5 | 32 | 14 | 0 | 0 |
|  | TOTAL | 131 | 145 | 72 | 55 | 53 | 77 | 6 | 13 | 131 | 145 | 0 | 0 |

**2.2. Commercial radio stations at the state level**

 **Table: Employee structure of the commercial radio stations at the state level**

|  |  |  |
| --- | --- | --- |
|   |  | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 7 | 7 | 7 | 3 | 0 | 4 | 0 | 0 | 2 | 3 | 5 | 4 |
| 2 | Editors | 2 | 1 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| 3 | Managers/Executives | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| 4 | Technical staff (engineers and technicians) | 0 | 6 | 0 | 1 | 0 | 5 | 0 | 0 | 0 | 4 | 0 | 2 |
| 5 | Production staff (directors, radio recorders, audio editors, etc.) | 0 | 7 | 0 | 1 | 0 | 6 | 0 | 0 | 0 | 3 | 0 | 4 |
| 6 | Other personnel | 2 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 2 | 2 | 0 | 0 |
|  | TOTAL | 11 | 25 | 9 | 8 | 2 | 17 | 0 | 0 | 5 | 13 | 6 | 12 |

**2.3. Regional radio stations**

**Table: Employee structure of the regional radio stations**

|  |  |  |
| --- | --- | --- |
|   |  | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 13 | 13 | 10 | 4 | 3 | 9 | 0 | 0 | 9 | 7 | 4 | 6 |
| 2 | Editors | 4 | 3 | 4 | 2 | 0 | 1 | 0 | 0 | 4 | 3 | 0 | 0 |
| 3 | Managers/Executives | 1 | 15 | 1 | 7 | 0 | 8 | 0 | 0 | 1 | 14 | 0 | 1 |
| 4 | Technical staff (engineers and technicians) | 2 | 21 | 0 | 5 | 2 | 16 | 0 | 0 | 2 | 17 | 0 | 4 |
| 5 | Production staff (directors, radio recorders, audio editors, etc.) | 3 | 6 | 2 | 3 | 1 | 3 | 0 | 0 | 1 | 4 | 2 | 2 |
| 6 | Other personnel | 2 | 2 | 1 | 0 | 0 | 2 | 1 | 0 | 2 | 1 | 0 | 1 |
|  | TOTAL | 25 | 60 | 18 | 21 | 6 | 39 | 1 | 0 | 19 | 46 | 6 | 14 |

 **2.4. Local radio stations**

**Table: Employee structure of the local radio stations**

|  |  |  |
| --- | --- | --- |
|   |  | Status as on 31.12.2012 |
|   | Staff | Total | Education | Status |
| Higher Education | Secondary education | Other | Regular employment | Part-time  |
| F | M | F | M | F | M | F | M | F | M | F | M |
| 1 | Journalists | 31 | 24 | 17 | 10 | 13 | 13 | 1 | 1 | 12 | 12 | 19 | 12 |
| 2 | Editors | 5 | 9 | 3 | 4 | 2 | 5 | 0 | 0 | 2 | 7 | 3 | 2 |
| 3 | Managers/Executives | 15 | 32 | 7 | 4 | 8 | 26 | 0 | 2 | 13 | 28 | 2 | 4 |
| 4 | Technical staff (engineers and technicians) | 7 | 29 | 3 | 5 | 4 | 24 | 0 | 0 | 2 | 17 | 5 | 12 |
| 5 | Production staff (directors, radio recorders, audio editors, etc.) | 5 | 7 | 0 | 2 | 5 | 5 | 0 | 0 | 3 | 3 | 2 | 4 |
| 6 | Other personnel | 10 | 4 | 2 | 1 | 6 | 1 | 2 | 2 | 3 | 1 | 7 | 3 |
|  | TOTAL | 73 | 105 | 32 | 26 | 38 | 74 | 3 | 5 | 35 | 68 | 38 | 37 |

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