

Print Media Editorial Team and Management Stage Formation

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Abstract

The article describes the stages of the formation of the editorial team and management of the print media, and also pays attention to the social significance of newspapers in the life of the world. The structure, work schedule and management of "Xalq suzi" and "Narodnoye slovo" editorial offices operating in Uzbekistan are studied. Changes in editorial activity were also analyzed.

Key-words: Editorial Office, Mass Media, News, Newspaper, Magazine, Chief Editor, Founder, Internet, Social Networks, Departments, Publication, Charter, Legal Document, Online Format.

1. Introduction

The expansion of the Internet is also having a direct impact on the print media, accelerating the electronic transition of newspapers and magazines. After all, now it is enough to download the necessary editorial mobile application to your smartphone in order to read news or articles of interest to information consumers. It is also possible to stay up to date with the latest news through online publications and social networks. This helps you to learn the latest information quickly and save time.

Internet publications include not only text, but also audio-video materials and photo-infographic information, which are much easier to understand and assimilate. It is also possible to comment on comments on the materials and get acquainted with other opinions on the topic. Perhaps the lack of such services in newspapers and magazines also reduces the demand for them. However, this is not the main reason. Because in our country, many people who do not use the Internet prefer to read newspapers rather than use a computer or smartphone. Although the Internet media has become popular in many developed countries of the world, the number of printed publications in them is enviable accordingly.

In France, there are government subsidies for the publication and distribution of newspapers and magazines. Nevertheless, since 2009, at the initiative of the President Nicolas Sarkozy, a special program was implemented to attract young people to read daily newspapers. The campaign was conducted in partnership with publishers and included an annual free subscription to newspapers for teenagers between the ages of 14 and 18. The audience of the targeted newspaper "A newspaper given to me", initiated by the Ministry of Culture and Mass Communications, soon became very crowded. In the first phase, 200,000 of the 300,000 French youths registered on application (7% of the total 18-24 year olds) received seven months of free subscriptions. This year, a total of 59 daily newspapers were involved in the project. In 2010, three more publications were added to the initiative. The Ministry of Culture and Mass Communications spent 15 million euros on a three-year project. [1]

According to a poll conducted by the Russian Public Opinion Polling Organization VTsIOM, more than 70 percent of the adult population prefer to read paper publications. In Canada, 52 percent of young people between the ages of 18 and 34 choose to read paper versions of newspapers.

2. Methodology

Laws of the Republic of Uzbekistan, decrees of the President, decrees, resolutions and orders of the Cabinet of Ministers, resolutions of the Senate and the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan, Bulletins of the Oliy Majlis, editorial charter.

3. Analysis and Results

Measures are being taken in Uzbekistan to preserve the print media. In particular, a draft resolution of the Cabinet of Ministers "On additional measures to support and further develop the activities of periodicals established by state administration and local self-government bodies" has been developed. The bill states that the editor and creative team can rewrite the Articles of Association with their founder for their own development without breaking the law. Criticism has been expressed that the current draft regulations simply copy each other, that the memorandum of association does not meet the requirements, and that the responsibilities of the founder and the editorial board are not clearly defined. According to the draft resolution, from November 1, 2020, it is proposed to place newspaper offices in public buildings for a period of three years without rent or on the basis of an agreement in the amount of 50 percent of the payment. The draft contained a good

proposal for the distribution of the editorial staff's net profit for the year. According to it, part of this type of funds belonging to the founder should be left in the editorial office. However, the amount of net profit in district, city, regional and, possibly, some republican newspapers is very small. Therefore, the memorandum of association must be impeccable, the economic condition of the editorial office must be a priority. This procedure is reflected in Article 10 of the Law on Mass Media. Article 11 guarantees what is reflected in the editorial charter. Its "rights and obligations of the founder and the editorial board", "sources of funding for the editorial office", "the order of distribution of profits and losses" should be covered on the basis of completely new criteria and requirements in today's market conditions.

It is also important that the founder and editor determine the number of employees on the staffing table fairly. Today, one editorial office with the same workload has 3, another has 5, or even 8 state units. It is not clear how logical it is to have a staff of the head of the economic department in the editorial office, which has no property on its balance sheet other than a table and chairs. The draft resolution emphasizes that each founder should be tolerant of the proposal "to allocate sufficient funds from extra-budgetary funds of local, regional and city authorities". After all, the newspaper has always been the most reliable tool for people among local information systems. At meetings with journalists, there are many people who say: "Today I will post a message on the social network, and tomorrow I will delete it, and I will believe it if it appears in the newspaper."

Although the project envisages the organization of editorial offices in accordance with the requirements of the modern media environment, it does not fully represent the interests of the editorial staff. In particular, it requires significant changes to paragraph 3 of the draft. According to it, the issue of allocating sufficient funds from the off-budget funds of local authorities to cover the number of editorial offices and their salaries, as well as to cover the costs associated with paying for this work, has been determined. [2]

The project also reflects the need to develop "Road Maps" for 2021-2022. It should be noted that most newspapers have websites. But their renewal is unsatisfactory. This means that the electronic versions of the journal should be launched by September 1. According to the current legislation, it must be registered as a media outlet.[7]

In fact, the systematic activity of publications also depends on the correct organization of the workflow in them. To what extent does the activity of print media in Uzbekistan correspond to modern requirements? We tried to find the answer to this question by studying the activities of the editorial offices of "Xalq suzi" and "Narodnoye slovo".[8]

In order to ensure the implementation of the Law of the Republic of Uzbekistan "On Mass Media", a joint resolution of the Legislative Chamber and the Senate of the Oliy Majlis "On some issues of organizing the activities of the state enterprise "Xalq suzi" and "Narodnoye slovo" newspapers" was signed. According to it, the Cabinet of Ministers resigned from the joint venture "Xalq suzi" and "Narodnoye slovo" newspaper editorial office. The new edition of the Charter of the state enterprise "Xalq suzi" and "Narodnoye slovo" newspaper editorial office has been prepared. In addition, the editorial board of the state-owned enterprise was approved. It is planned that the Council of Ministers of the Republic of Karakalpakstan and regional khokimiyats will take measures to provide the editorial offices with regional correspondents in Nukus and regional centers based on the right to free use of buildings with the necessary conditions.[9]

An agreement has been signed between the Legislative Chamber and the Senate of the Oliy Majlis, i.e the founders and the editorial board. The editorial board is included in the list of organizations, which are compulsorily sent by decrees, resolutions and orders of the President of the Republic of Uzbekistan, resolutions, orders of the Cabinet of Ministers, normative legal acts and official statistical collections of ministries and departments.

On this basis, the joint resolution of the Legislative Chamber and the Senate of the Oliy Majlis and the Cabinet of Ministers of November 29, 2007 "On the Charter of the State Enterprise "Xalq suzi" and "Narodnoye slovo" newspaper editorial office" was annulled. [3] Item 1 of the joint resolution of the Legislative Chamber and the Senate of the Oliy Majlis of the Republic of Uzbekistan and the Cabinet of Ministers dated December 18, 2019 "On some issues of organizing the activities of the state enterprise "Xalq suzi" and "Narodnoye slovo" newspaper editorial office" has lost its force. [4] In accordance with the joint resolution of the Legislative Chamber and the Senate of the Oliy Majlis of the Republic of Uzbekistan dated February 27, 2020, the charter of the state enterprise "Xalq suzi" and "Narodnoye slovo" was adopted.

The editorial charter covered sections such as general rules, the main tasks of the editorial office, the rights and obligations of the founders, the rights and obligations of the editorial office, the property of the editorial office, the order of formation of the editorial board, editorial staff, the order of suspension or termination of newspapers, control over editorial activities, reorganizing or terminating the editorial board.[10]

Charter in accordance with the Civil Code of the Republic of Uzbekistan, the Law "On the Mass Media", and other legislative acts, the legal status of the state enterprise "Xalq suzi" and "Narodnoye slovo" and the editorial office of the newspaper "Xalq suzi" and "Narodnoye slovo" determines property relations.

The founders of the editorial board are the Council of the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan and the Council of the Senate of the Oliy Majlis of the Republic of Uzbekistan. In its activities the editorial board follows the Constitution of the Republic of Uzbekistan, laws of the Republic of Uzbekistan, resolutions of the chambers of the Oliy Majlis of the Republic of Uzbekistan, decrees, resolutions and orders of the President of the Republic of Uzbekistan, resolutions and orders of the Cabinet of Ministers. The editorial office is a state unitary enterprise established on the basis of state property granted to it on the basis of the right of operative management.

4. Discussion of Results

The editorial office uses and disposes of the transferred property in accordance with the legislation, the goals and objectives of the activity, the instructions of the owner (authorized state body). The name of the editorial office in Uzbek is “Xalq suzi” and the editorial office of the “Narodnoye slovo” newspapers. The editorial office is a legal entity with the image of the State Emblem of the Republic of Uzbekistan, its full official name in the state language on separate property, an independent balance sheet, bank statements, including currency statements, its symbols and logos, stamps. The editorial board has the right to accept and exercise property and personal non-property rights and obligations in the manner prescribed by law, to act as a plaintiff and defendant in court.

The editorial board has no right to be the founder of another state-owned enterprise. The main activity is the publication of social, political and mass publications “Xalq suzi” and “Narodnoye slovo”. The newspaper “Xalq suzi” and is a socio-political and mass publication, published in the Uzbek language 5 times a week in A-2 format with 4 or 6 (if necessary - more) pages. The second chapter of the charter defines the main tasks of the editorial board. It is responsible for impartial coverage of the activities of the Legislative Chamber and the Senate of the Oliy Majlis of the Republic of Uzbekistan, the Cabinet of Ministers of the Republic of Uzbekistan, public authorities and administration, economic management bodies and other structures by publishing materials in newspapers.

It also publishes texts of laws, decrees, resolutions and orders of the President, resolutions and orders of the founders and their bodies, materials on their meetings and gatherings. The country and the world regularly publish materials and information that objectively and truthfully cover the

democratic changes, events in the socio-political, economic, cultural and educational life of the country.

In accordance with its main tasks, the editorial board ensures the preparation of articles and information at a high professional level, their objectivity and accuracy. Due to the growing interest in historical, universal, spiritual, cultural values, national traditions, it provides extensive coverage of the goals and directions of reforms in our country. Produces literary and artistic applications, albums, publishes advertisements and announcements of legal entities and individuals in the prescribed manner.

Creates a comfortable working environment in the creative team, provides employees with the technical means and other equipment necessary for the performance of their duties. Strengthens labor and production discipline. Encourages the creative success of employees both spiritually and materially. Helps to improve their professional skills, cares about improving their living conditions.

The chapter on the rights and obligations of the founders clearly states the responsibilities of both parties. In particular, the main task of the founder is to determine the types, purpose, subject, approval of the organizational and territorial structure, changes and additions to the editorial charter.

In addition, the founder has the right to terminate the contract with the chief editor ahead of schedule in the manner prescribed by labor legislation. The decision to reorganize or terminate the editorial board, the appointment of the liquidator and the approval of the liquidation balance sheet are also within the competence of the founder. The founder may apply to the court with a claim for recognition of transactions related to editorial property as non-permanent.

The founder also has the right to confiscate or dispose of the excess or unused or unused property of the editorial office, and, if necessary, to privatize it or expel it from the state property. The head of the editorial office intends to file a claim for damages to the editorial office, monitor the compliance of printed products with the requirements of legislation and state standards, protect and develop its legitimate interests before government agencies and foreign countries. Participates in the management of editorial activities within the powers provided for by law, the charter, as well as the agreement between the founders and the editorial board.

The editorial board is required to provide objective coverage of the activities of the legislative and executive bodies, the publication of laws, decrees, resolutions and orders of the President, normative legal acts of the founders, materials for publication in the press. The founders approve the charter of the editorial office, enter into an agreement with the editorial office, ensure compliance with the legislation on the media, appoint the editor-in-chief, conclude an employment contract with

him in accordance with labor legislation, appoint deputy editors-in-chief, executive secretaries; allow the editorial office to dispose of the property and, if necessary, provide logistical, financial and other assistance to the editorial office.

In accordance with the established procedure, the financial and economic activities of the editorial office must be inspected and audited. It is necessary to control the targeted use of state property transferred to the editorial office and its proper maintenance. Founders may have other rights under the law, as well as other obligations. The editorial office seeks, receives and disseminates information, appeals to state and economic authorities, citizens' self-government bodies, public associations, other organizations for information, appeals to authorized organizations and experts to review the materials prepared for publication, not prohibited by law have the right to carry out production and economic activities. It provides information, advertising, design, printing services, publishing applications in the manner prescribed by law, disposes of property in accordance with the law, develops and approves plans for the publication of newspapers, directs part of its profits to the development of editorial activities and financial incentives. also right.

The editors also have a number of responsibilities. In the process of activity complies with the requirements of the laws and other normative legal acts of the Republic of Uzbekistan. Ensures that articles in newspapers are of high quality and understandable. The President of the Republic of Uzbekistan publishes free of charge regulatory legal acts adopted by the founders and other materials related to their activities. Prepares reports to the founders on the financial and economic activities of the editorial office. Ensures that the property in his possession is used for its intended purpose and is kept in proper condition. The editorial board may have other rights in accordance with the law, as well as other obligations.

The editorial office is liable for its obligations with its own property. In case of insufficiency of its property, the founders shall be subsidiary liable in accordance with the established procedure for editorial obligations. The editorial board is not responsible for the obligations of the founders. The charter capital of the editorial office is 21,011,000 (twenty one million eleven) thousand soums. Property transferred to the editorial office on the basis of the right of operative management, income from the activities of the editorial office, is formed at the expense of other sources not prohibited by law. The value of the editorial property is reflected in the independent balance sheet of the editorial office. The property of the editorial office is indivisible and is not distributed among the contributions (shares, stakes), including among the editorial staff. Disposal of the editorial property is carried out by the head of the editorial office in agreement with the founders in the following cases: sale of fixed

assets, their lease or mortgage; purchase of shares (stocks) of business companies; sale of shares (stakes) of a business company owned by a state enterprise; in cases when the property is disposed of for other purposes inconsistent with the goals and objectives set out in the charter of the editorial activity. The charter capital of the editorial office may be reduced in the manner prescribed by law or increased at the expense of profits or additional property provided to it by the founders. The net profit remaining after payment of all taxes and other obligatory payments to the budget and extra-budgetary funds shall pass to the editorial board. The net profit remaining at the disposal of the editorial board may be directed to the establishment of a reserve fund and other funds in the prescribed manner.

The order of formation of the governing bodies of the editorial board is also defined. An editorial board will be set up to address current issues and future tasks. The editorial board is the executive body of the editorial board, which includes the editor-in-chief, representatives of the founders, deputy editors-in-chief, executive secretaries and editors of leading deaths, journalists, and members of the public. The composition and number of members of the editorial board shall be approved by the decision of the founders on the recommendation of the editor-in-chief. The editorial board is headed by the chief editor.

The Editor-in-Chief is appointed and dismissed by the decision of the founders. The Deputy Editors-in-Chief and the Executive Secretaries shall be appointed and dismissed by the decision of the founders on the recommendation of the Editor-in-Chief. The Editor-in-Chief reports to the founders on the activities of the editorial board in the prescribed manner. The Editor-in-Chief approves the staffing table of the editorial board in agreement with the founders. The editor-in-chief, within the limits of his powers, makes proposals to the founders on the appointment and dismissal of their deputies and executive secretaries. Organizes the implementation of tasks assigned to the editorial office. The editorial staff direct the work of the team.[11]

Acts without a power of attorney on behalf of the editorial office, issues orders, issues power of attorney. Concludes and terminates employment contracts in the prescribed manner. Salaries of editorial staff are determined in the manner prescribed by law. Performs other duties provided by the legislation. The Editor-in-Chief acts in the interests of the editorial board in the performance of his or her duties and duties. Ensures timely payment of payments to the budget and extra-budgetary funds, taxes and other mandatory payments, salaries and other equivalent payments of employees, satisfaction of legal requirements arising from labor relations, transfer of funds for needs directly related to production activities. The Editor-in-Chief is responsible for his actions (inaction) in the manner prescribed by law. In the temporary absence of the Editor-in-Chief, his duties shall be

performed by one of his deputies. According to the charter, editorial staff are those who are on the editorial staff, engaged in the collection, editing, analysis, preparation of materials, as well as technical and maintenance personnel of the editorial staff. The creative staff of the editorial staff includes the editor-in-chief, his deputies, executive secretaries, literary secretaries, section editors, commentators, own correspondents and senior correspondents, reporters, special correspondents, photojournalists, translators, advertising department and website staff.

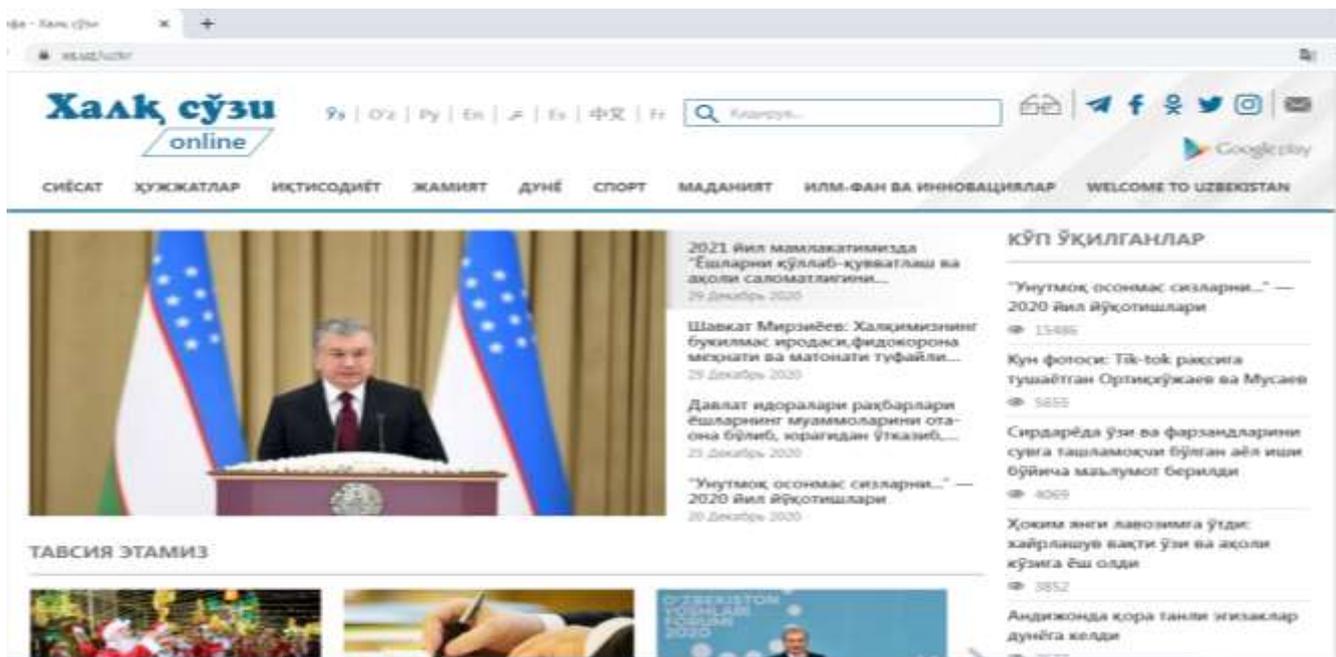
Labor relations in the editorial staff are regulated by the legislation, this Charter, the requirements of the collective agreement, internal labor regulations, job descriptions and other regulations adopted by the editorial staff. Editorial staff will be issued a single certificate. The form, system, amount of remuneration of editorial staff, as well as the amount of remuneration shall be determined by the editorial board in accordance with the legislation. There is also a procedure for suspending or terminating the publication of newspapers.[12]

Suspension or termination of the publication of newspapers is carried out in accordance with Article 24 of the Law of the Republic of Uzbekistan "On Mass Media" [5]. At the end of the reporting period, the editorial board submits to the competent authorities financial statements and other documents, the list of which is determined by law. The editorial board ensures the storage of documents and their submission to the state archives for storage in the prescribed manner.

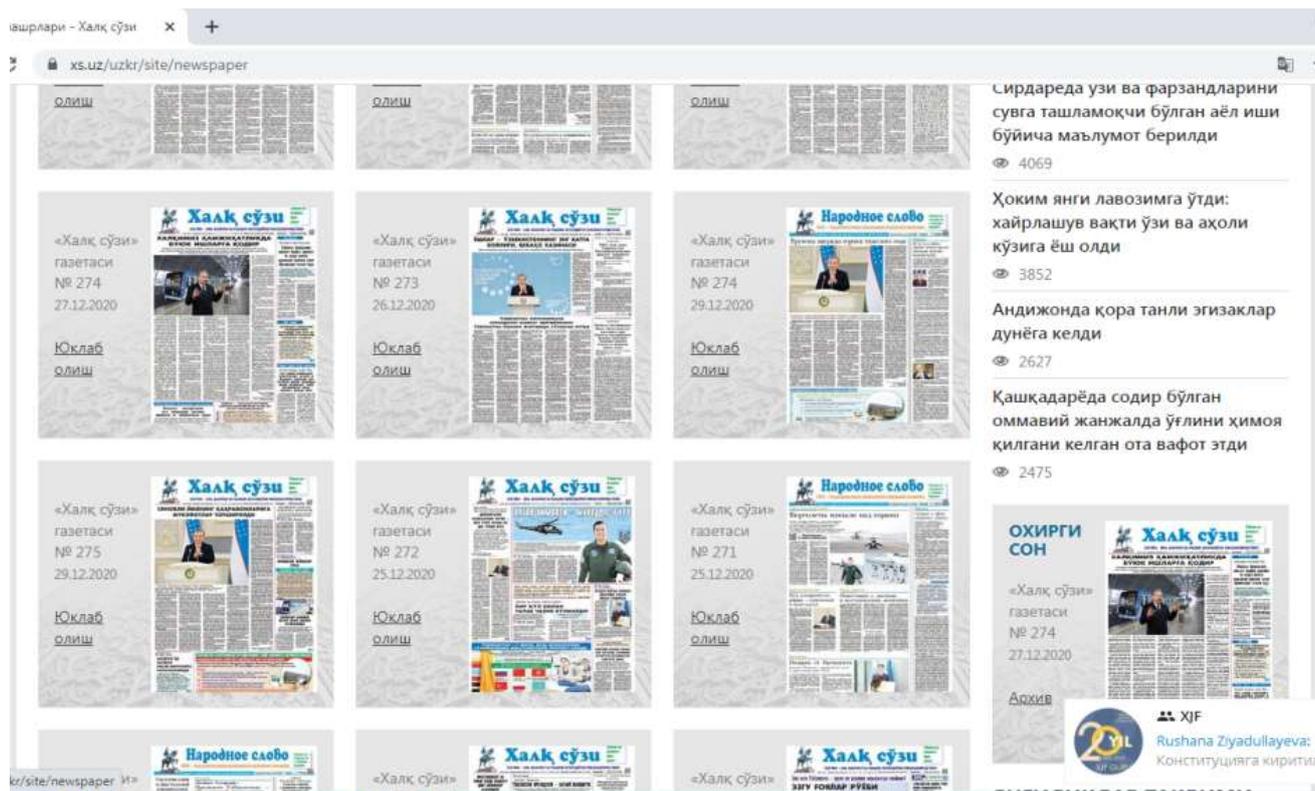
Control over the activities of the editorial office as a business entity is carried out by the founders and other competent authorities in the manner prescribed by law. The editorial board may be reorganized or terminated in accordance with the legislation by the decision of the founders or by a court decision.

Upon termination of the editorial board, its funds, property and other assets shall be transferred to the disposal of the founders in the prescribed manner after all settlements with creditors.

On April 26, 2018, the site "Xalq suzi online" XS.UZ. was registered under the auspices of the state unitary enterprise "Xalq suzi" and "Norodnoye slovo". The site design has changed, the coverage of topics has expanded. [6]



It is noteworthy that the site began to provide news not only on newspaper articles, but also on current events in society and international life. At the same time, the electronic format of each new issue of the newspapers began to be downloaded.



In addition, the editorial office has opened its own pages on social networks. Through this, it is expanding its audience coverage. It strives to be in closer contact with the population.

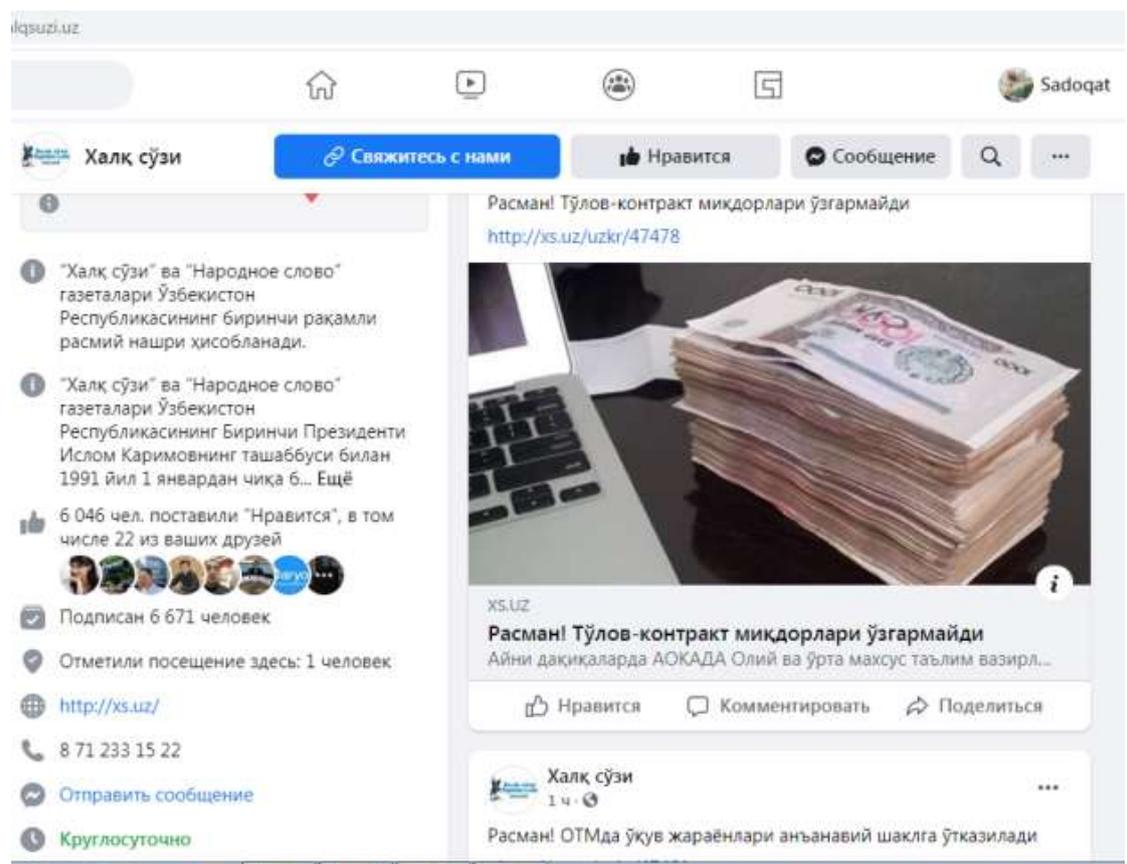
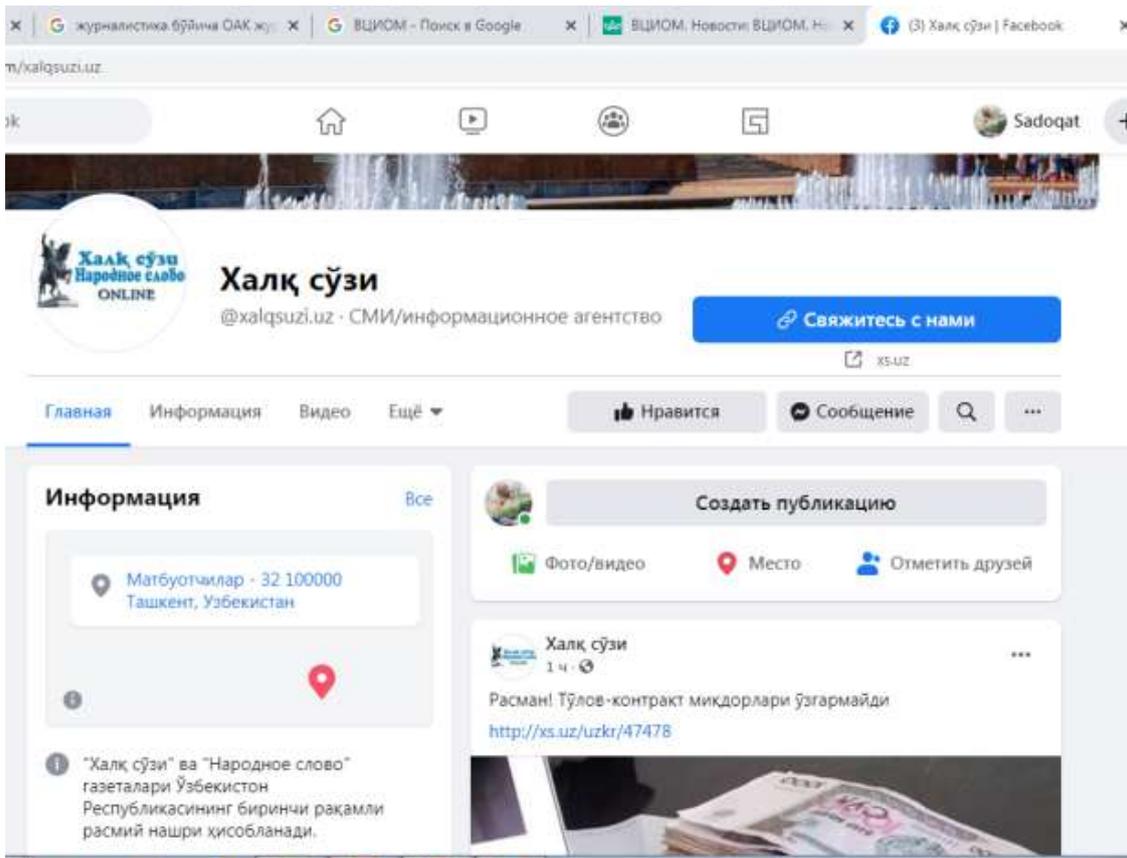
*6046 social network users are members of the editorial page on **Facebook**.*

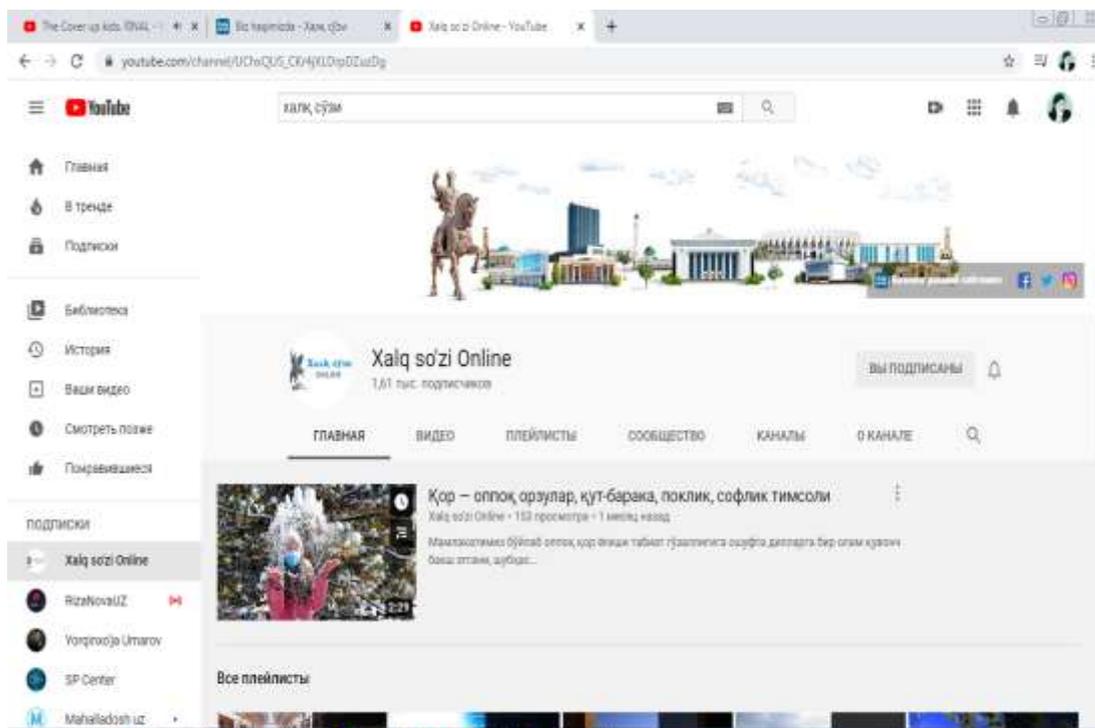
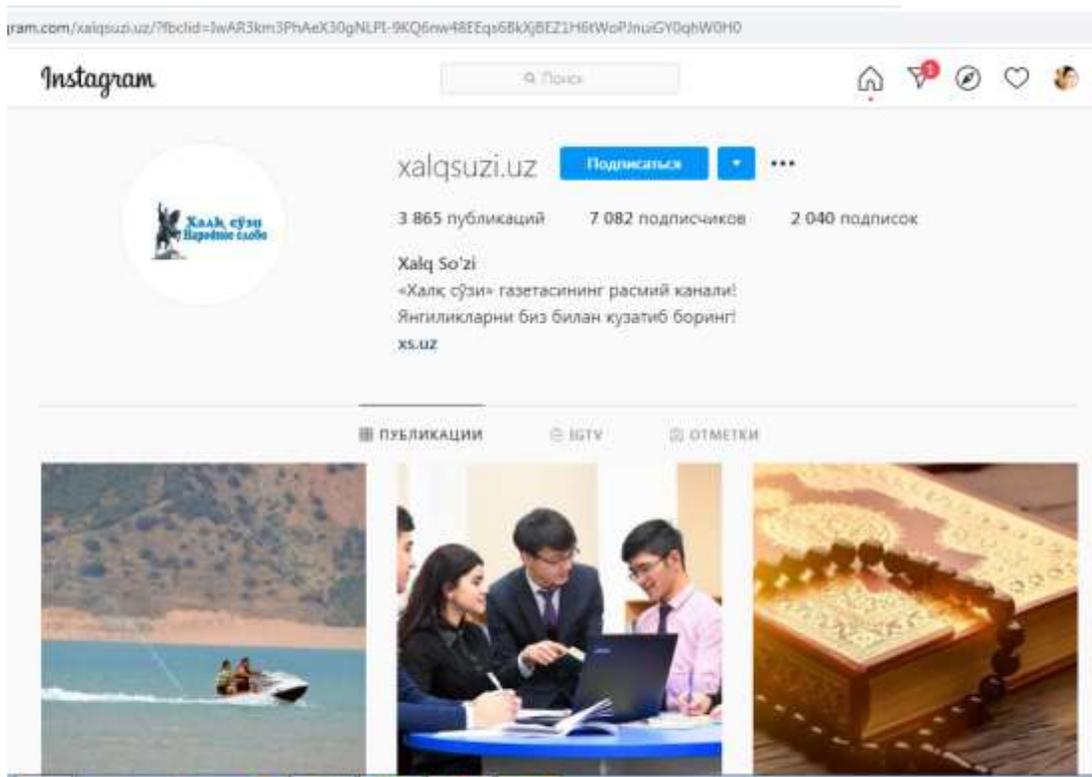
***Instagram** has 3865 followers.*

*The videos posted on **YouTube** have 1,061 regular members.*

***The Telegram** has 18,909 observers.*

(These numbers are recorded as of January 5, 2021).





This is a practice that has fully justified itself in the world experience. Now the editorial office is also preparing video interviews on topical issues. This is the right decision to make in the era of swallowing.

5. Conclusion

It is well known that with the onset of the internet age itself, periodicals have become extremely complex. And the pandemic hastened its crisis. This is happening all over the world - from the United States to Australia, including in Uzbekistan. Subscriptions to traditional print publications have generally fallen. In addition, people prefer the Internet rather than buying a newspaper from a “press distributor” or kiosk. Accordingly, advertising for them also decreased by 70-80 percent. By the time of quarantine, they were gone. Therefore, newspapers and magazines have long been looking for alternative ways out of this situation. A number of ideas continue to come true. The most important of these are related to the development of the newspaper's Internet content (website, social media pages).

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