



**ADJARA
TELEVISION**
Public Broadcaster

**PERSECUTION AND HARASSMENT OF
CRITICAL JOURNALISTS AT ADJARA TV**

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INTRODUCTION

Recent developments taking place within Adjara Public Broadcaster TV and Radio (Adjara TV), including discriminatory and controversial staff changes by the management, caught public attention. The report mainly covers the events that took place in the broadcaster since April 2019, after the impeachment of the director, Natia Kapanadze. The report overviews the beginning and the development of the crisis in the broadcaster. In particular, it addresses the case of dozens of employees, who were illegally dismissed or harassed, because of their critical tone by the leadership affiliated with the ruling party.

The study relies on the information prevalent in media, advisory board meetings, the broadcaster's quarterly reports, information requested from the broadcaster, and other public sources.

KEY FINDINGS

- Following the appointment of Giorgi Kokhreidze as a director, his decisions were aimed at dismissing and harassing journalists for their critical tone. Among them are the members of the trade union and its chairman;
- Local and international organizations critically assessed the developments at Adjara TV; Public Defender established discrimination and violation of the rights of several current and former employees.
- The majority of the Advisory Board members does not respond properly to the negative processes taking place in the broadcaster, thus failing to ensure effective management control.

HOW THE CRISIS STARTED AT ADJARA TV

Adjara TV was established as a public broadcaster in 2013. Prior to that, it was a sub-agency of the Government of the Autonomous Republic of Adjara. Its editorial independence and affiliations to the government were often questioned.¹ In October 2016, the Advisory Board elected Natia Kapanadze as the director.² During her tenure, the work of Adjara TV and Radio was positively assessed by local and international organizations and was characterized with impartiality in a polarized media environment.³ On April 19, 2019, the Advisory Board dismissed Natia Kapanadze, six months before the expiration of her term. The main reasons stated for the impeachment were the decline of ratings, neglecting the priorities, lack of communication, and numerous violations related to procurement.⁴ Natia Kapanadze's dismissal and the subsequent events have raised suspicions that the process was organized by the government and was aimed to gain influence over the broadcaster.⁵

Natia Kapanadze appealed the decision of her dismissal in the court. The hearing of the case began two years later.⁶ Kapanadze also requested suspension of both, the impeachment act, and the competition of the director, until the end of the court dispute, which were declined by the court.⁷

1 The leading guest of the talk show recalls the fact of pressure – “I have seen government pressure on Soso Sturua”, Adjara TV and Radio, 24.10.2019 <https://bit.ly/3cnYDaA>

2 Natia Kapanadze was elected as the director of Adjara TV and Radio, 24.10.2019, <https://ajaratv.ge/article/6979>

3 Local Self-government elections 21 October and 12 November 2017, Office of Democratic Institutions and Human Rights (OSCE), 23.02.2018, <https://www.osce.org/files/f/documents/f/a/375682.pdf>

4 Statement regarding the dismissal of Natia Kapanadze, Advisory Board of Adjara TV and Radio, 10.04.2019 <https://bit.ly/3g5PqpT>

5 Statement over the alarming processes taking place around Adjara TV, Transparency International Georgia, 17.03.2020 <https://bit.ly/3oLIVLj>

6 After two years of delay, hearing of Natia Kapanadze's case has started, <http://www.batumelebi.ge/> 25.05.2021, <https://batumelebi.netgazeti.ge/news/346301/>

7 Natia Kapanadze will appeal against another decision of Batumi City Court, Adjara TV and Radio, 14.05.2019, <https://ajaratv.ge/article/43229>

ELECTION OF THE NEW DIRECTOR

The election of a new director turned out to be an extensive process. Natia Zoidze, first deputy of Natia Kapanadze, became an acting director, who remained at this position until November 2019, when a new director was elected. Zoidze participated in the first competition for the director in April 2019. The contest was canceled as none of the candidates received a sufficient number of votes. Zoidze later stated that she received a message from the ruling party saying not to participate in the competition.⁸

In 2019, the competition for the director was canceled three times, as none of the candidates received a sufficient number of votes, including the current director of the broadcaster, Giorgi Kokhreidze. Before the announcement of the fourth competition, Giorgi Kokhreidze appealed the results of the third competition in the court, where he argued that the board had misinterpreted the law and that he won.⁹ On September 24, the court suspended the competition. This period coincided with the renewal of the composition of the Advisory Board. 3 out of 5 members of the council were elected with the quota of the Georgian Dream factions.¹⁰ Finally, on November 23, the renewed Advisory Board elected Giorgi Kokhreidze as the director in the fourth competition.

During the process of the competition, the Georgian Dream party was exercising pressure on Adjara TV. The founder and then the chairman of the ruling party, Bidzina Ivanishvili, openly expressed dissatisfaction with the editorial policy of Adjara TV.¹¹ Gia Volski, the Vice-Speaker of the Parliament, threatened the journalist of Adjara TV by suspending the accreditation.¹² One of the leaders of the Georgian Dream, Irakli Kobakhidze, accused the journalist of pursuing the interests of the opposition party.¹³ Neither the Chairman of the Government of the Autonomous Republic of Adjara, Tornike Rizhvadze was satisfied with the editorial policy of Adjara TV.¹⁴

8 Natia Kapanadze addresses Advisory Board of Adjara TV: Do not introduce this farce, <http://www.batumelebi.ge/>, 03.06.2019, <https://batumelebi.netgazeti.ge/news/208091/>

9 The competition of the director of Adjara TV was suspended, <http://www.mediachecker.ge/>, 24.09.2019, <https://bit.ly/3oydML1>

10 Nino Lomjaria demands change of the rules of electing the board members, Adjara TV and Radio, 05.12.2019, <https://ajaratv.ge/article/52527>

11 “Where were you raised, kid...Stop this, calm down” - Bidzina Ivanishvili addresses the journalist of Adjara TV, Adjara TV and Radio, 17.07.2019, <https://ajaratv.ge/article/45999>

12 Gia Volski threatened the journalist of Adjara TV by suspending the accreditation, www.batumelebi.ge, 17.09.2019, <https://batumelebi.netgazeti.ge/news/228503/>

13 “Dissociate yourself from the National Movement” - Irakli Kobakhidze addressing journalist of Adjara TV, Adjara TV and Radio, 14.11.2019, <https://ajaratv.ge/article/51512>

14 “I would like to ask you to calm down” - Tornike Rijavadze addressing the journalist of Adjara TV, Adjara TV and Radio, 6.09.2019, <https://ajaratv.ge/article/48391>

HARASSMENT AND DISMISSAL OF STAFF WITH CRITICAL OPINIONS

During the protracted process of electing a director, some of the journalists were critical of the processes around the media environment and did not hide their dissatisfaction. During this period, journalists made numerous statements and approached both local and international organizations for help.¹⁵ They suspected that the government was behind the processes that were taking place in the organization and that their aim was to change the editorial policy.

This part of Adjara TV staff became the objects of harassment or dismissal by the management. According to the information disseminated in the media, 3 people were fired; 5 people were removed from editorial policy and / or were transferred to another position for various reasons; contracts were terminated for 3 employees; 4 left the channel. To date, around ten labor disputes have been filed in the court against the organization.¹⁶

Giorgi Kokhreidze criticized the tone of journalists of Adjara TV on the day of his election as the director.¹⁷ In a live broadcast, the director pointed out the need for the resignation of his first deputy, Natia Zoidze.

Natia Zoidze stated that the newly appointed Giorgi Kokhreidze threatened her with criminal prosecution if she did not disengage from the editorial policy.¹⁸ Soon, an internal investigation was launched against her on the possible case of a free transfer of archival material to a member of the Advisory Board.¹⁹ On the other hand, Natia Zoidze sued in the prosecutor's office. According to her, the new director - Giorgi Kokhreidze, threatened her with publicizing the private telephone conversation²⁰ if she did not disengage from the editorial policy. At the same time, the director of the television accused Zoidze of committing a criminal offense. Based on the order issued by Giorgi Kokhreidze,²¹ Natia Zoidze's employment contract was changed, and she was deprived of the right to manage editorial policy and control activities, as well as of ensuring the fulfillment of program priorities. Later, the disciplinary case against Natia Zoidze was terminated. On February 2, 2020, she voluntarily resigned from the position of the Deputy Director of Adjara TV.

15 Timeline of Georgian Dream's Efforts to Seize Adjara TV, Transparency International Georgia, 19.06.2020, <https://bit.ly/3w4rpDU>

16 Public Information requested from Adjara TV and Radio by Transparency International Georgia, 28.04.2021, <https://bit.ly/3vnLNQX>

17 "You should not irritate the guest, you should criticize him as a brother and a child" – Giorgi Kokhreidze's first broadcast in his capacity as a director, Adjara TV and Radio, 23.11.2019, <https://ajaratv.ge/article/51928>

18 Journalist Natia Zoidze: If I don't disengage from the editorial policy, the director is threatening me with persecution, www.batumelebi.ge, 30.11.2019, <https://batumelebi.netgazeti.ge/news/242556/>

19 Giorgi Kokhreidze accuses Natia Zoidze for illegal management of archive materials, Adjara TV and Radio, 2.12.2019, <https://ajaratv.ge/article/52363>

20 Natia Zoidze addresses Prosecutor's office, www.batumelebi.ge, 14.12.2019, <https://batumelebi.netgazeti.ge/news/245010/>

21 The director of Adjara TV left Natia Zoidze only with the function of "compiling reports", www.batumelebi, 23.12.2019, <https://batumelebi.netgazeti.ge/news/246257/>

Disciplinary proceedings were launched against the head of the News, **Shorena Glonti**, and she was fired. The issue concerned the broadcast of the program prepared in collaboration with the National Democratic Institute (NDI) of the United States in 2019, from which Glonti was accused of receiving financial benefits by bypassing the broadcaster.²² She was then promoted to a consultant but was fired again on 28 February 2020. Meanwhile, Shorena Glonti appealed in the court against the broadcaster over both dismissals.

Another employee with critical opinions - **Maia Merkviladze** was disengaged from the editorial policy of the television. In this case, the official reason was the approval of a new staff schedule with the initiative of the director, which abolished the positions of the deputy head of the service, including Merkviladze's position. Although a new position of an "Editor" was created as a result of the reform, Maia Merkviladze was not offered this position and on February 19, 2020 she was appointed to the contract-based position of the Editor-in-Chief of Radio News. Currently, she is seeking equivalent reinstatement in the court.

In March 2020, **Sophio Zhgenti**, the head of the online programs at Adjara TV, was disengaged from editorial policy as well. According to the new statute, she was deprived of the function of creating and producing News.²³ Sophie Zhgenti is trying to restore her rights through the courts.

Giorgi Kokhreidze dismissed the anchor of the main news program - **Teona Bakuridze** on March 9, 2020, at first her rights were suspended and later she was fired. According to the management, Bakuridze did not allow the acting head of the News - Giorgi Abazadze, to carry out his activities, "exerted psychological pressure and forced Abazadze to leave his position on the basis of his own statement."²⁴ Teona Bakuridze addressed the court with a request to annul the decision made by the director on her dismissal, to establish discrimination and receive a compensation for the damage.²⁵

By the order of the director, on March 23, 2020, the correspondent of the broadcaster **Teona Kharabadze** was transferred to the non-existent bureau in Kutaisi. Kharabadze states that the purpose of Kokhreidze's decision was to disengage her from the News.²⁶ Kharabadze addressed the court to ban illegal interference and influence in her activities by changing the terms of the contract.

22 EMC will protect the interests of Adjara Public Broadcaster employees in court, Center for Social Justice, 9.03.2020

23 How another "undesirable employee" was disengaged from the news at Adjara TV, www.batumelebi.ge, 11.04.2020, <https://batumelebi.netgazeti.ge/news/268843/>

24 By the order of the director, Teona Bakuridze, the anchor of the main news program was temporarily dismissed, www.mediachecker.ge, 06.03.2020, <https://bit.ly/3wm13xQ>

25 EMC: the dismissal of Teona Bakuridze is a continuation of the policy against the independence of the broadcaster, www.mediachecker.ge, 14.03.2020, <https://bit.ly/3ozTaST>

26 From Batumi to the non-existent bureau in Kutaisi - the next planned change of the director in the editorial team of Adjara TV, www.mediachecker.ge, 23.03.2020, <https://bit.ly/3fEue8H>

On July 30, 2020, **Bacho Gurabanidze**, the creative editor of the morning program “Dilis Talgha”, **Giorgi Murvanidze**, the creative manager of the Creative Service, and Guga Kadidze, the montage editor, were fired. The reason was a physical confrontation in the television, the footage of which was broadcasted on the day of their dismissal. Bacho Gurabanidze and Giorgi Murvanidze were active members of the alternative trade unions and they linked their dismissal to this fact. 230 employees of Adjara TV and Radio signed a request²⁷ demanding their return to work, protests were held as well. Later, the leadership of the broadcaster returned the employees to television, but Gurabanidze and Murvanidze were removed from the managerial circle.²⁸

Teona Turmanidze, one of the anchors of the news program “Mtavari”, was banned from reporting and working on television for a year. The reason was her critical posts published on social networks.²⁹ **Malkhaz Rekhviashvili**, the anchor of the program “Hashtag”, was also fired on May 11, 2020 for the posts he wrote on social networks on the case of Teona Turmanidze. Rekhviashvili also led the alternative trade unions created by some of the TV staff, who were critical of the management decisions. As Rekhviashvili noted, his posts on social network³⁰ were assessed as discrediting the television by the management and since Rekhviashvili did not deny their content, he was fired. He is seeking reinstatement and compensation for the loss in the court.

The program “Atvlis Kutkhe”, that was broadcasted on Adjara TV, showed a support³¹ to Rekhviashvili and offered him to co-host the program. The anchors of the program **Natia Karchiladze** and **Giorgi Arobelidze** (who were journalists of the program “Hashtag” as well) have not had their employment contracts extended since the beginning of 2021. Earlier, the contract of another news producer with critical opinions - Natia Shavadze, was terminated as well.³²

On November 25, 2019, the consultant **Zviad Koridze** left the channel in protest of the election of Giorgi Kokhreidze as a director.³³ Journalist **Nino Khozrevanidze** also left the TV station in February 2020 to express her protest against the processes that were taking place in the broadcaster.³⁴ Marina Vashakmadze also left television.³⁵

27 230 employees of Adjara TV demand return of the 3 fired colleagues, www.batumelebi.ge, 30.07.2020, <https://batumelebi.netgazeti.ge/news/292777/>

28 Which positions are Bacho Gurabanidze and Giorgi Murvanidze taking on after being back at Adjara TV, www.mediachecker.ge, 06.08.2020, <https://bit.ly/3vF4BeB>

29 Teona Turmanidze was banned from hosting and reporting on Adjara TV for a year, www.mediachecker.ge, 01.05.2020, <https://bit.ly/3f9lict>

30 Another dismissed journalist from Adjara TV - again for the Facebook posts, www.mediachecker.ge, 11.05.2020, <https://bit.ly/3oByh9K>

31 A program on Adjara TV offers a job to Malkhaz Rekhviashvili <https://bit.ly/2QCBf19>

32 The contract of the producer of Adjara TV was not extended, Adjara TV and Radio, 10.01.2020, <https://ajaratv.ge/article/53920>

33 Marina Vashakmadze also leaves Adjara Public Broadcaster after Zviad Koridze, www.on.ge, 25.11.2019, <http://go.on.ge/1b08>

34 Journalist of Adjara TV addresses Giorgi Kokhreidze: “You will be responsible” www.batumelebi.ge, 25.02.2020, <https://bit.ly/343RFmp>

35 Marina Vashakmadze also left Adjara Public Broadcaster, www.publika.ge, 25m11,2019, <https://publika.ge/acharis-mauwyebels-marina-vashaymadzec-tovebs/>

On December 4, 2019, Giorgi Kokhreidze accused the program “Hashtag”, which covers the latest news from Georgia and the rest of the world, to be biased. “Hashtag” team assessed this as an attempt of interference in the editorial policy and demanded an apology from the director.³⁶ On March 23, 2020, due to the new coronavirus pandemic all programs except news and medical programs on the channel were suspended by the decision of the director.³⁷ The program (Hashtag) returned shortly after May and was suspended again. The program was resumed only after the elections – one day a week, instead of 5 as usual. The Hashtag team considers this as a continuation of the repressive policy of the management.³⁸

36 Program “Hashtag” demands an apology from the director, www.batumelebi.ge, 4.12.2019, <https://batumelebi.netgazeti.ge/news/243135/>

37 Apart from the news, all programs at Adjara TV were suspended – “Hashtag” says it is a termination of programs, www.mediachecker.ge, 24.03.2020, <https://bit.ly/3yw0svx>

38 “Hashtag” is back, however only once a week instead of 5, www.mediachecker.ge, 17.11.2020, <https://bit.ly/3ysfNgs>

HIRING NEW EMPLOYEES

Under the new management, several new employees started working at Adjara TV, including Akaki Gogichaishvili and Nino Khazhomia. Gogichaishvili became the editor-in-chief of the news.³⁹ Previously, Akaki Gogichaishvili worked at Rustavi 2 TV for several years and was also the spokesperson for the Georgian Manganese.⁴⁰ His wife, Nino Khazhomia, became one of the editors of the news, but she was soon promoted as a web editor. Khazhomia also worked at Rustavi 2 for several years and was employed at Real TV as well. Vakhtang Khuzmiashvili, former head of the news at Iberia TV, was appointed as the head of the news at Adjara TV. Only Khuzmiashvili applied for the competition announced at the time. After Iberia TV was closed, Vakhtang Khuzmiashvili was heading the Prime Time multimedia group.⁴¹ He accused the government of exerting pressure on Iberia TV and restricting its activities,⁴² and later criticized the owners of the TV station as well.⁴³ Khuzmiashvili resigned on the basis of his own statement on July 8, 2021 without any explanation.⁴⁴ Nazibrola Kobuladze took his place, who also appeared on TV as the main news anchor during Kokhreidze's tenure. Kobuladze previously worked in the Public Relations Department of the Roads Department of the Autonomous Republic of Adjara and on the local TV 25.⁴⁵

Kokhreidze appointed Iakinte Chkhartishvili as his first deputy without holding the competition process. Previously, Chkhartishvili was the chairman of the Adjara Chamber of Commerce and Industry.⁴⁶ He has no relevant experience of working in the media.

39 Akaki Gogichaishvili was appointed as an editor-in-chief at Adjara TV, www.batumelebi.ge, 29.06.2020, <https://batumelebi.netgazeti.ge/news/286406/>

40 Georgian Manganese sues Shukurti population in the court, www.kutaisipost.ge 10.02.2020, <https://bit.ly/3gZSc02>

41 Only Vakho Khuzmiashvili's application was submitted for the position of the head of the news at Adjara TV, www.mediachecker.ge, 10.04.2020, <https://bit.ly/3ulPyzk>

42 Independence of media and dependence on tobacco, www.radiotavisupleba.ge, 21.02.2018, <https://bit.ly/3w4WJ5m>

43 Vakho Khuzmiashvili: "We weren't fighting to protect someone's millions", www.radiotavisupleba.ge, 26.11.2020, <https://bit.ly/2UNF0mi>

44 Vakho Khuzmiashvili left his position as a head of the news, Adjara TV and Radio, 8.07.2021, <https://www.adjaratv.ge/article/79665>

45 Nazibrola Kobuladze will become the anchor of the main news program www.mediachecker.ge, 16.03.2020, <https://bit.ly/3A94HOa>

46 Iakinte Chkhartishvili headed the Financial, Budget and Economic Council of the Supreme Council (2016-2020), was the Head of the Department of Roads of Adjara (2014-2016) and the Governor of Kobuleti (2013-2014).

FEEDBACK ON THE PROCESSES AROUND ADJARA TV

These processes that took place at Adjara TV and Radio had a huge response from local and international organizations – these events were criticized.⁴⁷ In March 2020, local human rights and media freedom organizations issued a statement addressing the international community regarding the processes around the broadcaster, calling on them to respond accordingly and support the broadcaster’s independence within their mandate.⁴⁸ On May 13, 2020, in solidarity, several TV stations stopped airing for a minute with the caption “Solidarity to the Journalists of the Adjara Public Broadcaster.”⁴⁹ The same caption was posted on Facebook by online publications,⁵⁰ radio stations, online TV stations, and non-governmental organizations.⁵¹ According to the Public Defender, the events that took place at Adjara TV threaten pluralism in the country and negatively affect the freedom of expression.⁵²

International organization - Reporters Without Borders issued several statements condemning the political crackdown on television⁵³ and called on the Georgian Dream to respect the editorial independence of the media outlet.⁵⁴ A special statement was published on the Council of Europe’s online platform for the protection of media and journalists’ rights, with the headline “Several journalists released on Adjara TV as a result of political pressure”.⁵⁵ The OSCE Special Representative on Freedom of the Media has expressed concerns over alleged interference by the management in the editorial policy.⁵⁶ The events around Adjara TV were also covered in the reports of Human Rights Watch⁵⁷ and the US State Department.⁵⁸

According to the Public Defender, the labor rights of journalists were violated at Adjara TV. In particular, the rights were violated in the cases of dismissal of Malkhaz Rekhviashvili, Shorena Glonti and Teona Bakuridze and transfer of Maia Merkviladze

47 Statement on the impeachment of Natia Kapanadze, 19.04.2019.

<https://www.transparency.ge/ge/post/gancxadeba-natia-kapanadze-impichmenttan-dakavshirebit>

48 Human Rights and other public organizations collectively address to the International organizations concerning the alarming processes in the Adjara Public Broadcaster, Transparency International Georgia, 17.03.2020, <https://bit.ly/3oLIVLj>

49 Around 20 broadcasters stopped airing for a minute in solidarity of Adjara TV, www.mediachecker.ge, 13.05.2020, <https://bit.ly/2T8BPVl>

50 In solidarity for the journalists of Adjara TV – protests of media on Facebook, www.mediachecker.ge, 13.05.2020, <https://bit.ly/2T8BPVl>

51 Solidarity of Non-governmental organizations towards Adjara TV, www.batumelebi.ge, 21.05.2020, <https://batumelebi.netgazeti.ge/news/278420/>

52 The public defender responds to the processes that are taking place around Adjara TV, The Public Defender of Georgia, 19.02.2020, <https://bit.ly/3gx0MEV>

53 Deputy Director of the Georgian Broadcaster resigns under pressure, Reporters Without Borders, 5.02.2020, <https://bit.ly/3vVPsVL>

54 A statement by Reporters Without Borders, 13.05.2020, <https://bit.ly/3zgOgHp>

55 Reporters Without Borders is alarmed by the events around Adjara TV, <https://civil.ge/ka>, 06/03/2020, <https://civil.ge/ka/archives/341153>

56 OSCE special representative on freedom of the media, 10.03.2020, <https://bit.ly/3goKQBJ>

57 Human Rights Watch 2020 Report, <https://www.hrw.org/world-report/2021/country-chapters/georgia>

58 US State Department Report on human rights in Georgia, 30.03.2021, <https://bit.ly/3oK00DE>

to an unequal position. Violation of rights was also established by restricting Teona Turmanidze's access to various activities at the broadcaster and by changing the essential terms of the employment contract (the type of work to be performed) for Sophio Zhgenti. According to the Ombudsman's Office, the change of the duties for Teona Kharabadze was an intensive interference in her labor rights. The Public Defender addressed the management of Adjara TV with a recommendation to restore labor rights of journalists, but they did not take this recommendation into account.

In addition, according to the Public Defender, during the interference in the labor rights of Teona Turmanidze and Teona Kharabadze, there was discrimination on the grounds of opposing opinions and memberships in a trade union.⁵⁹

The Public Defender also found a violation in relation to the case of Natia Zoidze.⁶⁰ The ombudsman called on the General Prosecutor to launch an investigation into the cases of Zoidze and other journalists under Article 156 of the Criminal Code of Georgia.⁶¹ This article foresees the punishment of the persecution of persons because of their speech, opinion, conscience, confession, faith or creed, or political, social, professional, religious or scientific activities.⁶²

59 The Public Defender established the violation of rights against 4 current and former journalists of Adjara TV, The Public Defender of Georgia, 27.09.2020, <https://bit.ly/3bKapM2>

60 The Public Defender also found a violation in relation with the case of Natia Zoidze, Adjara TV and Radio, 24.10.2020, <https://bit.ly/35nAD3q>

61 A statement to launch an investigation on the alleged criminal acts against the employees of Adjara TV, Public Defender of Georgia, 26.10.2020, <https://bit.ly/3yoj8IR>;

62 Criminal Code of Georgia, Article 156, <https://www.matsne.gov.ge/ka/document/view/16426?publication=233>

RECOMMENDATIONS

- The government should stop interfering in the activities of Adjara TV to gain influence over the television;
- The management of Adjara TV should stop harassing and dismissing journalists with critical opinions and must ensure the protection of the labor rights of all employees along with the independence of editorial policy;
- It is important that the court starts hearings of the disputes of the employees against the TV in a timely manner and ensures effective protection / restoration of their rights;
- The Advisory Board should fulfill its legal duties, ensure effective control over the activities of the management and examine, within its competence, the legality of the activities of the management / director.