

SUBMISSION TO THE SELECT COMMITTEE ON THE FUTURE OF WORK AND WORKERS

FROM THE NEW BEATS PROJECT

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Introduction

The New Beats Project thanks the Select Committee for the opportunity to make this submission on the future of work and workers. Our submission relates most specifically to Terms of Reference a and b.

Background to the New Beats Project

New Beats is a longitudinal study of the aftermath of mass redundancies in Australian journalism following digital industry restructuring from 2012. The study maps job loss across the occupation of journalism to develop a more accurate picture and understanding of the scope and scale of occupational change and its implications.

Specifically, the project addresses the following questions:

- How have journalists who were made redundant in Australia understood and made sense of that experience, both at an individual and collective level?
- How are they navigating the reinvention of their careers in journalism or other fields?

- How might the collective wisdom of these journalists be used by Australian media?
- How is the reinvention of individual careers contributing to the reinvention of journalism?
- How are their experiences and career trajectories relevant to an increased understanding of changes happening in workplaces more generally in 21st century Australia?

The five-year project is funded by the Australian Research Council through a Linkage Project, LP140100341 (2014-2019), and a Discovery Project, DP150102675 (2015-2018). The research team comprises six Chief Investigators (CIs) from five universities, and three industry partners – Media, Entertainment, and Arts Alliance (MEAA), National Library of Australia (NLA) and the Australian Broadcasting Corporation (ABC).

The study explores the lived experience of job loss and re-employment through annual surveys of a cohort of 230 journalists who lost their jobs in the period 2012 to 2014, using quantitative and qualitative methodologies. The surveys, undertaken from 2014 to 2017, question whether and how those who left newsrooms are adapting their traditional skills and remaking their careers in digital media (see O’Donnell et al., 2016; Zion et al., 2016a).

We track and analyse the experiences of those who are re-employed in journalism, those having difficulty finding paid journalistic work, and those who now work in other industries or who have left the labour market. These survey snapshots are complemented with 60 ‘life interviews’ with journalists talking about the broad arc of their careers before and after job loss. The National Library of Australia curates the collection of life interviews, which are in the process of being completed. Material from these interviews will also be incorporated in podcasts and radio programs. The ABC is an industry partner on the Linkage Grant.

Through this suite of research and dissemination activities, the New Beats Project aims to create greater understanding of the process of redundancy in journalism and of the human effects and societal ramifications for an industry and occupation undergoing profound change. In practical terms, the project also aims to provide detailed and timely information to journalists who are going through the redundancy process – and their advocates in the MEAA – on topics such as the likelihood of finding work, labour market demand for journalistic expertise, possible new career directions, re-training, and the impact of redundancy on professional identity, family life and well-being. This information is available on the project blog, www.newbeatsblog.com.

In response to specific concerns about job loss in rural and regional Australia in 2016, we also conducted a one-off survey with journalists whose positions were made redundant in rural and regional news outlets (see Zion et al., 2016b).

Furthermore, the project has developed several international collaborations. Parallel studies of job loss and re-employment in other national settings, using the New Beats survey protocol, have been completed, are underway or planned in the Netherlands, Canada, Indonesia and Germany.

The project has also attracted interest from researchers in the UK, Brazil, Finland and South Africa.

Terms of reference

This inquiry into the future of work and workers is taking place at a time when the ranks of journalists employed by major news outlets have been in serious decline for a decade. This submission therefore outlines some key occupational changes that have occurred in the recent past in order to address two terms of reference pertaining to Australian journalists. First, their future earnings, job security, employment status and working patterns. Second, the varying impact of occupational change on different groups of Australian journalists, depending on their demographic and geographic characteristics. The News Beats research findings offer a case study on occupational change in journalism. They may be indicative of issues that are already confronting, or will in the future confront workers and work in other industries.

Industry trends

To start, then, it is important to characterise the industry trends that are driving changing patterns of journalistic work in Australia. Australian journalists have a long history of organising in the pursuit of decent pay and working conditions in the belief that a strong workforce is the best guarantee of quality news that serves the public interest.

Two major changes in work threaten the future of journalism careers: ongoing staff reductions at the major media companies in the context of digital industry restructuring, and the rise of more flexible, if often precarious, types of journalistic employment.

Recent industry research on the state of play in Australian newspapers (Aravanis, 2017), and the online sector (Tarrant, 2017) provides crucial insights into the economic and technology dynamics driving these occupational changes.

1. Staff reductions

The decline of newspapers

Newspapers are in decline. Industry revenue has been halved in a decade, from 6.2 billion (AUD) in 2007-8, to 3 billion (AUD) in 2016-17 (Aravanis, 2017; Tarrant, 2017).

Total employment in newspapers is also down from 23,042 industry-wide jobs in 2007-08 to 14,678 in 2016-17. Total expenditure on wages is down too, from 2.4 billion in 2007-08, to 1.3 billion (AUD) in 2016-17, but still takes 43.4 per cent of revenue (Aravanis, 2017). More staff

reductions are predicted. Newspaper publishers have experimented with monetising content using paywalls around online sites, but with only modest success (Aravanis, 2017).

Internet publishing and broadcasting surges ahead

On the other hand, growth in Australian internet publishing and broadcasting is surging, with revenue expected to total 2.5 billion (AUD) in 2017-18, up from 901 million (AUD) in 2008-09.

Online advertising directories dominate this industry, with real estate sites accounting for 43.3 per cent of revenue. Online-only print publishing, where journalists might expect to be employed, accounts for just 6.1 per cent of the sector's activity (Tarrant, 2017).

Total employment in internet publishing and broadcasting stands at 5090 jobs across 1672 enterprises which suggests the average workplace has at most a handful of employees. Moreover, the average wage is 78,959 (AUD) per annum, which compares unfavourably with print-based newspaper journalists on an average annual wage of 90,925 (AUD) (Tarrant, 2017, p. 31; Aravanis, 2017, p. 31). Employers further reduce labour costs in the sector by employing part-time workers or outsourcing (Tarrant, 2017, p. 19).

2. 'Flexible' employment

Part-time, contract and freelance work – also referred to as 'atypical' work – is also a growing global trend. Large-scale institutional employment is in decline in many Western societies, as a result of economic and technological pressures (Rottwilm, 2014, p. 7) and the business priorities of industry players (see Aravanis, 2017; Tarrant, 2017). More generally, the rise of atypical work arrangements is part of a broader trend towards what a recent *New Yorker* article termed, 'the gig economy', where employment is increasingly casualised and more precarious.

Journalists' associations around the world have found workforce casualisation and freelancing affect up to one third of journalists (Walters, Warren & Dobbie, 2006). In Australia, in 2017, the share of fulltime work in journalism fell to 69.2 per cent of the workforce (Australian Government, 2017), well below the national average in 2016 of 74.8 per cent (Organisation for Economic Cooperation and Development, 2016).

Freelancing and other forms of atypical work are commonly linked to poor pay and working conditions. Yet, for some, such work arrangements offer professional benefits (Walters et al., 2006, p. 8).

Previous Australian research on the impact of these types of industry trends on journalism work has focused primarily on journalists' responses to converged newsrooms (see for example, Quinn, 1997; Pearson, 1999; Ewart & Gregor, 2001; Este et al., 2008; Molloy & Bromley, 2009; Este, Warren & Murphy, 2010; O'Donnell, McKnight & Este, 2012; Bowd, 2013; Sherwood &

Nicolson, 2013). There is also a limited body of research on the working conditions of freelancers (see for example, Meehan, 2001; Das, 2006, 2007; Patrick & Elks, 2015).

The New Beats Project is unique in that it provides the first study of the impact of industry trends on job loss and re-employment in Australian journalism. For example, employment insecurity is widely seen to have a chilling effect on important but high-cost forms of journalism: specialist reporting and investigative journalism. As part of its study, the New Beats Project has identified journalists who feel they cannot actually perform public interest or ‘watchdog’ journalism after redundancy because they are no longer backed by a large organisation. In the following instance, re-employment in a different medium has been a bitter-sweet experience as a result:

I’ve taken great pleasure in building up a community of readers for my blog, and prompting intelligent discussion. I’m a small fish in a small pond but I have a sense of achievement. What I do is worthwhile. However, I have less impact — old media has most authority and reach. Also, I feel as if I’ve become “soft” as I no longer write hard news and rarely break stories (Participant 126).

Our surveys over four years indicate that around a third of all those made redundant report that they continue to work in journalism (including as freelancers), while around 30 per cent work in a combination of journalism and other roles. A quarter of those made redundant work outside of journalism. Tellingly, it is the latter group whose incomes have made a better recovery than those who have remained in journalism. The remainder are retired or taking a break from the workforce.

Of the third who remain in journalism, we know a small proportion are developing public interest journalism projects. These vary considerably and the enterprises face a range of challenges and obstacles. There are some that have enjoyed success, both in experimenting in new forms of journalism and in making a go of it financially, but they are few in number, and their successes are limited and not inspiring many followers. As a sign of the instability of their post-redundancy careers, many have experienced more than one layoff.

3. Scope and scale of occupational shrinkage?

The Media, Entertainment, and Arts Alliance (MEAA) estimates that since 2012, around 3000 journalism positions have gone from Australian print and broadcast news media companies (MEAA, 2017). If we accept Hanusch’s (2013) calculation that some 10,691 people identified as journalists or editors in the 2011 census, the occupation lost around 28 per cent of the workforce in that five-year period (excluding new hires). The implications for news quality have become a matter of widespread public concern and were addressed in the 2017 Senate Select Committee inquiry into the Future of Public Interest Journalism in Australia.

Job loss amongst older veteran journalists has been one largely invisible issue. More than one thousand journalism jobs were lost from major Australian news media companies in 2012 as part

of digital industry restructuring, and, typically, veteran journalists were more severely affected than younger journalists. In fact, some of the nation's most respected and experienced career journalists left Australia's newsrooms in that year.

The trend was captured in the 2014 New Beats survey. The median age of our 230 respondents was 50 years, and they averaged some 25 years' experience as working journalists. Only 19 of the cohort was aged 35 or under at the time of the survey. While some of the veteran journalists have gone on to forge successful post-redundancy careers, typically they earn much lower pay rates on average due to loss of full-time employment and seniority. Moreover, the decline in the number of stable full-time jobs in large media organisations means many have had to take on media-related work, in roles that do not involve typical journalistic tasks such as reporting and providing information on matters of public significance.

It is hard to reach an accurate job loss tally amongst the occupation's different demographics, in part because there is no one consistent definition of what a journalism job actually is anymore. The same economic and technological forces that have disrupted the journalism business model have also transformed common understandings of who is a journalist and what journalism is.

The New Beats Project aggregates media coverage of announced redundancies on a timeline published on our blog (see <http://www.newbeatsblog.com/redundancy-timeline/>), the latest version of which can be found below. We acknowledge that MEAA's overall estimate is likely to be the best overall approximation of occupational shrinkage, however, we have sought to provide a different approach, evoking the scope and scale of journalism job loss by aggregating media coverage of journalism job redundancies. This media coverage includes limited but insightful anecdotal information about the journalists affected by job loss.

We note that some companies do not publically release information about job cuts, others provide only minimal details, and sometimes news of job losses does not distinguish between editorial and back office staff. For instance, while Fairfax announced it was cutting 1900 staff in 2012, 'only' around 380 of these were journalists. Nonetheless, our redundancy timeline does confirm that, in some cases, newspapers have lost more than 75 per cent of their staff. As Newcastle Herald journalist Ian Kirkwood told Media Watch in 2015: 'We're going from [a total of] 110 staff a few years ago to 24 and I just don't think you can expect the paper to realistically be the same ... Our fear is that it won't have the relevance to readers anymore.' This example is also indicative of another critical feature of understanding the impact of redundancy. While the total number of job losses is one measure of impact, it is also important to consider the number of job losses in a particular organisation relative to the total number of employees. In smaller organisations, a seemingly small number of actual job losses can have significant consequences, if that small number constitutes a significant proportion of the overall workforce.

The redundancy timeline illustrates not only that redundancies are continuing, but that any hopes that a sustainable business model would evolve to replace the 'rivers of gold' provided by

classified advertising – the historical source of newspaper profitability – have been repeatedly dashed. Not surprisingly, the likelihood that newspapers, including some of the country’s oldest and most prestigious titles, will cease daily print publication is increasing. Media companies, already challenged to survive after the collapse of the advertising business model that sustained print media for many decades, now face a further contraction of revenue as Google and Facebook have forged what has been described as a duopoly in digital advertising.

In sum, this section has provided information from various sources of data to demonstrate that journalism is an occupation facing substantial difficulties in holding on to the job security, employment status, working patterns and income levels that have historically sustained the production of quality public interest journalism. Large-scale newsrooms are in decline. New jobs, when they are created, are more likely to be in smaller workplaces, with less employment security, and casual, contract or freelance work arrangements.

Occupational change

1. New entrants

The dropping of barriers to entry in media created by the internet has encouraged new entrants. New publications such as *The Conversation*, *The Saturday Paper*, *The New Daily*, and *BuzzFeed*, as well as a number of other independent web-based publications, have all opened up new employment opportunities for journalists, contributed to the coverage of public interest issues, and enriched the media landscape. *The Guardian* and *New York Times* have opened Australian bureaus as part of their global digital strategies. The most significant of all the new entrants for the future of work in journalism is *The Conversation*, which is funded primarily by universities, and partly by the Victorian government. It represents one of the most successful global examples of journalism sustained by a new business model, an increasing workforce, and a strong capacity to aggregate large general audiences for public interest news and research. However, job openings with these new entrants are very limited, and have provided re-employment possibilities for only a fraction of the thousands of laid-off journalists. There is some evidence that younger journalists are not necessarily among the new hires

At the same time, the larger media companies have argued, successfully, that industry viability requires media reform to allow consolidation and increase local capacity to compete with global news providers, including the tech giants Google and Facebook. In May 2017, chief executives from Australia’s major commercial and subscription TV, newspaper and radio companies united to show support for the Federal Government’s proposed broadcast and media reform package. In a media release they called for changes to bring media regulation into the digital age and preserve the future viability of the sector, which, they suggested, supports more than 30,000 jobs. This included repealing two media ownership rules – the ‘two out of three’ and 75 per cent audience reach rules. Yet, while these media reforms passed through parliament in September 2017, there has been no halt to job cuts across the sector.

2. Market failure of regional journalism

There is increasing acknowledgement that quality journalism is a commercial product and public good at risk of market failure. This means there is not enough local advertising to support local journalism jobs. There are indications that the sustainability of news services for regional Australians may already be beyond what commercial media can deliver. At the Senate inquiry's hearings for the Media Reform Bill in 2016, the chief executive of the Nine Network, Hugh Marks, went as far as to suggest that 'the local content provisions in the bill are attempting to address a market failure in the provision of local news in rural and regional Australia. Nine believes the ABC, as the public broadcaster, should be a mechanism for addressing what is a market failure.'

The potential market failure of regional journalism has implications for the occupation, but also more broadly for the future of local communities. The loss of local news services represents a significant blow for local democracy and public engagement. The more that large media companies downsize, the greater the risk of news gaps emerging (or deepening). In 2016, the New Beats Project surveyed rural and regional journalists who had taken redundancy packages. Interestingly, they expressed concern for those journalists who are left behind in shrinking newsrooms and struggling to produce the kind of information that their communities need. The following comments capture the mood of concern. First, there are concerns about the decline in local news quality:

I feel sad that the resources have been cut so thin that the papers have become a collection of press releases and lacking in-depth stories. Even web content is dismal – everyone seems content to just have four paragraphs, as long as it's up there quick. I also dread how it is overlooked to provide quality journalism to entice advertisers to buy the paper. It's a lose-lose situation. And it reduces the independent voice. The craft of writing is fading – stories are becoming simple sentences. There are no pictures drawn, characters don't shine. It's all fact after fact, quote from press release, cut and paste. There used to be a huge divide between reporting and communications. That divide no longer exists (Participant 13).

Second, there is awareness of what communities lose when their news services decline:

Regional journalism is more important than ever as it is the best tool for keeping people accountable, no matter (what) position they hold. Local stories are more relevant than ever as we move to a more insular society. Regional journalism can make a huge impact on people's lives with support, information, sticking to facts, and having a presence. I've seen our local newspaper decline in quality and consequently in sales. Local content is lacking and the public are turning away in droves, it's very sad to see a 150-year-old community paper in disarray. The community no longer relies on the paper as its main source of information or debate.' (Participant 28).

It is important to note here that geographical relocation – to metropolitan or larger regional news markets – is one of the common challenges associated with job loss in regional journalism.

Despite reduced funding, the ABC has been attempting to address the resourcing of regional news. Sixty million dollars of funding from the previous Labor government was used to resource new regional bureaus, state-based digital teams and the Fact Check unit. In 2017, despite an overall cut in funding, the Corporation announced it was investing \$15 million annually to create 80 new jobs in regional and rural Australia as part of its 'investing in audiences' initiative. However, the extent to which this investment will be enough to replace the loss of reporting resources in regional Australia remains to be seen.

Community journalism is another source of media employment in Australia, but there is little evidence that community-owned ventures are able to fill the gap left by formerly successful regional media operations. In regional Victoria, the hyperlocal online publication, the Castlemaine Independent, which was launched in 2010 ceased publication a few years later. On the site's 'goodbye note', the editor, Tim Preston, lamented that, 'We failed to make enough money to justify the work involved'.

In sum, this section has discussed the varying impact of occupational change in journalism on two of the many different groups of Australian journalists: those who find re-employment opportunities with new entrants in the digital news media landscape, and those facing uncertain work futures as a result of potential market failure in regional journalism.

Conclusion

The digital transformation of journalism is accelerating as more large media companies experiment with automation and other innovations in news production. The next generation of journalists look set to access a broader range of interesting journalism-related work options. Yet, our research suggests few are likely to sustain a stable, well paid career working for major news companies. Employment insecurity in journalism puts quality news at risk. The significant occupational shrinkage over the past five years discussed in this submission should give all Australians pause for thought. There is clearly no going back to the way things were in the past. But it is also true that there is no journalism without journalists. We thank the Committee for the opportunity to explain our concern for the future of journalistic work and journalists, and put these important and pressing issues on the public record.

To close, if requested, we would be happy to appear in person at the hearings to expand on our research findings and to provide an updated version of the timeline below.

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APPENDIX 1: REDUNDANCY TIMELINE

The New Beats Project

The electronic version can be found at <http://www.newbeatsblog.com/redundancy-timeline/>.

Item	Dates	Event
1	June 17, 2012	<p>1900 job cuts predicted Fairfax Media announced massive job cuts to adjust to shrinking revenue. Seven news reported 150 of the cuts would be to metro reporters in Melbourne, Sydney and Canberra. http://www.smh.com.au/business/fairfax-to-shed-1900-staff-erect-paywalls-20120617-20ix1.html</p>
2	June 26, 2012	<p>News Ltd loses nearly 30% of staff Crikey received leaked financial statements of News Ltd from 2012-2013, showing roughly a third of all its metro newsroom staff had left, been axed or not replaced. The Australian lost 54 staff, the Daily Telegraph 167, the Courier Mail 295, the Herald Sun 241 and the Adelaide Advertiser 195. It was not clear what the breakdown was between journalists, photographers and support staff. Further cuts were made to suburban papers and the digital desks, as well as regional mastheads. https://www.crikey.com.au/2014/08/20/news-corp-cut-one-in-eight-newspaper-jobs-in-2012-13 http://www.smh.com.au/business/news-ltd-to-cut-70-digital-staff-20120626-210ad.html https://www.theguardian.com/media/2014/aug/20/news-corp-australia-leaked-accounts-show-1000-jobs-cut-across-mastheads http://www.abc.net.au/worldtoday/content/2012/s3534035.htm http://www.abc.net.au/news/2012-06-26/news-limited-queensland-jobs/4093960</p>
3	September, 2012	<p>MEAA estimates 700 jobs lost Media Alliance federal secretary Christopher Warren estimated 700 journalists, or one in seven journalism jobs in the two main newspaper companies, were lost over the winter: about 270 from Fairfax, 300 from News Ltd., and the rest were casuals and contributors from both groups. http://www.theaustralian.com.au/business/media/one-in-seven-journalist-jobs-lost-says-union/news-story/e89f2ee9e2d513d1d34c1bdb4733e72c</p>

4	November 2, 2012	<p>Network Ten loses its 'Breakfast'</p> <p>After posting a full year loss of nearly \$13 million, Network Ten axed its 'Breakfast' show and sacked six of its newsreaders and presenters, as well as 10 senior journalists from its Queensland news team. The MEAA reported in October that the network was looking to dismiss 100 journalists.</p> <p>http://www.smh.com.au/entertainment/tv-and-radio/tens-queensland-newsroom-gutted-20121102-28ppb.html and http://www.theaustralian.com.au/business/media/henry-robinson-go-as-ten-cuts-breakfast/story-e6frg996-1226515032897</p>
5	December, 2012	<p>Global Mail cuts six jobs</p> <p>The Global Mail was less than a year old when these cuts were announced. The investigative journalism site closed permanently in February 2014 less than two years after its launch.</p> <p>https://www.theguardian.com/media/2014/jan/30/global-mail-website-to-close</p>
6	June 16, 2014	<p>Cuts to Sky News, MMP, Seven and Ten</p> <p>Financial cuts were made at Sky (three journalist roles), Fox Sports, and Metro Media Publishing (partially owned by Fairfax) that let go 16 journalists and subs. Meanwhile a restructure at Seven led to the prediction of job losses in Sydney, Melbourne and Brisbane, and Ten lost a notable Canberra veteran.</p> <p>http://www.theaustralian.com.au/business/media/sky-news-cuts-newsroom-jobs/story-e6frg996-1226666952767 https://www.crikey.com.au/2013/06/04/more-bad-news-for-fairfax-as-mmp-axes-seven-titles/ http://www.tvtonight.com.au/2014/06/news-cuts-in-perth-may-mean-weekend-bulletin-from-sydney.html http://www.skynews.com.au/business/business/national/2014/06/10/seven-network-announces-redundancies.html http://www.skynews.com.au/business/business/national/2014/06/10/seven-network-announces-redundancies.html http://t.co/UwXQ8Owarz</p>
7	June 11, 2013	<p>Western Australian Newspapers set to cut 100 jobs</p> <p>Up to 100 jobs are set to be cut at West Australian Newspapers (WAN) through voluntary and potentially forced redundancies.</p> <p>http://www.abc.net.au/news/2013-06-11/redundancies-for-staff-at-west-australian-newspaper/4745852</p>
8	July 2, 2013	<p>WIN TV Ballarat cuts jobs</p> <p>WIN Ballarat's director of news Steve Marshall has been made redundant after 11 years in the job. A number of production staff at the WIN Television Ballarat office, including one member from the IT department, and the whole production team had been made redundant.</p>

		http://www.thecourier.com.au/story/1612622/win-tv-ballarat-cuts-jobs/
9	July 11, 2013	<p>More cuts at Fairfax and News</p> <p>One year after 50 jobs were cut at the Illawarra Mercury and the Newcastle Herald, Fairfax announced another 15 jobs would go due to operations being moved to its New Zealand sites. Meanwhile, key positions at News Ltd remain unoccupied following a restructure.</p> <p>http://www.theaustralian.com.au/business/media/fairfax-cuts-15-jobs-at-illawarra-mercury/story-e6frg996-1226676657756%3Cp%3E%3C/p%3E and https://www.crikey.com.au/2013/07/11/news-corps-musical-chairs-leaves-key-places-empty/</p>
10	October 1, 2013	<p>Fairfax (Magazines) fold</p> <p>Fairfax ceased publishing its glossy magazines, the (Sydney) magazine and the (Melbourne) magazine, with at least 45 jobs expected to be cut, although there was talk of some of the employees being redeployed to other parts of the organisation.</p> <p>http://www.smh.com.au/business/media-and-marketing/fairfax-media-to-cut-journalist-jobs-20131001-2uphh.html</p>
11	November 14, 2013	<p>Senior journalists leave AFR</p> <p>Another round of voluntary redundancies means an estimated 30 staff will depart from the Australian Financial Review, many with decades of experience.</p> <p>http://www.theaustralian.com.au/business/media/senior-journalists-exit-afr-in-latest-round-of-fairfax-media-redundancies/news-story/9fb6dafbf55b8d6e06df1aece3c63573</p>
12	March 11, 2014	<p>Starting again: How losing my job helped me find my way</p> <p>My little girl was four months old in August, 2013, when I got a phone call from my chief of staff. "Lauren, I have some bad news", my heart sank. Our whole office was being made redundant, effective in October.</p> <p>https://www.ausmumpreneur.com/starting-again-how-losing-my-job-helped-me-find-my-way/</p>
13	May 7, 2014	<p>News of photographer put staff on lines</p> <p>Fairfax announces it will dismiss 30 of its 45 metro photographers and rely more on Getty Images. The news prompted staff at the SMH and the Age to go on strike. Also, on the block are 35 subeditors and 15 lifestyle reporters.</p> <p>http://www.abc.net.au/mediawatch/transcripts/s4003097.htm https://mumbrella.com.au/fairfax-announces-70-80-redundancies-across-production-lifestyle-photographic-225029 https://twitter.com/amworldtodaypm</p> <p>Fairfax staff in Syd & Melb walk off the job for 24 hours after</p>

		announcement of 80 job cuts: 50 journos & 30 photographers #fairfaxstrike
14	June 11, 2014	Restructures, Cutbacks at Seven and Ten A restructuring of its news and the cancellation of Today Tonight in Melbourne, Sydney and Brisbane leads to cuts (previously announced in 2013). Ten announced the previous month that up to 150 jobs would be cut nationwide from its news operations and engineering departments http://www.skynews.com.au/business/business/national/2014/06/10/seven-network-announces-redundancies.html and http://www.news.com.au/entertainment/tv/dark-day-for-tv-news-as-network-ten-finalises-voluntary-redundancies-and-seven-lets-jobs-go/news-story/8d05b20d846b0028e61b74b338c21c96
15	November 25, 2015	400 jobs to go at ABC Federal government cuts were blamed for the ABC planning to shed 400 jobs – around 10 per cent of its workforces, including around 100 jobs from the news division. This includes the closure of some regional bureaux. http://www.abc.net.au/news/2014-11-24/mark-scott-announces-abc-job-cuts/5913082
16	March 12, 2015	News Now Hastens Regional Axe Fairfax Media has unveiled a plan to seek 62 voluntary redundancies from newsroom roles as it tries to revitalise its regional Victorian outlets and set them up to deal with increasing demand for online content. MEAA condemns these cuts. http://www.abc.net.au/news/2015-03-12/fairfax-media-proposing-to-axe-regional-victoria-jobs/6306204
17	April 2015	Radio staff told to step away from mic Nearly 50 employees at 4BC, 2UE, Magic 1278 and Magic 882 were dismissed soon after their shifts as Fairfax's merger with Macquarie Radio started to take shape. http://www.theaustralian.com.au/business/media/dismay-as-50-fairfax-radio-staff-axed/news-story/26731eac73ac3fc6d80748468552a63b
18	May 14, 2015	Fairfax to cut 50 jobs from Illawarra Mercury and South Coast papers Fairfax Media has announced a proposal to axe more than 50 journalists, photographers and commercial staff from its Illawarra and South Coast newspapers http://www.illawarramercury.com.au/story/3079555/50-fairfax-jobs-to-go-mercury-to-cut-editorial-in-half/
19	May 21, 2015	WIN-TV Pulls out of Mildura, Mackay WIN-TV closed its Mildura and Mackay offices with little or no warning to employees. The CEO said staff from both offices will be

		<p>deployed in other roles across the network. Meanwhile, Seven confirmed the departure of its executive producer of investigative news, Max Uechtritz, but downplayed rumours of up to 15 cuts, saying staff are being redeployed.</p> <p>http://www.abc.net.au/mediawatch/transcripts/1517_crikey.pdf http://www.smh.com.au/entertainment/tv-and-radio/seven-network-downplays-reports-of-newsroom-cull-including-to-day-tonight-20150521-gh6fio.html https://mumbrella.com.au/max-uechtritz-to-depart-as-seven-closes-investigation-unit-amid-newsroom-cuts-295279 http://www.sunraysiaadaily.com.au/story/3097988/media-union-slams-closure/?cs=1511</p>
20	May 28, 2015	<p>Commuters to journey without MX An estimated 30 full-time journalists will be affected by News Corp's decision to stop publishing its free afternoon newspaper in Melbourne, Sydney and Brisbane. The paper had been a fixture during the afternoon peak hour since 2001. Staff were told redundancies were inevitable but management would try to redeploy some positions.</p> <p>http://www.smh.com.au/business/media-and-marketing/news-corp-shuts-down-mx-newspaper-20150528-ghblr3.html</p>
21	July 2, 2015	<p>Fairfax cuts jobs from country papers in regional SA Fairfax media has announced a shake-up of its South Australian country operations with the loss of about 35 jobs and the closure of one newspaper.</p> <p>http://www.abc.net.au/news/2015-07-02/fairfax-cuts-jobs-in-regional-sa/6590578</p>
22	August 27, 2015	<p>Fairfax cuts regional jobs Fairfax has announced 69 jobs to be made redundant in the Hunter, including 37 full-time jobs at the Newcastle Herald.</p> <p>http://www.abc.net.au/news/2015-08-27/dozens-of-jobs-cut-from-fairfax-papers-in-the-hunter/6729118</p>
23	September 18, 2015	<p>Three West Australian newspapers to be axed Three regional Western Australian newspapers will close under a planned Fairfax Media restructure. The Wagin Argus, the Merredin – Wheat belt Mercury and the Central Midlands Advocate will be culled under the proposal.</p> <p>http://www.abc.net.au/news/2015-09-18/fairfax-planning-to-axe-three-regional-wa-newspapers/6787066</p>
24	September 21, 2015	<p>Prime Media axes jobs in regional NSW Prime Media Group confirms it has made a number of senior editorial positions redundant in Wagga Wagga, Tamworth and Canberra.</p>

		http://mumbrella.com.au/prime-media-confirms-editorial-redundancies-319796
25	September 22, 2015	<p>Glen Innes to lose its radio news service</p> <p>Glen Innes will lose its local radio news service at the end of the month. Newsreader for 2NZ/GEMFM, John Shaw, was presented with his marching orders from Northern Broadcasters 2NZ and GEM FM on Monday, and will cease working for the radio station on Friday, October 23.</p> <p>http://www.gleninnesexaminer.com.au/story/3369395/glen-innes-to-lose-its-radio-news-service/</p>
26	September 23, 2015	<p>Southern Cross Austereo confirms journalist redundancies</p> <p>Journalists in Sydney, Melbourne and Brisbane have been made redundant in the wake of a “streamlining” of Southern Cross Austereo’s news services.</p> <p>https://mumbrella.com.au/southern-cross-austereo-confirms-journalist-redundancies-in-the-wake-of-streamlining-317882</p>
27	September 24, 2015	<p>Launceston Examiner and Burnie Advocate could lose staff</p> <p>Up to 13 full-time jobs could be cut at two Tasmanian newspapers, as Fairfax undertakes a major restructure.</p> <p>http://www.abc.net.au/news/2015-09-24/fairfax-launceston-examiner-and-burnie-advocate-face-jobs-losses/6802904</p>
28	October 28, 2015	<p>WIN television network announces plans to close its studios in Victoria</p> <p>WIN Network will relocate its nightly half-hour Victorian news bulletins from Ballarat to its head office in Wollongong, New South Wales.</p> <p>http://www.abc.net.au/news/2015-10-28/win-news-ballarat-closes-studio/6893656</p>
29	November 23, 2015	<p>News Corp axing 55 journos from newspapers</p> <p>News Corp Australia will slash 55 journalism roles across its newspapers, a move which has drawn condemnation from the Media, Entertainment & Arts Alliance. The publishing company met with the journalists’ union to discuss the redundancy program, while editorial managers responsible for the cuts have also been briefed about the program, according to News Corp publication The Australian.</p> <p>https://mumbrella.com.au/news-corp-axing-55-journos-from-newspapers-332021</p> <p>http://www.theaustralian.com.au/business/media/news-corp-to-cut-55-journalism-roles/news-story/d46ddf5ed4b935c9719bfd6d3feb7e4f</p>
30	November 23, 2015	<p>Fairfax will axe 150 jobs at its Metro Media division by May 2016</p> <p>The Australian reports that Fairfax will axe 150 jobs at its Metro Media division by May 2016 in a much bigger wave of cuts than was</p>

		initially anticipated http://www.theaustralian.com.au/business/media/media-diary/fairfax-to-slash-150-metro-jobs-as-qantas-feels-heat/news-story/539bd1832c804401637d9f7fb6cb5ead
31	March 17, 2016	Fairfax Media to cut 120 editorial jobs at the Sydney Morning Herald and The Age Fairfax Media is set to cut the “equivalent of 120 full-time jobs” from news and business across newspapers The Sydney Morning Herald and The Age. https://mumbrella.com.au/fairfax-media-saves-20-jobs-cuts-100-offers-redundancies-361603
32	March 31, 2016	The Canberra Times to adopt quality compact print format Across the ACT publishing operations and The Canberra Times there are expected to be voluntary redundancies of approximately 12 full-time equivalent positions. http://www.fairfaxmedia.com.au/pressroom/au---nz-press-room/au---nz-press-room/the-canberra-times-to-adopt-quality-compact-print-format
33	April 28, 2016	WA’s Scoop Publishing ceases publication of its nine magazines The independent publisher Scoop Magazines closes down after publishing niche magazines for 19 years. http://www.watoday.com.au/wa-news/scoop-publishings-demise-another-blow-for-wa-journalists-curtin-academic-20160428-gohhqs.html
34	April 28, 2016	Canberra Times changes confirmed Fairfax Media’s restructure of its ACT publishing operations, including The Canberra Times, will result in fewer job losses than originally proposed, the company has told staff. http://www.canberratimes.com.au/act-news/canberra-times-changes-confirmed-20160428-goh2ea.html
35	May 5, 2016	Farewell to a good friend Former Cooma-Monaro Express editor Lee Evans farewells the 134 year-old paper as it publishes its final edition. http://www.coomaexpress.com.au/story/3889403/farewell-to-a-good-friend/ (link has been replaced with snowytimes.com online article no longer exist)
36	May 18, 2016	More BBC on the ABC: full news division cuts revealed About 30 positions will be affected by changes, the ABC says. And the number of job losses will be 14. https://www.crikey.com.au/2016/05/18/more-bbc-on-the-abc-full-news-division-cuts-revealed/
37	July 28, 2016	Redundancies loom as prime set to outsource Prime7 is consulting with presentation and ingest staff as it looks to

		<p>outsource operations, to MediaHub in Ingelburn, NSW http://www.tvtonight.com.au/2016/07/redundancies-loom-as-prime-set-to-outsource.html</p>
38	August 2, 2016	<p>The West Australian sheds senior journalists as profits, share price tumble The West Australian has shed senior journalists, as the newspaper confronts a significant fall in profit in the 12 months to the end of June. http://www.watoday.com.au/wa-news/the-west-australian-sacks-senior-journalists-as-profits-share-price-tumble-20160802-ggje2h.html</p>
39	September 5, 2016	<p>Up to 30 more redundancies at Fairfax Around 30 more redundancies take place at Fairfax in Sydney and Melbourne, many of which are involuntary, according to an MEAA spokesperson. http://www.abc.net.au/news/2016-05-09/fairfax-media-makes-30-journalists-redundant/7399216</p>
40	September 12, 2016	<p>News Corp to axe 300 jobs in ARM acquisition, suggests report The News Corp acquisition of ARM News & Media's Australian Regional Media (ARM) will see 300 jobs cut as News Corp looks to secure "back office synergies", according to a report in The Australian. https://mumbrella.com.au/news-corp-axe-300-jobs-arm-acquisition-suggests-report-394653</p>
41	October 14, 2016	<p>Weekly Review slashes newsroom, with 16 journos to go Big cuts at the suburban newspaper group were announced to the newsroom on Friday. https://www.crikey.com.au/2016/10/14/16-journos-to-go-as-fairfaxs-mmp-cuts-half-of-workforce</p>
42	November 3, 2016	<p>ABC Catalyst staff to be made redundant, new format announced Staff on controversial ABC science program Catalyst have been told they will be made redundant. http://www.theaustralian.com.au/business/media/abc-catalyst-staff-made-redundant-new-format-announced/news-story/a247b21414531696754779c3743a3afe</p>
43	November 16, 2016	<p>Radio National to lose eight staff as ABC cuts several programs from 2017 schedule The ABC is imposing a new round of cuts at Radio National with eight staff and several programs to be slashed from the 2017 schedule. https://www.theguardian.com/media/2016/nov/16/radio-national-to-lose-eight-staff-as-abc-cuts-several-programs-from-2017-schedule</p>

44	December 2, 2016	<p>Seven West Media opens voluntary redundancy program</p> <p>Seven West Media has kicked off a voluntary redundancy program as the media company struggles with a short advertising market.</p> <p>https://mumbrella.com.au/seven-west-media-opens-voluntary-redundancy-program-413099</p>
45	December 7, 2016	<p>News Corp Australia announces redundancies and \$40M cost-cutting</p> <p>Company says it will use forced redundancies, if necessary, to reach goal of cutting 42 full-time positions.</p> <p>https://www.theguardian.com/media/2016/dec/07/news-corp-australia-announces-redundancies-and-fresh-cost-cutting?utm_source=esp&utm_medium=Email&utm_campaign=Media+briefing+2016&utm_term=203065&subid=720830&CMP=ema_546</p> <p>https://mumbrella.com.au/news-corp-redundancy-program-moves-forward-editorial-jobs-gone-daily-telegraph-414297</p>
46	March 8, 2017	<p>Foreign Correspondent and 7.30 staff tapped for redundancy at ABC</p> <p>Up to 85 staff have already been told they will be made redundant after MD Michelle Guthrie announced major cuts.</p> <p>https://www.theguardian.com/media/2017/mar/08/foreign-correspondent-and-730-staff-tapped-for-redundancy-at-abc</p>
47	April 5, 2017	<p>Fairfax Media announces further job losses, slashes 30 million from editorial budget</p> <p>Editorial staff at mastheads including The Age and The Sydney Morning Herald are again facing redundancies, though it is not yet known how many jobs will go.</p> <p>http://www.abc.net.au/news/2017-04-05/fairfax-media-announces-further-job-losses-amid-\$30m-budget-cut/8419584</p>
48	April 11, 2017	<p>News Corp Australia makes most of its photographers and subeditors redundant to cut costs</p> <p>The Daily Telegraph, Herald Sun and Courier-Mail will lose dozens of staff and comes after News Corp posted a second-quarter loss of \$287m in February.</p> <p>https://www.theguardian.com/media/2017/apr/11/news-corp-australia-sacks-most-of-its-photographers-and-subeditors-to-cut-costs?utm_source=esp&utm_medium=Email&utm_campaign=Media+briefing+2016&utm_term=203065&subid=720830&CMP=ema_546</p>
49	May 3, 2017	<p>Fairfax Media to cut a quarter of journalists at SMH, The Age and AFR</p> <p>Up to 125 newsroom staff to be made redundant in a \$30m cost-cutting drive that will see the three mastheads rely more on contributors.</p> <p>https://www.theguardian.com/media/2017/may/03/fairfax-media-</p>

		job-cuts-sydney-morning-herald-the-age-australian-financial-review?utm_source=esp&utm_medium=Email&utm_campaign=Media+briefing+2016&utm_term=203065&subid=720830&CMP=ema_546
50	May 4, 2017	Cuts to arts journalism at Arts Hub and Fairfax The Daily Review reports that both The Sydney Morning Herald and The Age plan on cutting their arts editorial staff back to one single arts editor/journalist at each paper. Meanwhile, Deborah Stone, the editor of the online art magazine, ArtsHub, has taken a redundancy. https://dailyreview.com.au/fairfax-cuts-will-hit-arts-journalism-hard/59390
51	May 26, 2017	Radio jobs for the chop as ABC rolls out redundancies Staff in the ABC Radio division were told that nine jobs would go as part of the latest round of ABC redundancies. https://www.theguardian.com/media/commentisfree/2017/may/26/radio-jobs-for-the-chop-as-abc-rolls-out-redundancies
52	June 6, 2017	ABC's stunning axing of 30-year Adelaide veteran ABC staff in South Australia are shocked by interstate management's decision to axe Leigh Radford, a highly respected 30-year veteran who headed up rural and national programs for ABC Regional. http://indaily.com.au/news/business/media-week/2017/06/09/abcs-stunning-axing-30-year-adelaide-veteran
53	June 7, 2017	Fairfax journos say goodbye to readers as redundancies finalized Alan Stokes, Rohan Connolly and Adam Morton are among big names to be leaving Fairfax, with decades of experience walking out the door in the latest round of redundancies. https://www.crikey.com.au/2017/06/07/fairfax-journos-say-goodbye-to-readers-as-redundancies-finalised/
54	June 20, 2017	Pacific Magazines reveals 11 redundancies as it looks to further reduce cost base before 30 June Pacific Magazines is set to reduce its cost base with 11 redundancies planned for sub-editors across all brands to outsource their work to external sub copy business, Pagemasters. https://mumbrella.com.au/pacific-magazines-reveals-11-redundancies-looks-reduce-cost-base-30-june-452615?utm_source=Adestra&utm_medium=email&utm_term=&utm_content=READ%20MORE%20
55	July 11, 2017	Nine News Darwin set to lose local bulletin, a dozen jobs cut Sweeping cuts at Nine News Darwin mark the end of a standalone commercial news bulletin for the Northern Territory, and about a dozen staff will lose their jobs. http://www.abc.net.au/news/2017-07-11/nine-news-darwin-to-lose-local-bulletin-and-staff-in-cuts/8697370

56	July 28, 2017	<p>When a Courier Mail pineapple story is not just a pineapple story Staff at the Courier Mail in Brisbane watch as dozens of colleagues walk out the door following continuing redundancies.</p> <p>https://www.theguardian.com/media/2017/jul/28/when-a-courier-mail-pineapple-story-is-not-just-a-pineapple-story?CMP=Share_iOSApp_Other</p>
57	July 28, 2017	<p>Health Warning Bauer Media Chief executive Paul Dykzeul tells the eight staff of Good Health magazine that they will be made redundant as the magazine would now be produced in New Zealand.</p> <p>https://www.theguardian.com/media/2017/jul/28/when-a-courier-mail-pineapple-story-is-not-just-a-pineapple-story?CMP=Share_iOSApp_Other</p>
58	September 11, 2017	<p>Newcastle Sunday Ceases Publication Sad to confirm the demise of @NewcastleSunday today after just 11 editions. Appreciate the support of everyone. @BarryToohey https://twitter.com/DuaneDowell/status/907534477601103872</p>
59	September 12, 2017	<p>Newcastle Sunday delivers its last newspaper The Newcastle Live website reports that the Newcastle Sunday have made the hard decision to cease publication, effective immediately. http://newcastlelive.com.au/newcastle-sunday-delivers-last-newspaper/#?utm_source=TractionNext&utm_medium=Email&utm_campaign=Insider-Subscribe-130917</p>
60	November 3, 2017	<p>Seven West Media job cuts raise fears for The West Australian, Sunday Times journalists As Seven West Media employees brace for big staff cuts announced by the company, the media union has raised fears for the future of the Sunday Times newspaper http://www.abc.net.au/news/2017-11-03/seven-west-media-job-cuts-raise-sunday-times-fears/9114616</p>
61	November 9, 2017	<p>Fairfax to launch new magazine for Sydney region Fairfax Media will launch a new magazine early next year to service north-west Sydney, replacing the existing operations of six Australian Community Media mastheads. http://www.newsmediaworks.com.au/fairfax-to-launch-new-magazine-for-sydney-region/?utm_source=Weekly+Newsletter&utm_campaign=9e3abe36c0-EMAIL_CAMPAIGN_2017_11_08&utm_medium=email&utm_term=0_6cc6e83f81-9e3abe36c0-123891909</p>
62	November 20, 2017	<p>Illawarra insurrection A bunch of News and Fairfax redundant refugees have fled down the NSW coast to set up an online news service and the local paper is</p>

		<p>worried. It's a hyper local thing, nothing outside of the Illawarra, but aimed at the hole left by the ever shrinking Illawarra Mercury. They had several thousand subscribers after just two weeks online. Brett Martin (former deputy chief Tele sub who won a Walkley for the Mercury) is the brains trust, and he reckons it has a fair bit of ad support. He also has regular columns from the likes of Pat Sheil (ex-SMH Column 8 editor) on science, and Brad Walter (ex-SMH league writer) on NRL things.</p> <p>http://www.theaustralian.com.au/business/media/media-diary/platform-7-goes-off-the-tracks/news-story/363602dffcd9d73b35245494ef9c0416</p>
63	November 29, 2017	<p>HuffPost and Fairfax joint venture ends HuffPost Australia's joint venture with Fairfax Media has come to an end. Fairfax Media will redeploy staff members – of which there are more than 30 – into the metro business, while others will be left without jobs as the Huffington Post's local team is expected to be reduced to a handful of contractors.</p> <p>https://mumbrella.com.au/huffpost-fairfax-joint-venture-ends-485565?utm_source=Adestra&utm_medium=email&utm_term=&utm_content=Read%20more&utm_campaign=BREAKING%3A%20HuffPost%20and%20Fairfax%20joint%20venture%20ends</p>
64	December 4, 2017	<p>Bad week for Bourke For more than 130 years, The Western Herald was the voice of the community in the far western NSW city of Bourke. But no more. Last week the independent newspaper's owner issued termination notices for the three staff on the paper, which had a circulation of about 1600. The final issue comes out later this month. The Western Herald was once the home of the writings of a young Henry Lawson when he was cutting his teeth in the print game as well as publishing the poems of Harry "Breaker" Morant.</p> <p>http://www.theaustralian.com.au/business/media/media-diary/media-diary-burkes-backstory/news-story/70800f49cb90ac178038aee1f8ab913d</p>
65	December 4, 2017	<p>HuffPost's 'disrespect' for staff ... Women's Weekly cuts senior roles ... the revolving door ... Women's Weekly cuts senior editorial roles. Bauer Media's Australian Women's Weekly also took a hit last week, with up to 15 jobs cut, which Crikey understands including the senior roles of chief sub-editor and art director. Bauer management told staff the previous Friday (November 24) to be assembled for an "important" announcement first thing Monday morning, leaving staff to fret and wait nervously over the weekend.</p> <p>https://www.crikey.com.au/2017/12/04/huffpost-australia-staff-disrespected-by-employer-union/</p>

66	December 21 2017	<p>Bauer Media closes Men's Style magazine</p> <p>Bauer Media has ended its nightmare year by axing another publication just days before Christmas, with the next edition of Men's Style to be the final edition.</p> <p>https://mumbrella.com.au/bauer-media-axes-mens-style-magazine-491122?utm_source=Adestra&utm_medium=email&utm_term=&utm_content=READ%20MORE%20%C2%BB&utm_campaign=Mumbrella%20Daily%20-%2020%2F12%2F17</p>
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