



## Strategic plan of Glasen Textilec 2020 - 2023

This midterm working strategy of the association Glasen Textilec defines the key priorities, goals, and activities which the association will implement for during the period of 2020-2023. Through this strategy, we will increase our potential and influence in fulfilling our vision and mission. The strategy is a result of multiple meetings and workshops in which all of the members, volunteers, and representatives of the communities which the association works with were present.

### **The Association's vision is:**

Citizen workers in the textile, leather, and shoemaking industry, highly conscious, educated and informed, enjoy their rights.

### **The Association's mission is:**

To be the leading organization in accomplishing workers' rights in the textile, leather, and shoemaking industry.

### **Main goals and tasks of the Association which are stipulated in the statute:**

1. Professionalism and transparency in the work of the association;
2. Representing the interests of the workers' in the textile, leather, and shoemaking industry;
3. Affirmation and popularisation of the workers' problems and the infringement of their rights;
4. Raising workers' awareness through educations, forums, conferences, seminars and other required activities;
5. Participation in preparation of laws and other normative acts and regulations in the areas of interest of the association;
6. Construction of our own distinct structure for preparation of projects for development and improvement of the association;



7. Stimulating, lobbying, managing, creating, and developing collaboration with media, business sector, other NGOs, foundations, associations, and realization of international cooperation;
8. Supporting, creating, and developing the collaboration with the organs of the central and local government, international institutions and organizations, foreign embassies and governments;
9. Stimulating, supporting, implementing and representing workers, through positive examples in the European countries; participation in solving, overcoming the problems and meeting needs of workers and youth;
10. Performing other activities and forms of work which contribute to the promotion of workers' rights, popularization of problems and raising the awareness of workers and youth;
11. Establishing and developing networks and groups with organizations with the aim of strengthening the capacity to improve workers' rights;
12. Popularization and affirmation of the status and infringement of the rights of the marginalized and vulnerable population - youth and workers, especially in the private sector (Roma, LGBT, addicts, sex workers, etc.);
13. Strengthening and developing volunteerism and volunteer management and actively involving young people both in and outside the organization;
14. Social inclusion and raising the awareness of citizens, especially young people and workers through art and culture;
15. Developing the idea of social enterprise, supporting it and finding social enterprise funds within the association and on the territory of R. Macedonia.

## Values

Glacen Textilec will respect all people regardless of their nationality, age, race, sexuality and any other aspect of their background. It will particularly advocate the inclusion of textile workers in defining project activities and strategic documents of



Glacen Textilec. It will also encourage the inclusion of young people in the work of the association. All employees, engaged and volunteers at Glasen Textilec respect the work commitments and values of the association. More specifically, values of the association are:

Tolerance, solidarity, social justice, interpersonal helping, respecting differences and human rights, equal opportunities, freedom of choice, motivation for activism.

### **Priorities**

For the period between 2020-2023 Glasen Textilec has set the following priorities:

- ✓ P1. All workers know their workers' rights;
- ✓ P2. State institutions and the private sector respect workers' rights;
- ✓ P3. Glasen Tekstilec is a sustainable and recognized civic organization.

### **Priority 1. All workers know their workers' rights Goals:**

#### **Goals:**

#### **Goal 1. Legal and paralegal strengthening of textile workers:**

##### **Activities:**

- ✓ Applying on projects for legal and paralegal strengthening of textile workers.
- ✓ Increasing the team of paralegals and the scope of their activities Increasing the number of cities where paralegals are present.
- ✓ Including a lawyer of Glasen Textilec in project activities;
- ✓ Promotion of legal and paralegal assistance.

#### **Goal 2. Democratization of trade unionism:**

##### **Activities:**

- ✓ Passing a law on collective bargaining and labor union organization;
- ✓ Coordination meetings with labor unions and the International Labor Organization during which the stances will be harmonized;
- ✓ Establishing an independent labor union of textile workers.



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### **Goal 3. Promotion of workers' rights:**

#### **Activities:**

- ✓ Organizing the Tekstilijada;
- ✓ Organizing educations with youth on human and workers' rights;
- ✓ Organizing workshops with workers on workers' rights;
- ✓ Organizing cultural events;
- ✓ Social media campaign to promote workers' rights;
- ✓ Research and analysis of access to justice for workers;
- ✓ Monitoring court cases for human rights violations.

### **Priority 2. State institutions and the private sector respect workers' rights:**

#### **Goals:**

**Goal 1.** Strengthening of the partnership with the State Labor Inspectorate – DIT for the sake of reducing corruption, un-recorded working hours and their greater transparency and increased trust in DIT:

#### **Activities:**

- ✓ Meetings and trainings with the DIT;
- ✓ Signed Memorandum for cooperation between GT and DIT;
- ✓ Study visit of DIT, GT, and Ministry of Labor and Social Policy-MLSP in Kosovo to see the way of working and cooperation between Kosovo's DIT and civil society organizations;
- ✓ Inspection visits to textile factories by a team of DIT and GT.
- ✓ Joint Campaigns with DIT and Public Revenue Office - PRO (UJP) for strengthening workers' rights;



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**Goal 2.** Strengthen the partnership with the Economic Social Council – ESC, Local Economic Social Council - LESC for improvement of workers' rights in Macedonia:

**Activities:**

- ✓ Involvement of ESC and LESC members in GT activities Meetings with ESC and LESC;
- ✓ Meetings with the Ministry of Labor and Social Policy to present the idea of inclusion of GT in ESC and LESC meetings;
- ✓ Following and monitoring the work of the ESC and LESC through the presence of GT at meetings of the ESC.

**Goal 3.** Improvement of social dialogue:

**Activities:**

- ✓ Advocating for declaring Sunday as a non-working day in Macedonia  
Organizing workshops, debates, forums on topics related to improving social dialogue;
- ✓ Planning partnership activities among all social dialogue stakeholders;
- ✓ Study visits to countries which are a good example of how social dialogue works.

**Goal 4.** Advocacy and monitoring of EU policies, conventions, and chapters related to human and labor rights:

**Activities:**

- ✓ Meetings with relevant bodies, committees, ministries, and other stakeholders;
- ✓ Monitoring and analysis of the implementation of legal regulations, policies, conventions, and chapters on EU accession;
- ✓ Advocacy for the application of good policies and practices.



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## **Goal 5. Workers' and human rights of textile workers in times of emergency:**

### **Activities:**

- ✓ Solutions regarding adopted measures, decrees and recommendations.
- ✓ Lobbying and advocating for the adopted measures, decrees and recommendations.
- ✓ Monitoring and implementation.
- ✓ Policy Paper.
- ✓ Quick activities, according to the needs.

## **Priority 3. Glasen Tekstilec is a sustainable and recognized civic organization:**

### **Goals:**

#### **Goal 1: Ensure financial sustainability and stability:**

##### **Activities:**

- ✓ Mobilizing resources from national and local budgets;
- ✓ Social enterprise development;
- ✓ Development of self-sustaining activities.

#### **Goal 2: Strengthening partnership relations with other organizations in Macedonia and the region:**

##### **Activities:**

- ✓ Coordination meetings and exchange of information;
- ✓ Joint campaigns and project activities;
- ✓ Involve GT in national and regional initiatives and platforms.



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**Goal 3: Strengthen GT's human resources:**

**Activities:**

- ✓ Hiring more volunteers and strengthening their capacity;
- ✓ Capacity building and hiring of experienced and professional staff Formation of a youth program within the GT.

**Goal 4: Increased visibility of the organization:**

**Activities:**

- ✓ Promotion of the Cultural Art Centre (CAC) as a center of culture and art in Stip Promotion of GT on social, electronic and print media;
- ✓ Participation in national and international conferences, forums and other events.