



Co-funded by
the European Union

Co-funded by the Swedish
International Development
Cooperation Agency



Sweden
Sverige

Organization: Glasen Tekstilec - North Macedonia

Part I – Organizational Capacity Development						
OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (quarter, year)	Expected Outcome	Person responsible
I - Organizational Review and Self-Assessment						
II - Governance, Leadership and Decision-Making						
III - Strategic Analysis and Planning						
IV - Human Resource Management						
V - Facilities, Equipment and Technology	5.1. Procurement of equipment	5.1.1. Purchase of Laptops	Financial resources from the Donors: The Kvinna till Kvinna Foundation, Olof Palme Center, Reactor – research in Action	1/2022 3/2022 2023	Improved technical capacities of Glasen Tekstilec	Blagojche Dishoski Kristina Ampeva
	Realized, through other projects and through a project funded by Reactor - Research in Action.					

Implemented by:

REACTOR
research in action



KVINNA
KVINNA



PRAVA
ZASV=

WOMEN'S RIGHTS CENTER
CENTAR ZA ŽENSKA PRAVA

Part I – Organizational Capacity Development

OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (quarter, year)	Expected Outcome	Person responsible
	5.2. Create/use a data and knowledge management system In the process, the entire knowledge transfer system is not built.	5.2.1.				
VI - Project Design, Management, Monit. and Evaluation	6.1. Writing project applications and project documents An internal session for project applications was held and 3 new applications were submitted. The training was for new members. We also held an internal session to upgrade financial and administrative operations.	6.1.1. internal Session for creating project application documents for the new staff members.	Mentorship	½ of 2022	Improved capacities and skills of the new staff members. Trained persons and employees for writing a project applications and documents.	Kristina Ampeva Blagojche Dishoski
VII - Financial Planning and Management						
VIII - Fundraising, Income Generation,	8.1. Create a fundraising plan In process. We attended a	8.1.1. Session	Training or mentorship	2022/2023		Blagojche Dishoski

Part I – Organizational Capacity Development

OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (quarter, year)	Expected Outcome	Person responsible
Sustainability / Financial Viability	<p>fundraising training from Connect. We are in the process of creating an administrative guide and an Action Plan, where we have included parts for this activity.</p> <p>Action plan: https://glasentekstilec.mk/wp-content/uploads/2023/06/Akciski-2022-2024.pdf</p> <p>Administrative guide: https://glasentekstilec.mk/wp-content/uploads/2023/06/Administrativen-vodich-final.pdf</p> <p>HR Guide https://glasentekstilec.mk/wp-content/uploads/2022/12/%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%BD%D0%B8%D0%BA-%D0%B7%D0%B0-%D1%87%D0%BE%D0%B2%D0%B5%D1%87%D0%BA%D0%B8-%D1%80%D0%B5%D1%81%D1%83%D1%80%D1%81%D0%B8.pdf</p>					

Part I – Organizational Capacity Development

OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (quarter, year)	Expected Outcome	Person responsible
	8.2. Develop a practice of acquiring revenue for goods and services	8.2.1. Session	Training or Mentorship	2022/2023		Kristina Ampeva Blagojche Dishoski
IX - Service Provision						
X - Public Image						

Organization: Glasen Tekstilec - North Macedonia

Part II – Advocacy Capacity Development

ACD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (month, year)	Expected Outcome	Person responsible
I - Issue is timely and significant						
II - CSO devises strategy or action plan for its advocacy initiative	2.1. Create a specific and detailed advocacy strategy and action plan	2.1.1. Meeting with member of GT, staff, and volunteers 2.1.2. Training	Financial from the Donors, Mentorship	2022 and ½ 2023	Developed and adopted advocacy	Kristina Ampeva Blagojche Dishoski

Part II – Advocacy Capacity Development

ACD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (month, year)	Expected Outcome	Person responsible
	Action plan: https://glasentekstilec.mk/wp-content/uploads/2023/06/Akciski-2022-2024.pdf HR Guide https://glasentekstilec.mk/wp-content/uploads/2022/12/%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%BD%D0%B8%D0%BA-%D0%B7%D0%B0-%D1%87%D0%BE%D0%B2%D0%B5%D1%87%D0%BA%D0%B8-%D1%80%D0%B5%D1%81%D1%83%D1%80%D1%81%D0%B8.pdf	2.1.3. Developing advocacy strategy and action plan			strategy and action plan.	
III - CSO collects information and input about the issue						
IV - CSO formulates a viable policy position on the issue						

Part II – Advocacy Capacity Development

ACD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (month, year)	Expected Outcome	Person responsible
V - CSO obtains and/or allocates resources for advocacy on the issue	5.1. Gather financial and human resources	5.1.1. Internship 5.1.2. Session	Financial Mentorship	2022/2023	New staff and educated staff. Improved finances	Blagojche Dishoski Kristina Ampeva Staff members
	Realized in 2022, with all employees in Glasen Tekstilec. https://1drv.ms/p/s!Al00rtN7w6lLgUKXLqAPYu4mPbsS?e=hZueHF					
VI - CSO builds coalitions and networks to obtain cooperative efforts for joint action on the issue	6.1. Work on building coalitions and networks	6.1.1.	Mentorship	2022/2023	Strengthened joint advocacy capabilities	Kristina Ampeva
	We have informally joined the Clean Clothes Campaign network. We are part of the forum for citizens dial, led by NGO INFO CENTER, funded by Olol Palme Center.					
	6.2. Plan and implement concrete joint and coordinated actions	6.2.1. Conferences, meetings etd. Wit institutions (MTS, LS, DIT)	Financial	2022/2023	Strengthened lobbying	Kristina Ampeva Bisera Kaftanova Silvija Kostovska Ivan Nikolov
	Several joint activities were realized. In cooperation with the Municipality of Shtip, we realized a march following the 14-day fight against violence: https://www.facebook.com/					

Part II – Advocacy Capacity Development

ACD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (month, year)	Expected Outcome	Person responsible
	<p>glasentekstilec/posts/pfbid02iEWwZ8LBP9OzQKP2ZfbpBHgE8h8B49F8NpP8kqL3yBeMBWgA83DXE6AP8RTTBv hl and in cooperation with MTSP education for female textile workers with psychologist and psychological support:</p> <p>https://www.facebook.com/permalink.php?story_fbid=pfbid0ivpKH8jBP98uAw8K6emcrrqMqyt9U8tjvvHXcRyGGs3WpvmvqKAxfqGecq6wKBUVGL&id=100077753190307</p> <p>Part of the activities within Tekstilijada 6 was supported by the Municipality of Shtip.</p>					
VII - CSO takes actions to influence policy or other aspects of the issue						
VIII - CSO takes follow up actions, after a policy decision is made, to foster implementation and/or						

Part II - Advocacy Capacity Development

ACD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (month, year)	Expected Outcome	Person responsible
to maintain public interest						