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## Advocacy Capacity Assessment Report

### Loud Textile Workers

This report resulted from a discussion with Kristina Ampeva (President), Blagojce Disoski (finances), Bisera Kaftanova (PR), Silvija Kostovska (Legal advisor) and Ivan Nikolov (Legal Advisor). In addition to noting the areas where your organization excelled, it also seeks to support you in carrying out more effective advocacy initiatives by offering some detailed recommendations. These can inform your organization's personalized Capacity Development Plan for the future.

#### Advocacy Strengths

##### 1. Issue is timely and significant

LTW has much evidence that the issue is a vital concern to constituents and usually collects evidence to identify issues as key concerns. You always make sure you have extensive evidence that the issue is critically important. LTW usually identifies multiple opportunities that will contribute to the effectiveness of the action. You also ensure multiple key decision-makers are receptive before starting an initiative. For future initiatives you could consider collecting extensive evidence from diverse constituents (age, gender, economic status, ethnicity, etc.) and multiple key stakeholders are receptive to the initiative.

##### 2. CSO collects information and input about the issue

LTW identifies all relevant governmental agencies, knows their roles, has some understanding of the relevant agencies' knowledge and positions on the issue. You usually gather diverse public input and for some initiative the input about the issue comes from diverse members of the general public. In some of the initiatives you use a survey to collect representative input on the issue, including from relevant groups while some informal information is gathered (ex. through the legal service). LTW always collects a lot of information and data on the issue and uses it in a good summary/position paper and analyzes all relevant policies. For future initiatives input can be gathered through surveys from diverse actors as a basis for advocacy.

##### 3. CSO formulates a viable policy position on the issue

LTW involves diverse stakeholders in formulating its policy position where the policy position is gender-sensitive and you always involve diverse stakeholders in formulating your policy position. You usually have a rather clear and convincing policy position. LTW always has a coherent and persuasive rationale for its policy position and uses a lot of information that it collected to support its policy position.

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#### 4. CSO takes actions to influence policy or other aspects of the issue

LTW has quality media coverage from multiple sources and for some initiatives this coverage is extensive. You always have coverage of your advocacy. You hold 2-3 public meetings to raise awareness / influence policy for all initiatives. On one of the advocacy initiatives the organization involved the textile workers while in the other two it did not. For future initiative you can consider engaging textile workers in all of their advocacy activities more actively. You usually undertake multiple, active lobbying efforts for your policy position and involve a few other stakeholders in lobbying. LTW always drafts precise model legislation and circulates it broadly to legislators. You usually have one version/format for your policy position in writing, with information appropriate for the relevant audiences and for one initiative you have several versions. For future initiatives you can try to have several formats of the policy document relevant for different stakeholders. LTW usually presents policy positions in an attractive and effective format.

#### 5. Monitoring the implementation of a newly passed law, policy or court decision

For one of the initiatives that was accepted LTW has a detailed plan and regularly monitors implementation, including by consulting relevant stakeholders to see how the policy change has impacted them, raising awareness about the limitations in implementation. You should keep this practice and always monitor implementation after certain changes in laws are accepted. LTW usually allocates significant staff/volunteer time and resources allocated to monitoring. You usually undertake continuous follow-up advocacy for the policy recommendations, including some monitoring of opportunities to renew pressure or try a new approach. LTW usually undertakes continuous monitoring of public awareness and opportunities to renew interest in the issue.

### Opportunities for More Successful Advocacy

#### 1. CSO devises strategy or action plan for its advocacy initiative

LTW undertakes basic mapping exercises of key stakeholders and their positions on the issue. You usually undertake such a mapping exercise and in future this mapping can be made in writing for all advocacy activities. LTW identifies who uncommitted or opposition might be, but does not make a strategy to convince them. Usually, the efforts are towards neutralizing the effects of those opposing. You usually have some strategy, but it is not very specific and not in writing. For deciding on the steps in the advocacy initiative you always consult extensively with diverse stakeholders. LTW carefully considers multiple possible advocacy strategies. For future, strategies for convincing neutral or opposing sides might be helpful for the advocacy as well as detailed written strategy for the advocacy initiative.

#### 2. CSO obtains and/or allocates resources (especially time and money) for advocacy on the issue

LTW does not collect any contributions from local groups and for future initiatives it can collect contributions from 1 or more local contributors and groups. You assign human resources to the advocacy initiative but not always financial resources. In two of the initiatives LTW assigned financial and human resources to its advocacy initiatives as part of projects and for future initiatives strategic plans for advocacy should be accompanied with adequate allocation of financial and human resources. CSO identified 1 international agency interested in the issue and

applied for financial support. CSO sometimes identifies and applies to international agencies interested in the issue. In the previous initiatives, one was without financial support and the other two were supported by Olaf Palme and for future initiatives they can see if international agencies might be interested to support the work of the organization. CSO does not engage any volunteers in its advocacy. CSO never engages volunteers in its advocacy and for future initiatives volunteers might be helpful in supporting the work of the organization. In one of the initiative volunteers were involved with guerilla actions in the monitoring after the proposal was accepted so this practice can continue in future advocacy actions as well.

### 3. CSO builds coalitions and networks to obtain cooperative efforts for joint action on the issue

LTW usually persuades multiple groups and individuals to become involved in the advocacy initiative. You participate sometimes in coalitions/working groups related to its advocacy efforts. For some of the initiatives LTW meets regularly with other groups that have a similar interest to share information, but they do not coordinate formally and do not share resources. For future initiatives you can initiate coordination with other groups that have similar interests and see possibilities for sharing resources. LTW usually plans concrete joint actions with multiple other interested groups and implements the action, though perhaps the coordination could be improved.

- Glasen Tekstilec has been excluded from the working group for the Law on labor, during the beginning of 2021, together with other civil society organizations (NGOs).
- In cooperation with the Municipality of Shtip, we realized a march on the days for the fight against Gender-based violence against women and girls. The municipality of Shtip supported part of the activities within the framework of Tekstilijada 6.
- We are part of the **#Форумзаграѓанскидијалог** coalition, implemented by the NGO Info Center, and financed by the Olof Palme Center. <https://nvoinfocentar.mk/forum-za-gragjanski-dijalog-lokalni-izbori-21/2021/2022>
- As part of the Clean Clothes Campaign (network for „clean clothes” and social responsibility), which negotiates and represents internationally with brands and the like. For the first time in North Macedonia, we managed to compensate 32 female workers:
  - ✓ <https://www.radiomof.mk/glasen-tekstilec-za-prv-pat-vo-makedonija-32-rabotnichki-kje-bidat-obeshiteteni-od-stranski-modni-brendovi/>
  - ✓ <https://m.mkd.mk/node/517490>
  - ✓ <https://time.mk/c/a011326293/glasen-tekstilec-za-prv-pat-vo-makedonija-32-rabotnicki-se-obeshiteteni-od-stranski-modni-brendovi.html>

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