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Organization: Citizens Association of Textile, Leather and Shoe Workers, Loud Textile Worker - Štip, North Macedonia

Part I – Organizational Capacity Development

OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (quarter, year)	Expected Outcome	Person responsible	Realized
IV - Human Resource Management	4. 1. Develop a specific training and development plan for all staff members based on their roles and needs	4.1.1 Develop personal training and development plans	Mentoring (KWN)	September 2020	Developed and adopted personal development plans for each employee	Kristina Ampeva, Blagojche Dishoski	1
		4.1.2. Organize skills-sharing sessions among staff	Internal session (ALTW)	December 2020	Improved capacities and skills of the staff members	Blagojche Dishoski, Dijana Ristovska	1
	4.2. Team building for the new staff members and engaged persons	4.2.1. Sharing session for team building and develop a programs	Financial resources (Olof Palme Centre-OPIC/SIDA)	August/ September 2020	Each new member will have a program and will know their role in the organization	Blagojche Dishoski, Kristina Ampeva, Dijana Ristovska	1
		4.2.2. Internal sessions for educating new members	ALTW	December 2020	Each member will be educated strengthened, strengthened capacities of ALTW	Blagojche Dishoski, Kristina Ampeva	0
	4.3 Create organizational salary scale	4.3.1 Internal session for creating salary scale	Mentoring KWN	September 2020	Created organizational salary scale	Blagojche Dishoski, Kristina	1



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						Ampeva	
V - Facilities, Equipment and Technology	5. Procurement of equipment and strengthening of organizational technical capacities.	5.1 Purchase a laptop	Financial resources (FOSM)	July 2020	Improved technical capacities of ALTW	Blagojche Dishoski	1
		5.2 Purchase a printer	Financial resources	November 2020	Improved technical capacities od ALTW	Kristina Ampeva, Blagojche Dishoski, All staff members	1
VI - Project Design, Management, Monitoring and Evaluation	6.1 Writing project applications and project documents	6.1 Session for creating project application documents	Mentoring, training (Donor/Kosovo Women's Network)	November 2020	Improved capacities and skills of the staff members. Trained persons and employees for writing for writing a project applications and documents.	Blagojche Dishoski, Kristina Ampeva	1
	6.2. Creating monitoring and evaluation database (M&E)	6.5 Session for creating M&E database	Mentoring, training (Donor/Kosovo Women's Network)	November 2020	Improved capacities on developing M&E database	Blagojche & Dijana	1
VII - Financial Planning and Management	7. Writing a financial reports and project documentation.	7.1 Session for creating financial reports and financials documents.	Mentoring (Donor/Kosovo Women's Network)	November 2020	Trained employees and provided persons for	Blagojche Dishoski	1

Part I – Organizational Capacity Development

OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (quarter, year)	Expected Outcome	Person responsible	Realized
					writing a financial report.		
	Total Possible						10
	Total Achieved	As of May 2021					9
	%						90%

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Part II – Advocacy Capacity Development

OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (month, year)	Expected Outcome	Person responsible	Realized
CSO devises strategy or action plan for its advocacy initiative	2.1.To create specific and detailed advocacy strategy and action plan	2.1.1. Training in Advocacy	Training (KWN)	September 2020	Strengthen skills for developing of advocacy strategy	Blagojche Dishoski, Dijana Ristvoska Kristina Ampeva	1
		2.1.2. Developing advocacy strategy and action plan	Mentorship	October 2020	Developed and adopted advocacy strategy and action plan.	Blagojche Dishoski	1
	2.2.To prepare alternative strategy and contingency plans	2.2. Developing alternative strategy and contingency plan	Mentorship	December 2020	Strengthen skills and developed alternative	Blagojche Dishoski	1

Part II – Advocacy Capacity Development

OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (month, year)	Expected Outcome	Person responsible	Realized
					strategy and contingency plan		
CSO collects information and input about the issue	3. Session for improve research skills	3.1 Training and mentoring.	Support KWN/Reactor mentoring	February 2021	Improved research skills of ALTW and application of new research methods and practices	Silvija Kostovska, Dijana Ristovska	1
CSO builds coalitions and networks to obtain cooperative efforts for joint action on the issue	6. Networking with multiple networks and civil society organizations outside of North Macedonia	6.1 Initiative meeting	Recommendations – KWN and OPIC	February – March 2021	Strengthened networking	Kristina Ampeva, Blagojche Dishoski	1
		6.2 Coordinative meetings	ALTW	February – March 2021		Kristina Ampeva, Blagojche Dishoski	1
		6.3 Common activities	ALTW/Networks and NGOs	February – March 2021		Kristina Ampeva, Blagojche Dishoski	0
CSO takes actions to influence policy or other aspects of the issue	7. Involvement in the preparation of laws and policies	7.1 Regular meetings	Financial (OPIC)	Ongoing	Strengthened involvement in preparing laws and policies	Kristina Ampeva	1
		7.2 Common activities with the institutions		Ongoing		Kristina Ampeva	1
CSO takes follow up actions, after	8. Transmission of information on lobbying policy of enacted law	8.1 Coordinative meetings with workers	Financial (OPIC, FOSM and KWN)	Ongoing	Strengthened lobbying	Kristina Ampeva, Silvija Kostovska	1

Part II – Advocacy Capacity Development

OCD Categories	Recommendation	Activity	Form of support (how and who)	Timeframe (month, year)	Expected Outcome	Person responsible	Realized
a policy decision is made, to foster implementation and/or to maintain public interest		8.2 Campaign to raising awareness	Financial (OPIC, FOSM and KWN)	Ongoing		Kristina Ampeva, Silvija Kostovska	1
		8.3 Giving legal advice	Financial (OPIC, FOSM and KWN)	Ongoing		Kristina Ampeva, Silvija Kostovska	1
	Total Possible						12
	Total Achieved	As of May 2021					11
	%						91%

Total Possible		21
Total Achieved	As of May 2021	20
%		95%