

INDEPENDENT AUDITOR'S REPORT

**Association for protection of workers rights
GLASEN TEKSTILEC Shtip**

**Project:
"Institutional and economic empowerment of women
and girls from the eastern region 2"**

May 2025

knowing you.

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INDEPENDENT AUDITOR'S REPORT – FINANCIAL AUDIT

KVINNA TILL KVINNA FOUNDATION

***Non-governmental organization,
Sweden***

Auditor's Opinion

We have audited the expenditure and revenue as stated in the Financial Report of the project entitled "Institutional and economic empowerment of women and girls from the eastern region 2" with reference number MK01SID35-18603, the 'Project', for the period from 1 January 2024 – 31 March 2025, based on a Cooperation Agreement signed on 16 February 2024 and Cooperation Agreement signed on 15 November between the Kvinna till Kvinna Foundation "Contracting Authority" and Association for protection of workers' rights GLASEN TEKSTILEC-Shtip, "the Entity".

In our opinion:

- The Annual Financial Report of the project for the period from 1 January 2024 to 31 March 2025 have been prepared in accordance with the requirements for financial reporting provided for in the annexes of the Cooperation Agreement, and presents fairly, in all material respects, the expenditure incurred and the revenue received for the Project, and
- The funds of the project have, in all material respects, been used in conformity with the agreed Project budget and applicable PIA.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing 800/805 and the Terms of Reference for Annual Audit of the Program SID 35.

Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statement section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statement in the Republic of North Macedonia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We have taken into account all the available evidence presented to us during our fieldwork which we finalized on 09 May 2025, including the subsequent comments and information of the Entity. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Entity's management for the Financial Statements

Management is responsible for preparation and fair presentation of the financial statement in accordance with the cash receipts and disbursements basis of accounting described in the Notes to the financial statement; this includes determining that the cash receipts and disbursements basis of accounting is an acceptable basis for the preparation of the financial statement in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a financial statement that is free from material misstatement, whether due to fraud or error. In preparing the financial statement, management is responsible for assessing the ability of the Entity to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

In accordance with the agreed conditions the Entity's management is responsible for the preparation of the Financial Report and for being satisfied that it presents fairly the actual expenditure incurred and revenue received for the Project in conformity with the applicable agreed conditions.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial statement.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statement or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the financial statements including the disclosures and whether the financial statement represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Distribution and use

The Kvinna till Kvinna Foundation has requested this report and it is intended solely for the information and use of the Kvinna till Kvinna Foundation and the Entity.

Date of the auditor's report: May 9, 2025

Auditors' address: Kreston Macedonia,
str. Pandil Siskov, no. 5/1-45, Skopje

Name of Auditor signing: Zvonko Kocovski, Certified Auditor



Agreed-Upon Procedures Report

KVINNA TILL KVINNA FOUNDATION

***Non-governmental organization,
Sweden***

In accordance with the engagement letter dated 16.12.2024, that we agreed with Kvinna till Kvinna Foundation, we provide our Agreed-Upon Procedures Report ("the Report") with respect to the accompanying Financial Report of the project entitled "Institutional and economic empowerment of women and girls from the eastern region 2" with reference number MK01SID35-18603, the 'Project', for the period from 1 January 2024 – 31 March 2025, based on a Cooperation Agreement signed on 16 February 2024 and Cooperation Agreement signed on 15 November between the Kvinna till Kvinna Foundation "Contracting Authority" and Association for protection of workers' rights GLASEN TEKSTILEC-Shtip, "the Entity".

Objective

Our engagement was an expenditure verification which is an engagement to perform certain agreed-upon procedures with respect to the accompanying Financial Report of the project entitled "Institutional and economic empowerment of women and girls from the eastern region 2" based on a Cooperation Agreement between the Kvinna till Kvinna Foundation "Contracting Authority" and Association for protection of workers' rights GLASEN TEKSTILEC - Shtip, "the Entity".

The objective of this Report of factual findings is for us to carry out certain procedures to which we have agreed and to submit to you a report of factual findings with regard to the procedures performed.

Standards and Ethics

Our engagement was undertaken in accordance with:

- International Standard on Related Services ('ISRS') 4400 Engagements to perform Agreed-upon Procedures regarding Financial Information as promulgated by the International Federation of Accountants ('IFAC');
- the Code of Ethics for Professional Accountants issued by the IFAC. Although ISRS 4400 provides that independence is not a requirement for agreed-upon procedures engagements, the Contracting Authority requires that the auditor also complies with the independence requirements of the Code of Ethics for Professional Accountants.

Procedures performed

As requested, we have performed the procedures listed below.

These procedures have been performed in order to provide the Contracting Authority with a clear insight into the eligibility of the costs.

Because the procedures performed by us did not constitute either an audit or a review made in accordance with International Standards on Auditing or International Standards on Review Engagements, we do not express any assurance on the accompanying Financial Report.

Had we performed additional procedures or had we performed an audit or review of the financial statements of the Entity in accordance with International Standards on Auditing, other matters might have come to our attention that would have been reported to you.

Sources of Information

The Report sets out information provided to us by you in response to specific questions or obtained and extracted from your accounts and records.

Factual Findings

The total expenditures that are the subject of this expenditures verification amounts to 40.931 EUR. The Expenditure Coverage Ratio is 89 %. This ratio represents the total amount of expenditures verified by us expressed as a percentage of total expenditures which has been subject to this expenditures verification. This amount is equal to the total amount of expenditures reported by you in the Financial Report.

We report the details of our factual findings which result from the procedures that we performed in Chapter 2 of this Report.

Use of this report

This Report is solely for the purpose set forth in the above objective.

This Report is prepared solely for your confidential use and solely for the purpose of submission by you. This report may not be relied upon by you for any other purpose, nor may it be distributed to any other parties. This report is solely on the accounts and items which are mentioned above and it does not refer to the financial statements of the Association for protection of workers' rights GLASEN TEKSTILEC - Shtip, taken as a whole.

Date of the auditor's report: May 9, 2025

Auditors' address: Kreston Macedonia,
str. Pandil Siskov, no. 5/1-45, Skopje

Name of Auditor signing: Zvonko Kocovski, Certified Auditor

A handwritten signature in blue ink, appearing to be "ZK", representing Zvonko Kocovski.

1. The Engagement Context

1.1. Contractual Conditions

The Project was financed through an Cooperation Agreement signed on 16 February 2024 and Cooperation Agreement signed on 15 November between the Kvinna till Kvinna Foundation and the Association for protection of workers' rights GLASEN TEKSTILEC-Shtip, for providing financial support for the action entitled "Institutional and economic empowerment of women and girls from the eastern region 2". The total cost of the Action estimated for financing by the Contracting Authority is SEK 440.806 (EUR 38.916), whereby the Contracting Authority undertakes to finance a maximum of SEK 440.806 (EUR 38.916) which is equivalent to 100% of the estimated total eligible costs. According to approved Reallocations and Supplement Agreement, total cost of the Action estimated for financing by the Contracting Authority is SEK 465.806 (EUR 41.154).

The following Annexes (attachments) form an integral part of the present Agreement:

- Project documents;
- Kvinna till Kvinna's Anticorruption policy for partner organizations and third parties;
- Kvinna till Kvinna's Procurement guidelines for partner organisations;
- Kvinna till Kvinna's Guidelines for financial reports;
- Kvinna till Kvinna's Policy for sustainable partnership;
- Kvinna till Kvinna's Visibility Guidelines
- Financial Report (template)
- Disbursement Request (template)
- Reallocation request (template)
- Translation

There were amendments (reallocations) regarding the budget and project activities which were made with previous approval from the Contracting Authority and according to the terms and conditions set out in the Grant Agreement and its Annexes.

Total period of the Project was set to be 15 months (starting 1 January 2024 to 31 March 2025). The implementation period of the project that is subject to this audit was set to be 15 months (starting 1 January 2024 to 31 March 2025).

1.2. Project subject to Audit

The Project subject to audit is "Institutional and economic empowerment of women and girls from the eastern region 2".

Outcomes:

Outcome 1: Improved institutional response to labor rights violations, mobbing and discrimination at workplace;

Outcome 2: Strengthened economic position of women textile workers through social dialogue;

Outcome 3: Increased organizational capacity and visibility of Glasen Tekstilec.

1.3. Entity subject to Audit

The Association Glasen Tekstilec Shtip is a voluntary, association of citizen workers in the garment industry established in 2017. The association implements activities that promote human and labor rights. The vision of the association is: citizens working in the garment industry with high awareness, educated and informed in order to enjoy their rights. Glasen Tekstilec mission is to be a leading organization for the rights of workers in the textile, shoe and leather industries.

2. Procedures Performed and Factual Findings

The procedures that we have performed are:

1. We observe whether the financial report is structured in a way that allows for direct comparison with the latest approved budget.
2. We observe and inspect whether the financial report provides information regarding:
 - a) All incomes from Kvinna till Kvinna for the reporting period and financial outcome per budget line for the reporting period.
 - b) When applicable, we compare if the open fund balance for the reporting period matches with what was stated as the closing balance in the previous reporting period.
 - c) A disclosure of exchange gains/losses. Inquire and confirm whether the disclosure includes the entire chain of currency exchange from Kvinna till Kvinna's disbursement to the handling of the project within the organization in local currency.
 - d) Accounting principles applied for the financial report.
3.
 - a) We inquire and inspect with what frequency salary costs during the reporting period are debited to the project
 - b) We inquire and inspect whether there is supporting documentation for debited salary costs.
 - c) We inquire and inspect whether the actual time worked is documented and verified by a manager. Inquire and inspect within which frequency reconciliations between debited time and actual worked time is performed.
 - d) We inspect whether the Partner Organizations comply with applicable tax legislation with regard to personal income taxes and social security fees.
4. We reviewed whether Partner Organization screens suppliers to ensure that such parties are not subject to European Union's financial sanctions list of persons, groups and organizations (EU Sanctions list). We inquire whether there has been any reported findings from the screening process and if so, report on such findings.
5.
 - a) We inspect and confirm that the unspent fund balance (according to the financial report) at the end of the financial year is in line with the information provided in the accounting system and bank account.
 - b) We inspect whether the Partner Organization has adhered to the procurement guidelines annexed to the agreement.
 - c) We inspect and confirm the unspent balance (including exchange gains) in the financial report and confirm the amount that shall be repaid to Kvinna till Kvinna.
6. We inspect whether the expenditure was incurred by and pertains to the Partner Organization.
7. We inspect whether the expenditure incurred during the contractual eligibility period.
8. We inspect whether the expenditure is identifiable and verifiable.

We report our factual findings resulting from these procedures below:

1. We confirm that the financial report is structured in a way that allows for direct comparison with the latest approved budget.
2.
 - a) We confirm that the financial report provides information regarding all incomes from Kvinna till Kvinna for the reporting period and financial outcome per budget line for the reporting period.
 - b) We confirm that the open fund balance for the reporting period is 1.379 EUR and matches with what was stated as the closing balance in the previous reporting period.
 - c) We confirm that the disclosure includes the entire chain of currency exchange from Kvinna till Kvinna's disbursement to the handling of the project within the organization in local currency.
We confirm that disclosure of exchange rate gains/losses is included in the Financial Report.
 - d) We confirm that the Financial Report provides information regarding the accounting principles applied to the Financial Report.
3.
 - a) We inspected with what frequency the salary costs are debited to the project. The salary costs are debited to the project monthly.
 - b) We confirm that there is supporting documentation for debited salary costs.
 - c) We confirm that actual time worked is documented and verified by a manager monthly.
 - d) We confirm that Partner Organizations comply with applicable tax legislation with regard to personal income taxes and social security fees.
4. We confirm that Partner Organization screens suppliers to ensure that such parties are not subject to European Union's financial sanctions list of persons, groups and organizations (EU Sanctions list). There are no findings from the screening process.
5.
 - a) We confirmed that unspent fund balance (according to the financial report) at the end of the financial year is in line with information provided in the accounting system and/or bank account.
 - b) We confirm that the Partner Organisation has adhered to the procurement guidelines annexed to the agreement.
 - c) The unspent fund balance at the end of the project period that should be repaid to Kvinna till Kvinna amount 46 EUR.
6. We verify that the actual expenditure for a selected item was incurred by and pertains to the Partner Organization. We take into consideration the detailed conditions for actual costs incurred. For this purpose, we examined supporting documents (e.g. invoices, contracts) and proof of payment. We also examined proof of work done, goods received, or services rendered and we verified the existence of assets. We verify that the costs incurred during the implementation period have effectively been paid at the moment of the verification;
7. We verify that the expenditure for a selected item was incurred during the implementation period of the Action.
8. We verify that the expenditure was identifiable and verifiable. The expenditure is substantiated by evidence and notably the supporting documents. The expenditures are backed up by sufficient supporting documentation and proof of payment. Where expenditure was apportioned, the applied allocation key was based on sufficient, appropriate and verifiable underlying information. The expenditure is backed up by evidence of works done, goods received, or services rendered. The existence of assets is verifiable;

The total expenditure verified by us amounts to 36.229 EUR, and is summarized in the table below. The overall Expenditure Coverage Ratio is 89%.

Budget heading	Expenditures incurred (EUR)	Expenditures verified (EUR)	Expenditure verified (in relative %)
1. Staff costs	16.753	16.753	100%
2. Office costs	7.386	5.697	77%
3. Technical equipment	1.363	1.363	100%
4. Activities	15.428	12.416	81%
Total expenditures	40.931	36.229	89%

We did not find any findings or weaknesses during the audit of the project "Institutional and economic empowerment of women and girls from the eastern region 2" implemented by the Association for protection of workers` rights GLASEN TEKSTILEC-Shtip that would result in a Management Letter. There were no identified weaknesses in the previous audit.

* * *

Согласие на обработку персональных данных
ГЛАСЕН ТЕКСТИЛ - ШТИП
Зп. 0501/16
30.04.2025

Organisational information

Organisation:	Association for protection of workers rigths "Glasen Tekstilec" - Shtip
Project name:	Institutional and economic empowerment of women and girls from the eastern region 2
Project ref. no.:	MK01SID35-18603
Project period:	01.01.2022-31.03.2025
Report period:	01.01.2024-31.03.2025

		Income				
		SEK	EUR	EUR	EUR	
Disbursements						
	Date received	Agreement payment schedule SEK	Agreement payment schedule	Actual amount received	Exchange rate SEK/EUR, USD	Difference between budgeted amount and actual amount received
Remaining amount from last year	2024/01/01	15,806	1,379	1,379	11.46	0
5th payment	2024/02/22	250,000	22,150	22,132	11.30	-18
6th payment	2024/10/01	175,000	15,387	15,221	11.50	-166
7th payment	2024/03/25	25,000	2,238	2,245	11.14	7
Total and average exchange rate		465,806	41,154	40,977	11.37	-178

Earned interest from the project funding

	Costs			
	EUR	EUR	MKD	EUR
	Last approved budget	Total costs	Total costs	Deviation %
Date of the approved budget	3/25/2025			
1. Staff costs	16,748	16,753	1,031,087	0%
2. Office costs	7,306	7,386	454,595	-1%
3. Technical equipment	1,350	1,363	83,899	-1%
4. Activities	15,573	15,428	949,526	1%
Subtotal	40,977	40,931	2,519,107	0%

Result		
	SEK	EUR
Total amount received	465,806	40,977
Total costs	465,286	40,931
Outgoing Balance	520	46
Amount transferred to next year	0	
Amount to be paid back to Kvinna till Kvinna	520	46
	0	0

Exchange rate on March 31 on xe.com 10.86
Exchange rate gain/loss -23

Accounting principle Accrual based principle

Signatures

Place, date: Shtip, North Macedonia, 29/04/2025

Authorised Signatory
Blagojche Dishoski

Digitally signed by
b7569808-0dec-43a6-8574-613c393a41af
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Date: 2025.05.07 12:06:10 +02'00'

Project Contact Person
Kristina Ampeva

KTk Fin report format 3 currencies - version june 2020

DETAILED FINANCIAL REPORT

		Last approved budget	Supplement agreement budget	Total costs	Total costs	Deviation	Comments
Date on the approved budget		3/25/2025					
		EUR	EUR	EUR	MKD		
1. Staff costs							
1.1.	Net Salary - Project Manager 25% (9 months from January to September 2024 x 276 EUR = 2483 EUR and 26% , 3 months from October to December 2024 x 276 EUR = 828 EUR) and (3 months from January to March 2025 x 276 EUR = 828 EUR / 828 EUR + 828 EUR = 1656 EUR)	4,140		4,148	255,317	0%	
1.1.1.	Benefits - social, health, pension insurance and personal income tax for Project Manager (9 months from January to September 2024 x 105 EUR = 949 EUR) and (3 months from October to December 2024 x 105 EUR = 315 EUR and 3 months from January to March 2025 x 105 EUR = 315 EUR) / 315 EUR+315 EUR = 630 EUR)	1,579		1,577	97,035	0%	
1.2.	Net Salary - Financial Manager, 24% (9 months from January to September 2024 x 243 EUR = 2191 EUR) and (25% , 3 months from October to December 2024 x 243 EUR = 729 EUR and 3 months from January to March 2025 x 243 EUR = 729 EUR / 729 EUR+729 EUR = 1458 EUR)	3,650		3,653	224,800	0%	
1.2.1.	Benefits - social, health, pension insurance and personal income tax for Financial Manager (9 months from January to September 2024 x 73 EUR = 657 EUR) and (3 months from October to December 2024 x 73 EUR = 219 EUR and 3 months from January to March 2025 x 73 EUR = 219 EUR / 219 EUR+219 EUR = 438 EUR)	1,095		1,096	67,470	0%	
1.3.	Net Salary - Administration assistant, 9% (9 months from January to September 2024 x 48 EUR = 438 EUR) and (9%, 3 months from October to December 2024 x 48 EUR = 144 EUR and 3 months from January to March 2025 x 48 EUR = 144 EUR / 144 EUR + 144 EUR = 288 EUR)	726		722	44,427	1%	
1.3.1.	Benefits - social, health, pension insurance, and personal income tax for Administration Assistant (9 months from January to September 2024 x 24 EUR = 219 EUR and 3 months from October to December 2024 x 24 EUR = 72 EUR 3 months from January to March 2025 x 24 EUR = 72 EUR / 72EUR +72EUR = 144 EUR)	363		360	22,161	1%	
1.4.	Net Salary - Legal Advisor, 28% (9 months from January to September 2024 x 146 EUR =1315 EUR) and (28% , 3 months from October to December 2024 x 146 EUR = 438 EUR and 3 months from January to March 2025 x 146 EUR = 438 EUR / 438 EUR + 438 EUR = 875 EUR)	2,190		2,192	134,917	0%	
1.4.1.	Benefits - social, health, pension insurance, and personal income tax for Legal Advisor (9 months from January to September 2024 x 40 EUR = 365 EUR and 3 months from October to December 2024 x 40 EUR = 120 EUR and 3 months from January to March 2025 x 40 EUR = 120 EUR / 120 EUR + 120 EUR = 240 EUR)	605		601	36,960	1%	
1.6.*	Net Salary - PR/Visibility Coordinator, 50.45% (2 months from August to September 2024 x 210 EUR = 420 EUR) and (50.45% (3 months from October to December 2024 x 210 EUR = 630 EUR and 3 months from January to March 2025 x 210 EUR = 630 EUR / 630 EUR + 630 EUR = 1259 EUR) 70% per week) Edited: and 46.67% for 3 months from January to March 2025 x 210 EUR = 630 EUR / 630 EUR + 630 EUR = 1259 EUR) Because she is Employed 100% for 2025.	1,679		1,684	103,618	0%	
1.6.1.*	Benefits - social, health, pension insurance, and personal income tax for PR/Visibility Coordinator (2 months from August to September 2024 x 90 EUR = 180 EUR) and (3 months from October to December 2024 x 90 EUR = 270 EUR and 3 months from January to March 2025 x 90 EUR = 270 EUR / 270 EUR + 270 EUR = 540 EUR)	720		721	44,382	0%	
Subtotal		16,748	0	16,753	1,031,087	0%	
2. Office costs							
2.1.	Office rent (3 months x 250 EUR = 750 EUR) and (2 months x 250 EUR = 500 EUR)	1,250		1,914	117,817	-53%	The rent has been paid for two additional months; this is a shared expense among multiple donors.
2.2.	Utilities (Electricity, water, post cost etc.) (2 months x 160 EUR = 320 EUR) and (3 months x 240 EUR = 720 EUR).	720		614	37,807	15%	
2.3.	Communication cost (telephone and internet, and postal cost) (3 months x 85 EUR = 255 EUR for internet and telephone and 5 months x 17 EUR for postal cost = 85 EUR, 85 EUR + 255 EUR = 340 EUR) and (2 months x 85 EUR = 170 EUR for internet and telephone and 2 months x 17 EUR for postal cost = 34 EUR, 170 EUR + 34 EUR = 204 EUR)	544		351	21,628	35%	The savings were achieved through cost-sharing with other donor
2.4.	IT (Google Drive, One Drive, Telekom Certificate and Docu Sign and Canva) (2 lumpsum x 403 EUR = 806 EUR).	806		1,141	70,251	-42%	IT subscriptions for 2024 and 2025 have been acquired. "Glasen Textilec" purchased services such as DocuSign, which we use to sign documents online, Canva Pro, Microsoft Office, Google Drive, and similar tools.
2.5.	Office supplies (colours, pappers, materials) (9 months x 50 EUR = 450 EUR) and (6 months x 50 EUR = 300 EUR)	750		508	31,240	32%	The savings occurred due to reduced expenses. Part of the office costs were covered by other donors.
2.6.	Accounting services and final bills (9 months x 55 EUR = 495 EUR) + 57 EUR I.b* and (6 months x 55 EUR = 330 EUR) +57 EUR and + 80 EUR Annual bill 2024y.	1,019		979	60,258	4%	
2.7.	Bank fees for separates bank account (9 months x 20 EUR = 180 EUR) and (6 months x 20 EUR = 120 EUR)	300		254	15,653	15%	
2.8.	Office refrements, hygiene materials, and cleaner person (9 months x 20 EUR = 180 EUR) and (6 months x 20 EUR = 120 EUR)	300		370	22,758	-23%	Since some of the products we procured had increased prices (due to global inflation), we also used eco-friendly hygiene products, which are more expensive than the regular ones.

2.9.	Zoom services plans (1 year x 150 EUR = 150 EUR and 1 year x 120 EUR = 120 EUR) = 270 EUR.	270		250	15,407	7%	
2.10.	Local travel for the office (9 months x 25 EUR = 225 EUR) and (6 months x approx.38 EUR = 230 EUR) or in total of 455 EUR,	455		544	33,471	-20%	
2.11.	Maintenance of Technical equipment (printers, laptops, buy small electric materials) and (3 lumpsum x 88 EUR = 265 EUR) and (2 lumpsum x 90 EUR = 180 EUR)	445		356	21,905	20%	
2.12.	Buy cloud and web storage for 2024 (1 x 175 EUR = 175 EUR) and (1 x 275 EUR = 275 EUR) in total of 450 EUR for subscription and cloud.	450		104	6,400	77%	Shared cost with other donors.
Subtotal		7,306	0	7,386	454,595	-1%	
3. Technical equipment							
3.1.	Air conditioner (1 lumpsum x 519 EUR = 519 EUR)	619		650	39,999	-5%	
3.2.	Laptops and Computers (1 x 731 EUR = 731 EUR)	731		713	43,900	2%	
Subtotal		1,350	0	1,363	83,899	-1%	
4. Activities							
4.1. Court proceedings for claiming employment rights, mobbing and discrimination in the workplace in 2024							
4.1.1.	Court cost - Lawyer cost and taxes, gross (2 lump sum x 487 EUR = 974 EUR) and (2 lump sum x 500 EUR = 1000 EUR)	1,974		1,950	120,000	1%	
4.1.2.	Other - indirect cost (1 lump sum x 22.5 EUR = 22.5 EUR, Administration cost, Notary Services & CRM) and (1 lump sum x 22.5 EUR = 22.5 EUR, Administration cost, Notary Services & CRM) in total = 45 EUR	45		45	2,790	-2%	
4.1 Subtotal		2,018	0	1,995	122,790	1%	

4.2. Meetings with the representatives of the National Institutions						
4.2.1.	Transport for the participants/project team and experts (6 months x 9.17 EUR = 55 EUR) and (6 months x 9.17 EUR = 55 EUR) for 2024 and 2025	110		117	7,220	-7%
4.2.2.	Refreshments and renting hall for meetings outside of Shtip (6 meetings/months x 30 EUR = 180 EUR) and (6 meetings/months x 30 EUR = 180 EUR). Deleted R12	0		0		100%
4.2 Subtotal		110	0	117	7,220	-7%
4.3. Organizing roundtable discussions on fair wages, working conditions, and gender equality in the workplace						
4.3.1.	Renting hall (2 hours event x 30 EUR = 60 EUR)	60		58	3,540	4%
4.3.2.	Technique equipment (audio, headphones, mic, etc.) 1 x 260 EUR = 260 EUR, for 2 hours event. Deleted R12	0		0	0	100%
4.3.3.	Honorary for event moderator (1 x 60 EUR, net = 60 EUR)	60		68	4,200	-14%
4.3.3.1.	Personal income tax for moderator, 11.11% (1 x 6.6 EUR)	7		8	467	-15%
4.3.4.	Transport for the participants (15 participants x 15 EUR = 225 EUR)	225		136	8,390	39%
4.3.5.	Refreshments and food for the participants (40 part x 8 EUR = 320 EUR)	320		351	21,620	-10%
4.3.6.	Honorary for event helper, net (2 pers. x 30 EUR = 60 EUR, net)	60		58	3,600	3%
4.3.6.1.	Personal Income tax for helpers (2 x 3 EUR = 6 EUR)	6		6	400	-11%
4.3.7.	Translation services (2 hours x 150 EUR = 150 EUR). Deleted R12	0		0	0	#DIV/0!
4.3 Subtotal		737	0	686	42,217	7%
4.4. Two days training on Personal Data Protection and Information Security for Glasen Tekstilec employees						
4.4.1.	Honorary for data protection expert and policy document making (1 expert x 2 months x 250 EUR, net = 500 EUR)	500		504	31,000	-1%
4.4.1.1.	Personal income tax for expert, 11.11% (2 months x 28 EUR = 56 EUR)	56		56	3,444	-1%
4.4.2.	Accommodation (1 night x 8 participants x 60 EUR = 480 EUR)	289		260	16,000	10%
4.4.3.	Transport for participants (1 lump sum x 32 EUR = 32 EUR)	32		32	1,980	-2%
4.4.4.	Refreshments, water and coffe breaks (8 part x 4 coffe breaks x 2 EUR = 32 x 2 EUR = 64 EUR) + 2 days x 8 part. x 1.5 EUR = 24 EUR = 24 + 64 = 88 EUR)	88		108	6,670	-23%
4.4.5.	Materials for the workshop (8 part. x 3 EUR = 24 EUR)	24		41	2,500	-69%
4.4 Subtotal		989	0	1,001	61,594	-1%
4.5. Educational materials and visibility project's post on the social media						
4.5.1.	Honorary for Designer (1 months x 100 EUR = 100 EUR, net)	100		122	7,500	-22%
4.5.1.1.	Personal income tax for Designer, 11.11% (1 month x 11 EUR = 11 EUR), Fee for expert/designer for update of organisation web page and softwer and cloud softwer (1 expert x 500 EUR = 500 EUR)	11		14	833	-23%
4.5.2.		500		683	42,059	-37%
4.5.3.	Honorary for PR/Visibility Coordinator (4.5 months x 150 EUR, net = 675 EUR)	657		658	40,500	0%
4.5.3.1.	Personal income tax for PR/Visibility Coordinator, 11.11 % (4.5 months x 17 EUR = 76.5 EUR)	86		73	4,500	15%
4.5.4.	Boosting post (9 months x 18.8 EUR = 169.2 EUR and 6 months x 18.8 = 112.8 EUR) = 282 EUR for 2024 and 2025	282		337	20,719	-19%
4.5 Subtotal		1,636	0	1,887	116,111	-15%

4.6. Young designers exhibition (sustainability event):						
4.6.1.	Honorary for team leader, net (1 expert- x 2 months x 350 EUR = 700,00 EUR)	699		702	43,176	0%
4.6.1.1.	Personal Income Tax for for tim leader, net (1 expert- x 2 months x 38.50 EUR = 77,00 EUR)	77		78	4,798	-1%
4.6.2.	Honorary for experts/designers, net (5 experts x 2 months x 200 EUR = 2,000,00 EUR)	1,998		2,004	123,360	0%
4.6.2.1.	Personal Income Tax for experts/designers (5 x 2 months x 22 EUR = 220 EUR)	220		223	13,710	-1%
4.6.3.	Students Awards vouchers (5 x 50 EUR = 250 EUR)	250		252	15,500	-1%
4.6.4.	Materials for the workshop (textile materials, etc. 1 lumpsum x 333 EUR = 333 EUR)	333		333	20,497	0%
4.6.5.	Transport for the team and participants (2 lumpsum x 100.5 EUR = 201 EUR)	200		210	12,930	-5%
4.6 Subtotal		3,776	0	3,802	233,971	-1%
4.12. National Conference for gender equality and Gender-based discrimination at workplace						
4.12.1.		70		101	6,200	-44%
	Renting hall (2 hours event x 35 EUR = 70 EUR).					
4.12.2.	Technique equipment (audio, headphones, mic, etc.) 1 x 380 EUR = 380 EUR	380		399	24,570	-5%
4.12.3.	Honorary for event moderator (1 x 60 EUR, net = 60 EUR)	60		58	3,600	2%
4.12.3.1	Personal income tax for moderator, 11.11% (1 x 6.6 EUR = 7 EUR)	7		6	400	1%
4.12.4.	Transport for the participants (15 participants x 10.86 EUR = 163 EUR)	163		155	9,560	5%
4.12.5	Refreshments and food for the participants (44 part x 10 EUR = 440 EUR)	440		435	26,770	1%
4.12.6.	Honorary for event helper, net (2 pers. x 30 EUR = 60 EUR, net)	60		62	3,800	-3%
4.12.6.1.	Personal Income tax for helpers (2 x 3 EUR = 6 EUR)	6		7	422	-15%
4.12.7	Printing of promotional and visibility materials (eco bags, badges, pens, eco folders and notes) 1 lumpsum x 400 EUR = 400 EUR	400		474	29,150	-18%
4.12. Subtotal		1,585	0	1,697	104,472	-7%
4.13. Educational materials and visibility project's post on the social media, online media campaign						
4.13.4.**	Boosting post (6 months x 20 EUR = 120 EUR). Deleted R12	0		0	0	100%
4.13. Subtotal		0	0	0	0	100%
4.14. Three days' workshop on Effective Stress Management and Good Governance on the organization level						
4.14.1.	Honorary for one expert on the topic (1 expert x 0.5 months x 407 EUR, net = 407 EUR)	407		375	23,100	8%
4.14.1.1.	Personal income tax for expert, 11.11% (1 x 40 EUR = 40 EUR)	40		42	2,567	-5%
4.14.2.	Accommodation (2 night x 8 participants x approx 60.81 EUR = 973 EUR)	973		973	59,912	0%
4.14.3.	Transport for participants (1 lump sum x 309 EUR = 309 EUR)	309		262	16,110	15%
4.14.4.	Refresments, water and coffe breaks (8 part x 4 coffe breaks x 2 EUR = 32 x 2 EUR = 64 EUR) + 2 days x 8 part. x 1.5 EUR = 24 EUR = 24 + 64 = 88 EUR)	88		102	6,300	-16%
4.14.5.	Materials for the workshop (8 part. x 4.87 EUR = 39 EUR).	39		0		100%
4.14. Subtotal		1,856	0	1,755	107,989	5%
4.15. Open Day for Women's Equal Rights: Campaign for Equality and Empowerment						
4.15.1.		500		389	23,924	22%
	Stationary for the event (including printed materials)					
4.15.2.	Honorary for event helper, net (2 pers. x 55 EUR = 110 EUR, net)	110		110	6,800	0%
4.15.2.1.	Personal Income tax for helpers (2 x 6 EUR = 12 EUR)	12		12	756	-2%
4.15. Subtotal		622	0	511	31,480	18%
4.16. Women's Economic Empowerment and Worker Rights Workshop in Delchevo						
4.16.1.	Honorary for the team leader/mobilizer, net (1 person x 2 weeks x 292 EUR = 292 EUR)		292	292	18,000	0%
4.16.1.1.	PIT for Team Leader, 11.11% (for 1 team leader and mobilizer)		53	32	2,000	38%
4.16.2.			89	115	7,080	-29%
	Venue (renting) (5hrs x89 EUR = 89EUR)					
4.16.3.	Equipment Rental (AV, sound systems, projectors, etc.) (5hrs x 439 EUR)		439	192	11,800	56%
4.16.4.	Transportation for participants (aprox x 20 part x 9.75 EUR)		195	156	9,580	20%
4.16.5.	Catering (meals for the part., coffee breaks, water) (aprox. 25 part x 16.24 EUR)		413	447	27,500	-8%
4.16.6.	Honorary for Expert/trainer for gender economical empowerment (1 trainer x 2 weeks + workshop/forum x 325 EUR = 325 EUR)		325	325	20,000	0%
4.16.6.1	PIT for Expert/trainer for gender economical empowerment, net 11.11 %		58	36	2,222	38%
4.16.7.	Materials/Participant Kits (notebooks, pens, folders, etc.),		381	382	23,500	0%
4.16 Subtotal		0	2,245	1,977	121,682	12%
Subtotal		13,328	2,245	15,428	949,526	1%
Total expenditures		38,732	2,245	40,931	2,519,107	0%

List of equipment >1000 EUR/1000 USD funded by KTK

Date of purchase Price EUR/USD

1.

2.

List of other sources of income		Period	Amount /Currency
1	Organized citizens for an organized future 2024	2024/01/01-2024/12/31	600.000,00 SEK
2	Core grant. Donor: SMART Balkans Project 2024-2025	2024/01/01-2025/30/06	408.000,00 NOK
3	Institutional support for strengthening the capacities of Glasen Tekstile. Donor: The European Endowment for Democracy (EED)	2024/01/01-2025/30/06	40.000,00 EUR
4	Partners Project: Through women's activism and initiatives to gender inclusive and responsible municipalities, with ECHO and INI	01/07/2024-31/10/2026	5.558.286 MKD
5	Municipality of Shtip, Tekstilijada 2024	15/08/2024-15/12/2025	300.000,00 MKD

Place, date: Shtip, North Macedonia, 29/04/2025

Authorised Signatory

Blagojche Dishoski



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Date: 2025.05.07 12:06:25 +02'00'



Project Contact Person

Kristina Ampeva



Date of the exchange	Currency exchanged from	Amount exchanged	Local currency	Amount received in local currency	Exchange rate
1/1/2024	EUR	1,379.00	MKD	84,617.00	61.36
2/22/2024	EUR	22,131.69	MKD	1,363,976.00	61.63
25/10/2024	EUR	15,221.02	MKD	935,484.00	61.46
25/03/25	EUR	2,245.00	MKD	137,844.00	61.40
	EUR		MKD		#DIV/0!
		40,976.71		2,521,921.00	61.55



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Проектот е имплементиран од Гласен
Текстилец.



Проектот е финансиски поддржан од Фондацијата Kvinna till
Kvinna и Шведска.

20.5.2025 11:30 | Shtip

Subject/Предмет: **Management Letter**

MANAGEMENT LETTER

TO THE INDIPENDENT AUDITOR'S REPORT

Digitally signed by Blagojche
Dishoski
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2.5.4.97=VATMK-4029017519525,
o=GLASEN TEKSTILEC, Shrip,
ou=GLASEN TEKSTILEC,
Shrip:4029017519525, sn=Dishoski,
givenName=Blagojche,
serialNumber=CTP362889,
cn=Blagojche Dishoski
Date: 2025.05.20 11:31:06 +02'00'



Проектот е имплементиран од Гласен
Текстилец.



Проектот е финансиски поддржан од Фондацијата Kvinna till
Kvinna и Шведска.

20.5.2025 11:30 | Shtip

Organisation: **Association for protection of workers' rights Glasen Tekstilec – Shtip**

Project name: **Institutional and economic empowerment of women and girls from the
eastern region 2**

Project reference number: **MK01SID35-18603**

Project period: **01.01.2022-31.03.2025**

Reporting period: **01.01.2024-31.03.2025**

Management Response

Association for protection of workers' rights Glasen Tekstilec – Shtip accept and agrees with the Audit report provided by the audit firm KRESTON Macedonia - Skopje concerning the project Institutional and economic empowerment of women and girls from the eastern Region 2, Project Reference number MK01SID35-18603, funded by the Kvinna till Kvinna Foundation.

Digitally signed by Blagojche Dishoski
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TEKSTILEC Shtip:4029017519525,
sn=Dishoski, givenName=Blagojche,
serialNumber=CRT3628889, cn=Blagojche
Dishoski
Date: 2025.05.20 11:31:27 +02'00'

Signature/Потпис: **Blagojche Dishoski | Благојче Дишоски**

Financial Coordinator/Координатор на финансии