

ANNUAL REPORT 2014

ABOUT

Reactor is a policy-oriented research organization and the core of our activities is conducting research. Having recognized the nation-wide lack of available data in the policy-making processes, Reactor's main strategic objective has always been providing relevant, up-to-date and thoroughly researched data with the purpose of informing the policy process in our target areas.

Reactor – Research in Action is an independent non-partisan and not-for-profit think-tank founded in 2005 and committed to facilitating Macedonia's EU integration process by providing timely and relevant research, proposing evidence-based policy alternatives and actively working with the policy community. The main policy areas in which we conduct research are Gender Equality, Youth and Urban Development and Enabling Environment for Civil Society. We provide high quality research, use a variety of communication tools to present our findings and partner with like-minded CSOs to influence policy process on the local, national and international level.

1. PROJECTS: GENDER EQUALITY

1.1. GENDER EQUALITY COUNCIL

DURATION: DECEMBER, 2014 – MARCH, 2015

DONOR: EUROPEAN COMMISSION (THROUGH IPA)

DESCRIPTION

In 2014 we launched the project Gender Equality Council, the goal of which was to improve the overall climate for advancing gender equality in the country by increasing the effectiveness of women's rights CSOs, creating an interactive knowledge base on gender equality and by engaging the wider public in gender equality issues. The project was developed in coordination with other prominent gender equality CSOs, as a result of the identified need for a unified approach from the gender equality CSOs in working with local and national governments.

The activities in the project are grouped in three main components: Networking and capacity building, Research, and Outreach.

Within the first component, after mapping and recruiting gender rights CSOs, we organized a strategic workshop for capacity building and networking where we laid the foundations of the [Gender Equality Platform](#) (GEP). In the second workshop on policy and advocacy we identified the main areas and issues for action and we agreed the visual identity of the platform. Reactor met with about 25 local and national government representatives charged with promoting gender equality within their respective ministries or municipalities, in order to promote the project, raise awareness on the processes of the establishment of a national Gender Equality Platform and explore modalities for constructive dialogue and cooperation between the civil society and government.

The GEP was formally established at the end of 2014. It is made up of 21 CSOs and it acts as an alternative Gender Management System that works with, but also monitors and evaluates relevant

national and local authorities that work on the advancement of gender equality. The GEP also serves a mechanism for strengthening the capacities of CSOs and activists through sharing knowledge and expertise, building relationships and mutual support.

In the research component of the project, we conducted a national survey on the perception of gender equality and gender discrimination on the labor market. Additionally, we analyzed national and local gender policies and legislation, as well as other relevant national and international reports. The results of this additional desktop research are two policy briefs providing a comparative overview and recommendations for Work-Life Balance Policies and Active Employment Policies (to be finalized in 2015). Finally, we also produced a shadow assessment of the National Action Plan for Gender Equality, where we analyze the outcomes and results from the implementation of the plan in its first year of implementation.

The outreach and advocacy efforts centered on various events related to the objectives of the project. One of these was a presentation of our findings on the implementation of the Gender Equality Strategy by Reactor's president at the public hearing of the Parliamentary Committee for Equal Opportunities of Women and Men. Perhaps more importantly, as part of this component the newly formed GEP is already making a significant impact on national processes and influencing policy. One example was GEP's contribution to preventing proposed changes to maternity leave regulation that would have increased pressure on working women, where the platform successfully advocated for the improvement of this regulation by reducing the proposed administrative burdens.

Further outreach and advocacy activities such as, but not limited to, thematic web sites, presentation of research findings and policy recommendations, as well as a closing conference will be implemented in the final three months of the project, which spills over into 2015.

1. 2. MAKING EQUALITY COUNT

DURATION: JANUARY, 2014 – MARCH, 2015

DONOR: FRENCH EMBASSY

DESCRIPTION:

Aiming to understand the impact of women in politics in Macedonia and to understand gender-gaps in decision-making, we started implementing the Making Equality Count project in 2014, with plans to finalize it in 2015. The findings of this research will provide evidence to assist policy makers in improving the status of women in the country.

Two main components of the project are research and exploration, and building public awareness - outreach and dissemination. Within the first component we have conducted a desktop research, a representative survey and field research in the targeted municipalities. Furthermore, a new data base with relevant information resulting from the research and seven policy papers were created. The first part of the project enabled us to collect background information and identify the most disadvantaged municipalities in the country. Research was focused on unpaid care work, women-dominated labor markets, and municipalities with women-headed families, access, owning and controlling resources, transforming agriculture, large women-dominated informal work and municipalities which are mostly affected by poverty.

Moreover, research was conducted into trends of political participation of women in the units of self-government including the number of women candidates at local elections, elected women counselors and mayors for the local elections of 2005, 2009 and 2013.

The second component of the project included validation meetings and facilitating forums to debate and validate research findings, as well as to build coalitions for social inclusion across different communities. Data visualizations will be completed to identify findings from the research and these will be presented in a user-friendly manner. Publishing a final study, translation of the study and policy papers, distribution of the final study and national conference for relevant stakeholders is to be completed in 2015.

Further research results will be promoted on national and local level during 2015.

1. 3. GENDER ANALYSIS OF THE BUDGETS AND PROGRAMS OF THE UNITS OF SELF- GOVERNMENT

DURATION: OCTOBER, 2014 – FEBRUARY, 2015

DONOR: UN WOMEN

DESCRIPTION:

Reactor and the Association of Local Rural Development with the support of UN WOMEN conducted a pilot study in gender analyses of programmes and budgets of Local self-Governments Units intending to understand whether these programs address needs and issues of women and men. Included municipalities in the case study are Aerodrom, Gjorce Petrov, Mavrovo and Rostushe, Bogovinje and the City of Skopje. The aim of this analysis is to provide policy recommendations and allow for assistance of the targeted municipalities in line with the country's Strategy for Gender Budgeting.

Programs analyzed as part of the project are education, public transport, culture, local economic development and tourism in rural areas. As part of the research, programs, budgets and activities were analyzed aiming to comprehend if they meet the needs of women in the municipalities. In the analysis, inclusion, consultation and equal participation of women in the programs or benefits of programs were in depth assessed. Data collection included focus groups with beneficiaries, observations and interviews with different stakeholders. The full study, including policy recommendations will be published and presented in 2015.

2. URBAN DEVELOPMENT

2. 1. SKOPJE RASTE

DURATION: 2012 – 2014

DONOR: OSF Think Tank Fund and Information Program

DESCRIPTION:

This project is cooperation between Reactor – Research in action and the architecture studio Arhitektri from Skopje. It started in 2012 with the aim to engage the public in a wider debate on the urban planning processes in Skopje by providing a [web platform](#) containing searchable sets of relevant data that can be used by everyone from policy makers to experts and the wider public. Using ICT, we provide comprehensive yet accessible information about urban planning in Skopje, and improve knowledge on urban development of Skopje in targeted area. In this way, we engage citizens in local democracy by providing enabling environment to discuss local issues, problems and priorities and suggest recommendations and solutions for urban development, which can easily be adopted by the municipalities. In turn, this creates the necessary foundation for improving local policies for citizens' involvement in the urban planning process.

In 2014 we improved the web platform in order to provide more relevant information and easier use. The structure of the web platform remains the same, with the three main layers remaining a) buildings, b) green spaces and c) parking. However, the upgrade of the platform to includes new layers of data and allow for comparative visualizations. Now users can see additional sub layers: a1) public, a2) education, a3) health care, a4) temporary and a5) illegal; b1) traffic, b2) pedestrians and b3) cars; c1) areas, c2) garages and c3) underground.

3. YOUTH

3. 1. NATIONAL YOUTH COUNCIL

DURATION: No specific start and end date

DONOR: Multiple

DESCRIPTION:

The [National Youth Council of Macedonia](#) (NYCM) was formed in 2013 as an initiative of 25 youth NGO's that agreed that this kind of youth organizing is a necessity in the Macedonian civil society sector. The goal of NYCM is to gather all youth NGO's and become a reliable and inevitable partner in the field of youth policies and youth work. 2014 was the first full operating year of the National Youth Council of Macedonia. The year started with the operational and logistical set up of the Council. During this year the NYCM enlarged its network by opening 5 regional offices around the country. The Council organized its annual assembly where the strategic three year a plan and a yearly action plan were adopted, while the advisory board presented the official report. The NYCM performed an internal assessment of the capacities of the member NGO's in order to implement its internal capacity building plans necessary for ensuring equal and full participation from all members.

Reactor – Research in Action is one of the founding organizations of the NYCM and participated in all activities as a dedicated member in the NYCM since its formation.

3. 2. YOUTH STRATEGY OF THE CITY OF SKOPJE

DURATION: N/A

DONOR: N/A

DESCRIPTION:

One of Reactor's researches focuses on monitoring the implementation of laws and strategies regarding youth in Macedonia. One of the monitored strategies was the Youth Strategy of the City of Skopje. The monitoring of the strategy and action plan for the year 2014 was performed by analyzing the city's budget, city council rulings, Mayor's rulings and media clipping. The Youth strategy was adopted by the local municipality parliament on the 31.01.2013 and included an action plan for the years in which the strategy should be implemented. The strategy is for the time period of 2014-2018. One of the first concerns about it was the adopting date since in January the local budgets for the year have already been passed without having the funding for the necessary actions that are planned with the strategy. The budget of the municipality had no planned actions for the action plan for 2014, making the action plan for 2014 unrealistic and improbable to be implemented. With that in mind, it is still a big underachievement that the municipality implemented only 2 from the 104 actions from the action plan for 2014, with one of the two being late with the implementation date.

4. ENABLING ENVIROMENT FOR CIVIL SOCIETY

4.1. GOOD GOVERNANCE ACTION NETWORK

DURATION: JANUARY, 2014 – MAY, 2015

DONOR: EUROPEAN COMMISSION (THROUGH IPA)

DESCRIPTION:

The Good Governance Action Network is an initiative in which Reactor is an implementing partner alongside Metamorphosis Foundation and the Macedonian Center for European Training. The project is designed to amplify the efforts of CSOs to address and advance good governance issues by providing tools, skills and know-how via training and coaching to enhance their advocacy work along with the grants received for implementing concrete initiatives. With these tools and trainings, local CSOs enhance horizontal connections with their constituencies and the public at large, and vertically with the government.

In the first year of implementation, we provided trainings and workshops on various aspects of the good governance such as principles of openness, free access to public information, anticorruption legislation and policies, European institutions and legislation and EU funds. Additionally, training opportunities and workshops for project cycle management, data analyses and visualization as well as communication and new media were also provided in order to increase the capacities of the funded CSOs. The organizations selected for granting implemented their actions on both local and national level. These actions address different issues varying from free access to public information, monitoring of municipal public procurements, analyses of environmental policies, provision of public health services and so on. At the same time, organizations implemented their project with mentorship of aspects of their work identified as challenges with the undertaken capacity assessment.

Furthermore, in the first year, the Good Governance Action Network was formally established in order to enable better cooperation, support and advancement of issues of good governance as basic democratic principles. Additionally, based on the experience of the organizations involved in the project and their findings, the GGAN produced and distributed several policy briefs pertinent to good governance.

4.2 USAID CIVIL SOCIETY PROJECT

DURATION: AUGUST, 2014 – AUGUST, 2016

DONOR: USAID

DESCRIPTION:

The USAID Civil Society Project aims to invigorate citizen engagement in political and social life; Stimulate civil society to press for democratic reforms and improve synergies and alliances to strengthen civic responsibility. Reactor is an implementing partner with the Foundation Open Society Macedonia, Forum – Center for Strategic Research and Documentation, Center for Civic Communication and Youth Educational Forum in this 30 months project.

The project consists of the three main components: **a)** Civic Activism and Participation is for empowerment of citizens and young people to recognize the ways they can engage in their communities and to provide different novel mechanisms for their participation; **b)** Oversight and

Advocacy or stimulating genuine civil society organizations to address contentious issues and press the government to undertake democratic reforms; and c) Cooperation and Mobilization for promotion of greater CSO mobilization, cooperation and solidarity. The project supports actions jointly developed through CSO partnerships and networks, forums for exchange of experiences, and discussions of mutual problems, possible solutions and future activities.

This is the second iteration of the project and Reactor's primary role is research but also provision of technical support to grantees, enhancement of their organization advocacy capacities and components as well outreach mentorship by knowledge sharing in innovative usage of ICT for social change. Within this project, we implement the annual civic engagement survey on a representative number of respondents. This is the primary source of data for the comprehensive study on civic engagement in Macedonia and the [web site](#) where civic engagement is elaborated and discussed.

In August 2014, within the USAID CSP project, in cooperation with the European Center for non-Profit Law, we organized a two day international conference on Freedom of Association and Assembly. The conference gathered civil society activists, international and national experts and policy makers to launch a discussion on the state of freedom of assembly in South-East Europe from perspective of law and practice, and how it impacts the ability of people and civil society to engage in matters that affect them. In particular, the conference addressed the international standards regarding freedom of assembly and recent trends in the practical implementation of this freedom across Europe, provided an overview how freedom of assembly is regulated in the region, and discussed practical implications of the implementation of the legislation regulating the right to assembly as well as a discussion on the situation in Macedonia. More than seventy participants and nine domestic and international key note speakers identified common regional challenges that need to be addressed and facilitate agreement on steps for further action on assembly in order to strengthen legal guarantees and improve practice in the region.

4. 4 THE CHALLENGES AND OPPORTUNITIES FOR EMPLOYMENT OF MARGINALIZED GROUPS BY SOCIAL ENTERPRISES

DURATION: AUGUST, 2014 – JANUARY, 2016

DONOR: RRPP - CSD

DESCRIPTION:

This research project deepens the understanding of the perceived challenges and opportunities for employment of marginalized groups by social enterprises. In order to do so, it maps the social enterprise models in Macedonia, Albania and Kosovo, by identifying them, classifying them and comparing them, as well as analyzing the institutional processes that underlie them. As part of the study, we joined the ISCEM project, the largest international research on social enterprise models.

The motivation for this research project is the existing evidence from other countries that in addition to contributing to economic growth, social enterprises offer an opportunity for employing vulnerable and marginalized groups. Considering the high unemployment rates, low participation rates and increasing social disparities in the countries targeted with this project, as well as the fact that social enterprises legislation is currently underway in Macedonia and Albania, the results of this study will contribute to improved national policies on social enterprises and ensure that they are framed in a way that emphasizes the inclusion and employment of the most marginalize and vulnerable.

We are implementing the project with four partner organizations: Konekt and Public from Macedonia, Partners Albania from Albania and Center for Peace and Tolerance from Kosovo. During 2014 the methodology for mapping and institutional analyses was established and first drafts of the papers were produced. Representatives of the projects participated in two international events where they presented the project and networked with organizations that work in the field.

5. ADVOCACY

During 2014 Reactor – Research in Action produced numerous policy outputs that advocate improvements in the fields that we work in. Using primary data from our own research, complemented with previous research and other available relevant data, we regularly produce policy studies and policy briefs that are communicated with national and international institutions and organizations.

Our advocacy approach has two main components: online and offline advocacy tools. While we regularly produce the conventional policy outputs, in order to inform public policy in an evidence based manner, we strive in creating comprehensive, interactive and user friendly web platforms that present relevant findings.

5.1 ONLINE

5.1.1 rodovreactor.mk

Gender Reactor is envisaged as a place that gathers all relevant gender segregated data necessary for achieving gender equality. The web site depicts the status of women and men in Macedonia as well as the prevalent systemic gender inequalities, and is a response that addresses the lack of data in this field.

This web site provides gender segregated data grouped in categories and presented as reports, visualizations and info graphics. The data used in graphics is also available in raw format and can be directly downloaded from the web site. By providing easily accessible, interactive and visualized data we contribute to informed discussions regarding the position of women in the society but also encourage activities for promotion of gender equality.

5.1.2 civicengagement.mk

At the end of 2014 we developed two websites Civic Engagement (2013 and 2014) which are update versions of civic engagement 2012 website, then for better comparison and perspicuity of the data we merged the websites (2012,2013,2014) into one main website Civic Engagement. The main goal of the website is to give us a representative picture of the stances of citizens of civic engagement in Macedonia, to inform and familiarize citizens with the stance of their fellow citizens, to motivate them for improving their municipality, local community or place of residence.

The primary source of data for the web site is the CAPS national survey on civic engagement. The sample of the survey is representative of the Republic of Macedonia and includes 1209 respondents aged 16 to 66. The web site is created within the USAID Civil Society Project

supported by USAID, implemented by Foundation Open Society – Macedonia in partnership with Reactor - Research in Action FORUM CSD, MOF and CCC.

5. 2 OFFLINE

Policy studies:

5.2.1 Working Conditions and Work – Life Balance: Gender Analysis

This policy study is based on a national representative survey conducted in 2014 within the project Gender Equality Council, financially supported by the European Commission through the Instrument for Pre-accession Assistance. The study aims to contribute in enlarging the knowledge base on the conditions and status of women on the labor market and how different are experiences of women and men. Discovering and understanding of different experiences is a key first step in the efforts for establishing structural policies that would contribute for gradual reduction of the gender gap on the labor market. In this respect, the study analyses various aspects of gender inequality among the employed, the employers, the self-employed, the farmers, the unemployed and the inactive persons in Macedonia.

5.2.2 Comprehensive analysis on maternity and paternity leave (for ILO)

This study provided a comprehensive analysis on maternity and paternity at work in Macedonia. It includes an analysis of national legislation, policies and programmes, initiatives and institutions, collective agreements and statistical data thus identifies mechanisms that have been put in place to promote maternity protection in line with international standards. Furthermore, the study identifies good practices and challenges, and proposes policy recommendations for improvement. More specifically, the study analyzes the legal and practical aspects of maternity leave as well as the conditions, requirements and scope of care-related leave; it provides an analysis of the employment protection during maternity but also non-discrimination in employment in relation to maternity leave; legal and practical aspect of health protection at work; and breastfeeding arrangements, childcare and other care related services and facilities;

5.2.3 Transforming the green spaces in Skopje - The SkopjeRaste project:

Strategy Proposal for possible urban transformation on the case study urban block B10 in Debar Maalo Quarter, Skopje

Using data gathered with the *skopje raste* platform, and a case study analysis of an urban block, the study investigates the nature of the transition processes and the informal logic behind, trying to help both the planners and the citizens to catch up with the pace of the transition. Furthermore, this text also expresses the necessity to inform, initiate and to force the local citizens and municipal authorities to save the remaining green and public spaces in the center of the city and to retain the balance between the built and un-built urban mass.

5.2.4 What is the cost of life? – Economic evaluation of the effects on human health and life of the Macedonian power plants. December, 2014.

This study is published by Eko Svest, with several contributors, while Neda Korunovska (Reactor) is the main author. The main goal of the study is to emphasize the effects of coal power plants on human health. The study assesses the overall losses from PM10 air pollution, which results with decreased earnings because of premature mortality and reduced productivity. As main sources of air pollution, the coal power plants in Bitola and Oslomej are in the focus of this study. The study is based on a vast literature review, including policy and legislation review but it also uses models for calculating the effects on health, based on methodologies developed by Clean Air Europe Programme, ExterneE and NEEDS.

Policy briefs

Reactor regularly participates in the consultation processes with civil society for gathering input on Macedonia's progress in EU integration organized by the Delegation of the European Union in Macedonia. In the consultation processes in 2014, Reactor submitted two policy briefs on gender inequality and good governance. Furthermore, Reactor also provided input for the resolution of the European Parliament.

5.2.5 Gender inequality on the road to EU.

The policy brief highlights the deterioration of women rights in 2013/14 visible in the decline of political representation of women, the educational and employment policies that prevent empowerment of women, the inefficiency of the gender machinery as well as the general tendency of decreasing women's' rights.

5.2.6 Good governance challenges – political criteria and chapter 23

This policy briefs provides insight regarding the overall situation with fundamental rights and respect of good governance principles in Macedonia. It focuses on the reduced public trust in public institutions, politicization of public administration and the devastating deterioration of freedom of speech and pressures on the critical media.

5.2.7 Contribution for European Parliament resolution on the progress of Macedonia

Within the consultation process of the EP, Reactor was one of the contributors with suggestions and comments in the area of youth policies and gender inequality. We are particularly glad that resolution of the EP accepted our recommendations and welcomed the formation of the National Youth Council and invited the country's Agency for Youth and Sport to cooperate with the Council; Noted that the public mechanisms for gender equality are still not functioning properly; Expressed concerns for the high unemployment rates, especially among marginalized groups such as youth and women and called for action for establishing mechanisms and undertaking activities for their employment; and Reiterated the recommendations and urges the government to recognize and support the civil society organizations and include them in the processes of decision making and policymaking.

5.2.8 Open Government Partnership – Shadow report

Open Government Partnership is a multilateral initiative in which governments and civil society organizations from 63 countries advocate the principles of fiscal transparency, public access to information, reporting revenues of officials and civil society participation in decision making and policymaking. Within the Open Government Partnership, Macedonia adopted an Action plan with specific measures and activities to be undertaken.

As part of the Independent Reporting Mechanism, which carries out a biannual review of the activities, Reactor drafted the Open Government Partnership report on Macedonia. This report analyses the commitments, their level of implementation, timing, commitment emphasis, number of commitments with OGP relevance and their potential impact. While drafting the report, Reactor consulted representatives from various state institutions and civil society organizations.

5.2.9 Shadow report of the implementation of the Strategy for Gender Equality 2013 – 2020

The strategy for Gender Equality was adopted in 2013, accompanied with a National Action Plan for its implementation (2013 - 2016). The implementation of the Strategy started in 2013 with an Operational Plan for implementation from the Ministry for labor and Social Policy. Even though the Government prepared and submitted to the Parliament a report on the implementation of the Strategy for Gender Equality for 2013, that report has several weaknesses. The report only addresses a segment of the strategic priority areas, it does not provide information for a large number of the planned activities, and does not identify priority areas where the government should intensify the efforts for achieving gender equality.

This Shadow report fills the void in terms of providing independent monitoring of the implementation of the Strategy for Gender Equality for 2013. The Shadow report provides yearly review of the implementation of the measures foreseen with the Strategy and its accompanying documents, mainly the Action Plan. Furthermore, the Shadow report assesses only the measures that were planned for implementation in 2013, their level of implementation, potential impact, and timing as well as steps that should be undertaken in the future.

6. ORGANIZATIONAL DEVELOPMENT

6.1. INTERNAL POLICIES

6.1.2 Strategy for Organizational Development 2014 - 2016

Based on international evaluation and analysis accompanied by facilitated workshops and expert advice, in 2014 we developed a new 3 year strategy for organizational development. Like in the previous three years, our strategic organizational development is mainly supported by the Think Tank Fund.

The new strategy addresses areas such as but not limited to: policy influence and networking; internal and external communication; and internal policy and staff development. The strategy includes clearly defined goals and objectives that will be achieved through specifically devised interventions, mechanisms and measures, as well as indicators for monitoring and evaluating success. As in the previous cycle of organizational development, the process will be carried out in

horizontal and inclusive manner, with the support of the donor, as well as support from external actors.

6. 2. CONFERENCES

- 2nd LSEE Research Network Conference, 27-28 March, 2014; organized by London School of Economics.
- Beijing +20 - Regional Review Meeting in Geneva, 6 - 7 November, 2014; Organized by United Nations Economic Commission for Europe;
- "Enhancing the contribution of research to policy making in the Western Balkans – lessons from practice" Belgrade, November 19, 2014; Organized by Regional Research Promotion Programme – Western Balkans

6. 3. TRAININGS AND WORKSHOPS

At Reactor, we are devoted to personal and professional growth and are always looking to learn through exchange of ideas and good practices. Staff members are encouraged to and participate in various training and workshops. In 2014, we participated in:

- **Study visit to Brussels** to advocate to EU institutions from a gender perspective, 10 - 14 November; Organized by Kvinna till Kvinna Foundation;
- **Training on Budget Literacy and Budget Monitoring for CSOs and Gender Advocates.** The training provided an opportunity for Civil Society Organizations (CSOs) and gender advocates to strengthen their knowledge on the budget process and the capacities to analyze public policies/budgets from gender perspective. 25 – 27 November, Ohrid. Organized by UN WOMEN Skopje.
- **Experts Workshop** - "Fellowship Program in Central Eastern Europe", 27 – 28 November; Organized by Vienna University of Economics and Business.
- **Online course: Re-thinking your Funding Model:** a six week course covering fundamental aspects of think tank fundraising. Organized by Politics and Ideas - a think net.
- **M&E and Learning course:** six week online training to strengthen Monitoring & Evaluation and Learning on policy influence in Central and Eastern Europe, organized by Politics and Ideas - a think net.
- **Regional School for Policy Analysis:** How to change policy and society bottom up and from the outside. The event gathered researchers and activists from the region to discuss the possibilities for engagement in policy design and advocacy in an environment that inhibits social movements and non-partisan political engagement. 17 – 21 October, 2014, Zadar, Croatia; Organized by GONG.
- **Monitoring and Evaluation: Practical Application.** The training encompassed the primary concepts and elements of monitoring and evaluation, including developing comprehensive plans for M&E; Principles of M&E; Selection and Operationalization of Indicators; and M&E Systems. 28 – 30 March, 2014. Organized by USAID CSP

- **Local Capacity Development Workshop:** The workshop was based on previously conducted internal organizational assessment and focused on Relation to Membership and Target Groups; Management, Organizational Structure and Human Resources; Service Delivery and Customer Care; and Transfer of Training. 27 – 31 January, 2014, Skopje. Organized by UASID CSP, implemented by DETRA Center for consultancy.
- **Internal Capacity Development Workshop:** As a follow up from the **Local Capacity Development** workshop, we additionally worked with the consultants on developing an Action Plan for Organizational Development; February 2nd, 2014; Organized by DETRA Center in cooperation with Reactor.

6. 4. NEW TEAM MEMBERS

Aleksandra Risteska

Aleksandra joined Reactor in April 2014. She works as a web developer and is responsible not only for planning, development, maintenance and growing of the web projects but also for the preparation and writing of software documentation and specifications. Together with Reactor's team Aleksandra participates in creating conceptual solutions and their implementation in the web projects. Aleksandra holds a Bachelor degree in Computer Science and Information technologies from the Ss. Cyril and Methodius University of Skopje.

Sneska Ilic

Sneska joined Reactor in April 2014 as a Junior Researcher working on data collection, technical and filed work. Sneska holds a BA in Criminology from Edith Cowan University in Australia and is currently completing an MA in Human Rights (externally) at Australia's Curtin University of Technology. She has previously worked in the civil society sector in Australia, specifically in working with and representing disadvantaged and marginalized communities.

6. 5. INTERNSHIPS & FELLOWSHIPS

Besides offering possibilities for internships and volunteering in in Reactor, we also ensure our staff has all the possibilities for professional growth through internships and fellowships in other organizations in Macedonia and abroad.

In 2014, Reactor had one volunteer – Dragana Krstevska. Dragana is a constitutional law and human rights graduate from the Ss. Cyril and Methodius University of Skopje. She volunteered in Reactor four months. Among other things, she worked on an analysis of the 2013 Action Plan for implementation of the Strategy for Gender Equality, review and update of the resource web site rodov reactor, and also provided research support in the preparation of several policy briefs.

Our President Neda Korunovska, in May 2014 completed a four-week fellowship in DEMOS London. This action-oriented fellowship provided opportunities for engagement between researchers working on civic engagement. The placement enabled not just personal advancement but also opportunities for learning about organizational growth and organizational management. More specifically, while in DEMOS, Neda conducted research and worked on DEMOS projects in the area of Citizenship and Political Participation, participated in events organized by the host organization, and explored possibilities for future partnership possibilities between DEMOS and REACTOR.

At the end of 2014, our junior researcher Blazen Maleski (from our youth program) went to Potsdam, Germany on a yearlong fellowship program with Mostar Friedensprojekt. It is an organization mainly working on Erasmus + program with partners from various European

countries. Blazen specifically works with volunteers through the European Volunteer Service, but is also working on advancing his project cycle management and fundraising skills as well as his research capacities.

7. AWARDS AND RECOGNITION

7.1. Skopje Raste - 3rd place award in Data Visualization Competition

On Think Tanks — a blog and collection of associated projects that help think tanks around the world to do what they do better — launched the On Think Tanks Data Visualization Competition with support from the Open Society Foundations' Think Tank Fund.

Among 39 submission from 23 think tanks located in 18 low- or middle-income countries across the world. Reactor – Research in Action and the implementing partner Arhitekti won the 3rd place. The goal of the competition was to incentivize think tanks, especially in low- and middle-income countries, to experiment with new ways of conveying information.

The competing visualizations themselves covered a lot of ground. Some focused on urban planning or environmental issues, while others tackled governance, while the majority of visualizations focused on the use of public funds in one way or another.

7.2. *Transparify 5-star rating*

With 169 think tanks included in the assessment, Reactor was one of only 11 think tanks in Europe and 21 think tanks worldwide that received the highest transparency rating.

Transparify's report on how transparent think tanks are when it comes to their own funding involved 169 think tanks from 47 countries. The goal of Transparify's report was to assess, but also improve the transparency of think tanks as important actors in policy making, serving as additional encouragement for think tanks to fully disclose their sources of funding. The findings of the report have been covered in major media outlets worldwide, including the New York Times and El Confidencial (focusing on the US and Europe respectively).

Reactor has always been committed to full transparency and accountability when it comes to our funding and we are happy to be recognized as one of the global leaders when it comes to 'walking the transparency walk.' We will continue to implement the policy of full disclosure of our sources of funding as one of the fundamental principles of transparency and accountability.

Reactor's sources of funding and transparency policy are provided in the 'Donors' section of our website, where you can find an overview of all project and institutional funding that Reactor has received since 2010, including who provided the funding, how much funding was provided, as well what projects the funding was awarded for, including their planned duration.

8. FINANCIAL REPORT

SOURCES OF FUNDING