



Supporting Innovative Practices in Self-Care, Wellness, and Resiliency among GBV Workers in North Macedonia

Organization Name: Crisis Center Hope

Duration: 12 months

Location: Macedonia

Target Participants: Crisis Center Hope staff members and volunteers

Brief Description of Organization: The Crisis Center Hope is a local, women-led civil society organization in North Macedonia with two decades of experience in providing direct support to victims of GBV as well as conducting prevention work to end the cycle of violence. The integrated approach in the Center's work is evident in its support of victims of GBV violence through helplines, use of an emergency shelter for a period of 24–48 hours, provision of psychosocial support and free legal advice, and implementation of more than 30 prevention projects.

Brief Description of Conceptual Approach and Staffing Plan: The proposed project is focused on introducing policies and practices of self-care, wellness, and resiliency among the staff of GBV organizations in North Macedonia. The first step to address is to conduct a thorough assessment of existing formal and informal policies and practices related to staff's self-care, wellness, and resiliency. The partnership between Crisis Center Hope and Pleiades Organization aims to strengthen outreach efforts to the target group and to combine the joint experience and expertise of the organizations to develop a holistic program to support the staff at GBV organizations.

Learning Plan: One key result of the project will be insight into the specific impact that GBV work has on staff members' physical and psychosocial well-being. The learning includes 1) a training curriculum on self-care, wellness, and resiliency of GBV workers; (2) organization of two training workshops for a total of 30 GBV workers; (3) a national conference to disseminate best practices in policies and work protocol; (4) development and dissemination of a guide for GBV workers as a key tool for support in self-care; and (5) provision of mentoring and psychosocial support to GBV workers and GBV organizations.