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SUPPORTING INNOVATIVE PRACTICES IN SELF-CARE, WELLNESS, AND RESILIENCY AMONG GBV WORKERS IN NORTH MACEDONIA



Goals

Introduce policies and practices to promote self-care, wellness, and resiliency among gender-based violence workers

Duration

August 2021 – August 2022

USAID Funding

\$69,500

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BACKGROUND

Gender-based violence (GBV) undermines safety, health, well-being, economic potential, and human rights. In addition to the human cost to survivors, GBV has direct and indirect costs for families, communities, and economies, and undermines democratic governance, development, and public health.

Staff of organizations that respond to and address GBV often deal with burnout and secondary trauma due to the nature of their work, including physical, psychological, and emotional health problems.

Currently, North Macedonia has no official programs or policies in place for GBV staff support.

To address GBV effectively, frontline workers who support survivors need support, themselves, to do their jobs. USAID contributes to North Macedonia's efforts to improve economic security and growth, and increase local governments' responsiveness and accountability to citizens.

PROGRAM DESCRIPTION

This program will introduce policies and practices of self-care, wellness, and resiliency for the staff of any GBV organizations in North Macedonia.

Our partnership combines the joint experience and expertise of Crisis Center Hope and the Pleiades Organization to develop a comprehensive program to support the staff at GBV organizations.

To better address the lack of professional standards to support GBV organization staff, the project conducted a thorough assessment of existing formal and informal policies and practices of self-care, wellness, and resiliency in GBV organizations in the country.

Based on the recommendations, the program is developing training curricula to promote staff self-care, covering psycho-social support, peer support and mentoring, as well as both individual and group support.

EXPECTED RESULTS AND IMPACT

- Baseline information on existing practices and policies for GBV organization staff self-care, well-being, and resilience will be available and used to develop recommendations for changes in policy and practices.

- Group mentoring sessions for 50 individuals from ten GBV organizations will promote policies and practices of GBV staff self-care, wellness, and resiliency.
- New training curricula and guides on self-care, wellness, and resiliency will be developed and distributed to organizations that address issues relating to GBV.
- Organizations that address GBV issues will collaborate with professionals from the Ministry of Internal Affairs, the Department for Protection from Domestic Violence, and the Centers for Social Work to develop policies and practices that support GBV workers.

