

Supporting Staff Well-Being in IOM Ukraine



Review of the UN strategy on mental health and well-being 2024 and beyond



- Everyone has a role
- There is no single approach
- Coordination at the system level
- Integration into daily activities
- Support for leadership
- The role of managers
- Data-driven decision making
- Real steps are possible

O1

Preventing mental health risks at work

O2

Promoting well-being and mental health at work

O3

Support for staff with mental disorders.

Strategies to address mental health at work



01

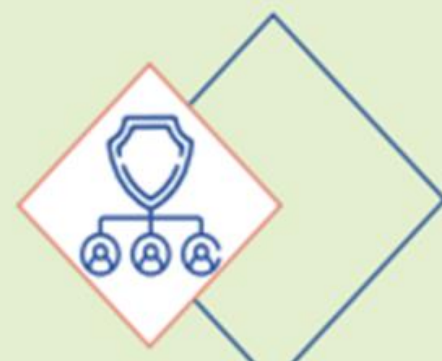
PREVENT

Reshape work environments to minimize psychosocial risks and **prevent** workers from experiencing mental health conditions



KEY INTERVENTIONS

Psychosocial risk management (organizational interventions)



02

PROTECT & PROMOTE

Strengthen awareness, skills and opportunities for recognizing and acting early on mental health issues to **protect and promote** the mental health of all workers



KEY INTERVENTIONS

Manager training for mental health, worker training for mental health and individual interventions



03

SUPPORT

Support workers with mental health conditions to access, continue working and thrive at work



KEY INTERVENTIONS

Reasonable accommodations, return-to-work programmes and supported employment initiatives

Create an enabling environment

Cross-cutting actions which ensure the implementation of the above strategies include: leadership, investment, rights, integration, participation, evidence and compliance

STAFF WELFARE SERVICES



Who can access services

- All staff members and dependents
- Managers
- Front-line workers



IOM Wellbeing Platform

Wellbeing

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Practical advice

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[Management and Leadership](#)

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Privacy- Policy



Privacy policy

Read the policy here: we don't collect any personal data. This web platform is private.



Confidentiality and Counselling

To ensure your privacy we follow several principles. To find out what they are click here.

Management and Leadership



How to have a conversation with someone about their...

The support people receive from employers is key in determining how well and how quickly they...



Mental Health Awareness- a guide for IOM Managers

This article offers tailored strategies for IOM managers to foster a mentally healthy...



Example:

Topics for Workshops

- Stress (management and prevention)
- Compassion fatigue and/or vicarious trauma
- Burnout
- Work-life balance
- Resilience
- Self-care practices and planning
- Building psychological safety in teams
- Mental health and gender-based violence
- Sleep
- Grief and loss
- Dealing with difficult emotions
- Suicide prevention
- Managing uncertainty
- Overcoming overwhelm
- Relaxation and mindfulness practices



Individual counselling

Counselling is a confidential and safe space for you to express your anxieties, fears and hopes. You may be looking for a resolution to a specific problem or wanting to explore a long-standing difficulty. If you are going through difficult time, experiencing negative emotions or dealing with work related/personal issues, feel free to access free and confidential counselling services.