

# With care for everyone

## Psychosocial support at the workplace in war and post-war times

### Notes for a labour inspector on information and consulting assistance to enterprise leaders

Having ratified a whole range of the ILO Conventions on occupational safety and health and having undertaken to approximate its national provisions to the EU standards (within the EU-Ukraine Association Agreement framework), Ukraine must promote safe and healthy working conditions.

The greatest losses for any business are caused by psychological problems of workers. According to the World Health Organization's forecast, mental diseases and absenteeism due to psychological problems will become the greatest challenge to the world of work by 2030. Ukraine's enterprises need an efficient policy and programme of

psychosocial support at the workplace to respond to challenges in war and post-war times.

Labour inspectors have fast and convenient access to the working population, therefore they continuously communicate with employers and workers during inspection visits to enterprises. That is why a labour inspector may initiate a talk on benefits of the policy and programme of psychosocial support at the enterprise level. It can grow into a comprehensive programme of mental health protection and promotion at work already now or in the future.

#### ► A recommended algorithm of programme advocacy by labour inspectors:

1. Assessing the situation in terms of psychosocial support of workers (analyzing the enterprise's resources and capacities for implementation of a relevant policy and programme or for supplementation of the programme of support of workers available at the workplace and/or collective contract provisions).
2. Initiating a conversation on benefits of workplace availability of a written policy and action programme concerning psychosocial support of workers.
3. Presenting the series of information materials "With care for everyone: psychosocial support at the workplace in war and post-war times" in printed and/or electronic form.
4. Providing consulting assistance to enterprises to overcome the obstacles likely to arise on the way of development and implementation of the policy/programme of psychosocial support.
5. Monitoring and evaluating results to track the progress and improve the situation.

Assisting enterprises to draft and implement a policy and programme of psychosocial support of workers, labour inspectors should clearly understand that their function is not to control that process but to provide information and consulting support, trying to tackle difficulties caused by consequences of the war, subject to available resources, in cooperation with enterprise leaders.

