

In the last edition of this Blog, we published the testimony of a person who returned to the Office after suffering from burnout syndrome. The interview gives a glimpse of the difficult process of returning to work after being on leave due to burnout, as well as of the physical (tremors, digestive problems) and emotional (fear, guilt, mistrust) problems that people experienced in these cases.

[\(link\)](#)

The article received several comments from readers, especially on the need to receive information on the mechanisms that currently exist at the ILO not only to support the return to work of people who have gone through this situation, but also to prevent it.

The Office has three internal governance documents (IGDS Nos. 48, 286, 385) that currently establish the OSH governance system. The Office is committed to promoting and maintaining the highest standards of physical, mental and social well-being for all staff members and is responsible for ensuring that all practicable preventive and protective measures are taken to minimize occupational risks.

In this management framework, the prevention of occupational risk factors that affect mental health must receive the same attention as those that damage physical health. These factors, of a psychosocial nature, are often "invisible" and tend to permeate the institutional culture so that they become normalized. Hence the need to put in place a risk assessment that identifies them and makes everyone aware of the need to change the organizational practices in which they are rooted.

The Staff Union has been vocal about the need for such an assessment to be carried out and the consequent control measures to be put in place to prevent work-related mental health conditions. With great interest we have participated in the elaboration of an ILO Action Plan for Mental Health and Well-being that will be presented by the Administration in the near future. In this process, the Union has been vocal on the need to reinforce prevention as well as support measures for a safe return to work. Without prevention, the return to work exposes people to the same factors that affected them; as the colleague tells us in his testimony: "No, no arrangements were made, so today I find myself back in the same state as a few years ago."

Now the Union will continue to advocate and contribute so that this plan comes to life and no one is burnout.