FICSA
Federation of International Civil Servants' Associations

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COMMUNICATION

World Mental Health Day

24/25

Geneva
16 September 2025

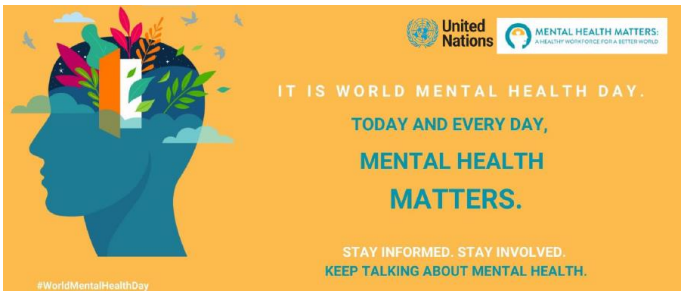
MENTAL HEALTH MATTERS: A HEALTHY WORKFORCE FOR A BETTER WORLD

10 October 2025

To: All Members

From: FICSA Secretariat

Dear colleagues,



October is mental health awareness month. Wadzanai Garwe, FICSA President, sits on the Mental Health and Well-being Implementation Board, which oversees the implementation of the Mental Health and Well-being Strategy. The implementation is measured by a scorecard system that each organization in the common system fills out annually. The data collected is also measured against global staff surveys.

Wadzanai is currently the co-lead of the Stigma Reduction Working Group. Shortly, every organization will be rolling out the Mental Health Awareness campaign. Part of that campaign is trying to collect data about stigma in the workplace in order to design interventions to address stigma in the workplace.

Kindly engage in the ***Mental Health Stigma: Off — We Switch on Support!*** campaign and answer the three questions in whichever way works for you.

Mental Health Stigma: Off — We Switch on Support!

Most stigma isn't shouted. It's hidden in silence. On 10 October, we flip the switch: **ask, listen, act!** Instead of just talking about stigma, let's **imagine**, **create**, **and inspire**!

Mental health stigma is the negative labeling, stereotyping, and discrimination toward people with mental health conditions. It can come from society or be internalized by individuals, leading to shame and preventing people from seeking support. Within the workplace, it can present through subtle forms of exclusion or bias, undermining equal access to support and full participation.
Reflect on these three questions and share your response in your own unique way:

If mental health stigma were a **physical object**, **creature,** or **barrier,** what would it look like, and how would you overcome it?

Imagine a workplace where mental health stigma does not exist. What does a **normal day** there feel and look like?

If you could send **one short, powerful message**, or use **one word,** to silence stigma and switch on support, what would it be?

Colleagues are invited to submit their responses to one or more of the questions above in creative formats (video, artwork, writing, poetry, or others) to:
mhs@un.org by 31 October. *Be creative!*

- **Video** – record yourself answering the questions on your phone or computer (maximum 3 minutes)
- **Painting or artwork** – share a drawing, painting, or digital illustration that expresses your perspective
- **Writing** – a short piece, such as a reflection, personal story, or essay
- **Poetry** – any style, length, or form that captures your thoughts
- **Other Formats** – feel free to suggest or share any other creative medium!

Your voice matters!

To know more about the UN System Workplace Mental Health and Workplace Strategy, please visit: Healthy Workforce | United Nations

In Solidarity