



Co-funded by
the European Union

Social
Innovation 
Initiative

Subscribe here!



NEWSLETTER #3

Mental Well-Being

The Heart of a Resilient Workplace

Ensuring employment sustainability and financial resilience through a multi-layered model of well-being and immersion for Ukrainian Refugees in local communities



IMMERSED
Together4Work

07 April, 2026



Why It Matters for Business

Investing in the mind isn't just a kind gesture - it is a strategic advantage. When employees feel mentally supported, the entire organization thrives.

£4.70 RETURN

Average return for each
£1 invested in mental
health initiatives.

13%[↑] PRODUCTIVITY

On average, mentally
healthy employees
are more productive

10%[↑] RETENTION

Organizations see a
increase in employee
loyalty

12 BILLION DAYS

Number of working
days lost every year
to depression.

"4×4 reset" (3–5 minutes)

- Inhale through the nose for 4 seconds, exhale through the mouth for 4 seconds, repeat 5 times.
- Notice if your shoulders or jaw soften a little.



Why It Matters for Our Communities

For those rebuilding their lives in a new country, a job is a bridge to dignity and stability.

23% OF INDIVIDUALS

Refugees in host countries
reporting mental health
problems that affect their
daily functioning.

73% OF REFUGEES

A recent study found a high
majority of surveyed refugees
exhibiting symptoms of
depression, anxiety, or PTSD.

SUSTAINABLE GROWTH

Employment helps rebuild
self-confidence, but if the
environment is trauma-
informed.

More exercises in
our **manuals** in 6
languages!



Energy thermometer (micro-version)

On a piece of paper, draw three short lines and write one word on each:

- "Drains me today."
- "Keeps me going."
- "Gives me energy."
 - Choose one small action for the "Gives me energy" line you can do before the end of the day.

Poland

Polish team of FIIW has run a series of mental well-being workshops combining theory with practical elements of breathing techniques and aromatherapy i.e. wax candle making, which focused on practicing mindfulness, grounding and self-consciousness of Immersed participants. To intensify the effect, some of these workshops were set up in a botanical garden which provided the participants with a unique healing environment.



Slovakia

People in Peril has been organizing activities to support mental wellbeing through art therapy and crafting of Good Angel = Motanka. In connection with spring, the Good Angel symbolizes renewal, energy and the beginning of something new. In our work with students, we have been focusing on understanding what stress is, how to manage it effectively; and helping them to better cope with exam-related stress while creating a safe space for them to express themselves and explore their emotions.



Romania

In Cluj-Napoca, HEKS/EPER Romania held a clay session inviting participants to recall a dream and sculpt one element from it—first with eyes closed, then open. Working blindly engaged touch, memory, and subconscious processing, freeing participants from self-judgment. The second stage brought structure and awareness. The process encouraged reflection, reduced emotional intensity, and fostered safe, creative exploration of inner experiences through tangible form and discussion.



Italy

In Palermo, CESIE ETS promoted mental wellbeing through inclusive, arts-based activities engaging social workers, students, and the wider community. Art therapy workshops fostered self-awareness and reflection on personal and professional identities, while origami labs encouraged creativity, participation, and safe sharing spaces. Additionally, the Ukrainian Culture Days raised awareness through film, writing performances, and a book presentation, strengthening community exchange, inclusion, and cultural appreciation.





IMMERSED
Together4Work



FUNDACJA
INNOWACJA I WIEDZA

Fundacja Innowacja i Wiedza
fiiw.pl



**People
in Peril**

People in Peril
peopleinperil.org



**HEKS
EPER**
Bread for all.

HEKS/EPER
heks-eper.ro



c e s i e
the world is only one creature

CESIE
cesie.org

**Social
Innovation (+)
Initiative**



Co-funded by
the European Union

Co-funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or European Social Fund Agency. Neither the European Union nor the Granting Authority can be held responsible for them.

ESF-SI-2024-UA-01-0014