MHPSS Technical Reference Group/ Moldova

Linking Livelihoods, MHPSS, and GBV Programming
Moldova MHPSS Technical Reference Group (MHPSS TRG)

• Meetings provide space for partner updates, networking, sharing of resources, discussion of problems, joint strategizing, etc.
• Meets 2nd Tuesday of every month, 14:00-16:00
• Conducted in English and Romanian (interpretation provided)
• Hybrid format (on-line and in-person)
• 119 members
Consequences of the Ukraine War

- Depleted support networks
- Destroyed infrastructure and institutions
- Loss of/ damage to property
- Loss of access to services
- Disruption of daily routines
- Economic uncertainty
- Grief
- Injury

Photo credit: University of Delaware, 2022
War and GBV

• Displacement increases risk of GBV as support systems are destroyed/ depleted

• As economic instability increases, some may become more vulnerable to SEA or be forced to resort to transactional sex

• Conflict-related sexual violence

• Tension in household may increase intimate partner violence

• All forms of GBV can have consequences on mental health
# Point prevalence estimates for mental disorders in conflict-affected populations

<table>
<thead>
<tr>
<th>Disorder Description</th>
<th>Point Prevalence (95% Uncertainty Interval)</th>
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<tbody>
<tr>
<td><strong>Severe disorder</strong> (severe anxiety, severe post-traumatic stress disorder, severe depression, schizophrenia, and bipolar disorder)</td>
<td>5.1% (4.0–6.5)</td>
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<td><strong>Moderate disorder</strong> (moderate anxiety, moderate post-traumatic stress disorder, and moderate depression)</td>
<td>13.0% (10.3–16.2)</td>
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<tr>
<td><strong>Mild disorder</strong> (mild anxiety, mild post-traumatic stress disorder, and mild depression)</td>
<td>4.0% (2.9–5.5)</td>
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<tr>
<td><strong>Total</strong></td>
<td>22.1% (18.8–25.7)</td>
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Source: New WHO prevalence estimates of mental disorders in conflict settings: a systematic review and meta-analysis. (Charlson et al., 2019)
Wheel of Well-being
Mental Health and Psychosocial Support (MHPSS)

Defined as:

‘Any type of local or outside support that aims to protect or promote psychosocial well-being and/or prevent or treat mental health conditions’
MHPSS in Emergencies Intervention Pyramid (IASC, 2007)
Job retention is impacted by mental health challenges. By addressing these challenges, outcomes can be improved.

Mental health and well-being is impacted by many factors including sense of:
- self-efficacy and self-esteem
- economic self-sufficiency
- ability to contribute/participate in a meaningful way
- social opportunities

Well-designed livelihood programs can address these needs.
Many survivors of GBV require extra support to overcome consequences to mental health and wellbeing.

GBV programming often utilizes a holistic and/or case managed approach that identifies and addresses the survivor’s various needs.

Economic instability can be a driving factor with GBV, and livelihoods can help address this by building skills, providing access to employment.

Can also provide opportunities for socialization with peers who have overcome similar challenges.
Integrating MHPSS with Livelihoods Programming

✓ Protect dignity and promote the rights of all
✓ Train team members in psychological first aid (PFA)
✓ Be able to recognize individuals who may be struggling with more severe MHPSS challenges, and provide referrals for those that need additional focused support
✓ Utilize a trauma-informed approach (i.e. understand the potential consequences of extreme adverse events, and ensure programming is designed/ delivered in a way that does not re-traumatize the individual
✓ Incorporate MHPSS components into livelihoods program design (examples include providing supportive counseling, distributing self-help materials, supporting/ encouraging social network opportunities include peer support)
Linking MHPSS and Livelihoods
Case Study: Iraq

• Safe Space for women who had been displaced by ISIS. Many were survivors of GBV.
• Women came to safe space for case management services, counseling, groups, etc.
• Those who desired were also invited to participate in an integrated livelihood program.
• This program included three greenhouses where women were learned agricultural techniques (land preparation, seed cultivation, irrigation, weed control, pest control, crop rotation, etc.) while growing produce intended for personal consumption and sale in the community.
• Women also learned small business management skills
• Program provided opportunity for livelihood engagement, social interaction with peers, counseling and referrals, case management. Program also offered childcare in the safe spaces that enabled mothers to also participate in the program.
Linking MHPSS and Livelihoods
Case Study: Iraq
Interventions recognize that barber shops and beauty salons were establishments that regularly frequented by most people regardless of socio-economic status

Opportunity to engage with person for fixed period of time in a natural pattern of communication

Beauticians/barbers were trained in professional skills, and also in PFA and basic MHPSS

Received training on suicide prevention, how to recognize signs of significant distress

Also provided with current referral information

In US, barbers were also trained as advocates and helped raise awareness
Linking MHPSS and Livelihoods
Case Study: Romania
Romania MHPSS sWG | Ukraine Refugee Response

Sorana Mocanu
WHO Mental Health Consultant
Робочі місця для українців

Ми підтримуємо українських біженців, які були змушені емігрувати, покинути свою країну, щоб знайти роботу в Румунії та за кордоном.

Jobs for Ukraine

We support people affected by the war in Ukraine to rebuild their financial stability through easy access to job opportunities abroad and remote via a free platform.
We launched the platform on March 3rd for employers. Since then, the platform hosts:

- 114,000+ unique visitors; 562,000+ sessions;
- Job opportunities remote and in 54 countries and 269 cities, over 68% of them in Romania
Technology by Jobful

Human Focused Design

Start with the people.

Having professionals in the middle of the process design and addressing their motivators is how we differentiate. Engagement of talent is the key driver of business productivity, especially in HR Tech.

From a product perspective, our solutions is:

- **Removing** professionals' pain points (application, process overview, active communication, etc.)
- **Attracting** with multiple touch points and a meritocratic experience (courses for upskilling / reskilling, challenges to prove abilities, etc.)
- **Engaging** over a longer period of time by tapping into professionals' motivators (social influence, unpredictability, accomplishment, etc.)

[Reference article]
Candidates can search or filter through all internships and job opportunities and get recommendations based on their profiles.

Automate the profile completion using AI/ML to parse CV and precomplete resumes.

The personal data of the candidates is not visible to anyone until there is a match or a friending.

The engaging experience is also based on friending, referral, newsfeeds and brings a digital space for community.

Ensure better candidate involvement using gamification elements like points, badges, rewards or leaderboards.

Candidates can access courses offered by employers to expand their knowledge and connect faster with the workforce demands.
Job Section
Recruiters can add, edit, inactivate or remove any of the opportunities that will be displayed on the job sections.

Automated Workflows
Optimize email communication with refugees, set-up email campaigns that sends one to many personalized emails.

Boolean Search
Search in your candidate database through some specific filtering criterias (skills, volunteer, courses, or others).

Recommendee AI
Automate the pre-screening, get instant recommendations with the best fitting refugees for each role/

Bias-free Selection
Candidates personal information is anonymized until recruiters confirm their interest.

Courses & Shop
Keep a dynamic interaction with candidates offering courses or benefits in the shop area.
Safe & ethical employment

Gatekeeping strategy
Employers register, we vet their information, and then allow them on the platform.

Employers’ information - live this week
When registering on the platform, recruiters provide us with the company’s registration number, their registered address, phone number and email address.

Manual vetting - live
All employers and jobs they’ve posted are manually checked by our team.

Visibility of vetting - live
When employer is manually checked, we add a checkmark to his profile on a platform. It’s also visible in the preview of a job.

Resource center
On the platform, we share all crucial information regarding employment in different European countries.
Human-driven actions

**Account Creation & Profile Building Support**
Our team guides refugees through creating an account on the platform and building a profile to aid job placement - online and onsite.

**Refugee Support**
Our team replies to all support requests from refugees via email or phone (in case of onsite interactions in refugee centers).

**Employers Guidance & Enablement**
Our team engages with existing and new employers to guide & support them to better hire refugees.

**Strategic Partnerships**
We scale our impact through a variety of partnerships around the world for: training, events, funding, marketing, technology.

**Improvements and New Projects**
Our team expands the reach and scope of our initiatives through technology and other programs (such as skilling, resource center).

**Reporting & Insights**
We aim to make data-driven decisions, so we’re working to gather relevant data and use BI to inform projects and decisions.
Mental Health and Psychosocial Support (MHPSS) IOM and Jobs4Ukraine initiative

Together with IOM Romania we are launching a Mental Health and Psychosocial Support (MHPSS) initiative meant to match MHPSS professionals with organizations that offer these services to refugees from Ukraine. In this respect, we’re reaching out to all Ukrainian and/or Russian speaking mental health specialists to sign up and register on our platform in order to work with organizations who want to offer psychosocial support for people affected by the war in Ukraine. Every person who registers will have to go through a pre-validation process in order to enter the database where organizations will be able to find them and contact them for work opportunities. Help us spread the word! Registration link: https://jobs4ukr.com/mhpss #mentalhealth #ukraine #therapy

Thank you!
Please reach out to reapm@who.int or jchihai@gmail.com with any questions and/or to join the MHPSS TRG mailing list.