

# From Global Mental Health Approaches to Mental Healthcare at Work

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## Abstract

**Objectives:** There is social stigma associated with mental health disorders, and research that involves getting people to share their mental health status or conditions, or asking people to exercise care to others' mental health can face attitudinal barriers, and so cannot yield findings that guide the approach to or improvement of mental healthcare. This study explores the possibilities of getting appropriate mental healthcare approaches in place as early as possible, at all workplaces, to help address the global need of scaling up mental health services while preparing mental health literate citizens who will cooperate better in mental health research initiatives.

**Study Design:** Multi-case study

**Methods:** Five global organizations and five continent-dedicated organizations working on mental health promotion were selected and studied, on the basis of their (a) broad representation of all types of mental healthcare strategies, measures, or works conducted by all relevant mental health organizations found via *Mental Health and Human Rights Info* and *Mental Health Innovation Network*; and relevance to the World Health Organization's (b) perspective on mental health, and (c) objectives for promotion and prevention of mental health.

**Results:** The mental healthcare approaches of the key mental health organizations around the world that have significant outcomes in mental health research and advocacy consistently share two components: reducing mental health stigma and promoting mental health literacy. They conquer stigma through *public education efforts, therapeutic interventions, human rights promotion, anti-discrimination laws, and research*, while promoting mental health literacy through *building mental health conscious community, building mental health active community, building mental health capacity of different levels, and advocating mental health in other non-health sectors*.

**Conclusions:** While more research is needed to investigate the relationship between the efforts that the key mental health organizations around the world make in reducing stigma/promoting mental health literacy and the success rate/level of the mental health research or dialogs they did achieve as a direct result or such efforts, all the routes for reducing stigma and promoting mental health literacy, other typical and remarkable components of their mental healthcare approaches as well as their outcomes should be adopted by organizations, companies or programs that wish to start working on exercising mental healthcare for their community or staff.

**Keywords:** Global Mental Health Approach, Mental Healthcare at Work, Mental Health in the Workplace

## **Introduction**

Since the COVID-19 outbreaks, and recently, with other global crises such as wars, economic recession, and extreme weather, mental health (MH) has been increasingly advocated [1]. However, MH is a concept that can bring up stigma and discrimination [2], and when addressing MH, as well as conducting research on it, researchers face these attitudinal barriers: *fear of MH stigma and discrimination* [3], *limited public understanding of MH and the importance of MH research* [4], and *concerns about confidentiality in MH care and research* [5]. To effectively promote MH at work, as well as to address a great number of research gaps and priorities that the World Health Organization identified in its Guidelines on Mental Health at Work [6] (pp. 73-78), these barriers must be removed, by increasing MH awareness and reducing MH-attached stigma, as research has shown [7, 8]. The World Psychiatric Association stated in its 2023-2026 Action Plan that “Psychiatrists must lead the conversation about evidence-based prevention and treatment possibilities for mental health problems, but also discover innovative ways to encourage non-health sectors of society to join that conversation.” [9] (p. 14). Little is known about how MH organizations around the world have contributed to removing these barriers while exploring their MH care approaches revealed that the key ingredients they share in theirs are promoting MH literacy and eliminating the stigma and discrimination against it (See Appendices 1 and 2). Therefore, a closer look at how they use these two measures can offer insights for workplaces to incorporate into their MH care strategies.

## **Methods**

There are hundreds of organizations and entities around the world that are dedicated to improving MH across the world [10]. They include service user organizations, funders, NGOs and not-for-profit organizations working in MH and associated fields [11]. Their strategies, initiatives, best practices, or approaches to MH care or advocacy make up a great reference source for MH care ideas. Given the scope of this paper, only five global organizations and five continent-dedicated organizations will be selected and presented, on the basis of their (a) broad representation of all types of MH care strategies, measures, or works conducted by all relevant MH organizations found via *Mental Health and Human Rights Info* and *Mental Health Innovation Network*; and relevance to the World Health Organization’s (b) perspective (*MH can be affected by a range of socioeconomic factors that need to be addressed through comprehensive strategies for promotion, prevention, treatment and recovery in a whole-of-government approach*), and (c) objectives (*strengthening effective leadership and governance for MH; providing comprehensive, integrated and responsive MH and social care services in community-based settings; implementing strategies for promotion and prevention in MH; strengthening information systems, evidence and research for MH*) that were set out in the Mental Health Action Plan 2013–2030 [12] (pp. 2, 5).

## **Results**

Though guided by various missions and visions in MH care, the MH organizations share two components in their approaches. The first component is destigmatising MH issues, which is achieved through different routes. (See Table 1)

**Table 1: Routes to fighting MH-linked stigma found among the MH organizations**

The MH stigma interventions found among the MH organizations	Their fit with the MH stigma reduction strategies found from related literature	Their potential elimination of <i>the 3 barriers to participants' openness in MH discussion or research</i>		
		<i>fear of MH stigma and discrimination</i>	<i>limited understanding of MH and the importance of MH research</i>	<i>concerns about confidentiality in MH care and research</i>
educational programs, guides, and publications to increase public awareness [13] community outreach to create greater awareness [14] stigma impact understanding in various settings [15]	<i>public education efforts</i> [7,8]	X	X	X
MH intervention [16] community support groups led by [Asian] MH professionals [17]	<i>therapeutic interventions</i> [22]	X	X	X
human rights promotion campaigns [18,19]	<i>human rights promotion</i> [23]	X	X	X
MH discussions and policy reshaping efforts [20]	<i>anti-discrimination laws</i> [24]	X	X	X
inter-disciplinary research [21]	<i>research</i> [25]	X	X	X

The second component these organizations share in their approaches is promoting MH literacy, which is also effected through different works. (See Table 2)

**Table 2: Routes of promoting MH literacy or awareness found from the MH organizations**

The MH literacy promotion strategies found among the MH organizations	Their fit with the MH literacy promotion strategies found from related literature	Their potential elimination of <i>the 3 barriers to participants' openness in MH discussion or research</i>		
		<i>fear of MH stigma and discrimination</i>	<i>limited understanding of MH and the importance of MH research</i>	<i>concerns about confidentiality in MH care and research</i>

<p>Provide guidance on key MH topics to the general public [15]          Improve knowledge of human-rights compliance practices in MH [15]</p>	<p><b><i>Building MH conscious community</i></b>          [27]</p>	<p>X</p>	<p>X</p>	<p>X</p>
<p>Train resident-led groups on psychosocial support, MH awareness and self-help [16]          Use authentic experiences to foster awareness and understanding that reshape MH discussions and policies [20]          Foster awareness and understanding of mental illness to create a supportive community for [Asians'] MH needs [17]          Empower individuals with the necessary information and tools to navigate life and become MH change agents [14]</p>	<p><b><i>Building MH active community</i></b>          [28]</p>	<p>X</p>	<p>X</p>	<p>X</p>
<p>Organize educational and scientific programs and activities to grow the knowledge and skills necessary to prevent and treat mental disorders [18]          Provide coaching for club members as peer educators and teachers as chaperons [16]          Develop advocates who enhance awareness of MH conditions and provide general wellbeing support in organisations [20]          Organize capacity-building trainings for MH service users and professionals [15]          Organize courses and workshops for MH workers working in low-resource settings and improving care for mental disorders at a population level [26]          Provide free, self-paced online courses on MH related care and psychological first aid in emergencies [19]          Prepare human resources for MH care and international research capacity building hubs [21]</p>	<p><b><i>Building MH capacity of different levels</i></b>          [29]</p>	<p>X</p>	<p>X</p>	<p>X</p>

Engage with communities and leaders to advocate for greater investment in MH research, training, policy and practice [21] Prioritize MH in the workplace by creating cultures that highlight various aspects of MH at work [13]	<b><i>Advocating MH in other non-health sectors</i></b> [30]	<b>X</b>	<b>X</b>	<b>X</b>
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In addition to reducing stigma and promoting MH literacy, there are other strategies a MH organization can use to bring positive impacts on mental well-being for the community. (See Table 3, where they are classified into five groups on the basis of their roles.)

**Table 3: Other components of a MH care plan**

<b>Other components found from the MH care approaches</b>	<b>Their roles</b>
Promote access to rural community MH services through mobile clinics, local support groups, and school-based MH clubs [16] Improve the care, treatment and recovery of people with mental disorders [13] Bridge MH and public health, and broadly consider the for effective interventions at a population level [26] Expand provision of holistic, recovery-oriented, community-based services [15] Mobilize MH resources during crises [17] Sustain the ongoing MH resources provision [17] Improve access to MH services and resources through an online directory and dissemination of MH information [14] Disseminate knowledge about evidence-based therapy and values-based practice [18]	<b><i>Improving access to MH services and resources</i></b> [31]
Collaborate with and empower those with lived experience of mental, neurological and substance use conditions [21] Partner with all sectors to elevate MH with consultancy services that involve only persons with lived experience [20] Expand and acknowledge engagement with experts by experience and peer support networks within MH services [15]	<b><i>Engaging people with lived experience</i></b> [8]
Develop guidelines for ethical behavior in psychiatry, standards of clinical practice, and position statements on psychiatric topics [18] Provide comprehensive policies and strategies on improving MH services and the overall mental health of the Americas [19]	<b><i>Developing guidelines and policies</i></b> [32]
Advocate for racial, gender, class, and MH care equity in a variety of settings [17] Expand reach and influence to positively impact MH policies in African countries [14]	<b><i>Creating impact on policies</i></b> [33]
Concurrently address health, social, and economic concerns [16]	<b><i>Improving MH through economic development</i></b> [34]

## Discussion

For other organizations or companies that are not in the health sector to adopt these approaches for (better) delivery of MH care in work for their staff, the following considerations can help:

### 1. Possible Routes to Fighting MH-linked Stigma

Table 1 indicates that the MH organizations have quite diverse strategies to counter MH stigma, from the ones that have been discussed widely in MH care literature (*public education, therapeutic interventions, anti-discrimination laws*) to ones that have been less (*human rights promotion campaigns, inter-disciplinary research*).

It should also be noted that *public education, therapeutic intervention, and human rights promotion* are the three strategies more popular among these organizations while the others (*anti-discrimination laws, and inter-disciplinary research*) are less.

Based on the above mentioned perspective and objectives that WHO proposed in its 2013–2030 Mental Health Action Plan [12] (pp. 2, 5), one possible route to fighting stigma can be the combined use of as many strategies (including those in Table 2 and Table 3) as possible and as deemed reasonable to the situation at hand at particular workplaces.

Table 1 also shows all the MH stigma fighting strategies found with their potential elimination of the three barriers that impede people's openness in MH research and discussion (*fear of MH stigma and discrimination, limited public understanding of MH and the importance of MH research, and concerns about confidentiality in MH care and research*).

### 2. Possible Routes of MH Literacy Promotion

It can be seen from Table 2 that the strategies of promoting MH awareness and knowledge found among these MH organizations tend to focus more on *building MH capacity of different levels and building MH active community*. This is understandable because of the widely-recognized need for scaling up MH services [35] to ease the shortage of MH workforce worldwide [36].

*Advocating MH in other non-health sectors*, though less common among these organizations and also not having been widely adopted, as seen from the literature, especially in low- and middle-income countries [37], can help with scaling-up of MH services [30], and achieving the objective of providing comprehensive, integrated and responsive MH and social care services in community-based settings that WHO set out in its Mental Health Action Plan 2013–2030 [12] (p. 5).

While MH literacy for *building a MH conscious community* tends to focus on making people aware of key MH topics and human right issues in MH care, that for *building MH active community* involves providing people with information and tools to navigate life, and training them on psychosocial support, MH awareness and self-help so that they can become MH change agents, reshape MH discussions and policies, and create a supportive community for MH needs. *MH education for capacity building of different levels* range from awareness of MH conditions, general wellbeing support, psychological first aid, to prevention and treatment of mental disorders, for MH club members, MH service users, MH advocates, MH workers working in low-resource settings, MH professionals, and international research capacity building hubs. *MH awareness programs targeted at non-medical sectors* instill advocacy for MH in forms such as greater investment, local leadership and ownership in MH research, training, policy and practice, as well as prioritising various aspects of MH at work, from workplace conditions, stress management, to social inclusion and empowerment.

### 3. Other Components of a MH Care Plan

It can be realized from Table 3 that the most popular and basic works of a MH organization is *improving access to MH services and resources*, while not all organizations are in a position to *develop guidelines and policies for MH promotion* or *create impact on MH policies*. Of all the works to improve access to MH services, “bridging MH and public health” by Creating Futures and “expanding the provision of holistic, recovery-oriented, community-based services” by Mental Health Europe, together with two other categories of works: *engaging people with lived MH experience* and *improving MH through economic development* are progressive measures of MH care that were showcased by WHO as examples of good MH care practice from around the world in its 2022 World Mental Health Report [38] (pp. 71, 80, 92, 95). *Economic development* or *livelihood support* is essential for the sustainable promotion of MH [16]. Socioeconomic empowerment can be one of the best strategies to prevent MH issues or improve psychosocial wellbeing [34] given the widespread recognition that financial or food insecurity, unemployment, low income, or poor living conditions are among the leading causes of depression or MH problems, and addressing poverty should be part of MH assessment and care [39, 40].

### 4. Types of MH Discussion/Research Outcomes

Finally, as can be seen from Appendices 1, 2, and 3, the MH organizations also shared some types of outcomes that are related to MH research, discussion, or dialogs (although more research is needed to investigate the relationship between the efforts they make in reducing stigma/promoting MH literacy and the success rate/level of the MH research or dialogs they did achieve as a direct result or such efforts).

Appendix 3 shows the five subcategories of MH discussion and/or research-based outcomes the MH organizations achieve besides other types of outcomes they showcase on their websites. These outcomes prove how these organizations’ works on MH stigma eradication and MH literacy promotion have helped people become more open about MH (that is why they can contribute to all the publications, conferences, forums, advocacy works, and MH resources). In their turn, they become great channels to further advocate MH. They can be significant resources that any organizations or companies about to launch MH care initiatives at work can tap into for ideas and perspectives, to better shape theirs.

### Conclusion

The MH care approaches of the key MH organizations around the world that have significant outcomes in MH research and advocacy consistently share two components: reducing MH stigma and promoting MH literacy. They conquer stigma through *public education efforts*, *therapeutic interventions*, *human rights promotion*, *anti-discrimination laws*, and *research*, while promoting MH literacy through *building MH conscious community*, *building MH active community*, *building MH capacity of different levels*, and *advocating MH in other non-health sectors*. These measures have also been discussed widely in MH literature and should be adopted (together with other unique components and outcomes they have in MH care and research) by organizations, companies, or programs that wish to start implementing MH care for their community or staff, while preparing MH literate subjects or supportive community who will cooperate better in MH research ventures. Every workplace embracing MH care, or “making mental health in workplaces everyone’s business” [41] also helps address the global need of scaling up MH services, because when it comes to MH care, all countries now can be considered the “developing” ones, still struggling to provide adequate MH services [42].

### Appendices

#### Appendix 1

Supplementary Table 1 presents the mental health (MH) care approaches from general MH organizations around the world.

**Supplementary Table 1: MH care approaches by general MH organizations around the world**

Institutions	Mission	Approaches/Strategies/Measures/ Works/Actions	MH discussion/research outcomes
Basic Needs basicneedsus. org	Raise funds and provide technical aids and small grants to support resident-led community MH and self-help projects in sub-Saharan Africa and South Asia	Concurrently address related health, social, and economic concerns Promote access to rural community MH services through mobile clinics, local support groups, and school-based MH clubs Train resident-led groups on psychosocial support, MH awareness and self-help Provide coaching for club members as peer educators and teachers as chaperons Combine MH intervention, livelihood support, and advocacy to empower people with mental illnesses and disabilities to recover and lead dignified lives	Its resident-participated needs assessments and research leads to (1) the recognition that community empowerment is essential for the sustainable promotion of MH and (2) a unique community-based model for MH advocacy through social and economic development. It develops effective models for scaling up income generation in groups using micro-grants for cooperative livelihood projects.
Centre for Global Mental Health centreforglob almentalhealt h.org <i>a collaboration between London School of Hygiene and Tropical Medicine and the Institute of Psychiatry, Psychology and Neuroscience at King's College London</i>	Advance knowledge and action to reduce inequity in MH and improve access to high-quality, evidence-based solutions across the world	Implement inter-disciplinary research to better understand the burden and develop promotion, prevention and care for mental disorders Operate a full range of capacity building projects, including in-country training of human resources for MH care and international research capacity building hubs Engage with communities and global leaders to raise awareness and advocate for greater investment, local leadership and ownership in MH research, training, policy and practice Collaborate with and empower those with lived experience of mental, neurological and substance use conditions	CGMH staff are engaged in over 30 projects in more than 30 countries conducting cutting edge research spanning from HIV infected young people, to older people with MH issues. Its Mental Health Innovation Network hosts a growing database of over 150 innovative projects from around the world, a repository of resources ranging from training manuals to systematic reviews, and a network of 4000+ members.



Global Mental Health Peer Network (GMHPN) gmhpn.org	Build capacity among people with lived experience of MH conditions through empowerment, peer-to-peer support and mentorship	Partner with all sectors to elevate MH and well-being with consultancy services that involve only persons with lived experience Bring the authentic experiences of people with MH conditions to the forefront, fostering awareness and understanding that reshape MH discussions and policies Develop a cadre of advocates who enhance awareness of MH conditions and provide general wellbeing support in organisations	It provides a safe space where people with lived experience from diverse backgrounds are able to express views, opinions, and share experiences. It contributes to numerous publications and projects that improve MH-related human rights and legislation, and end MH stigma and discrimination.
World Federation for Mental Health (WFMH) wfmh.global	Advance the prevention of mental and emotional disorders, the proper care treatment and of those with such disorders, and the promotion of MH among all countries	Improve the care, treatment and recovery of people with mental disorders Develop educational programs, guides, and publications to increase public awareness of the importance of MH and improve attitudes about mental disorders Prioritize MH in the workplace and build best practices that create cultures where various aspects of MH at work, from workplace conditions and stress management to the importance of social inclusion and empowerment, are highlighted	Its World Mental Health Day expands education and advocacy about MH based on yearly global-voted themes. Its World Congress on Mental Health offers the ground for discussions of evidence-based practices for all MH advocates. Its Member Sections advocate and promote study, research, training and advances in diverse areas in the field of global MH.
World Psychiatric Association (WPA) wpanet.org	Advance psychiatry and MH for people all over the world	Develop guidelines for ethical behavior in psychiatry, standards of clinical practice, and position statements on topics relevant to psychiatric practice Disseminate knowledge about evidence-based therapy and values-based practice Be a voice for the dignity and human rights of patients and their families Organize education programs, meetings, publications, and scientific sections to increase knowledge about mental disorders and to grow the skills and knowledge necessary to prevent and treat them	Its annual WPA World Congress of Psychiatry as well as regional and thematic congresses attract global leaders in MH and provide forums for shared learning and partnership WPA Publications share scientific research and insights into issues affecting MH. The official journal of the WPA, World Psychiatry reaches more than 60,000 psychiatrists across the globe.

*It should be noted that the strategies or works that aim at eliminating MH stigma are in brown text and providing education on MH literacy as a way to reduce MH stigma, in violet text.*

## Appendix 2

Supplementary Table 2 presents the MH care approaches from MH organizations based in the five continents.

**Supplementary Table 2: MH care approaches from MH organizations dedicated to each continent**

<b>Institutions</b>	<b>Mission</b>	<b>Approaches/Strategies/Measures/ Works/Actions</b>	<b>MH discussion/research outcomes</b>
Asian Mental Health Collective (AMHC) asianmhc.org	Normalize and de-stigmatize MH within the Asian community	<p>Mobilize MH resources during crises</p> <p>Sustain the ongoing MH resources provision</p> <p>Advocate for racial, gender, class, and MH care equity in a variety of settings</p> <p>Offer community support groups led by Asian MH professionals to destigmatize conversations around MH by providing a space for Asian-identifying individuals to connect with, share their stories, and seek support from other members</p> <p>Foster awareness and understanding of mental illness to create a supportive and empathetic community for Asians' MH needs</p>	<p>Its MH therapist directory grown to over 2,600 providers helps make MH easily available, approachable, and accessible to Asian communities worldwide.</p> <p>Its resource library, Mental Health FAQ, Facebook group, video web-series, meetup groups, and annual virtual TransformAsian conference not only provide MH support, but also facilitate the difficult conversations about MH.</p>
Creating Futures creatingfutures.org.au	Strengthen MH capacity in the Pacific	<p>Organize courses and workshops for MH workers working in low resource settings and improving care for people experiencing MH disorders at a population level</p> <p>Bridge MH and public health, and broadly consider the evidence relating to the social determinants of wellbeing and MH for effective interventions at a population level</p>	<p>Its conferences and training sessions create a venue for MH stakeholders to share MH care knowledge, strategies, best practices, and innovations, and a growing evidence base about the MH of the island nations.</p>
Mental Health Africa mentalhealthafrica.org	Empower Africans with MH resources for enhanced psychological health and well-being	<p>Improve access to MH services and resources through an online directory and dissemination of MH information</p> <p>Engage in community outreach initiatives, aiming to create greater awareness and reduce the stigma attached to MH</p> <p>Expand reach and influence to positively impact MH policies in African countries</p> <p>Empower individuals by providing them with the necessary information and tools to navigate life and become MH change agents</p>	<p>The visionaries behind the organization conducted extensive research, revealing a prevalent lack of awareness about the existence of MH professionals, and the how to access their services.</p> <p>Recognizing the need for a comprehensive MH solution, it establish an online directory of MH professionals spanning across the African continent.</p>

<p>Mental Health Europe (MHE) mentalhealtheurope.org/</p>	<p>Advance a human rights, community-based, recovery-oriented and psychosocial approach to MH and well-being for all</p>	<p>Improve awareness and knowledge of human-rights compliance practices in MH Expand provision of holistic, recovery-oriented, community-based services Expand and acknowledge engagement with experts by experience and peer support networks within MH services Strengthen understanding of impact of MH stigma and discrimination in educational, employment, health and social care settings and law enforcement Provide easy to access guidance on key MH topics for the general public Organize capacity-building trainings for MH service users and professionals</p>	<p>It exchanges best practices in MH care; collects data and information on MH and its social, economic and environmental determinants; delivers evidence-based policies and practices recommendations to policy makers; develops strategic communications to tackle MH stigma, and facilitates dialogues with the media.</p>
<p>Pan American Health Organization paho.org <i>(the specialized health agency of the Inter-American System, and the WHO's Regional Office for the Americas)</i></p>	<p>Improve and protect people's health, including MH, across the region</p>	<p>Build MH capacities through free, self-paced online courses on suicide prevention, MH in primary care, dementia care, and psychological first aid in emergencies Run campaigns to reduce MH stigma, promote human rights in MH contexts, and support MH during emergencies, creating inclusive environments for people with MH conditions Provide comprehensive policies and strategies to guide member states on improving MH services and the overall mental well-being of the peoples of the Americas</p>	<p>It established High-Level Commission on Mental Health and COVID-19 to address the MH impacts of the pandemic. It collects and disseminates data on MH disorders, suicide, and the burden of MH conditions to inform public health policies and programs, including MH care. It publishes detailed reports on the state of MH in the Americas, including strategies to address MH challenges.</p>

*It should be noted that the strategies or works that aim at eliminating MH stigma are in brown text and providing education on MH literacy as a way to reduce MH stigma, in violet text.*

### Appendix 3

Supplementary Table 3 shows the five subcategories of MH discussion and/or research-based outcomes the MH organizations achieve besides other types of outcomes they showcase on their websites:

**Supplementary Table 3. MH discussion/research outcomes found among the MH organizations**

<b><i>Publications</i></b>	<p>Resident-participated needs assessments and research (Basic Needs, n.d)</p> <p>Research spanning from HIV infected young people, to older people with MH issues (Centre for Global Mental Health, n.d.)</p> <p>Publications aimed at ending stigma and improving MH-related human rights (Global Mental Health Peer Network, n.d.)</p> <p>WPA Publications (World Psychiatric Association, 2019)</p> <p>The World Psychiatry Journal (World Psychiatric Association, 2019)</p> <p>Research revealing a lack of awareness about the availability of MH professionals and services (Mental Health Africa, 2021)</p> <p>Best practices in MH care (Mental Health Europe, 2024)</p> <p>Data and information on MH and its social, economic and environmental determinants (Mental Health Europe, 2024)</p> <p>Data on MH disorders, suicide, and the burden of MH conditions (Pan American Health Organization, 2024)</p> <p>Detailed reports on the state of MH in the Americas (Pan American Health Organization, 2024)</p>
<b><i>Conferences</i></b>	<p>World Congress on Mental Health (World Federation for Mental Health, 2021)</p> <p>WPA World Congress of Psychiatry (World Psychiatric Association, 2019)</p> <p>TransformAsian conference facilitating the difficult conversations about MH (Asian Mental Health Collective, 2023)</p> <p>Conferences and training sessions (Creating Futures, n.d.)</p>
<b><i>Forums</i></b>	<p>Mental Health Innovation Network (Centre for Global Mental Health, n.d.)</p> <p>Space for people with lived experience to express views, opinions, and share experiences (Global Mental Health Peer Network, n.d.)</p> <p>World Mental Health Day (World Federation for Mental Health, 2021)</p> <p>Facebook group, meetup groups (Asian Mental Health Collective, 2023)</p>
<b><i>Advocacy</i></b>	<p>Models for scaling up livelihood support (to enhance MH) (Basic Needs, n.d)</p> <p>Projects aimed at ending stigma and improving MH-related human rights (Global Mental Health Peer Network, n.d.)</p> <p>Evidence-based recommendations to policy makers (Mental Health Europe, 2024)</p> <p>Strategic communications to tackle MH stigma (Mental Health Europe, 2024)</p> <p>Dialogues with the media (Mental Health Europe, 2024)</p> <p>Commission on Mental Health and COVID-19 (Pan American Health Organization, 2024)</p>
<b><i>Resources</i></b>	<p>MH therapist directory which makes MH easily available, approachable, and accessible to Asian communities worldwide (Asian Mental Health Collective, 2023)</p> <p>Resource library, MH FAQ, video web-series (Asian Mental Health Collective, 2023)</p> <p>Online directory of MH professionals across the African continent (Mental Health Africa, 2021)</p>

**Authors' Biography**

**Linh Ngoc Le** is a lecturer of the Department of Library and Information Management, School of Social Sciences and Humanities, Can Tho University, Vietnam. Her research interests include information services, information management, workplace communication, and English medium instruction. One of her recent research interests after the COVID-19 pandemic has been how to approach mental healthcare for library and information professionals. The pandemic has made all workplaces (including libraries and

information centers) realise the importance of embracing mental healthcare, being aware that COVID-19 is not a crisis which can be over, but a new era, and coping with crises is now an integral part of life.

**Trang Thi Huynh** is an Associate Professor of the Department of Library and Information Management, School of Social Sciences and Humanities, Can Tho University, Vietnam. Previously she served as the Director of the university's Learning Resource Center. She holds a PhD from RMIT University in Melbourne, Australia, and she is interested in human resources management, library management, leadership, and library innovation.

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