

# Mental Health As A Constituent Of Human Rights: A Study From The Perspective Of Healthcare Sector

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## Abstract:

Distress mental condition is defined as a detrimental human response that people generate due to unwanted pressures and complex situations at work place. Distress mental condition is a worldwide phenomenon and it is a common effect among various professions, and also considered as a major job-related health problem in the healthcare industry. From the "Dharmasastras" and the "Arthasastras" to the Buddhist and Jain doctrines the concept of human right was prevailing in the Indian social ecosystem through the ages. The contemporary form of human rights social philosophy has predominantly taken shape in India and co-existing with the growth of economy. Stress is multifaceted in nature resultant to interpersonal problems and depression. Occupational stress has been reported as an effect to productivity within the organizations, especially it is high among healthcare employees. Hence, the present study analyses the nature of the stress and its impact on individual and healthcare industry and whether resulted out of human rights violations. The study also tries to seek out innovative strategies to manage stress in the healthcare industry.

**Keywords:** Mental Health, Job-related Stress, Healthcare industry, Human Rights

## Introduction

Stress is a key component of mental health and is also an essential feature of overall well-being, and its implication on human right cannot be negated. It is well documented by international organizations and researchers that mental health includes emotional, psychological, and social connect, affecting how an individual thinks, feels, and respond to a situation. This research paper explores the importance of stress induced mental health and its preconditions as a matter of human right issues. The role of human rights will be to emphasize the need for accessible, equitable, and unbiased stress-free environment for all.

The healthcare sector in West Bengal, like many other regions, faces significant challenges related to the mental health and well-being of its professionals, particularly in the context of the COVID-19 pandemic and other endemic health crises. This literature review synthesizes findings from various studies that explore the mental health burdens faced by healthcare workers, the impact of stress on their performance, and the importance of integrating human rights considerations into stress management strategies.

## Literature Review

### Mental Health Challenges in Healthcare Professionals

Research indicates that healthcare professionals in high-stress environments, such as those treating COV-

ID-19 patients, experience heightened levels of compassion fatigue, burnout, and perceived stress (Ruíz-Fernández et al., 2020). These findings resonate with the experiences of healthcare workers in West Bengal, where similar mental health challenges are prevalent. The ongoing pressures faced by these professionals not only affect their mental health but also compromise the quality of patient care they can provide.

The prevalence of secondary traumatic stress and burnout has been highlighted as a critical issue among healthcare workers during the pandemic (Orrú et al., 2020). This is particularly concerning as those frequently exposed to traumatic situations are at a higher risk of developing severe mental health issues. Furthermore, studies have shown that healthcare workers during the pandemic report significant mental health burdens, characterized by increased anxiety and depression (Tomlin et al., 2020). These issues underline the urgent need for comprehensive mental health support systems tailored to the unique challenges faced by healthcare professionals in West Bengal.

### **Effective Interventions for Stress Management**

Mindfulness-based interventions (MBIs) have been identified as effective strategies for reducing workplace stress among healthcare professionals (Burton et al., 2017). Given the high levels of stress reported in West Bengal's healthcare sector, implementing MBIs could offer a practical solution to enhance the mental well-being of healthcare workers. From a human rights perspective, ensuring access to effective stress management resources is crucial for promoting the dignity and well-being of healthcare professionals.

Moreover, the provision of psychosocial support, including counselling services and peer support groups, has been emphasized as a vital component of mental health strategies (Tomlin et al., 2020). These supportive measures can help mitigate the stress experienced by healthcare workers, ultimately fostering a more humane healthcare environment.

### **Ethical Considerations and Human Rights Framework**

The ethical challenges that healthcare professionals face in high-stress environments can significantly impact their mental health (Halder et al., 2020). Understanding these ethical dilemmas is essential in developing supportive measures that respect the rights and dignity of healthcare workers. Training programs that focus on ethical decision-making, combined with mental health support resources, could provide healthcare professionals in West Bengal with the tools they need to navigate these challenges effectively.

The mental health of healthcare workers is not only a personal concern but also a human rights issue. It is essential to uphold the rights of healthcare workers to ensure they are treated with dignity and respect, particularly in high-stress environments (Suryavanshi et al., 2020). This perspective aligns with the broader human rights framework that advocates for the well-being of all individuals, including those in caregiving roles.

The healthcare sector in West Bengal, India, has been facing significant challenges when it comes to managing stress among healthcare workers. This research paper aims to explore the issue of stress in the healthcare sector from the perspective of human rights, with a focus on the West Bengal region.

Numerous studies have highlighted the prevalence of stress among healthcare workers, both in India and globally. Stress in the healthcare sector can have far-reaching consequences, not only on the physical and mental well-being of the workers but also on the quality of patient care. (Hanh et al., 2023) Factors

contributing to stress in the healthcare sector include the shortage of human resources, excessive workload, and lack of proper stress management strategies. (Hanh et al., 2023) (Koinis et al., 2015) (Rink et al., 2023)

One study conducted in Iran found that healthcare workers in the country reported experiencing significant stress, similar to global trends (Rink et al., 2023).

### Knowledge Gaps and Future Research Directions

Despite the critical insights provided by existing studies, gaps remain in our understanding of stress management in the healthcare sector of West Bengal. Future research should focus on the following but in our research, we have focus on only one:

1. Regression Model: Conducting regression model to assess the long-term effects of stress and its relationship with its causing factor.
2. Cultural Context: Investigating the cultural context of stress management practices in West Bengal and how they can be integrated into existing healthcare frameworks.
3. Policy Analysis: Analysing the impact of local policies on the mental health and working conditions of healthcare professionals, with a focus on human rights compliance.
4. Intervention Effectiveness: Evaluating the effectiveness of specific interventions, such as MBIs, in the West Bengal context, considering the unique stressors faced by healthcare workers.
5. Diversity of Experiences: Exploring the diverse experiences of different healthcare roles (nurses, physicians, allied health professionals) in relation to stress and mental health.

### Research Methodology

Respondents were from 20 healthcare institution. Stress factors were taken from them and were asked to rate them in 5-point Likert scale. Three important stress inducing factors like Work life balance, Compensation & Work pressure has highest mean score which were further considered for regression analysis.

### Regression Model

From the perspective of mental stress among healthcare workers, let us see if there is any relationship between dependent variable stress (output) and independent variable like Work life balance, Compensation & Work pressure also defined as important stress causing factors.

Null Hypothesis  $H_0$ : There is no statistically significant linear relationship between the independent variable  $X$  (Work life balance, Compensation & Work pressure) and the dependent variable  $Y$  (Stress).  $H_0$ :  $B_1 = 0$

Alternate Hypothesis  $H_a$ : There is statistically significant linear relationship between the independent variable  $X$  (Work life balance, Compensation & Work pressure) and the dependent variable  $Y$  (Stress).  $H_a$ :  $B_1 \neq 0$

Regression Statistics	
Multiple R	0.778520024
R Square	0.606093428
Adjusted R Square	0.532235946

Standard Error	0.273032633
Observations	20

## ANOVA

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	3	1.835251	0.61175	8.206256	0.001559243
Residual	16	1.192749	0.074547		
Total	19	3.028			

6.

	<i>Coefficient</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	0.015709309	0.452735	0.034699	0.972749	-0.944045793	0.975464	-0.94405	0.975464
X Variable 1	0.756803857	0.358102	2.113375	0.050629	0.002338581	1.515946	0.00234	1.515946
X Variable 2	0.000185406	0.000443	0.418299	0.681289	-0.000754217	0.001125	-0.00075	0.001125
X Variable 3	0.078963083	0.361543	0.218406	0.829874	-0.687473749	0.8454	-0.68747	0.845399

Adjusted R Square is 0.53 so we can say only 53% variation in number of queries can be explained by the independent variable Work life balance, Compensation & Work pressure. In a linear regression with multiple variables, it is suggested to consider Adjusted R Square to judge the goodness of the model. The result is reliable as Significance F is .001 (less than 0.05) and concludes that regression model significantly good fit. Therefore, we reject  $H_0$  and accept  $H_a$ .

The regression line is:  $Y = 0.015 + (0.75) X_1 + (0.00) X_2 + (0.78) X_3$

Where;

$Y$  = Stress

$X_1$  = Work life balance Compensation Work pressure

$X_2$  = Compensation

$X_3$  = Work pressure

## Defining Mental Health as a Universal Human Right in two ways:

**Mental Health:** Mental health incorporates emotional, psychological, and social well-being, demonstrating a critical role in one's ability to manage and handle stress, mental balance and bringing in inner peace and comfort. So, managing stress is a key component of mental health.

**Human Rights Perspective:** Mental health as a human right is acknowledged by various international conventions and agreements, distinguishing the intrinsic dignity and self-worth of every individual person

and promoting for the right to mental health and over all well-being. So, it is the duty of every organization to create such an organizational environment that will promote better mental health.

### Key Principles Supporting Mental Health as a Universal Human Right

- **Non-Discrimination:** Promoting mental health as a human right demands reducing the feeling of discrimination which affect mental health conditions and safeguarding equal access to all organizational benefits for all employees. Work life balance, healthy compensation & relaxation activities to reduce work pressure will ensure better motivational environment.
- **Accessibility:** Mental health support services should be obtainable and reasonable within the organization, confirming that every employee can get the benefits of the mental health care they need.
- **Equity:** All corporate and HR policies should be provided equitably, accounting for diverse employees and taking care of disparities to confirm fair and stress-free environment for all.

### Challenges for Mental Health Rights

- **Stigma and Discrimination:** Stigmatization is a important cause of serious mental health conditions that remains a significant barrier in mental peace, impeding the realization that sound mental health is a universal human right.
- **Resource Allocation:** Inadequate funding and resources allocated to mental health services can hinder the scope of improvement of mental health care, particularly in low- and middle level employees.
- **Lack of Corporate Policy:** Lack of focus and awareness of the issues spread stigma and discrimination between various level in the hierarchy. Inadequate mechanism within the organization is the basic cause of mental discontentment among the employees

Mental health is a fundamental human right, complicatedly connected to an employee's overall mental condition and quality of life. Recognizing and encouraging for mental health as a universal human right is indispensable for an organizational culture that is inclusive, empathetic, and supportive of all its members, regardless of their mental health status. By eradicating the impending challenges and endorsing consciousness and to provide mental services, all can work towards a world where mental health rights are recognized and upheld for everyone.

### Conclusion

Managing stress in the healthcare sector of West Bengal requires a comprehensive understanding of the mental health challenges faced by healthcare professionals, as well as effective interventions tailored to their needs. By integrating human rights considerations into stress management strategies, healthcare institutions can create a supportive environment that promotes the well-being of their workforce. Future research must address existing knowledge gaps to inform policies and practices that prioritize the mental health of healthcare professionals, ultimately leading to a more humane and effective healthcare system.

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