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## HOLISTIC LEGAL FRAMEWORK FOR MENTAL HEALTH IN THE WORKPLACE: A ONE HEALTH PERSPECTIVE

The One Health concept, which traditionally emphasizes the interconnectedness of human, animal, and environmental health, is increasingly relevant in occupational health, especially concerning mental health. This holistic approach recognizes that workplace environments, societal factors, and individual well-being are interlinked, necessitating cross-sectoral strategies to improve mental health outcomes for workers. Legal frameworks, including labor laws and occupational safety regulations, play a crucial role in this integration by establishing workers' rights, setting protective standards, and promoting mental health awareness.

Labor laws serve as a foundation for implementing mental health protections in the workplace, mandating risk assessments, anti-discrimination measures, and support programs aimed at reducing work-related stress, harassment, and burnout. Recognizing mental health as a core component of occupational safety, legislation increasingly emphasizes the need for accommodations, early intervention, and stigma reduction. However, current legal frameworks often lack specificity regarding comprehensive mental health provisions aligned with the One Health approach, highlighting the need for reforms that incorporate multisectoral and preventative perspectives.

Applying One Health principles within occupational settings advocates for coordinated efforts across healthcare, legal, social, and environmental sectors to address the complex determinants of mental health. This involves developing laws that foster proactive risk mitigation, enforce workplace mental health policies, and ensure fair treatment for affected employees. Strengthening legal accountability and integrating mental health considerations into labor regulations can facilitate sustainable improvements in workers' psychological well-being.

Overall, the intersection of One Health and labor law offers a promising pathway for fostering healthier, more resilient work environments. By adopting interdisciplinary legal strategies, workplaces can better prevent, address, and manage mental health issues, ultimately contributing to improved occupational well-being, productivity, and societal health.

**Keywords:** One Health concept, Occupational Mental Health, Labor Law, Workplace Well-being, Legal Framework.