



**PhD student:**

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**Research project:** Multidimensional and Multilevel Assessment and Intervention in the Hospital Healthcare Sector: from Staff Health Promotion to Vaccine Hesitancy, between Ethics, Organizational Well-being, and Human Rights

**Abstract:**

**Background:**

Trust, respect for human rights, and the quality of relationships are fundamental elements for promoting health, preventing risk, and ensuring the sustainability of health systems (Kurk et al., 2018).

**Objectives:**

This project aims to contribute to the development of integrated approaches to critically address contemporary public health challenges. Specifically, it proposes a two-phase study, structured but conceptually coherent, focusing on the role of subjective perceptions, human rights, and relational well-being within healthcare systems.

**Methods:**

The first phase consists of a systematic review of the scientific literature on parental vaccine hesitancy (VH) (Abenova et al., 2023) in relation to pediatric vaccination during the COVID-19 pandemic in Europe. The study intends to map the key factors associated with vaccine hesitancy, analyzing sociodemographic, psychological, informational, and institutional variables. Central to the analysis are issues of trust in health authorities, perceptions of respect for individual rights, and the quality of communication. These dimensions highlight that vaccine hesitancy is not merely resistance to a medical intervention but often reflects a broader imbalance in the relationship between citizens and institutions, where perceived respect for rights plays a crucial role in shaping health behaviors. Building on this theoretical framework, the second phase of the project focuses on internal dynamics within healthcare organizations, proposing a multidimensional and multilevel assessment of healthcare workers' psychosocial health (EU, 2004). In particular, the project seeks to contribute to the existing literature on the determinants of well-being and distress (Rattrie et al., 2020), with a specific focus on the relationship between organizational well-being, quality of life, and the perception of respect for human rights in care settings. The research design involves a longitudinal study (test, retest, follow-up) with experimental and control groups, using validated tools to assess ethical climate perception, quality of life, and the presence of depressive symptoms. The intervention will lead to structural recommendations aimed at promoting an organizational culture centered on rights and staff health.

**Conclusions:**

Despite the differences in target populations (parents vs. healthcare professionals), both parts of the project converge on an integrated vision of public health, in which trust, respect for rights, and the quality of relationships are key determinants for promoting health, preventing risk, and ensuring the sustainability of health systems. In this sense, the project contributes to the development of critical and operational capacities to strengthen global health, in alignment with the educational and scientific objectives of the doctoral program.



## References

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