

# Empowering Women's Mental Health Journey at Workplace



In a society where the challenges surrounding women's mental health often remain unspoken, it is crucial to dismantle the stigma and initiate an open dialogue promoting empowerment and support. From grappling with societal expectations to navigating biological transitions, women's mental well-being encompasses a myriad of complexities and resilience.

**In India, women's mental health faces unique challenges shaped by cultural norms, societal expectations, gender bias, workplace discrimination, work-life balance, and family responsibilities.**

- According to a study published in the Indian Journal of Psychiatry, depression affects 23.4% of women in India, making it the most prevalent mental health disorder among women in the country
- It has been found that women are more prone to burnout than men in the workplace and that one of the more serious mental health problems, depression and anxiety, each year, costs the global economy a loss of \$1 trillion in productivity
- In a report by McKinsey, it was found that women leaders are about 1.5 times as likely as men leaders to have switched jobs because their workload was unmanageable. The stress of being overworked directly impacts a woman's personal life
- Additionally, anxiety disorders affect approximately 20% of Indian women, as reported by the National Institute of Mental Health and Neurosciences (NIMHANS)
- Females having fertility-related difficulties, menopause, postpartum depression, or other stress-induced disorders remain clueless about where to seek help

Despite the high prevalence of mental health disorders among women in India, stigma remains a significant barrier to seeking help. According to a survey conducted by the Live Love Laugh Foundation, a mental health organisation in India, 47% of respondents believed that seeking therapy for mental health issues is a sign of weakness. This stigma often leads to reluctance in seeking professional help, resulting in untreated mental health conditions.

## Conclusion

To promote their mental well-being, it's crucial for women to prioritise self-care and establish boundaries. This can involve incorporating moments of mindfulness or meditation into their day, setting achievable goals, and reaching out for support from peers, friends, HR, or mental health professionals when necessary. Additionally, advocating for their own needs in the workplace, whether it's by requesting flexible schedules or speaking up about overwhelming workloads, is essential.



**How employers can support:** Employers must proactively place people and their mental wellness at the center of their business strategies.

- **This includes openly discussing and demonstrating** a commitment to addressing mental health issues
- **Implementing policies and benefits** that support holistic well-being, providing mental health resources, offer mental health tools, offering paid time off, and flexible work hours
- **Ensuring reasonable workloads** and after-hour boundaries
- **Encourage personability and vulnerability:** Cultivating an atmosphere of openness and acceptance is crucial for reducing stigma surrounding mental health. Employers should encourage leaders and employees alike to be relatable and even vulnerable when appropriate, as this can foster trust and support within the workplace community

Source: Lead Psychologist at Newmi Care  
References: 1, 2, 3, 4, 5, 6

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