

Reasons and solutions for rising Mental Health challenges among working women: an Empirical study with special reference to Delhi-NCR

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Abstract

In the modern times men and women both segments of the society work in the formal sector. Working of women is not only due to the rising living costs of metropolitan cities rather it gives an identity to the women and a chance to prove her abilities, skills and potentials. However, contrary to working men, women have multiple responsibilities of family and kids. It is generally said that the day of working men starts with office and ends with office, but the day of a working women starts with family responsibilities, extends to office and ends again at family responsibilities. The present study is exploratory in nature which finds the various reasons of mental health problems faced by working women in Delhi and NCR. The study also reveals that what measures were adopted by women or their family members to help them in dealing with the mental health problems. The sample size of the study is 273 working women having full time job. The data has been collected through a structured questionnaire. The sampling method used was snowball sampling. The data collection tools applied in the study is mean and t-test. The study found that solitary the issues that identifies with working life and blended in with individual life causes the emotional wellness issues in working ladies. Study additionally finds that great help from family and spouse can give a decent work life balance. Contemplation and great consideration of youngsters is likewise significant components that may lessen pressure. The emotional well-being of ladies isn't just significant for her yet it is similarly significant for their family. The wellbeing and development of youngsters exclusively and socially likewise relies on great psychological well-being of the kids. Great psychological well-being will assist ladies with working quicker and furthermore to the best quality.

Introduction

Women of the early 20th century were generally limited to their kitchens. In later part of 20th century women in India started working in formal sectors and 21st century seen a steep rise in women workforce. Even in the two decades of 21st century the number of women in advanced higher education is not swollen and many women who had education and skills are helpless before their fathers' or spouses' to get permission to work outside home and utilize their skills and abilities. However, the frame of minds are of males of our patriarchal society is changing and more and more women are joining the formal workforce. These changes are mainly due to the economic reasons, for supporting

their families but the mindset of society, particularly the males are changing very slowly, especially when it comes to contribute and support in household chores. Hence, most of the working women have dual responsibilities on their shoulders, the additional 24x7 duties of kids and household.

Working moms of today have to satisfy family duties and furthermore attempt to remain completely engaged with their vocations adapting up to the contending requests of their different jobs. The minding obligations that working moms have lays an overwhelming weight on them when it is joined with their expert obligations. The endeavour of working ladies to coordinate, arrange and balance the different issues and exercises in their various jobs all the while puts them under gigantic weight.

In Indian patriarchal social set up, working women have part of difficulties and issues to confront on account of sex segregation. It is social conviction that works capacity and effectiveness of women is lesser than that of men, however it is true mainly in terms of physical work. Hence, gender inequality prevails at every level in society and working women feel stress due to this.

Emotional well-being issue contribute altogether to the worldwide burden of non-transmittable constant sickness. World Health Organization (2001) has assessed that psychological and conduct issue represent 12% of the worldwide load of illness, while network based epidemiological investigations in various settings have recorded a lifetime predominance of mental issue running from 12.2–48.6%, with year pervasiveness from 8.4-29.1%. Basic mental issues can expand hazard for transferable maladies (HIV/AIDS, tuberculosis), non-transmittable sicknesses (cardio vascular illnesses, diabetes), and wounds, and contrarily sway maternal and youngster wellbeing. Research recommends that life stressors related with increment the danger of psychological wellness issue, and that women are more defenceless than men to emotional well-being issues, for example, unipolar burdensome issue, schizophrenia, unipolar full of feeling issue and self-incurred wounds.

The term ‘women empowerment’ have been advanced as the explanation behind the high portion of casual work in general business—for instance, around 85 percent of India's non-horticultural specialists are utilized in casual division employments. India has one of the most reduced female work power cooperation (FLFP) rates—regularly estimated as the portion of women that are utilized or looking for work as a portion of the working-age female populace- among developing markets and creating nations. India is the second-most crowded nation on the planet with an expected 1.26 billion people at end-2014. The World Economic Forum's 2014 Global Gender Gap Report finds a positive relationship between's sexual orientation fairness and per capita GDP, the degree of aggressiveness, and human advancement pointers.

Mental health is one of the most significant general health issues as it is a significant supporter (14%) to the worldwide weight of sickness overall . It implies the capacity to react to differing encounters of existence with adaptability and a feeling of direction. It tends to be portrayed as a condition of harmony between an individual and his encompassing world, a condition of congruity among oneself as well as other people . Mental health is the establishment for prosperity and powerful working for an individual and for a network and that of women is significant both for their own health and for the prosperity of

reasons and solutions for rising mental health challenges among working women: an empirical study
with special reference to delhi-ncr

their kids and families. Women are almost certain than men to be antagonistically influenced by mental issues, the most widely recognized being nervousness and burdensome issues.

Status of women in the general public has been changing quick because of different factors, for example, urbanization, industrialization, expanded degree of instruction, familiarity with rights, and media impact. An ever-increasing number of women like to be occupied with a business, so they can contribute monetarily to their family. In any case, the mentality towards women particularly working women and their job in family has continued as before, as even today dealing with the family and youngsters is considered as their essential obligation. In this way doing obligations and duties both at home and work environment overstrains a working lady, along these lines prompting different mental issues like job strife, work strain, mental weariness, stress, nervousness, dissatisfaction, despondency, outrage, fears, and other social and passionate trouble. These issues can intuitively influence the mental prosperity of working women and all the more so in wedded working women.

Studies have indicated that working women have poor mental health and more significant level of sorrow. Information on mental health among working women in India is scanty and to the creators' information there has been no such examination directed in NCR.

Review Literature

As per Veit, C. T., and Ware, J. E. (1983), mental health can be surveyed by assessing the five distinct parts: tension, melancholy, loss of control, general positive effect and passionate ties. The initial three segments measure the degree of psychological pain and the last two segments measure the degree of psychological prosperity. For this examination, we thought about investigation as rule for our exploration.

Rao (2011) examined the Microcredit and microenterprise exercises have been instrumental in contacting poor and underestimated people, particularly females, in creating nations. Psychological well-being intercessions with regards to poor, underserved areas, for example, provincial India, are especially testing. The present investigation gave subjective proof that the psychological wellness intercession had been generally welcomed by the females.

Bhat (2012) portrayed the evidence for direct causal pathways are commonly most grounded for the quickest impacts. Improving mental and passionate prosperity ought to be made an essential point of open strategy inside the wellbeing area, yet additionally in the instruction, lodging, work, exchange, and equity areas. Wellbeing experts should be in a situation to guidance governments about the mental impacts of monetary change and help them to remember the widespread human rights as for psychological sickness.

Reddy (2013) shed light that mental issues are believed to fluctuate crosswise over time, inside similar populaces simultaneously. This dynamic nature of the mental sickness impacts its arranging, financing and human services conveyance. Different investigations had demonstrated that the predominance of mental issue is high in female sexual orientation, youngster and immature populace, understudies, old populace, individuals experiencing ceaseless ailments, handicapped populace, catastrophe survivors, and mechanical specialists. Network studies have the upside of being progressively agent.

Kudachi (2014) alludes the Women strengthening is one of the groundbreaking issues of contemporary advancement arrangements in on a global discussion.

Travasso (2014) worried that low-salary working moms in urban regions in India are at high hazard for gloom, and recognizes regular factors that make and relieve worry in this populace gathering. One reason for this is the poor linkages between various degrees of consideration and the frail connection between social insurance offices and the networks they serve. Objectives to improve maternal wellbeing, lessen kid mortality, advance sexual orientation correspondence and enable ladies and destroy extraordinary neediness can't be achieved without a particular spotlight on ladies' psychological wellness.

Shettar (2015) clarified women strengthening is definitely not a Northern idea lady everywhere throughout the world, incorporating nations in South, have been testing and changing sex imbalances since the start of the history.

Subudhi (2015) expressed the connection among culture and psychological maladjustment is exceptionally concrete in our nation from the antiquated period. Emotional well-being practices are completely overwhelmed by various societies in our region. These incorporate expanded work showcase adaptability (which could prompt the production of progressively formal area occupations) permitting more ladies, a significant number of whom are working in the casual part, to be utilized in the conventional division. At long last, higher social spending, incorporating interest in training, can likewise prompt higher female work power investment by boosting female supplies of human capital.

As anyone might expect, individuals with mental health issues have reliably been seen to have moderately high affinities as missing from work (Burton et al., 2008; Darr and Johns, 2008; Duijts et al., 2007). ...

Poor mental health status of people could make pressure and clashes among associates just as deteriorate into helpless client relationship, and these may adversely influence by and large profitability in the association. Environmental variables inside the association, for example, improved word related security are fundamental towards guaranteeing successful work profitability among laborers with flimsy mental health conditions (Dewa, Hoch, Nieuwenhuijsen, Parikh, and Sluiter, 2019) With a few a large number of individuals around the globe harassed with extreme mental sickness, the resultant impacts of mental disease on work efficiency and personal satisfaction may before long become a general health crisis (Burton, Schultz, Chen, and Edington, 2008). The survey of writing demonstrated that activity was significant for in general health and is the most pervasive part of health. We additionally remember mental health for our test because of its effect on by and large health and worker efficiency (Burton, Schultz, and Chen et al., 2008) Another significant perspective identified with mental health is social health. Social health fortifies social attachment in

reasons and solutions for rising mental health challenges among working women: an empirical study
with special reference to delhi-ncr

the work environment, making and improving a positive workplace for workforce and staff (Seeman, 1996).

Bradley (2018) watched the emotional well-being experts need to expand attention to the inert segregating frames of mind towards individuals with SMI. Such frames of mind are proposed to strengthen hindrances for individuals with SMI getting physical medicinal services and reflect issues of staff inspiration to take on overseeing physical medical problems regardless of any past, ineffective endeavours.

The present study is an in-depth investigation for finding the issues and challenges that create mental health problems to working women and also what they do to minimize or cope up the mental health issues. The study will also try to reveal what measures are adopted by working women or their family members to help them in dealing with the mental health problems.

Objectives of the Study

- To find the reasons of mental health issues among working women of Delhi-NCR
- To find the solutions of metal health issues among working women of Delhi NCR
- To investigate about the most important reasons that creates mental health problems
- To investigate about the most important solutions that can minimize the mental health problems

Method

The research design of the present study is exploratory. The sample size of the study is 273 working women having full time job (350 questionnaire were distributed out of which 273 were found fit for the analysis). The data has been collected through a structured questionnaire. The sampling method used was snowball sampling. The data collection tool used for the study was structured questionnaire prepared by the researcher on Likert five point scale. The respondents were selected on the basis of judgment sampling, where the judgment criteria was selecting only those working women who had a full time job, married and having at least one children

Demographic characteristics of the respondents are presented in table 1 which maximum respondents viz. 53.1% belong to the age category of 30-40, whereas 27.8% are above 40 and there are only 19% respondents which are below the age of 30. Regarding education, it may be observed that 54.9% are postgraduate and 45.1% are graduate.

Table 1 Profile of Respondents

Variables	No of Respondents	% Age
Age		
Below 30	52	19.0
30-40	145	53.1
Above 40	76	27.8
Total	273	100.0
Education		

Graduation	123	45.1
Post Graduation or Above	150	54.9
Total	273	100.0
Years working without break till date		
3-5 Years	149	54.6
5-10 Years	76	27.8
Above 10 Years	48	17.6
Total	273	100.0
Shifts		
Day shift	213	78.0
Night shift	14	5.1
Changing shift	46	16.8
Total	273	100.0
No. of Children		
1	138	50.5
2 or above	135	49.5
Total	273	100.0

Regarding years working without break it was found that 54.6% women have been working of 3-5 years till date without taking a break followed by 27.8% who have been working for last 5 to 10 years and 17.6 who have been working for last 10 years. It was also found from the demographic profile of the respondents that 78% of them work in the day shift only followed by 16.8% in the changing shifts and lastly only 5.1% work in the night shift only.

Data Analysis & Interpretation

The obtained data was analysed using differential statistics of t-test.

4.1 Reasons of Poor Mental Health:

Table 2 Reasons of Bad Mental Health

Sl. No.		Mean value on scale of 5	t-test	result
1	Not getting time for myself	4.16	23.181	0.000
2	Not getting time for kids	4.21	33.707	0.000
3	Less family support	4.28	25.573	0.000
4	Office pressure	4.50	22.507	0.000
5	Not getting enough time for social life	3.97	13.418	0.000
6	Less benefits more sacrifice	3.77	12.870	0.000
7	Traffic and commuting	3.84	16.510	0.000
8	Other personal issues / issues other than job	3.01	0.173	0.431

reasons and solutions for rising mental health challenges among working women: an empirical study
with special reference to delhi-ncr

Table 2 shows the mean values and t-test values for the reasons of mental health amongst the working women. It is found from the table that the highest mean value is given to the reason office pressure with a mean value of 4.50 followed by less family support valued at 4.28. The other important reasons which have got a mean value above 4 out of 5 are not getting time for kids and not getting time of myself. The other important reasons of disturbed mental health are not getting enough time for social life with a mean value of 3.97 and traffic and commuting with mean value of 3.84. Less benefits more sacrifice has also got a mean value of 3.77 which is also towards the agreement side of the scale.

To find investigate which reasons of are statistically significant. It is found from the table that in significance column all the values are below 0.05 except the last ‘Other personal issues or issues other than job’. Hence it is found that only the issues that relates to working life and mixed with personal life causes the mental health problems in working women.

Table 3 Solutions Of Bad Mental Health

Sl. No.	Statements	Mean value on scale of 5	t-test	result
1	Support of family members	4.36	27.202	0.000
2	Support from husband	4.57	43.772	0.000
3	Appreciation in society	3.16	2.730	0.003
4	Regular breaks and outing	4.11	19.533	0.000
5	Satisfactory alternate arrangements for kids (personal maids/day care etc./grandparents etc.)	4.31	18.140	0.000
6	Change in Office environment	4.22	20.418	0.000
7	<u>Favourable</u> / flexible office timings	4.10	21.646	0.000
8	Meditation and counseling	4.02	19.598	0.000

Table 3 shows the solutions of bad mental health. It is found from the table that all the solutions have got a mean value of above 4 except ‘appreciation in the society’ which is very near to the neutral value of the scale. The most important solutions is the support from husband followed by support from family member with a mean value of 4.57 and 4.36 respectively. The mean value for Satisfactory alternate arrangements for kids (personal maids/day care etc./grandparents etc.) is 4.31 and for Change in Office environment is 4.22. The next most important solutions are regular breaks and outing with a mean value of 4.11 and favourable / flexible office timings with a mean value of 4.10. Lastly, meditation and counseling has got a mean value of 4.02 and proved it to be an important solutions for maintain good mental health among the working women. Appreciation in society does not matter much for women as the mean value is very near to the neutral value of scale for this solution viz. 3.16.

The significance of the solutions has been checked with the help of t-test. The values for all the solutions in the significance column are below .05 which means that all the solutions are significant in maintaining good mental health for women.

Conclusion and Recommendations:

Mental health is one of the first and most important issues in the double income working lifestyle. Working women deal with a great degree of stress and anxiety which sometimes may result in depression. Working women's most important issues is work life balance which means handling the job and family together. Needless to say, and study also finds that good support from family and husband can provide a good work life balance. Meditation and good care of children is also important factors that may reduce stress.

The mental health of women is not only important for her but it is equally important for their family. The health and growth of children individually and socially also depends upon good mental health of the children. Good mental health will help women work faster and also to the best quality. The study also investigated that other than job & personal & issues, there is still need to concentrate on other aspects so that stress can be minimized & keep mental health stable.

The following recommendations may be made on the basis of the findings of this study:

- There should be regular check up of mental health of women in the office
- The working women should be given a time schedule to follow where they ensure that they can take out time for themselves.
- Regular breaks and social life for working women should be maintained and ensured.
- Family must think about their work life balance, because only supporting for job is not enough, the family members must ensure that working women get their own freedom and space.
- For better mental health working women should go through regular meditation and exercises, so that a good physical health leads to a good mental health.

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reasons and solutions for rising mental health challenges among working women: an empirical study
with special reference to delhi-ncr

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