



Dr. Rafiq Zakaria Campus - I  
**MAULANA AZAD COLLEGE  
OF ARTS, SCIENCE & COMMERCE**  
Rauza Baugh, Aurangabad.

NAAC REACCREDITED 'A' GRADE  
UGC COLLEGE WITH POTENTIAL FOR EXCELLENCE STATUS

*"Mental Health & Wellbeing  
of Women at Workplace :  
Challenges & Solutions"*

NATIONAL LEVEL  
**WEBINAR REPORT**

Organised by:  
Internal Complaint Committee (ICC),  
Maulana Azad College, Aurangabad

Sponsored by:  
National Commission for Women, Govt. of India, New Delhi

**27<sup>th</sup> October 2020**

## Chief Patron



**Padmashri Madam  
Fatma Rafiq Zakaria**

Honorable President, Maulana Azad Education  
Society & Honorable Chairman M.A.E.T.

## Founder President



**Late Dr. Rafiq Zakaria**  
Former MP & Minister



## PRINCIPAL'S MESSAGE

*The Maulana Azad College of Arts, Science & Commerce was established in the year 1963 by Late Dr. Rafiq Zakaria (Ex-Minister & Member of Parliament), an eminent scholar, freedom fighter, and internationally known intellectual. Under the able guidance of Padmashri Madam Fatma Rafiq Zakaria, the college has developed from strength to strength. We continue to be guided and inspired by life and works of our mentor, President of MAET, Late Dr. Rafiq Zakaria whose birth centenary is being observed this year.*

*The Status of women in the society has been changing fast due to multiple factors such as urbanization, industrialization, media influence etc. Today, women's roles are emerging differently with newer commitments- career oriented as well as commitment to families. This in turn leads to a lot of stress among working women.*

*Nonetheless, the COVID-19 pandemic has made the situation more challenging for human race in general and working women in particular. The economic consequences of the pandemic are already being felt with employee downsizing and lay-offs. This shall reinforce the need for mental health and psychosocial support in the coming days.*

*Hence, the ICC of the college felt it necessary to organize this webinar on the most relevant theme for the day. I personally believe that intellectual discussions and discourses on sensitive issues like this are the need of the hour and the best way to come up with viable solutions. I wish this virtual event a great success.*



*Dr. Mazahar Ahamad Farooqui*

## VISION

“The college visualizes the academic and intellectual development, moral uplift, social commitment, cultural refinement, spiritual and emotional maturity of the future generation of India. The vision also includes the holistic improvement in the realm of higher education in the jurisdiction of the institute”

## MISSION

To shape its vision into concrete reality the institution has the following mission.

To impart education at reasonable and affordable fees.

To cultivate quality of excellence in education.

To promote value based and socially committed human resource.

To boost scientific and technological temperament.

To provide ample opportunities of improvement to educationally and economically disadvantaged societies in general and minorities in particular.

## **I. INTRODUCTION:**

Maulana Azad College of Arts, Science & Commerce is a dynamic and research-intensive educational hub which provides quality education in fields of Science, Arts, Commerce & Management. Founded by the visionary and eminent educationist Late Dr. Rafiq Zakaria in 1963 the college has progressed in leaps and bounds and stands as an important pillar in the academic growth of not only Marathwada but also Maharashtra. The college today caters to more than ten thousand students and rigorously works for providing skill-based education. Under the able patronage of Padmashree Madam Fatma Rafiq Zakaria, President Maulana Azad Education Society, the college was both accredited and reaccredited with 'A' Grade. The college is also awarded with College with Potential for Excellence status by UGC.

## **II. INTERNAL COMPLAINT COMMITTEE:**



The Internal Complaint Committee was established by the college in the year 2005 and is committed to provide safe academic and working environment to all girl students and its women employees. Gender sensitization is one of the major objectives that ICC attempts to achieve. In pursuit of the same, ICC engages many events and activities like Talks, Seminars, and Workshops for dissemination of information about various legal provisions as well as to have amicable environment on campus. The ICC has successfully organized second National level Quiz Competition on Women related Laws in collaboration with National Commission for Women.

Towards achieving its pre-determined objectives the Internal Complaint Committee of the college applied for organising a one day Webinar on Mental Health of Women at Workplace with the National Commission for Women, New Delhi. The said proposal was approved and grant was sanctioned by NCW.

### III. ABOUT THE WEBINAR:

Women are becoming an important and integral part of modern day workplaces. The modern day socio-cultural environment too is undergoing a paradigm shift. Many studies have indicated a direct link between productivity levels and the general health and well-being of the workforce. However, even today, working women are found to be stressed and over-loaded. In an attempt to emphasize on the need of mental health and well-being of women employees this webinar was organized. The webinar tried to bring forth the legal, psychological and management perspectives towards mental health and wellbeing of women at workplace.

The webinar was conducted in five sessions from 10 a.m to 4 p.m. Five eminent speakers were the resource persons for the webinar. The webinar was conducted as follows:



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NATIONAL LEVEL WEBINAR  
*"Mental Health & Wellbeing of Women at Workplace : Challenges & Solutions"*  
Sponsored by: National Commission for Women, Govt. of India, New Delhi

**ITINERARY - 27<sup>th</sup> Oct. 2020**

Time	Session	Activity/Title	Speaker
10.00 To 11.00 AM	I	<b>Inauguration of Webinar</b>	Keynote Speaker: Mrs.Rekha Sharma Hon'ble Chairperson, NCW Principal: Dr.Mazahar Farooqui
11.00 To 12.00 PM	II	<b>Workplace Mental Health : Women's Issues &amp; Wellbeing</b>	Dr. Amrita Deb Associate Professor & Head, Dept. Of Liberal Studies, IIT-Hyderabad
12.00 To 1.00 PM	III	<b>Mental Health &amp; Well Being of Women at Workplace: Legal Perspective</b>	Prof. Sadhana Pandey Ex-Registrar & Head, Dept. Of Law Dr.Babasaheb Ambedkar Marathwada University, Aurangabad
1.00 To 2.00 PM	<b>LUNCH BREAK</b>		
2.00 To 3.00 PM	IV	<b>Mental Health &amp; Well Being of Women at Workplace: Covid-19 Pandemic &amp; Beyond</b>	Dr.Sadhana Natu Associate Professor & Head, Dept. of Psychology, Modern's College, Pune
3.00 To 4.00 PM	V	<b>'Strategies for Well Being of Women at Workplace'</b>	Dr.Aparna Ashtaputre-Sisode Assistant Professor & Head, Dept. of Psychology, Dr.Babasaheb Ambedkar Marathwada University, Aurangabad

#### **IV. SESSION WISE SUMMARY OF PROCEEDINGS OF WEBINAR:**

The summary of proceedings of webinar is presented as below:

Maulana Azad College of Arts, Science & Commerce, Aurangabad, organized a webinar on 'Mental Health of Women at Workplace: Challenges & Solutions' on 27th October 2020. Participation to the webinar was open for all. An overwhelming participation of around 360 participants from all over India comprising of academicians, psychologists, corporate professionals, research scholars & homemakers.

The webinar was graced and inaugurated by the presence of Hon'ble Chairperson, National Commission for Women, Mrs.Rekha Sharma, Dr.Mazahar Ahamad Farooqui, Principal, Maulana Azad College, Aurangabad.

Dr.Aparna Saraf, webinar convener briefed the participants about the webinar and it's objectives. In her address she highlighted the dire need of removing the taboos on mental health issues of women. She expressed hope that the webinar shall be an enlightening journey for all.

In the Principal's address, Dr.Mazahar Ahmed Farooqui introduced the rich legacy of Maulana Azad College of Arts, Science & Commerce, Aurangabad. He expressed his concern on mental health of women at workplaces especially during the pandemic. He emphasized that mentally healthy women can better overcome the turbulences of life.

The Hon'ble Chairperson started the event with discussing the relevance of mental health of women at workplaces. She also talked about initiatives taken by National Commission for Women in educating women by putting more and more

information in the public domain through its website, organizing various programmes for dissemination of legal knowledge among women. She stressed on the need for change in mindset and attitude of all at workplaces for making them better places to work at.

Lastly, Hon'ble Chairperson, NCW congratulated the Organising committee for organizing webinar on relevant theme of the day.

The second session was taken over by Dr. Amrita Deb, Dept. of Liberal Arts, IIT Hyderabad. She was very comprehensive and informative. She explained concepts and evolution of mental health and wellbeing, supplemented it with various research findings and then concluded by sharing her personal experience. She discussed the causal factors of lack of mental health and spoke about the need for questioning accepted norms and social conditioning. She also explained the need for applying Strength based approach in studying mental health and well-being at the workplace in India. The session was followed by Questions from participants which were duly addressed by the resource person.

Dr. Sadhana Pandey in the third technical session addressed the participants with her experienced and very informative talk. She gave a good insight on the legal framework for mental health & wellbeing of women at workplace. She spoke at length on constitutional and fundamental rights and laid emphasis on implementation of human rights as well. She felt that the time has come when these legal provisions should be implemented in their right spirit. She further elaborated that unwilling attitude of public is destroying the very utility of such legal provisions & acts. The acts like Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act 2013, Indian Penal Code and various other acts were effectively discussed. The session was followed by interaction



between the speaker and the participants in the form of Question-Answer which was conducted by Dr.Madhuri Sahasrabuddhe.

A lunch break of one hour was given to the participant delegates.

In the post lunch session Dr.Sadhana Natu, Head, Dept. of Psychology, Modern's College Pune presented her views on 'Mental Health & Well-being of Women at Workplace- COVID-19 Pandemic & Beyond'. She spoke about the situation of women during pandemic and the impacts of work from home on mental health of women. She referred to various research studies and statistics which indicated that the pandemic increased the pressures on working women as they had to balance between work from home and work at home. It was a Work-Work balance situation for women. She further highlighted the need for community care centers and Government responsibility for provision of measures for maintenance of mental health and wellbeing of women at workplace.

The session was followed by a very interactive discussion between the speaker and the audience.

The fifth and the last technical session of the day was on 'Strategies on Wellbeing of Women at Workplace'. This session was conducted by Dr.Aparna Ashtaputre-Sisode, Head, Dept. of Psychology, Dr. B. A. Marathwada University, Aurangabad. She directed her talk on solutions to mitigate the effects of stress arising at workplaces for women. She shared with the audience various strategies for maintaining good mental health. She also emphasized the need for Self-talk and putting oneself first for the working women. In her lucid deliberations she acquainted the audiences with various measures for leading a stress-free life. The participant delegates were greatly benefitted from the talk.

Lastly, after the address of the speaker, the floor was set open for question and

answer session. The participants came up with real life problems and asked for solutions thereof. All the participants were satisfied with the answers and were happy with the event.

Dr. Aparna Saraf, Presiding Officer, ICC & Head Dept. of Commerce & Mgt.Science, Maulana Azad College of Arts, Science & Commerce, Aurangabad was the convener of the Webinar. Dr.Arif Pathan, member, Organising Committee thanked the Hon'ble Chairperson, NCW for her guidance and support in making this webinar a reality. He further thanked the resource persons for sparing their valuable time and providing rich and invaluable inputs for students and participants from all walks of life. Further he thanked all the participants from all corners of India for this academic endeavor. The webinar ended with National Anthem.

## **V. Gist of deliberations made/information shared by the Resource Persons**

### **Session-I: Inauguration & Keynote Speech**

**Resource Person: Smt. Rekha Sharma**

**Rapporteur: Mrs. Ayesha Sultana**

The inaugural session of the webinar commenced at 10 a.m. Mrs. Rekha Sharma, Honourable Chairman, National Commission for Women, New Delhi was the Keynote speaker (Resource person) for the first session. Dr.Mazahar Farooqui, Principal, Maulana Azad College, Aurangabad presided over the session.

Later, Mrs. Rekha Sharma, Keynote speaker presented her views. In her keynote speech she pointed out that women health is one of the rarely discussed issue in general and mental health of women is the least discussed issue. She briefed the participants about the role of National Commission for Women in imparting a

secured environment for women. She said that mentally unhealthy women are not even accepted by their families, the society set aside. She also discussed about the various challenges faced by working women at their workplaces to establish themselves. Also the threat of being harassed at the workplaces puts women under tremendous stress. Further she pointed out that the situation like pandemic has increased the worries of working women. Though they are having the facility of WFH, balancing work and life has become a major challenge. She put forth the necessity of providing facilities like maternity leave, provision of creche at workplace and strong legal framework for mitigating the challenges faced by women at workplaces. She strongly emphasized the need for bringing attitudinal changes in all walks of life while dealing with women at work. She appreciated the college for organizing the webinar on a very relevant theme.

## **Session-II: Workplace Mental Health: Women's Issues & Well-being**

**Resource Person: Dr. Amrita Deb**

**Rapporteur: Mr. Mohd. Farooq**

Also speaking at the webinar was **Dr. Amrita Deb** from Dept. of Liberal Arts, IIT Hyderabad. She laid the foundation of her talk by providing the evolution of Organisational behaviour with special reference to women employees. Starting with contributions by various thinkers in 1890s, she discussed the strength based approach proposed by Martin Seligman and Positive Psychology Behaviour coined by Fred Luthans. The concept of mental health and wellbeing as laid by World Health Organisation was also discussed. She spoke at length on the influences of causal factors as in individual level, societal level and organizational level on mental health of women. She discussed the impact of socio-cultural and individual factors on mental health. She elaborated on the effects of family pressure and responsibilities on mental health of working women. She cited references of

various research studies and took the audience through an eye opening statistics about mental health issues of women and the societal perspective. She discussed the Day-reconstruction method, a unique study yet to be practiced in India. She ended her talk with solutions to eradicate gender discrimination, gender role constraints & rigidity in work/family arrangements. She expressed the need for questioning accepted norms and social conditioning. The session was followed by questions from participant delegates which were duly attended to by the resource person.

### **Session-III: Mental Health & Wellbeing of Women at Workplace- The Legal Perspective**

**Resource Person: Dr. Sadhana Pandey**

**Rapporteur: Dr. Mustansir Ezzi**

**Dr.Sadhana Pandey** in her session provided a review of constitutional and fundamental rights of women. She gave a summary of evolution of legal provisions for women. She also acquainted the audiences with the foundations of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act 2013. She also elaborated on provisions under Indian Penal Code that dealt with mental harassment of women. Right to live with dignity was stressed upon by Dr.Sadhana Pandey, Head, Dept. of PG Studies in Law, Dr.B.A. Marathwada University in her session.

She also discussed various legal provisions in the interest of maintaining mental health & well-being of women at workplace. She laid emphasis on bringing phenomenal change in the attitude of women towards speaking about their mental health issues without any apprehensions. She also notified the recent developments in legislations in the interest of maintaining mental health in India. While answering to one of the questions she emphasized on bringing the change from the

womb.

## **Session-IV: Mental Health & Well-being of Women at Workplace- COVID-19 Pandemic & Beyond**

**Resource Person: Dr. Sadhana Natu**

**Rapporteur: Dr. H.K. Makeen**

**Dr. Sadhana Natu** from Moderns College Pune, in the afternoon session effectively dealt with the impact of pandemic on mental health and wellbeing of working women. She pointed out the rise in cases of domestic violence, intimate partner violence during COVID-19 pandemic and dismal truth of staying home & staying safe. The lack of mental health care centres was one of the major challenges faced during the pandemic when it was needed the most. She also shared her research findings carried during pandemic and emphasized on the need for Community Health Centres. She also discussed in detail the work from home phenomenon which is bringing with it a lot of stress for working women especially in terms of Work-Work Balance. This has put them under a lot of distress.

She further elaborated on financial setbacks brought by the pandemic. She stated that women are the most hit segment in any recession. Loss of employment has added to the mental turmoil of many women who were the sole earners of their families. She also pointed at research studies indicating that post-COVID scenario may witness rise in jobs being offered more to men than women. This may make things worse for women.

She also discussed silent challenges like plight of daily wage earners, sanitation workers, House-wifization & mental health burden for women. She also proposed solutions for meeting the challenges put forth by this pandemic. Building community care centers is the need of the hour. Shifting the focus of thinking from individual to collective approach of dealing with mental health issues is necessary.

Civil society should rally for mental health and well-being. More number of mental health counselors is required. Peer support can be of great help to overcome the short numbered counselor services.

### **Session V: Strategies for Well-being of Women at Workplace.**

**Resource Person: Dr. Aparna Ashtaputre Sisode**

**Rapporteur: Dr. Madhuri Sahasrabuddhe**

The webinar concluded with a very informative session of **Dr. Aparna Ashtaputre-Sisode**, Head, Dept. of Psychology, Dr.B.A.Marathwada University wherein she stated that physical fitness is necessary for psychological well-being. She pointed out that women are more affected by emotional turmoil. She also emphasized that in this technology driven era women at workplaces have access to information and are better aware than their earlier counterparts. However, transformation of knowledge into action is not a regular find. She spoke at length on the strategies to be undertaken for well-being. Also she highlighted the pivotal role played by the women herself in her well-being. Thus the onus of responsibility of the wellbeing lies more on the woman herself. She effectively discussed techniques of self motivation for women in particular. She provided the audiences with very effective tips and tricks of habituating themselves with miniscule changes in their life styles for better mental health & well-being. She laid emphasis on meditation, yoga, giving time to self, prioritizing self work as well.

The session was concluded with an interesting and interactive Q & A session between the participants and speaker.

A feedback link was shared with the participants and e-certificates were mailed to the participating delegates.

## **VI. Specific actionable and topic oriented recommendations bifurcated into actionable at Local, State & Central Government levels**

The webinar discussions and deliberations came up with following actionable recommendations:

### **Local Government Level:**

- More and more discussions should be held on mental health issues.
- The societal taboo regarding mental health of women should be eradicated for creating an amicable environment.
- Local platforms should become proactive in spreading awareness about mental health problems and the necessity to resolve them.
- Employers should be sensitized for providing statutory as well as voluntary amenities and facilities for supporting women employees strike balance between work and life commitments.

### **State Level:**

- Uniformity among state governments in implementation of various women related Acts.
- Checking harassment of women at workplaces.
- Mere provision of helpline numbers is not enough.
- Formal mechanisms to be devised for provision of counsellors for improvement in mental health of women.

### **Central Government Level:**

- Unidirectional efforts for spreading awareness about Mental Healthcare Act, 2017.
- Develop proper mechanisms for implementation & monitoring of the regulations.

- Emphasize promotion of human rights alongwith constitutional and fundamental rights.
- Make workplaces more secured and stress free for women.
- Motivate and engage stakeholders from relevant sectors to implement and evaluate mental health policies, laws and services through a formal mechanism.

#### **VII. List of resource persons with designation & contact details:**

<b>Sr. No</b>	<b>Name of The Resource Person</b>	<b>Designation</b>	<b>Address</b>
1.	Dr. Rekha Sharma	Honorable Chairperson	National Commission for Women, New Delhi.
2.	Dr. Sadhana Natu	Associate Professor and Head Department of Psychology	Modern College of Arts Ganeshkhind, Pune.
3.	Dr.Aparna Ashtaputre-Sisode	Head, Department of Psychology	Department of Psychology Dr. B. A. M. University, Aurangabad.
4.	Prof. Amrita Deb	Associate Professor	Dept. of Liberal Arts IIT Hyderabad.
5.	Prof. Sadhana Pande	Professor & Head	Dept. of PG studies in Law, Dr. BAM University, Aurangabad



## VIII. List of participants, Names, Addresses, Contact Numbers, Emails:

Annexure-I

## IX. Press release



## X. Video recording of webinar

The video recording of webinar can be accessed on Youtube using the following link : <https://youtu.be/KEA2nSxib8o>

## XI. Glimpses of Webinar



Inaugural Session

Mrs Rekha Sharma  
Deliberating

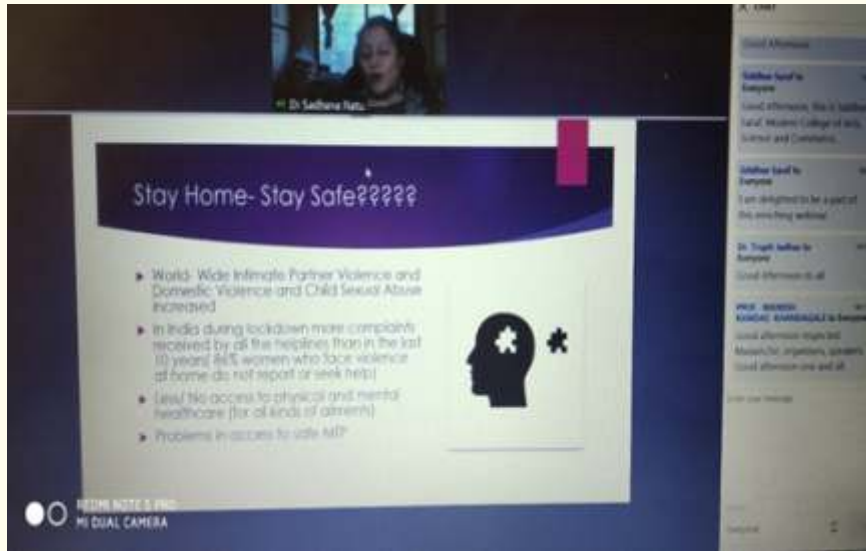




Dr. Amrita Deb

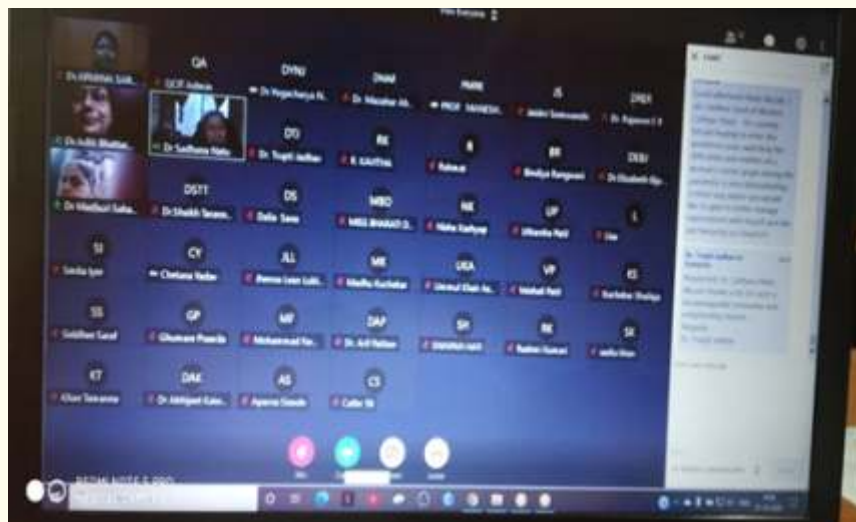


Dr. Sadhana Pande



Dr. Sadhana Natu

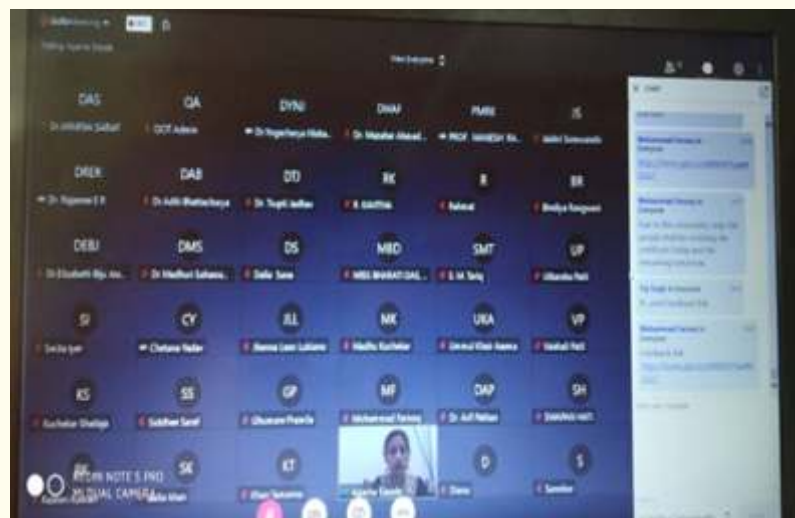
Participants in the session





Dr.Aparna  
Ashtaputre-Sisode

Participants in the  
session





## ACKNOWLEDGEMENT

*The support received from National Commission for Women, Govt. of India, New Delhi in the form of sponsorship is appreciated and acknowledged.*

*The Organising Committee extends gratitude to Mrs. Rekha Sharma Madam, Chairman National Commission for Women, Govt. of India, New Delhi for sparing her valuable time and gracing the inaugural session with her Keynote address.*

*The webinar witnessed deliberations from eminent scholars and erudite speakers as in Prof. Amrita Deb madam from Dept. of Liberal studies, IIT Hyderabad; Prof. Sadhana Pande maam former Registrar, Dr. BAMU, Dr. Sadhana Natu, Modern's College Pune and Dr. Aparna Ashtaputre-Sisode madam, Dept. of Psychology, Dr. BAMU. Their studied discourses made the delegates rethink on the status of mental health and wellbeing of working women in India. The Organising Committee thanks all the resource persons for their valuable contributions to this webinar.*

*The motivation received from Dr. Mazahar Farooqui sir, Principal, Maulana Azad College, Aurangabad and Chairman, Organising Committee is warmly reciprocated.*

*All the distinguished participants who joined from distant places to attend the webinar are humbly thanked. Their active participation made the webinar a success.*

*Sincere thanks to the Print and Electronic media for giving excellent coverage of this webinar.*

*The members of Organising Committee are highly appreciated for the untiring and sincere efforts that they have put in.*



*Dr. Aparna Saraf*

*Webinar Convener*

## MAULANA AZAD COLLEGE CAMPUS



