





Behind the Curtain: The Hidden Toll of Underemployment on Women's Mental Well-Being

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Background	Methodology	Findings
 <p>Underemployment : Refers to inadequate employment despite having necessary skills.</p>  <p>Reasons for underemployment in women: motherhood penalty, societal expectations, geographic limitations, career breaks.</p>  <p>Emotional impact: Underemployment in women can lead to feelings of helplessness and overwhelm, affecting their emotional well-being.</p>  <p>Study objective: This study specifically examines women's underemployment and its impact on well-being.</p>	<p><u>Humble Well-Being Survey</u></p> <p>Assessment criteria: Objective Assessment, Subjective Assessment & A Direct Yes/No question</p> <p>Focus Group Discussion: Underemployed women were asked how they feel their underemployed condition affects them.</p> <p>Psychological Health Screening: <u>GHQ-12</u>: A 12-item General Health Questionnaire to screen for psychiatric disorders.</p> <p>Mental Well-Being Measurement: <u>WEMWBS</u>: A 14-item Warwick-Edinburgh Mental Well-being scale to assess respondents' mental well-being.</p> <p>Statistical methods: Principal component analysis (PCA) for data analysis and validation.</p>	<p>Poor Well-Being Statistics: 55.3 - 65.9 % of underemployed women reported poor well-being.</p> <p>Comparative Well-Being:</p> <ul style="list-style-type: none"> Underemployed women reported 4.52 – 4.79 % more poor well-being compared to unemployed women. Underemployed women reported 20.8 – 26.8 % more poor well-being compared to sufficiently employed women. <p>Objective Assessment of Under employment (OAU) Anomaly: 5.2% more sufficiently employed women and 5.79% more unemployed women face poor well-being compared to underemployed women, which differs from other findings.</p>

Limitations

- The OAU focuses solely on skill-based underemployment, neglecting other important factors affecting well-being.
- Important details like work experience and on-the-job training programs are excluded for simplicity in the OAU.
- Differences in results between OAU and other measures may arise because they assess different aspects of underemployment.
- Sample Size Issues:** A larger sample size could help reduce randomness and provide more robust findings.
- Validation concerns:** OAU remains unvalidated concerning external validity and criterion validity.