

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

# Supporting Women's Health and Mental Wellbeing at Work

Creating an Inclusive Workplace for Every Stage of a Woman's Life

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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## Programme Overview

This programme addresses the profound impact of women's hormonal health, from menstruation to menopause, on workplace dynamics and performance. We aim to equip leaders and HR professionals with the knowledge and empathy to create a truly supportive and productive environment for all women.

### Learning Objectives

- ✔ Understand the diverse hormonal life stages women navigate and how they uniquely affect concentration, energy, and emotional regulation at work, enabling proactive support strategies.
- ✔ Identify and implement practical, reasonable adjustments for common hormonal experiences like PMS and PCOS, fostering an inclusive culture where women can thrive without hidden burdens.
- ✔ Explore best practices for supporting employees through fertility challenges and pregnancy, moving beyond legal compliance to genuine care that enhances loyalty and reduces stress.
- ✔ Facilitate a smoother psychological transition for employees returning from maternity leave, ensuring they feel valued and reintegrated, thereby retaining talent and expertise.
- ✔ Address the often-overlooked challenges of perimenopause and menopause in the workplace, equipping managers to offer understanding and appropriate accommodations to retain experienced staff.
- ✔ Develop a comprehensive strategy for integrating women's hormonal well-being into organisational policies and culture, promoting a healthier and more equitable workplace for everyone.

#### WHO SHOULD ATTEND

This essential programme is designed for HR professionals, senior leadership, and all managers seeking to build a more understanding, supportive, and high-performing workplace for women.

## Programme Content

### 1. The Hormonal Life Stages and Their Workplace Impact

Women experience distinct hormonal fluctuations throughout their lives, from puberty through menopause, each presenting unique challenges that can affect cognitive function, mood, and physical comfort in the workplace. Conditions like Premenstrual Syndrome (PMS) and Polycystic Ovary Syndrome (PCOS) can cause significant discomfort and reduced productivity, yet often remain unaddressed due to societal taboos, particularly within the Indian context. This session will illuminate these stages, explaining their physiological basis and providing evidence-based insights into their manifestation at work, empowering leaders to recognise and respond with empathy.

 **Activity: Group discussion: Sharing anonymous workplace scenarios related to hormonal impacts.**

### 2. Reasonable Adjustments for Menstrual and Hormonal Health

Creating an environment where women can openly manage their menstrual and hormonal health requires more than just awareness; it demands actionable adjustments. This section will delve into practical, low-cost accommodations such as flexible working hours, access to private rest areas, and understanding the need for occasional time off during severe discomfort. We will discuss how implementing these adjustments not only supports individual well-being but also fosters a culture of trust and reduces absenteeism, enhancing overall team performance and loyalty.

 **Activity: Role-playing: Practicing conversations about reasonable adjustments.**

### 3. Pregnancy and Maternity – Beyond Legal Minimums

Supporting employees through fertility journeys and pregnancy requires a compassionate approach that extends beyond statutory obligations. This session will explore how organisations can provide genuine support, including understanding the emotional and physical toll of fertility treatments, offering flexible work arrangements during pregnancy, and ensuring a safe and welcoming return-to-work environment. Cultivating this supportive atmosphere can significantly boost morale, reduce employee turnover, and demonstrate a commitment to the holistic well-being of female employees.

 **Activity: Brainstorming: Developing a 'Care Package' for Expecting Mothers.**

#### 4. Return to Work After Maternity Leave – The Psychological Transition

The return to work after maternity leave is a critical juncture that often involves significant psychological adjustment for new mothers. This section will address the challenges of balancing new family responsibilities with professional demands, including potential feelings of guilt, anxiety, or a shift in priorities. We will equip managers with strategies to facilitate a supportive reintegration, such as phased returns, clear communication about role expectations, and access to resources, ensuring that valuable talent is retained and nurtured.

 **Activity: Case study analysis: Best practices for reintegration.**

#### 5. Menopause at Work – The Invisible Workplace Health Crisis

Perimenopause and menopause represent a significant, yet often invisible, health transition impacting a substantial portion of the female workforce, frequently leading to physical discomfort, cognitive changes, and emotional fluctuations. Many women suffer in silence due to stigma, impacting their confidence and career progression. This session will demystify menopause, providing managers with an understanding of common symptoms and practical, non-intrusive ways to offer support and create an accommodating workplace, thereby retaining the invaluable experience and dedication of senior female employees.

 **Activity: Developing a Menopause Support Toolkit for Managers.**

#### 6. Embedding Women's Hormonal Well-being into Culture and Policy

Sustained change requires integrating women's hormonal well-being into the very fabric of the organisation's culture and policies. This concluding section will guide participants in developing a proactive framework that normalises conversations around women's health, revises policies to be more inclusive, and champions leadership commitment. By embedding these principles, organisations can cultivate a truly equitable and psychologically safe environment where women of all ages can achieve their full potential, contributing to a healthier and more productive workforce.

 **Activity: Action planning: Creating a roadmap for organisational change.**

## Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct an initial needs assessment survey on women's health challenges in the workplace.	HR	Week 1	Ensure anonymity and confidentiality to encourage honest responses.
Develop and disseminate a confidential guide on common hormonal health issues and workplace support strategies.	HR	Month 1	Include practical tips for employees and managers.
Schedule and conduct mandatory training sessions for all managers on supporting women's hormonal health.	Leadership	Month 1	Emphasise empathy, confidentiality, and practical adjustments.
Review and update existing HR policies (e.g., leave, flexible work) to explicitly address women's hormonal health needs.	HR	Month 2	Consult legal and employee representatives during the review process.
Establish an employee resource group (ERG) focused on women's health and well-being.	HR	Quarter 1	Provide resources and executive sponsorship for the ERG.
Implement a system for regular feedback on the effectiveness of implemented support measures.	HR/Manager	Ongoing	Use feedback to continuously refine support strategies and policies.

## About Manas



### Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

### Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

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## Ready to Partner With Us?



Website

[manas365.com](https://manas365.com)



Corporate Enquiries

[manu@manas365.com](mailto:manu@manas365.com)



WhatsApp

[+91 99818 13224](https://wa.me/919981813224)



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