



## The Effect of Job Insecurity on Women's Mental Health

Dr. Kuldeep Kaur<sup>1</sup>

<sup>1</sup>Assistant Professor, Department of Economics, A.S.B.A.S.J.S. Memorial College, Bela (Rupnagar), India.

**Emails:** kuldeep8081914@gmail.com<sup>1</sup>

### Abstract

*Job insecurity on women's mental health is a growing concern in these days in labour market, where economic instability. Women often experience heightened jobs insecurity due to factors like gender discrimination, caregiving responsibilities and the prevalence of part time or temporary positions. This insecurity can lead to significant psychological distress, manifesting as anxiety, depression and diminished self-esteem. The objective is to examine how job insecurity influences mental health outcomes in women, to identify the specific factors contributing to job insecurity for women. The study is based on secondary data such as books, journals, newspaper, government reports and internet etc. The main finding of the study is to increase psychological distress, organizational role to support for reduce negativity, stress and insecurity in women workplace and enhance their capability in workplace. The study suggests that increased job securities, fair wages and transparent communication regarding job expectations and security. The government should take steps for them maintain mantle health, supporting program, including counseling services and stress management workshops. They should equal rights to women in workplace to maintain women's mental health.*

**Keywords:** Job Insecurity, Mental Health, Discrimination, Stress Management.

### 1. Introduction

Job insecurity has become a pervasive issue in present day's volatile economic environment, affecting a vital part of the workforce. Job insecurity described as the anticipation of job loss or uncertainty about future employment [1]. It has intensified in recent years due to factors like as economic downturns, technological advancements and organizational restructuring. Job insecurity refers to the persistent uncertainty an individual experiences regarding the continuity of their employment. Now a days evolving labor market, women are disproportionately affected by this uncertainty due to factors like as wage discrimination and the additional societal expectation of balancing work and their family life. Women often experience heightened stress due to dual pressure of professional and domestic roles in their life [2]. The fear of unemployment has increased around the world in the wake of Covid-19 and as labor markets have become more flexible. It is well clear that job insecurity such as unemployment has casual detrimental effects on

mental health of women's workers.

### 2. Objectives

The main objectives of the study are follows:

- To explore the impact of job insecurity on the mental health of women.
- To analysis the relationship between job insecurity and mental health conditions like as anxiety, depression and stress in women.
- To identify the specific factors contributing to job insecurity for women.
- To examine how job insecurity influences mental health outcomes in women,
- To examine the role gender-specific factors in exacerbating the mental health consequences of. job insecurity.
- To propose interventions and work place policies that can mitigate the negative effects of job insecurity on women's mental health.

Job insecurity means the perceived threat of losing one's job, has become an increasingly relevant issues in the context of precarious employment, economic insecurity and economic uncertainty. For women,



who often additional workplace challenges like as gender discrimination, pay scale inequality, over burden and the burden of unpaid care work, job insecurity can have important mental health implication [3]. The study over the years has consistently demonstrated that job insecurity contributes to various adverse mental health outcomes, including anxiety, over thinking, depression and psychological distress Examines existing studies on the specific impacts of job insecurity on women's mental health, focusing on recent findings and gendered perspectives (Jiang & Lavaysse, 2018). Women are disproportionately affected by job insecurity due to several structural and societal factors. Studies have shown that women are more likely to occupy part-time, contract, temporary and precarious work positions, which are inherently less secure (Chung & Van Oorschot, 2011). Additionally, traditional gender role often places more of the burden of domestic responsibilities on women, making job insecurity particularly, stressful. The study found that job insecurity was more strongly associated with psychological distress in women than in men, due to these compounded stressors (Syerke et al 2019) the study found that job insecurity was more strongly associated with psychological distress in women than in men, due to these compounded stressors [4]. Moreover, research suggests that women may internalize job insecurity more acutely than men, partly because of the gendered expectations around emotional labour and caregiving. These heightened emotional demand, when combined with the fear of job loss, can exacerbate mental health challenges like as anxiety and depression (Griep et al., 2021). This studies have documented the mental health consequences of job insecurity among women. This study indicated that women experiencing job insecurity are at a higher risk of developing depressive symptoms compared to their male counterparts. This disparity may stem from differences in coping mechanisms, as well as societal pressures that disproportionately affect women (Green 2020). This study highlights the intersection of job insecurity with other vulnerabilities such as race, class and motherhood. Women of color, in

particular, face higher levels of job insecurity due to systematic discrimination in workplace. These interesting identities further compound the psychological toll, contributing to higher levels of mental health issues (Wang, 2022). This study indicates the impact on work life balance. Job insecurity also significantly affects women's work-life balance job. Job insecurity also significantly affects women's work-life balance. Women who fear job loss may take on more work to appear indispensable, sacrificing their personal lives and well-being in the process. This imbalance further strains mental health, as women struggle to meet both professional and personal expectations. In turn, the stress from managing these demands can lead to burnout, emotional exhaustion and deteriorating mental health (Mauno et al., 2017). This study reveals that coping mechanisms and social support although job insecurity is generally linked to negative mental health outcomes, social support has been identified as a potential buffer. This research suggested that women with strong social support networks, whether from family, friends, co-workers, experience less severe psychological effects of job insecurity. These support systems can mitigate stress and provide emotional resources that help women cope with uncertain employment situations (Kinnunen et al.). The study explain that the effectiveness of coping mechanisms is influenced by both individual and social factors. Women who lack access to support systems, or who work influenced by both individual and societal factors [5]. Women who lack access to support system or who work in environments with little social cohesion may find it more difficult to cope with the stress associated with job insecurity (Jiang & Probst, 2020). The above literature consistently shows that job insecurity impact women's mental health with anxiety, depression and psychological distress being the most common outcomes. Gendered expectations, combined with the disproportionate impact of precarious employment on women, further amplify these effects. Addressing job insecurity requires structural changes in employment policies as well as increased support for mental health in the workplace, particularly for women [6]. Future research should



continue to explore to explore the intersections of job insecurity, gender, race and class to better understand the full scope of its impact on women’s mental well-being.

3. Methodology

The study is based on secondary data collected from official websites, world health organization (WHO) reports, journals, books and the internet. The data has been analyzed through available resources and using appropriate methods. It explores the effect of job insecurity on mental health. The theme for world mental health day 2023 is “our minds, our rights” everyone to focus on empowering our mind and upholding ours right to mental health and wellbeing. Here’s how we can keep our mind healthy, practice self-care does those activities that make you happy. Find your me time, maintain a balanced lifestyle, prioritize a healthy diet, regular exercise and restful sleep, stay connected. We need each other. Nurture your relationships [7]. Do not isolate yourself. Keep connected self-realistic goals. Break down tasks into manageable steps. To lower stress and increase the sense of accomplishment. Practice mindfulness. Meditate to stay in the present, do yoga every day to relax and increase focus. Seek support, if you feel you are down or struggling emotionally, don’t hesitate to reach out to friends, family or mental health professionals. The government of India offers excellent tele counselling services 24\*7 through Tele-MANAS call the toll free numbers14416 and 1-100-891-4416stay informed. Mental health is a universal human right. Inform yourself and others to lower stigma and improve access to quality mental health services. Who India is committed to support the government of India in promoting and protecting mental health for all. Mental health matters protecting our minds ensures our rights break the stigma and embrace the healing [8-10].

4. Women Mental Health

The Facts by world health organization Report,2001 (WHO): depressive disorder account for close to 41.9 percent of the disability from neuropsychiatric disorder among women compare to 29 percent among men [11]. leading mental health problems of the elderly are depression, organic brain syndromes and dementias. An estimated 80 percent of 50

million people affected by violent conflicts, civil wars, disasters and displacement are women and children. lifetime prevalence rate of violence against women ranges from 16 percent to 50 percent.

Table 1 The Global Prevalence of Mental Disorders in 2019

Table with 2 columns: Females (in percentage), Males(in percentage). Values: 52.4, 47.6

Source: World Health Organization Report, 2022

The above table 1 reveals that 52.4 percent females and 47.6 percent males living with mental disorders (970 milions) so according to WHO report 13 percent global population is living mental disorders.

Table 2 The Global Burden of Mental Disorders in Disability-Adjusted Life Years (DALYs) 2019

Table with 2 columns: Females (in percentage), Males (in percentage). Values: 54.1, 45.9

Source: World Health Organization Report,2022

The above table 2 reveals that 54.1 percent females and 45.9 percent males the global burden of Mental Disorders in disability-adjusted life years 2019, and 15.6 percent years lived with disability (YLDs).

Table 3 The Top Ten Leading Causes of Global Years Lived with Disability (Ylds) 2019

Table with 3 columns: Rank, Cause, YLDs percentage. Lists top 10 causes like Back and neck pain, Depression, etc.

Source: World Health Organization Report, 2022



The above table 3 reveals that top ten leading causes of global years lived with disability (YLDs) 2019, back and neck pain and depressive disorders first rank with 5.6 percent followed by other hearing loss, diabetes mellitus, uncorrected refractive errors with 4.8, 4.44, 3.9, anxiety disorders, gynecological diseases, iron deficiency anemia, with 3.4 percent, migraine and oral conditions with 3.3 and 2.8 percent.

#### 4.1 Findings

The main findings of the study are too high level of job insecurity with significant correlation between job insecurity and mental health conditions such as anxiety, depression and chronic stress [12]. Women working place in low wage rate, part time and precarious jobs were found to be at the highest risk. The study highlighted common theme of worry about financial stability, fear of job loss and difficult in maintaining work life balance all contributing to increased mental strain. Many participants expressed feeling unsupported by their employers and emphasized the lack of mental health resources in the workplace.

#### 4.2 Suggestion

The government should take steps to develop women work conditions and gave job existing workforce to secure their careers in their work place and reduce effect of job insecurity on women's mental health. Women's health is not a matter for employees and employers but also for government policy. Government should count the health cost of restrictive policies that generate unemployment and insecurity, while promoting employability through skills training programs [13]. It should also encourage social support, employee participation and improve their working conditions. Women's mental health is therefore not just a personal matter for employees and employers but also an action for government policy. Government should take into consideration the health cost of restrictive policies the generate unemployment and insecurity while promoting employability through skill training. Policy should be encouraging forms of employee participation and social support in workplaces to mitigate and moderate the negative health effects arising from insecurity of jobs.

Organizations should develop and enforce policies that enhance job security, such as regarding wages, transparent communication regarding job expectations and job security. Provide comprehensive mental health support programs including counseling services and stress management workshops and seminars, create a supportive environment where women feel valued and secure. Implement flexible working conditions that allow women to better balance their work and family responsibilities, reducing stress and improving overall mental well-being. Conduct training and awareness programs aimed at reducing stigma around mental health issues. Encouraging women to seek help and support when need. By adopting these measures organizations can contribute to the mental health and well-being of women fostering a healthier more resilient workforce.

#### Conclusion

Job insecurity has a profound effect on women's mental health exacerbating issues like anxiety, depression and stress due to the unique pressures they face in both their professional and personal lives. The findings suggest that addressing job insecurity a multifaceted approach including improving workplace mental health resources adopting gender sensitive policies and creating more secure job environments. Employers, policymakers and mental health professionals need to work together to mitigate the negative effects of job insecurity particularly on vulnerable populations like women. Future research could explore the long-term impacts of these interventions and broaden the scope to different demographic groups.

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