

**LEGAL AID CENTRE,  
SYMBIOSIS LAW SCHOOL, HYDERABAD  
PRESENTS**

**WEBINAR ON**

**MENTAL HEALTH AND  
WELL-BEING OF WOMEN  
AT WORKPLACE**



**DATE: 21ST NOVEMBER, 2020  
TIMINGS: 11:30 AM - 4:00 PM**

# **ABOUT SYMBIOSIS LAW SCHOOL, HYDERABAD SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY), PUNE**



**Symbiosis Law School, Hyderabad nurtures the vedic thought “Vasudhaiva Kutumbakam” which means “World as One Family”. SLS Hyderabad is founded on the pillars of expertise, justice, and shares expertise in imparting quality legal education.**

**It is committed to contribute to the justice mission of the state by initiating pro-bono activities to help poor and marginalized people through community lawyering, legal aid camps and permanent legal aid clinics. Further, it endeavors to create value conscious skilled lawyers with par excellence, serving dynamic needs of the community through Bar and Bench.**

# **ABOUT LEGAL AID CENTRE SYMBIOSIS LAW SCHOOL, HYDERABAD**

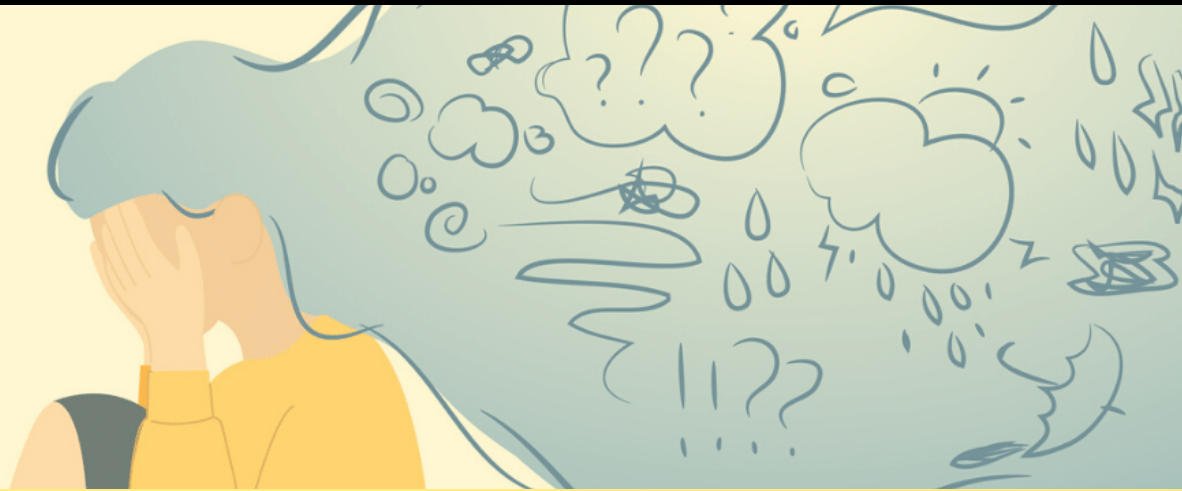


**The Legal Aid Centre of Symbiosis Law School, Hyderabad has been established to take up a variety of unique legal projects and programs to comply with the constitutional mandate as enshrined under Article 39-A of the Constitution of India. In response to the ever-increasing need for legal services to the needy, the centre strives to impart socio-legal services. As it is crucial to expose law students to the concrete and realistic aspects of the legal field. The Legal Aid Centre aspires towards establishing a platform to enhance the legal awareness and further the cause of social justice.**

**In furtherance of the same, to help women and children across the State and bring behavioral and attitudinal changes, identifying gender stereotypes, the centre recently entered into an MoU with the Women Safety Wing, Telangana State Police, a first of its kind.**

# **ABOUT THE WEBINAR**

## **MENTAL HEALTH AND WELL-BEING OF WOMEN AT WORKPLACE**



**A healthy and productive workplace cannot be achieved with the poor mental health of the employees. A negative workspace is also an environment that creates a sense of danger and lack of security due to unsupportive managerial or organizational practices. The unprecedented time of the pandemic has drastically increased the number of mental illnesses in women. While workplaces can be positive reinforcement for the individual's identity, intellect, and financial self-sufficiency, working women are tied to gender-based prejudices and phenomena such as "mom guilt".**

**The interactive webinar in collaboration with the National Commission for Women shall address women in different professions and sectors to advocate the need for better practices in workplaces to create a positive change by breaking down the barriers hindering the professional progress of women. The event hopes to advocate for efficient and effective organizational and government policies which would ensure the empowerment of women in both their personal and professional life.**

# ABOUT THE SPEAKERS



## **SMT. SUMATHI BADUGULA, I.P.S.**

Smt. Sumathi Badugula, is an Indian Police Service Officer, from 2002 batch, currently serving as the Deputy Inspector General of Police of the Crime Investigation Department and Women Safety Wing, Telangana Police. She initiated Chethana- a distress counselling centre to counsel victims who had suffered various crimes, including sexual., which won an award.

## **MS. DEEPTHI RAVULA**

Ms. Deepthi Ravula is the CEO of WE Hub since its inception in 2017. She is an Electronics Engineer by profession. She envisions to create a work environment that is gender neutral and enforce economic independence as a tool for empowerment. She is a strong proponent of Girls in STE(A)M and Women in decision making spaces.



## **PROF. AMITA DHANDA**

Amita Dhanda is an Indian academician and activist. She is a Professor of Law, at NALSAR University of Law. Dhanda was involved in the negotiations of the UN Ad Hoc Committee that drafted the UN Convention on the Rights of Persons with Disabilities. In 2011, she was a leader of a committee set up by the Ministry of Social Justice and Empowerment of the Government of India for drafting a law on the rights of people with disabilities.



## **DR. RAJESHWARI LUTHER**

Dr Rajeshwari Luther is the Co-Founder & Director of Hope Trust, a premier rehabilitation centre for addiction therapy, Behavioural health, research and training. She has more than 28 years' experience, particularly in addiction counselling, training and sensitization.



# ABOUT THE SPEAKERS



## **DR. PURNIMA NAGARAJ**

Dr. Purnima Nagaraj is considered to be one of the top practicing psychiatrists in Hyderabad. She has conducted several awareness drives to familiarize the lay person with common psychiatric and psychological ailments. With an ongoing passion to provide excellence in psychological support systems, Dr. Purnima founded Dhrithi, an institute that focuses primarily on the individuals and various issues that confront them.

## **MR. BAIJESH A. RAMESH**

A licensed clinical psychologist based in Hyderabad specialized in assisting individuals & groups transitioning into balanced, healthy, and purposeful lives. As a trained therapist, he works mostly with Cognitive Behavioral Therapy (CBT) and Acceptance and Commitment Therapy (ACT). He is a consultant at Chetana Psychology Hospital and also have an active private practice where individuals with various psychological- interpersonal problems seek help.



## **MRS. SARITHA NITTALA**

Saritha Nittala is an entrepreneur, Counselling psychologist, and MBTI certified Relationship Coach. She worked with different organizations like Udayan, Shalini, Fellowship and COWE-Confederation of Women Entrepreneurs of India. She is currently working on a project to create an online course for better relationships.



# **SESSION 1 - WORKSPACE IMPACT ON MENTAL HEALTH: EFFECTIVE POLICIES TO UPROOT THE HIDDEN PREJUDICE**

**12:00 - 1:00 PM**

**This segment of the webinar shall be addressing the workplace culture based on the behavior of employers and colleagues and the environment of the workplace.**

## **SUB-THEMES:**

- The impact of gender discrimination and glass ceiling effect on the mental health of women;**
- The impact of sexual harassment and lack of security in the workplace on women's mental health;**
- The impact of lack of flexible work arrangements such as maternity and menstruation leaves on both mental and physical health;**
- Role of governments and governmental bodies.**

## **SESSION 2 - MENTAL HEALTH OF WOMEN AT WORKPLACE: UNRAVELLING THE LEGAL FRAMEWORK**

**1:45 - 2:30 PM**

**This segment of the webinar shall cover the legislations in place so far that address the issue of mental health of women at the workplace and the path ahead.**

### **SUB-THEMES:**

- **The journey so far: assessing the sensitivity of legislations in place which address the mental health of working women and the guidelines for a healthy environment in workplaces.**
- **The Journey beyond: achieving empowerment of women in workplace by identifying the grey areas in the current legislations and the changes required to achieve the desired outcome.**



## **SESSION 3- WORK AND PERSONAL LIFE BALANCE: EMPOWERING WOMEN TO CONFRONT THE CHALLENGES**

**2:30 - 3:30 PM**

**This segment of the webinar shall be addressing the issue of the increased burden on the well-being of women due to their dual role of assuming familial responsibilities as well as working efficiently in their places of work.**

### **SUB-THEMES:**

- **Balancing home and work and methods for coping with stress;**
- **The impact of COVID-19 and work from home milieu on the mental health of working women.**
- **Policies of the government to support challenges faced by women.**

**The aforementioned topics will be covered in the form of an interactive webinar where all concerns would be addressed and redressal mechanisms will be provided by the eminent speakers and panelist.**

# CONTACT US

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