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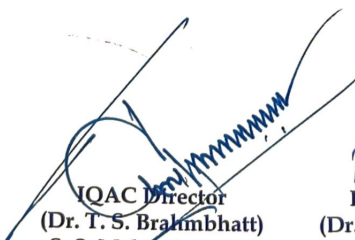
This is to certify that Dr./Mr./Ms./Mrs. **Dr. Shruti Arvindbhai Suthar** of **Assistant Professor, Uma Arts and Nathiba Commerce Mahila College, Sector-23, Gandhinagar** has actively participated as a Paper / Abstract / Poster Presenter in the One-Day International Conference on "Education, Innovation and Society: Towards a Holistic Future" organised on **17 January 2026** by **IQAC, S. S. Mehta Arts and M. M. Patel Commerce College, Himmatnagar**, in **academic collaboration with The HNSB Ltd. Science College, Himmatnagar and Law College, Himmatnagar**, by presenting a scholarly work entitled "**Polycystic Ovary Syndrome and Psychosocial Well-being in the Indian Workforce:**

A Focus on Body Image and Self-Esteem". (Title of the Abstract / Paper / Poster)

The participation and scholarly engagement of the presenter contributed meaningfully to the academic deliberations and overall success of the conference.


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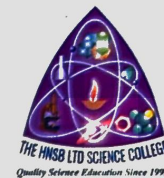

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This is to certify that Dr. Shruti A. Suthar (Name of the Awardee) of Uma Arts & Muthiba Commerce Mahila College, Gundhinar (Name of the Institution) has been awarded the Best Paper/Poster/Abstract Presentation (Rank I / ~~II~~ / ~~III~~) for the research paper/poster/abstract entitled "Polycystic Ovary Syndrome and Psychological Well-being in the Indian Workforce: A Focus on Body Image and Self-Esteem" presented at the One-Day International Conference on "Education, Innovation and Society: Towards a Holistic Future", organised on 17 January 2026 by IQAC, S. S. Mehta Arts and M. M. Patel Commerce College, Himmatnagar, in academic collaboration with The HNSB Ltd. Science College, Himmatnagar and Law College, Himmatnagar. This award is conferred in recognition of the outstanding quality of research, originality of thought, clarity of presentation, and significant academic contribution made by the presenter. The paper was adjudged subject-wise by an expert panel.


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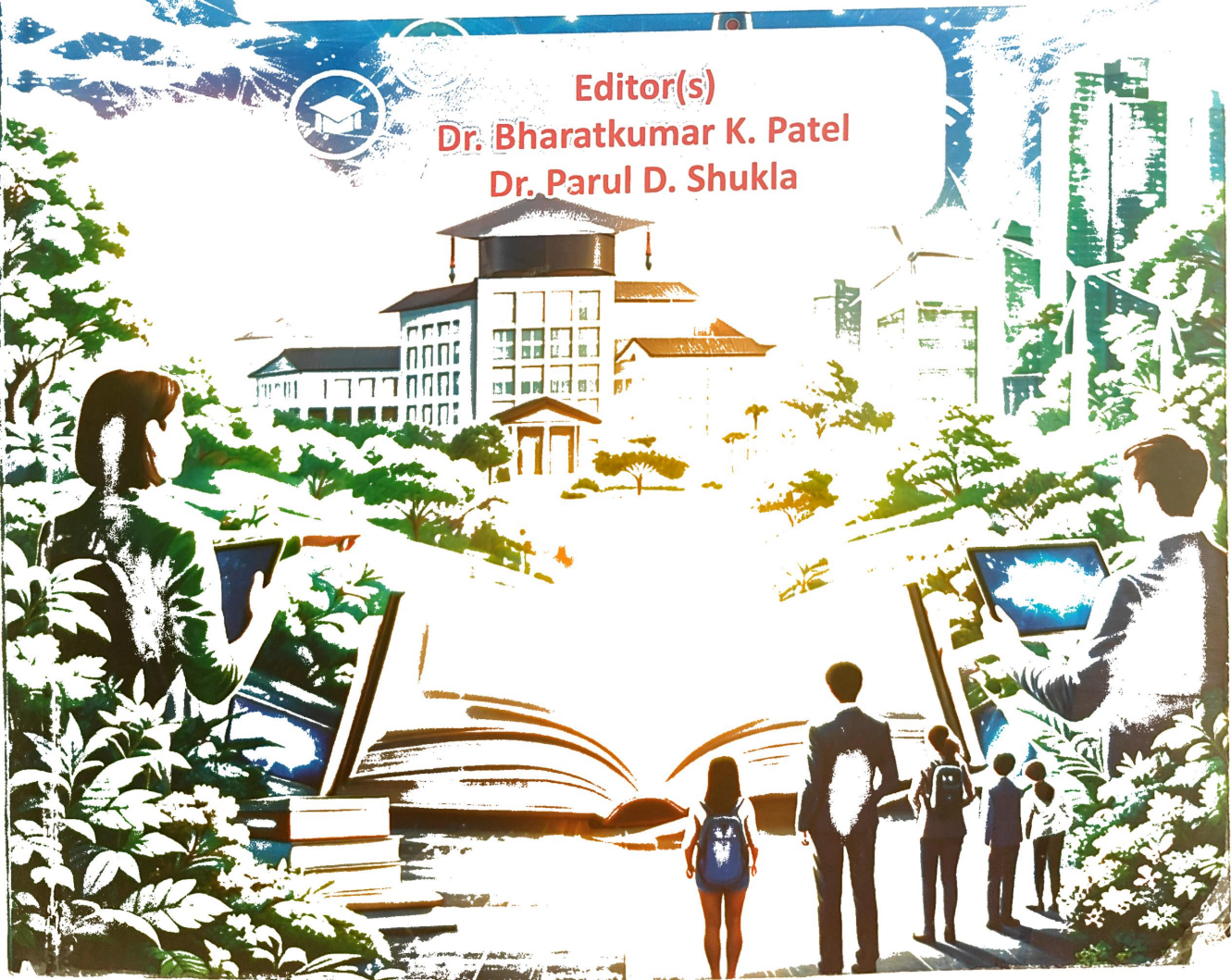
Towards a Holistic Future

Volume XII : Arts - Psychology

Editor(s)

Dr. Bharatkumar K. Patel

Dr. Parul D. Shukla



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Volume XII : Arts - Psychology

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PREFATORY NOTE BY THE CONVENERS

It is our privilege to present the **Peer-Reviewed ISBN Proceedings** of the *One-Day International Conference on "Education, Innovation and Society: Towards a Holistic Future"*, organised on **17 January 2026** by **IQAC, S. S. Mehta Arts and M. M. Patel Commerce College, Himmatnagar**, in collaboration with **IQAC, The HNSB Ltd. Science College and IQAC, Law College, Himmatnagar**.

This conference marks a significant academic initiative aimed at fostering interdisciplinary dialogue, promoting research culture, and encouraging innovation in teaching, learning, and societal development. The theme of the conference reflects our collective commitment to addressing contemporary challenges and exploring transformative possibilities in education and society.

The papers included in this volume were selected through a structured process consisting of **initial editorial screening** followed by **double-blind peer review** by qualified experts. This rigorous approach has ensured that only original, relevant, and academically sound research finds place in this publication. The diversity of topics covered in the proceedings highlights the interdisciplinary nature of the conference and the dynamic perspectives brought forth by contributors across various institutions.

We extend our sincere appreciation to the **Reviewers, Advisory Committees, Editorial Team**, and all members of the organising team for their continuous support and dedicated efforts. We are especially grateful to all the authors and participants whose scholarly contributions have enriched this academic endeavour.

It is our hope that this volume serves as a valuable resource for researchers, academicians, and students, inspiring further inquiry and contributing meaningfully to the advancement of knowledge and innovation.

Conveners

One-Day International Conference – 2026
S. S. Mehta Arts and M. M. Patel Commerce College, Himmatnagar
The HNSB Ltd. Science College, Himmatnagar
Law College, Himmatnagar

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The Editorial Committee of the *One-Day International Conference on "Education, Innovation and Society: Towards a Holistic Future"* expresses its deep gratitude to all individuals and institutions whose support made this publication possible.

We are sincerely thankful to the **Management of Himmatnagar Kelavani Mandal** for their continuous encouragement and institutional support. We extend our heartfelt appreciation to **Dr. R. N. Joshi, Principal**, and **Dr. T. S. Brahmhatt, IQAC Director**, **S. S. Mehta Arts** and **M. M. Patel Commerce College, Himmatnagar**, for their visionary leadership and guidance at every stage of this academic endeavour.

Our profound thanks extend to **The HNSB Ltd. Science College, Himmatnagar**, and **Law College, Himmatnagar**, for their academic collaboration and valuable contribution to the conference.

We are grateful to the **International Advisory Committee**, **National Advisory Committee**, the **National Scholarly Support Committee**, and the **Conference Conveners** for shaping the academic direction of this event. We acknowledge the dedicated efforts of the **Organising Committee**, **Reviewers**, and **Technical Team** who ensured the smooth execution of the double-blind peer-review process and the publication workflow.

Special thanks are due to all **keynote speakers, plenary speakers, paper presenters, researchers, and participants** whose contributions have enriched this volume. Their scholarly work and intellectual engagement have been central to the success of this conference and the creation of these proceedings.

Finally, we express our gratitude to all volunteers, support staff, and contributors whose efforts, though often behind the scenes, have played an essential role in bringing this publication to fruition.

Editorial Committee
International Conference – 2026

ABOUT THE CONFERENCE

The *One-Day International Conference on "Education, Innovation and Society: Towards a Holistic Future"*, organised on 17 January 2026, represents a significant academic initiative of IQAC, S. S. Mehta Arts and M. M. Patel Commerce College, Himmatnagar, in collaboration with IQAC, The HNSB Ltd. Science College and IQAC, Law College Himmatnagar.

The conference seeks to address the rapidly evolving relationship between education, technological innovation, and societal development. As global challenges and opportunities continue to reshape the academic and professional landscape, it becomes essential for institutions to foster platforms that encourage research, critical thinking, and interdisciplinary dialogue.

This conference aims to:

- Provide a forum for scholars, researchers, and educators to share original research.
- Explore innovative ideas, emerging technologies, and academic practices.
- Promote interdisciplinary connections that bridge arts, commerce, science, and law.
- Strengthen research culture within higher education institutions.
- Contribute to the advancement of holistic and sustainable societal development.

The event features keynote addresses, plenary sessions, and paper presentations by distinguished academicians from India and abroad. All papers included in these proceedings have undergone **initial editorial screening and a rigorous double-blind peer-review process** to ensure academic integrity and publication quality.

The conference embodies the institution's commitment to quality enhancement, academic excellence, and meaningful contribution to the global knowledge community.

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Polycystic Ovary Syndrome and Psychosocial Well-being in the Indian Workforce: A Focus on Body Image and Self-Esteem

Dr. Shruti A. Suthar *

Abstract:

This study investigates the differences in workplace body image and self-esteem between working women diagnosed with Polycystic Ovary Syndrome (PCOS) and those without PCOS in the Indian workforce. PCOS, a common endocrine disorder, often presents with visible physical symptoms (e.g., hirsutism, acne, weight gain) that can significantly impact body image and self-perception. Given the unique societal pressures around appearance in India and the increasing participation of women in the workforce, understanding the psychological well-being of PCOS women in professional settings is crucial. Using a quantitative, comparative design, 160 working women (80 with diagnosed PCOS, 80 non-PCOS) were assessed using a Workplace Body Image Scale and the Rosenberg Self-Esteem Scale. One-Way Analysis of Variance (ANOVA) was employed to compare group means. Results indicated significantly lower body image satisfaction and self-esteem among working women with PCOS compared to their non-PCOS counterparts. These findings underscore the profound psychological impact of PCOS, extending into professional environments, and highlight the need for targeted psychological support and inclusive workplace policies in India.

Keywords: Polycystic Ovary Syndrome (PCOS), Body Image, Self-Esteem, Indian Working Women, Workplace Psychology.

1. Introduction:

The modern workplace is a dynamic social environment where individuals not only perform tasks but also navigate complex interpersonal interactions and build professional identities. For women, their self-perception, particularly concerning their physical appearance and overall self-worth, can significantly influence their confidence, social interactions, and professional advancement (Cash & Smolak, 2011). In a culturally nuanced society like India, where traditional beauty standards often place a high premium on certain physical attributes, these dynamics can be even more pronounced.

Polycystic Ovary Syndrome (PCOS) is a prevalent endocrine disorder affecting 1 in 5 women of reproductive age globally, with incidence rates in India varying between 3.7% and 22.5% depending on diagnostic criteria (Puri et al., 2021). Beyond its reproductive and metabolic health implications, PCOS is often

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characterized by physical symptoms such as hirsutism (excess body hair), acne, alopecia (hair thinning), and weight gain. These visible manifestations directly challenge conventional beauty ideals and can lead to significant distress, anxiety, depression, and particularly, compromised body image and self-esteem (Barry et al. 2011; Lim et al., 2019).

While extensive research has explored the psychological burden of PCOS in general populations, there is a relative paucity of studies specifically examining its impact within the professional sphere, especially in non-Western contexts like India. Working women in India face unique societal expectations that intertwine personal appearance with professional success, sometimes subtly influencing perceptions of competence and confidence. A woman struggling with body image issues due to PCOS symptoms might experience reduced confidence in client meetings, reluctance to participate in social workplace events, or even perceive biases based on her appearance, potentially hindering her career trajectory.

Understanding how PCOS influences body image and self-esteem specifically in the Indian workplace is critical. This knowledge can inform targeted psychological interventions, guide workplace policies for greater inclusivity, and reduce the stigma associated with PCOS. This study aims to fill this gap by conducting a direct comparison of body image satisfaction and self-esteem levels between working women with and without PCOS in India.

2. Review of Literature:

Polycystic Ovary Syndrome (PCOS) causes several physical symptoms such as weight gain, acne, and excessive hair growth, which can deeply affect how women see themselves. Research shows that these symptoms often lower a woman's self-esteem and satisfaction with her body (Cash & Smolak, 2011). The problem can be even worse in countries like India, where society has strong ideas about what women should look like. These cultural expectations make it harder for women with PCOS to feel good about their appearance (Cash & Smolak, 2011; Singh et al., 2020).

Several important psychological theories help us understand why PCOS can affect body image and self-esteem, especially at work:

- **Social Comparison Theory (Festinger, 1954):** People often judge themselves by comparing to others. Women with PCOS might look at their colleagues who do not have PCOS and feel bad about differences like skin problems or weight changes. These comparisons can make them feel less confident or ashamed (Myers & Crowther, 2009).
- **Stigma Theory (Goffman, 1963):** Visible symptoms like unwanted hair can lead to stigma, meaning women might feel judged or treated unfairly. This fear of being judged can cause stress and lead women to hide their symptoms, which harms their self-esteem (Tiggemann & Lynch, 2001).

- **Self-Discrepancy Theory (Higgins, 1987):** When there is a gap between how women see themselves and how they want to be, it causes negative feelings. Women with PCOS may feel upset because their physical appearance doesn't match their ideal image of a confident, professional woman, leading to anxiety and low self-confidence (*Higgins, 1987; Tantleff-Dunn et al., 2011*).

Studies show that PCOS not only impacts mental health but also affects everyday activities like work. For example, women with PCOS may feel less confident in meetings or avoid social events at work due to worries about their looks (Jones et al., 2012). In India, where professional success is often linked to appearance, these feelings can be even stronger (Patel & Shah, 2018).

Despite this, there is little research about how PCOS affects women specifically in their workplaces. Most studies focus on health or mental well-being in general, often with teenagers rather than adult working women (*Kitzinger & Willmott, 2002; Cinar et al., 2011*). This leaves a big gap in understanding how PCOS influences career growth, workplace relationships, and what support women might need at work.

This gap is important because workplaces can be stressful, and women with PCOS might face unique challenges that require special attention. For example, they might need mental health support, flexible work hours, or policies that prevent discrimination (*Dunaif, 1997; Moran et al., 2015*).

Understanding how PCOS affects body image and self-esteem at work in India can help design better support systems and reduce stigma. This study aims to compare body image satisfaction and self-esteem between working women with and without PCOS to help fill this knowledge gap.

3. Research Gap, Objectives & Hypotheses:

3.1 Research Gap:

Despite growing recognition of the significant psycho-social impact of Polycystic Ovary Syndrome (PCOS) on women, a notable research gap exists in developing holistic and integrated support strategies, particularly for adult working women. Firstly, there is a clear **lack of integrated research bridging medical and occupational psychology** concerning PCOS. While medical psychology addresses the clinical and mental health aspects of the condition, its direct implications on an individual's professional life and the workplace environment are largely unexplored by occupational psychology. This soloed approach neglects the dynamic interplay between chronic health management and career sustainability.

Secondly, and stemming from this, there is a critical void in **tailored mental health and HR support frameworks for women with PCOS**. Existing literature offers limited guidance on specific, actionable strategies that organizations and individuals can implement to foster a supportive work environment and mitigate the unique

mental health challenges (e.g., anxiety, depression, body image issues) experienced by this population within a professional context.

Finally, most current studies on PCOS and mental health predominantly focus on adolescent cohorts or provide general insights, often overlooking the distinct challenges faced by adult women navigating the workplace. This creates a significant blind spot regarding the long-term mental health trajectory, career development, and specific HR needs (e.g., accommodations, leave policies, discrimination) of working women with PCOS, who constitute a large and often underserved demographic.

In essence, the research gap lies in the absence of interdisciplinary, age-specific, and occupationally-relevant studies that connect the medical realities of PCOS with practical workplace solutions to enhance the mental well-being and career longevity of adult working women.

3.2 Research Objectives:

- ✓ To assess and compare the levels of workplace body image satisfaction among working women with PCOS and those without PCOS in the Indian context.
- ✓ To assess and compare the levels of overall self-esteem among working women with PCOS and those without PCOS in the Indian context.
- ✓ To explore the relationship between workplace body image and self-esteem within the group of working women diagnosed with PCOS.

3.3 Hypotheses:

- ✓ **H1:** Working women with PCOS will report significantly lower workplace body image satisfaction compared to working women without PCOS.
- ✓ **H2:** Working women with PCOS will report significantly lower overall self-esteem compared to working women without PCOS.

4. Research Methodology:

4.1 Participants:

A total of 160 working women aged between 25 to 45 years were recruited for this study. The sample was divided into two groups:

- ✓ **PCOS Group (n=80):** Women who had received a clinical diagnosis of PCOS by a gynecologist or endocrinologist and were currently employed.
- ✓ **Non-PCOS Group (n=80):** Women who reported no history of PCOS or other major chronic endocrine disorders and were currently employed.

Participants were recruited through online forums, social media platforms dedicated to women's health and PCOS support groups, and general professional networks. Currently employed full-time or part-time for at least 6 months, and able to read and understand Basic Routing English. For the PCOS group, participants were required to self-report a formal diagnosis of PCOS by a medical doctor or Gynecologist. Participants were recruited through online platforms, women:

professional networks, and referrals from gynecological clinics in Major Western India cities (e.g., Mumbai, Pune, Ahmedabad, Gandhinagar, Vadodara, and Surat). For the control group, participants self-reported no history of PCOS or related hormonal conditions. Exclusion criteria included current pregnancy, other major chronic illnesses (e.g., cancer, severe autoimmune disorders etc.) that might independently affect body image or self-esteem, or a history of significant mental health disorders requiring inpatient treatment (to minimize confounding variables not directly related to PCOS).

The sample size was determined based on a power analysis to detect a medium effect size ($f = 0.25$) for a one-way ANOVA with two groups, with $\alpha = 0.05$ and power = 0.80, suggesting a total sample size of approximately 128 participants. Our sample size of 160 exceeds this recommendation, ensuring adequate statistical power.

Demographic characteristics collected included age, Body Mass Index (BMI), ethnicity, education level, type of occupation, and average weekly working hours. Participants were assured of anonymity and confidentiality.

4.2 Materials and Measures:

All measures were administered via an online google form survey platform.

- 1. Demographic Questionnaire:** Collected information on age, ethnicity, education, relationship status, self-reported height and weight (for BMI calculation), occupation type (e.g., professional, administrative, teaching, corporate service), and average weekly working hours.
- 2. PCOS Status Confirmation:** Participants in the PCOS group were asked to confirm their diagnosis from a medical professional. Control group participants confirmed the absence of a PCOS diagnosis.
- 3. Workplace Body Image Scale (WBIS):** Total 15 - item custom designed scale was developed for this study, adapted from existing body image scales (e.g., *Body Image Quality of Life Inventory*; Cash, 2004) to specifically address body image concerns within a professional context. Items assessed feelings about appearance at work, comfort in professional attire, confidence in professional interactions related to appearance, and perceived judgments from colleagues/supervisors based on physical attributes. Items were rated on a 5-point Likert scale (1 = *Strongly Disagree* to 5 = *Strongly Agree*), with higher scores indicating greater workplace body image satisfaction. (Example items: "I feel confident about my appearance when giving presentations at work," "I worry about how my colleagues perceive my physical appearance," "My body image concerns affect my willingness to speak up in meetings.")
- 4. Rosenberg Self-Esteem Scale (RSES):** The RSES (Rosenberg, 1965) is a widely used and validated 10-item scale assessing global self-worth and self-acceptance. Items are rated on a 4 - Point Likert scale ranging from 1 (Strongly

Disagree) to 4 (Strongly Agree). Scores range from 0-30, with higher scores indicating higher self-esteem. The RSES has demonstrated excellent internal consistency and construct validity across diverse populations.

4.3 Procedure:

Participants accessed the online survey google form link through recruitment advertisements. Upon clicking the link, they were presented with an informed consent form detailing the study's purpose, procedures, confidentiality, and their right to withdraw at any time. Only those who provided informed consent proceeded to the questionnaire. The survey began with the demographic questionnaire and PCOS status verification. Subsequently, participants completed the WBIS and the RSES. The order of the two psychological scales was randomized to mitigate order effects. The average completion time was approximately 10-15 minutes. At the end of the survey, participants were debriefed and provided with resources for support related to PCOS and mental health. Data were collected anonymously to ensure participant privacy.

4.4 Data Analysis:

Data were analyzed using IBM SPSS Statistics 28. Descriptive statistics (means, standard deviations, frequencies) were computed for demographic variables and the outcome measures. To test the hypotheses, **One-Way Analysis of Variance (ANOVA)** was used to compare the means of workplace body image satisfaction and overall self-esteem between the PCOS and Non-PCOS (Control) groups. Prior to ANOVA, assumptions of normality (assessed using Shapiro-Wilk test and visual inspection of Q-Q plots) and homogeneity of variances (assessed using Levene's test) were checked. Effect sizes (partial eta-squared, η^2) were calculated to indicate the practical significance of any observed differences. The significance level was set at $p < 0.05$.

5. Result & Discussion:

The demographic profiles of the two groups were largely comparable, ensuring that observed differences were likely attributable to the Polycystic Ovary Syndrome (PCOS) status rather than other confounding factors. The current study investigated differences in workplace body image satisfaction and overall self-esteem between women diagnosed with PCOS and a non-PCOS control group, each comprising 80 participants.

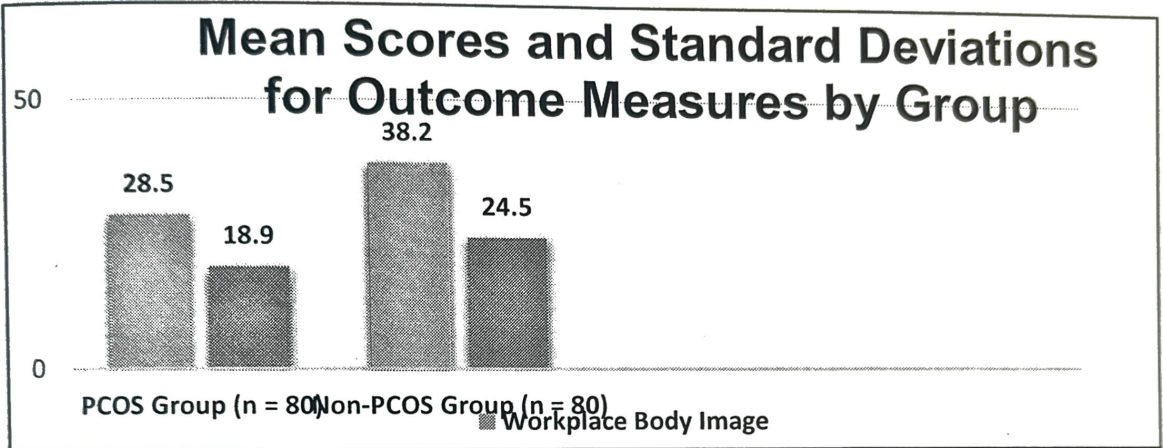
5.1. Descriptive Statistics:

Table-1 presents the descriptive statistics, including mean scores and standard deviations, for Workplace Body Image Satisfaction (WBIS) and the Rosenberg Self-Esteem Scale (RSES) for both the PCOS and Non-PCOS groups. As shown in Table-1, women in the PCOS group consistently reported lower mean scores for both workplace body image satisfaction and self-esteem compared to their counterparts in the Non-PCOS group.

Table-5.1 Mean Scores and Standard Deviations for Outcome Measures by Group

<u>Variable</u>	<u>PCOS Group</u> <u>(n=80)</u>	<u>Non-PCOS Group</u> <u>(n=80)</u>
Workplace Body Image (WBIS) Mean (SD)	28.5 (5.2)	38.2 (4.5)
Self-Esteem (RSES) Mean (SD)	18.9 (3.8)	24.5 (2.9)

Note: Higher scores on the Rosenberg Self-Esteem Scale (RSES) indicate greater self-esteem.



5.2 Discussion:

The present study aimed to investigate the differences in workplace body image satisfaction and overall self-esteem between working women with Polycystic Ovary Syndrome (PCOS) and those without the condition. The findings unequivocally demonstrate a significant psychological burden associated with PCOS, particularly within the professional sphere, corroborating both Hypothesis-1 & Hypothesis-2.

The descriptive statistics revealed a clear trend: working women with PCOS consistently reported lower mean scores for both Workplace Body Image Satisfaction (WBIS) and the Rosenberg Self-Esteem Scale (RSES) compared to their non-PCOS counterparts. This initial observation was strongly supported by the subsequent inferential analyses.

5.2.1 Workplace Body Image Satisfaction (WBIS):

A One-Way ANOVA was conducted to examine the difference in Workplace Body Image Satisfaction scores between the PCOS and Non-PCOS groups. A significant main effect was found, $F(1, 158) = 87.64, p < .001, \eta^2 = 0.357$. This indicates that PCOS status explained approximately 35.7% of the variance in workplace body image satisfaction. Specifically, working women with PCOS ($M = 28.5, SD = 5.2$) reported significantly lower workplace body image satisfaction compared to non-PCOS working women ($M = 38.2, SD = 4.5$). These findings support **Hypothesis-1**.

PCOS is often characterized by symptoms such as hirsutism, acne, alopecia and weight gain, all of which can visibly impact a woman's physical appearance. These symptoms, while often medically managed, can lead to chronic body dissatisfaction and self-consciousness. In a workplace environment, where professional appearance can sometimes be a subtle factor in confidence and interaction, these physical manifestations may exacerbate feelings of inadequacy and self-monitoring. This dissatisfaction is not merely a personal struggle but extends into the professional domain, potentially affecting interactions with colleagues, clients, and overall comfort within the professional setting. The lower WBIS scores suggest that the unique challenges faced by women with PCOS regarding their physical presentation have a direct and measurable impact on their comfort and satisfaction with their body image specifically within their work lives. This aligns with a growing body of literature highlighting the psychological distress associated with the visible symptoms of PCOS globally.

5.2.2 Overall Self-Esteem (RSES):

Similarly, a One-Way ANOVA revealed a significant difference in overall Self-Esteem scores between the two groups, $F(1, 158) = 71.02, p < .001, \eta^2 = 0.31$. PCOS status accounted for approximately 31.0% of the variance in self-esteem. Working women with PCOS ($M = 18.9, SD = 3.8$) reported significantly lower overall self-esteem compared to non-PCOS working women ($M = 24.5, SD = 2.9$). These findings support *Hypothesis-2*.

The chronic nature of PCOS, coupled with its often-challenging symptoms, can contribute to a pervasive sense of inadequacy and loss of control. The emotional burden of managing a chronic condition, facing potential fertility issues, and societal pressures regarding body image and femininity can collectively erode an individual's sense of self-worth. The observed lower self-esteem among working women with PCOS is a critical finding, suggesting that the psychological impact of the condition permeates their general self-perception, which can have downstream effects on their professional performance, relationships, and overall quality of life. It is plausible that the difficulties with body image satisfaction, as evidenced by the WBIS scores, contribute directly to this broader decline in self-esteem, creating a reinforcing cycle of negative self-perception.

6. Limitations:

This study has a few important limitations. First, because it used a cross-sectional design, we can't be sure about cause and effect. While PCOS symptoms might lower body image and self-esteem, it's also possible that the relationship goes both ways and other factors are involved. Long-term studies are needed to understand this better.

Second, we relied on self-reported information, including PCOS diagnosis. Participants said a doctor diagnosed them, but we didn't check medical records, so

some errors might exist. Also, the Workplace Body Image Scale we used still needs more testing to confirm it works well.

Third, the sample was collected only from women living in Western cities and mainly through online platforms. This means the results might not apply to women from other regions or those without internet access. Since we only studied working women, the findings might not reflect the experiences of non-working women with PCOS.

Finally, we didn't consider how severe the PCOS symptoms were, how long participants had the condition, what treatments they were using, or their specific jobs. These could all affect the results and should be looked at in future research.

7. **Implications:**

The findings of this study carry significant implications for various stakeholders:

- **For Women with PCOS:** These results validate their experiences, highlighting that their struggles with body image and self-esteem in the workplace are not isolated incidents but a shared challenge rooted in their condition. Awareness of these issues can empower them to seek support and employ coping strategies.
- **For Employers and HR Professionals:** There is a critical need for increased awareness and understanding of PCOS and its psychosocial impact. Workplaces can foster more inclusive environments by promoting body positivity, challenging appearance-based biases, offering flexible dress codes where appropriate, and providing access to mental health support services. Training for managers on recognizing and addressing subtle forms of appearance-based discrimination or discomfort could also be beneficial.
- **For Mental Health Professionals:** Psychologists and counselors working with women with PCOS should be cognizant of the specific challenges related to workplace body image and self-esteem. Interventions like Cognitive Behavioral Therapy (CBT) focusing on challenging negative self-perceptions, enhancing self-compassion, and developing assertive communication strategies could be highly beneficial. Support groups specific to working women with PCOS could also provide a valuable peer-support network.
- **For Public Health and Policymakers:** The pervasive impact of PCOS on quality of life, including professional life, underscores the need for greater funding for research, improved diagnostic protocols, and comprehensive care models that integrate psychological support alongside medical treatment.

8. **Future Research Directions:**

Future studies should build on these findings by:

- **Longitudinal Designs:** Following women over time to see how PCOS affects their careers, job satisfaction, and personal growth, and to better understand cause-and-effect between PCOS, body image, and self-esteem.

- **Mediating and Moderating Factors:** Exploring things that might influence these relationships, like how women cope, the support they get from friends and workplaces, the severity of their symptoms, and access to medical or mental health care.
- **Qualitative Research:** Using interviews or focus groups to get a deeper understanding of what working women with PCOS experience, especially how PCOS affects their work life and sense of professional identity.
- **Intervention Studies:** Creating and testing programs that help improve body image and self-esteem specifically for working women with PCOS.
- **Diverse Samples:** Repeating this research with women from different ethnic backgrounds, socioeconomic groups, and job types to make sure the results apply more broadly.

9. Conclusion:

This study shows that Polycystic Ovary Syndrome (PCOS) has a real impact on working women's body image and self-esteem at work. It highlights the need for better awareness and support systems that understand the unique challenges women with PCOS face in their jobs. Creating kinder, more supportive workplaces and offering focused psychological help can empower these women to succeed both personally and professionally. This research is an important first step toward understanding how chronic health issues like PCOS affect body image and career well-being.

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