

EDA Report | Mental Health in Tech

Attitude Towards Mental Health Between Men & Women

Articles and studies on attitudes towards mental health are frequently published and, in most of the cases the conclusion is that, on average, men hold more negative attitudes toward mental health issues than women.

This analysis tries to determine we can see the same pattern in the specific field that is the tech work environment.

Method

To try and verify this hypothesis, I will use a dataset from a 2014 survey that measures attitudes towards mental health and frequency of mental health disorders in the tech workplace¹.

I started by grouping the genders under male and female. Since the analysis will be conducted on differences between men and women I only kept the rows where the gender is clearly male or female. After the cleaning, I end up with the following numbers: 993 males, 246 females. This gap might be explained by the fact that the tech environment is more of a “men’s field”.

Because of the unbalanced population, I only worked with relative numbers.

To conduct the analysis I used 6 out of the 27 columns from the Mental Health in Tech dataset:

- Gender
- treatment: Have you sought treatment for a mental health condition?
- mental_health_consequence: Do you think that discussing a mental health issue with your employer would have negative consequences?
- coworkers: Would you be willing to discuss a mental health issue with your coworkers?
- supervisor: Would you be willing to discuss a mental health issue with your direct supervisor(s)?
- mental_health_interview: Would you bring up a mental health issue with a potential employer in an interview?

I chose to keep only those columns because they are all indicators of the attitude towards mental health.

¹ KAGGLE, *Mental Health in Tech* [online], 2014, viewed on 12/02/2020
URL: <https://www.kaggle.com/osmi/mental-health-in-tech-survey>

Results

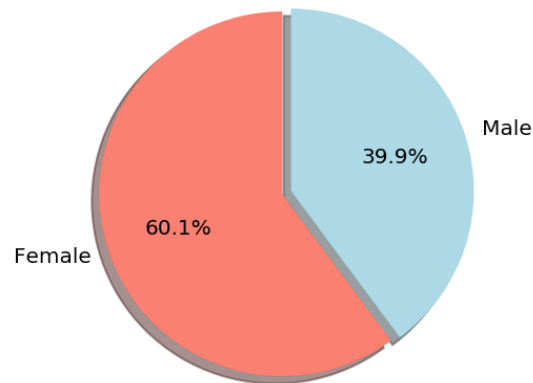
I used plots from frequency tables to compare the answers for each column according to the genders.

Have you sought treatment for a mental health condition?

67 % of women and 45 % of men have taken mental health treatment.

If we take a closer look at the people that sought treatment for a mental health condition, 60.1% were women and 39.9% were men:

Percentage of men and women that sought treatment for a mental health condition



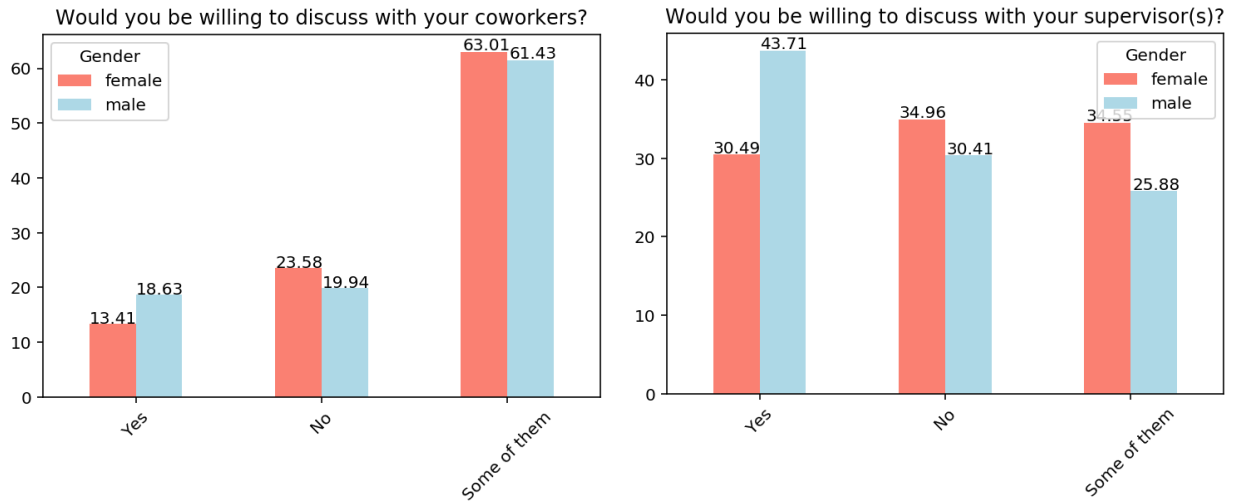
This is the first insight on the dataset: it tends to confirm that women are more comfortable with mental health and therefore seeking help.

I will then compare the answers about the willingness to discuss mental health issues with coworkers and supervisors in the first part and then with employers.

Attitudes towards coworkers and supervisors

To answer this question, we need to look at the answers to two questions:

- Would you be willing to discuss a mental health issue with your coworkers?
- Would you be willing to discuss a mental health issue with your direct supervisor(s)?



- The high majority of both men and women will be willing to discuss a mental health issue with some of their coworkers.
- Regarding the supervisors, the percentages of women answers to the 3 questions are almost similar: around a third each time.
- In the case of men, we can see that 43,71% of them will be willing to discuss a mental health issue with their direct supervisors.
- Overall, men are more willing to discuss a mental issue with coworkers or direct supervisors than women.

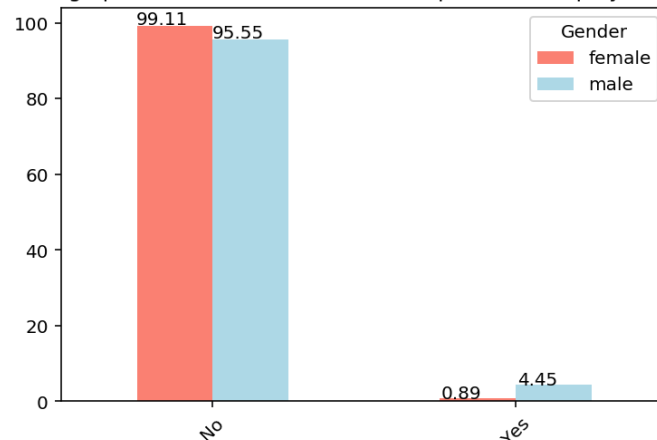
Attitude towards employer

For that part of the analysis, I focused on the following two questions:

- Would you bring up a mental health issue with a potential employer in an interview?
- Do you think that discussing a mental health issue with your employer would have negative consequences?

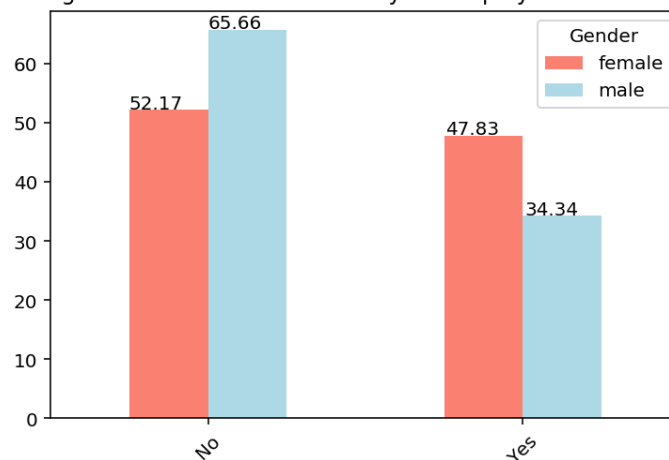
I disregarded all the answers that were not a categorical “Yes” or “No”.

Would you bring up a mental health issue with a potential employer in an interview?



For both women and men, the high majority answered no to that question: more than 99.11% of the women answered no against 95.55% of men.

Do you think that discussing a mental health issue with your employer would have negative consequences?



- 65.55% of men don't think that discussing a mental health issue with their employer would have negative consequences against 52.17% of women.
- If in both cases, more than 50% of the panel answered no, men are 13 points above women.

Conclusion

The results observed clearly show that men in tech are more comfortable speaking about mental health issues the men even though a higher percentage of women from the panel have sought treatment for mental health before.

This might be explained by the field in which the study was conducted: when cleaning the data, I noticed that the panel is composed of 4 times more men than women. The tech environment is a "men field" and women might feel less legitimate and therefore be less comfortable talking about potential mental health issues. But this is only an hypothesis which would require more studies.