PERSONAL PROJECT

Mental Health & Medical Leave in the Workplace

Dataset Overview:

Source: (Kaggle)
OSMI (Open Sourcing Mental Illness Organisation)
Mental Health in Tech/Workplace Survey

Dataset Structure:
- **1,433 rows** → individual survey respondents
- **63 columns** → survey questions
- **Each row** represents **one person**
- **Each column** represents **one survey question**
- **NaN values** indicate **missing responses** (question not answered)

Key Note:
- Missing values are **expected in survey data**

RAW DATA & CHALLENGES

Unprocessed Survey Data

Mostly categorical survey responses

Long text-based answer option

Missing values

Inconsistent labels

DATA CLEANING IN PYTHON

Python data Preparation steps:

1. Renamed long survey columns
2. Handled missing values
3. Grouped categorical responses

4. Created analysis-ready variables
5. Explore Analysis in Python
6. Exported clean data for Tableau

```
# Group detail
# Easy, Neutra
df['ease_medic

        'Very easy
        'Somewhat
        'Neither e
        'Somewhat
        'Very diff

})
```

```
tableau_df = df[[
        'is_tech_company',
        'is_tech_role',
        'ease_medical_leave_grouped',
        'mental_health_benefits',
        'mental_health_discussion',
        'mental_health_resources',
        'remote_work',
        'gender',
        'company_size',
        'age',
        'work_country',
        'job_role'
]].copy()

# Optional: keep Unknown instead of NaN for cleaner Tableau filters
tableau_df = tableau_df.fillna('Unknown')

tableau_df.to_csv('osmi_tableau_clean.csv', index=False)
```
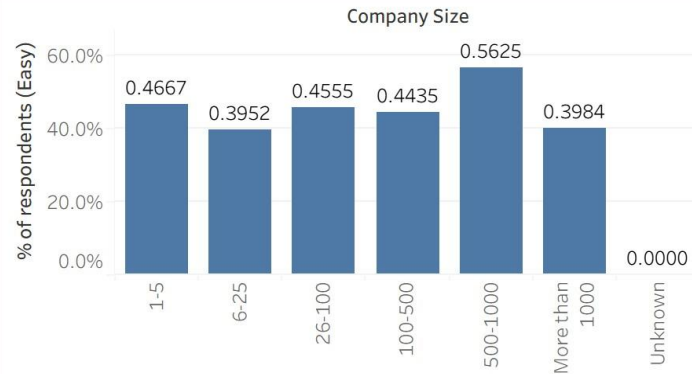
```
oader categories:

.replace({
```

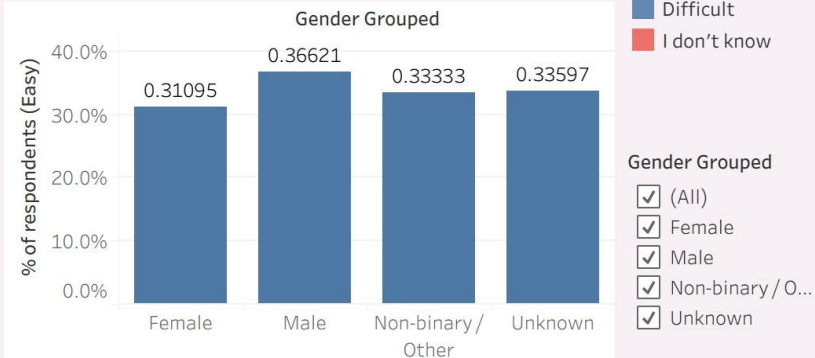## Mental Health & Medical Leave in the Workplace

Ease of Taking Medical Leave by Company Size

Company Size

- 0.4667 (1-5)
- 0.3952 (6-25)
- 0.4555 (26-100)
- 0.4435 (100-500)
- 0.5625 (500-1000)
- 0.3984 (More than 1000)
- 0.0000 (Unknown)

% of respondents (Easy)

Ease of Taking Medical Leave by Gender
For whom does this differ?

Gender Grouped

- 0.31095 (Female)
- 0.36621 (Male)
- 0.33333 (Non-binary / Other)
- 0.33597 (Unknown)

% of respondents (Easy)

Ease of Taking Medi..
- 🟧 Easy
- 🟦 Neutral
- 🟦 Difficult
- 🟥 I don't know

Gender Grouped
- ☑ (All)
- ☑ Female
- ☑ Male
- ☑ Non-binary / O...
- ☑ Unknown
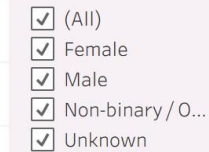
Mental Health Discussion vs Medical Leave Ease

Mental Health Discussion

	Yes	No	I don't know
Easy	61.30%	38.38%	46.60%
Neutral	13.91%	15.50%	19.42%
Difficult	15.22%	32.72%	15.53%
I don't know	9.57%	13.41%	18.45%

Percentage of Respondents
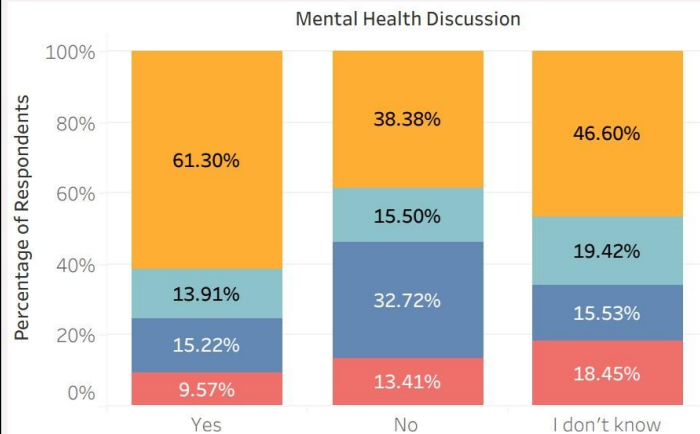
Ease of Taking Medical Leave by Benefits

Access to Mental Health Benefits

- 0.4670 (Yes)
- 0.3850 (No)
- 0.4217 (Not eligible f..)
- 0.4263 (I don't know)
- 0.0000 (Unknown)

% of respondents (Easy)

Company Size
- ☑ (All)
- ☑ 1-5
- ☑ 6-25
- ☑ 26-100
- ☑ 100-500
- ☑ 500-1000
- ☑ More than 1000
- ☑ Unknown
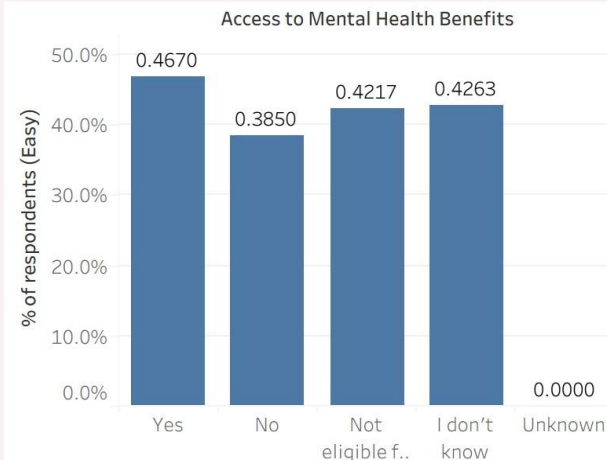
The dashboard explores:

- Who finds medical leave easy
- Differences by company size, gender and benefits
- Relationship with mental health discussion

Medical leave ease varies by workplace characteristics.

Company size:
Mid-sized companies report the highest ease of medical leave.

Gender:
Minimal differences were observed across gender groups.

Benefits:
Employees with benefits report higher ease of medical leave.

Impact of Workplace Mental Health Discussions on Medical Leave Comfort
Distributions of perceived ease of taking medical leave

This dashboard focuses on how workplace mental health discussions relate to employees' comfort with taking medical leave.
We see that employees in environments where mental health is openly discussed are significantly more likely to report that medical leave would be easy. (61.30%)

However, this is an observational survey, so this represents association, not causation.

Zahra

ADDITIONAL EXPLORATION

Tech vs Non-Tech:

Tech employees are slightly more likely to say medical leave would be easy, but the overall distributions are very similar.

This suggests that workplace policies and culture may be more important than whether a company is labelled as tech.

Tech vs Medical Leave Comfort

Is Tech Company

Ease of Taking Medical Leave
- Difficult
- Easy
- I don't know
- Neutral

Non-Tech: 33.84% / 31.94% / 14.07% / 20.15%
Tech: 25.82% / 47.23% / 12.80% / 14.16%

CONCLUSION

Overall, supportive workplace policies and mental health discussions are associated with greater comfort taking medical leave.

Tools used:
Python (Pandas, Matplotlib), Tableau Public

Zahra