



Gender Differences in Self-Esteem among Employed and Unemployed Adults in Hyderabad City: A Comparative Study

Bushra Farrukh

Assistant Professor, Government Girls Degree Collage Latifabad, Hyderabad, Pakistan
phdscholar83@gmail.com

Dr. Saima Masoom Ali

Assistant professor, Department of Psychology, University of Karachi

Abstract

The primary objective of this study was to investigate the impact of gender identity (i.e., being male or female) and employment status on the self-esteem of adults residing in Hyderabad city. For this purpose, 400 individuals aged 18 to 60 years were selected, including an unequal number of employed and unemployed men and women, so that the results could be compared appropriately during the analysis. The Rosenberg Self-Esteem Scale (RSES), an internationally recognized psychological scale, was used to assess the self-esteem level of these individuals. The data obtained were analyzed using the "Independent Samples T-test" to detect any significant difference in self-esteem scores between different groups. The results of the analysis revealed that there was no significant or statistically significant difference in self-esteem scores between employed men and women ($p = .539$). Similarly, there was no significant difference in self-esteem between unemployed men and women ($p = .909$). Overall, when all men and all women were compared, the mean score for men was slightly higher, but this difference was also statistically insignificant ($p = .013$). This means that gender or employment status in general does not have a profound effect on self-esteem. However, when the responses to individual questions were analyzed in detail, an interesting aspect emerged: unemployed men complained of feeling "useless" more intensely than women on one specific question (item 9). This suggests that, although there may be no difference in overall scores, certain emotional responses, especially negative feelings such as feeling useless, may be more intense in men. Such responses are likely linked to social pressures, cultural traditions, and the responsibilities associated with employment, which affect men more. Overall, the findings of this study highlight the fact that self-esteem is not a simple or one-dimensional concept but a complex and multifaceted psychological state, influenced not only by gender or job status but also by a number of deeper psychological, social, personal and cultural factors. Therefore, in the context of South Asian societies like Hyderabad, there is a need for culturally sensitive and gender-aware mental health interventions that can help improve individuals' self-esteem by taking into account these hidden and deeper factors.

Keywords: Self-esteem, Gender differences, Employment status, Unemployment, Psychological well-being



Introduction

Employment is not only a source of income in an individual's life, but it also provides them with a sense of personal dignity, self-esteem, identity, and social acceptance. Employment makes an individual feel important and influential in their life, family, and society (Acharya and Kumar, 2021). Conversely, when an individual becomes unemployed, especially if this unemployment is prolonged or involuntary, negative feelings such as failure, worthlessness, and social alienation begin to arise within them, which gradually affect their self-esteem (Chaudhary and Goel, 2020; Rani and Vohra, 2019). In addition, gender, i.e. being male or female, also plays an important role in an individual's sense of self-esteem. Various research studies suggest that men and women perceive themselves differently and face different expectations in society, which directly affect their self-esteem (Bledorn et al., 2016; Ali et al., 2021). Although global meta-analyses suggest that men generally have slightly higher self-esteem than women, recent South Asian research suggests that in urban areas, especially in rapidly changing social structures, this difference may be more pronounced depending on the context (Saxena et al., 2023; Farooqui and Kaur, 2022). In patriarchal societies, such as India, a large part of a man's self-esteem is linked to his economic status, and unemployment can threaten his social identity and masculinity (Khan and Shukla, 2020). In contrast, women's self-esteem is not only linked to their employment but also to their family, social, and cultural roles, and society's expectations for them also differ, making their self-esteem more complex and sensitive (Chakrabarti and Sharma, 2021). Hyderabad, a rapidly developing urban city, provides a unique research context in this regard, as it is witnessing urban development, modern education, and increasing female employment participation on the one hand, while patriarchal thinking and traditional gender roles are still deeply embedded in social attitudes (Naik and Reddy, 2020). Here, men are still seen as the breadwinners while women are primarily seen in caregiving roles. This paradox has made Hyderabad a socio-cultural arena where it is possible to study how employment status and gender, together, influence an individual's self-esteem. However, there is a clear lack of local and regional research on this important topic. Most studies focus either solely on gender-specific self-esteem or solely on the effects of unemployment, and there are very few studies that examine these two variables together in a balanced manner, especially in an urban Indian setting (Mitra and Kumar, 2018; Sharma and Kapoor, 2023). To fill this gap, the current study attempts to examine the combined effects of employment and gender status on self-esteem among urban adult men and women in Hyderabad to better understand local socio-psychological factors and help shape culturally appropriate mental health policies and interventions.

Aj urban India study suggests that employment, while generally associated with improved self-esteem, is contingent on gender and the nature of the work. A 2025 study found that women, even in sectors such as IT, have stronger self-esteem when the work environment is one of respect, autonomy, and social recognition. For men, the prestige and quality of employment also have a profound impact on self-esteem, suggesting that having a job is not enough, but the nature of the job, recognition, and gender-sensitive environment are important factors. In the South Asian context, structural and cultural barriers, such as family pressures, religious values, and traditional



gender expectations, hinder women from reaping the psychological benefits of employment, as also shown by a 2022–23 study in Pakistan. Moreover, according to a recent survey from 2025, although female labour force participation in Telangana is higher than the national average, low-quality employment, early marriage, and social responsibilities are leading to a decline in self-esteem, especially among women from disadvantaged groups. Even in cities like Hyderabad, where gender inclusion has apparently improved, women’s self-esteem does not fully benefit unless adequate childcare, safe transportation, and sustainable employment opportunities are provided. All these observations make it clear that understanding the interrelationship between employment, gender, and self-esteem in South Asia requires a deeper analysis not only at the economic level but also at the social, cultural, and policy levels

Literature Review

1. Understanding Self-Esteem in Contemporary Contexts

Self-esteem — an individual’s sense of their own worth, competence, and importance, is considered a fundamental measure of mental health and social functioning. Recent research, particularly in the South Asian context, highlights its important role (Ahmed & Fatima, 2021). High levels of self-esteem are associated with emotional resilience, life satisfaction, and meaningful relationships, while low self-esteem often leads to negative emotions such as anxiety, insecurity, and social isolation (Farooqi et al., 2022). Modern theories view self-esteem as a developmental process rather than a static trait, shaped over time by an individual’s social connections, cultural background, and economic experiences. In urban areas of South Asia, particularly in areas such as Hyderabad, employment, gender identity, and social roles are key factors that influence an individual’s sense of self-worth (Rajan & Joseph, 2023). In rapidly developing societies, where gender norms and the nature of work are changing, the concept of self-esteem also becomes more sensitive and complex.

2. Gender Differences in Self-Esteem

International meta-analyses and cross-sectional studies show that men generally have slightly higher self-esteem than women—however, this difference manifests itself differently across cultural, social, and economic backgrounds (Chatterjee and Dutta, 2022; Blaidorn et al., 2016). In South Asian contexts, such as societies like India and Pakistan, men’s self-esteem is typically associated with their role as the financial provider or breadwinner of the household (Sen and Mehta, 2023). However, urban changes have begun to challenge this notion; As more women enter the workforce, their self-esteem is now associated with professional achievements and personal autonomy (Sharma and Malik, 2021). Nevertheless, societal attitudes and stereotypes still persist—women not only face a lack of professional opportunities but also a greater emotional burden, which impacts their sense of self-esteem (Iqbal and Zafar, 2022). Similar gendered attitudes are also observed among young people in India: boys often hide loneliness while girls express low self-esteem due to social expectations (Lahiri and Kasthab, 2024).



3. Employment status and its role in shaping self-esteem

Employment is not only a source of financial income but also provides an individual with a sense of purpose, identity, and social respect in life, which supports self-esteem (Ahmed and Fatima, 2021). In contrast, unemployment, especially long-term or involuntary—can undermine a person’s identity, create feelings of inferiority, and reduce life satisfaction (Farooqi et al., 2022). Recent Indian studies have also shown that these psychological effects are not uniform across gender. For example, unemployed women in urban areas often maintain their social identity through household or caregiving roles, while men are more emotionally distressed by the failure to meet social expectations associated with employment (Kumar and Nair, 2020). A 2023 study of BPO workers in India showed that having a job is not enough, but the quality of the job, its congruence with the person’s identity, and the autonomy and respect it provides are also important—only then does employment have a positive impact on self-esteem (Babu et al., 2025).

4. Intersection: Gender and Employment Together

Understanding the interrelationship of gender and employment status provides a more complex and nuanced understanding of the consequences of self-esteem. Recent evidence suggests that unemployed men are relatively more affected, especially when they lack emotional support or other sources of social validation (Sen and Mehta, 2023). In contrast, women who are employed, especially in jobs that are consistent with their personal values, often score as high or higher than men on their self-esteem (Rajan and Joseph, 2023). These findings suggest that gender roles influence how individuals derive self-esteem from their jobs, and that jobs should fulfill not only financial needs but also psychological and cultural needs.

5. Differences in literature and local relevance

Although there is general interest in self-esteem, gender, and employment, very little research has explored these factors in depth in urban South Asian settings—especially in culturally rich cities like Hyderabad. Most existing studies are based on Western or generalized theories, and they ignore factors such as family expectations, religious norms, caste identity, and local labor markets (Mitra and Kumar, 2018; Sharma and Kapoor, 2023). In urban areas of Telangana, where female labor force participation is about 44.7 percent, women also face issues such as employment quality, social pressures for early marriage, and caste-based discrimination—all of which highlight the need for locally sensitive research (Young Lives Survey, 2025; Times of India). Hyderabad is considered one of the most gender-complex cities in India, but disparities in employment continuity, safety in public spaces, and basic amenities exist to such an extent that they directly affect individuals' experience of self-esteem (Avatar Study, 2025; Borkar, 2025).



Research Questions

Based on the reviewed literature and the identified research gaps, the following research questions were formulated:

- Is there a significant difference in self-esteem between employed males and employed females in Hyderabad City?
- Is there a significant difference in self-esteem between unemployed males and unemployed females?
- Does employment status significantly influence self-esteem regardless of gender?

Hypotheses

Hypothesis 1:

- *Null Hypothesis (H_{01}):* There is no significant difference in self-esteem between employed males and females.
- *Alternative Hypothesis (H_{11}):* There is a significant difference in self-esteem between employed males and females.

Hypothesis 2:

- *Null Hypothesis (H_{02}):* There is no significant difference in self-esteem between unemployed males and females.
- *Alternative Hypothesis (H_{12}):* There is a significant difference in self-esteem between unemployed males and females.

Hypothesis 3:

- *Null Hypothesis (H_{03}):* There is no significant difference in self-esteem between employed and unemployed individuals.
- *Alternative Hypothesis (H_{13}):* There is a significant difference in self-esteem between employed and unemployed individuals.

Current Study (Gender base)

The present study seeks to extend this literature by examining gender differences in self-esteem among employed and unemployed individuals in Hyderabad City. Based on the reviewed literature, it was hypothesized that:

- **H₀:** There is no significant difference in self-esteem between males and females within each employment group.
- **H₁:** There is a significant difference in self-esteem between males and females within each employment group.



The data from this study indicated that employed males and females did not significantly differ in overall self-esteem or individual self-perception items. For unemployed participants, no significant gender differences were found in total self-esteem scores; however, unemployed males reported feeling significantly more useless at times than their female counterparts. These results underscore the nuanced ways in which employment status can moderate gender differences in self-esteem, especially in the context of cultural expectations and social roles in Hyderabad.

Objectives

- To examine whether there is any significant difference in self-esteem between employed males and females.
- To examine whether there is any significant difference in self-esteem between unemployed males and females.
- Comparing the self-esteem of employed individuals with that of unemployed individuals, irrespective of gender.

Hypothesis 1:

- **Null Hypothesis (H₀₁):** There is no significant difference in self-esteem between employed males and females.
- **Alternative Hypothesis (H₁₁):** There is a significant difference in self-esteem between employed males and females.
- **Hypothesis 2:**
- **Null Hypothesis (H₀₂):** There is no significant difference in self-esteem between unemployed males and females.
- **Alternative Hypothesis (H₁₂):** There is a significant difference in self-esteem between unemployed males and females.
- **Hypothesis 3:**
- **Null Hypothesis (H₀₃):** There is no significant difference in self-esteem between employed and unemployed individuals.
- **Alternative Hypothesis (H₁₃):** There is a significant difference in self-esteem between employed and unemployed individuals.

Research Methodology

Sample

The sample for this study consisted of **400 adults (ages 18–60)** residing in Hyderabad City, **employed (n = 300)** and **unemployed (n = 100)**. Each group was further subdivided by gender to allow for comparisons between males and females within employment groups. The employed group comprised **152 employed males** and **75 employed females**, while the unemployed group



included **155 unemployed males** and **28 unemployed females**. Participants were recruited from various community settings, including local workplaces, employment agencies, community centers, and residential areas.

Measures

Self-esteem was measured using the **Rosenberg Self-Esteem Scale (RSES)**, which includes 10 items rated by participants. The total RSES score provides an overall measure of self-esteem

Procedure

The present research was conducted to investigate gender differences in self-esteem among employed and unemployed adults in Hyderabad City. The target population included graduate men and women who were either employed or unemployed. A purposive sampling technique was used to select participants who fit the inclusion criteria for being graduates and currently employed or unemployed. A total of 400 participants were selected from various areas of Hyderabad City.

Data was collected using the Rosenberg Self-Esteem Scale (RSES), a widely used and standardized tool developed by Rosenberg (1965) to assess an individual's global self-esteem. The scale consists of 10 items measured on a four-point Likert scale ranging from strongly agree to strongly disagree. The English version of the scale was used in this study, as all participants were literate and able to comprehend the language. Participants were informed about the purpose of the study, and their participation was voluntary. Confidentiality of their responses was ensured, and informed consent was obtained prior to administering the questionnaire.

The data collection process involves online modes only. Google Forms link to complete the survey online. This approach helped to collect data efficiently across various segments of the population. The data collection phase spanned approximately 8 weeks.

After the completion of data collection, the responses were compiled and coded into the Statistical Package for the Social Sciences (SPSS), version 21. Descriptive statistics were computed to summarize demographic data and self-esteem scores. To test the hypotheses, inferential statistics including independent samples t-tests were applied to examine differences in self-esteem scores across gender and employment status categories. All ethical standards regarding anonymity and voluntary participation were upheld throughout the research process.

Data Collection

Data was collected using a structured questionnaire that included demographic information (age, gender, employment status, and educational background) and the Rosenberg Self-Esteem Scale (RSES; Rosenberg, 1965). The RSES is a widely validated 10-item measure of global self-esteem. Participants responded to items on a four-point Likert scale, with higher scores indicating higher self-esteem. The questionnaire was administered in person to ensure comprehension and to address any potential questions during completion. Participation was voluntary, and confidentiality of responses was assured.



Discussion and Analysis

Data Analysis

Data was analyzed using IBM SPSS 27. The main objective of the analysis was to examine whether there were significant gender differences in self-esteem within employed and unemployed groups.

Descriptive Statistics

Initially, **descriptive statistics** (means, standard deviations, and standard errors) were calculated for each item of the Rosenberg Self-Esteem Scale (RSES) as well as for total self-esteem scores. These descriptive measures provided an overview of self-esteem levels across gender and employment groups.

Independent Samples t-Tests

To test the hypotheses regarding gender differences within each employment group, a series of **independent samples t-tests** were conducted. These tests compared the mean self-esteem scores (both for individual RSES items and the total RSES scores) between males and females within the employed group and within the unemployed group separately.

Before conducting the t-tests, **Levene's Test for Equality of Variances** was performed for each item and total score to assess whether the assumption of equal variances was met. If the assumption was not met, the **Welch's t-test** (which does not assume equal variances) was used.

Significance Level

All tests were evaluated using a **two-tailed significance level ($\alpha = 0.05$)**. Results with p-values below this threshold were considered statistically significant. Confidence intervals (95% CI) for mean differences were also reported to provide a range of plausible values for the population differences.

Demographic Table

Table 1

Group	Gender	N	Age range:	Additional Notes
Employed	Male	152	18–60	
Employed	Female	75	18–60	
Unemployed	Male	155	18–60	
Unemployed	Female	28	18–60	
Total		400	18–60	Recruited from Hyderabad City

The sample consisted of 400 participants aged 18–60 from Hyderabad City, categorized by employment status and gender.



Table 2
 Independent Samples Test for male and female

Group	N	M	SD	t(df)	p	Mean diff	95% CI, LL, UL
Female	307	18.2834	3.92759	1.583(397)	.013	-2.24922	-5.04318 .54474
Male	92	20.5326	23.91351	.899(92.475)		-2.24922	-7.22048 2.72204

The independent samples t-test showed no significant difference in self-esteem scores between the compared groups.

Table 3
 Independent Samples Test for Employed

Group	N	M	SD	t(df)	p	Mean diff	95% CI, LL, UL
Female	152	14.5526	1.83343	.615(225)	.372	.16596	-.36597 .69790
Male	75	14.3867	2.06577	.590(132.866)		.16596	-.39003 .72196

The independent samples t-test showed no significant difference in self-esteem scores between the compared groups.

Table 4
 Independent Samples Test for unemployed

Group	N	M	SD	t(df)	p	Mean diff	95% CI, LL, UL
Female	155	14.4710	1.83343	1.78853	.909	.47097	-.40463 1.346
Male	18	14.0000	2.06577	1.71499		.47097	-.41985 1.361

The independent samples t-test showed no significant difference in self-esteem scores between the compared groups.

Conclusion and Discussion



Objective 1: To examine whether there is any significant difference in self-esteem between employed males and females

The results of this study revealed **no significant difference** in self-esteem between employed males and females. This aligns with recent findings indicating that employment status does not significantly differentiate self-esteem between genders, especially in urban and evolving cultural contexts (Ahmad & Fatima, 2021). In contemporary urban settings like Hyderabad, employment is increasingly normalized across gender lines, diminishing traditional gender disparities in psychological constructs like self-esteem.

Recent research by Chatterjee and Dutta (2022) also showed that while employment enhances self-worth, the gender-based variations in this relationship are minimal in collectivist societies, where family identity and social cohesion often play more substantial roles than occupational status. Furthermore, Rajan and Joseph (2023) argued that factors like emotional intelligence, support systems, and job satisfaction tend to mediate the relationship between gender and self-esteem more than employment status alone.

Thus, these findings support the idea that the impact of employment on self-esteem is gender-neutral in evolving South Asian urban societies.

Objective 2: To examine whether there is any significant difference in self-esteem between unemployed males and females

The analysis showed **no significant difference** in self-esteem between unemployed males and females. Contrary to earlier research from Western societies, which highlighted greater self-esteem loss among unemployed men, newer studies from South Asia emphasize the **equal psychological toll** of unemployment across genders (Kumar & Nair, 2020).

According to Bano and Rahman (2021), the psychological impact of unemployment in South Asian cultures is buffered by **strong familial and social support systems**, which minimize gender-based discrepancies. Additionally, unemployed women in urban India and Pakistan increasingly engage in household management, skill development, and informal work, which offer alternative sources of self-worth (Sharma & Malik, 2021). This shift in gender dynamics aligns with the present findings.

Thus, unemployment does not create a significant gender divide in self-esteem in Hyderabad, possibly due to the shared sociocultural resources and community coping mechanisms available to both men and women.

Objective 3: To compare the self-esteem of employed individuals with that of unemployed individuals, irrespective of gender

The overall analysis indicated that employed individuals had marginally higher self-esteem scores than unemployed individuals, but the difference was **not statistically significant**. This result supports recent literature indicating that employment status alone is not a strong determinant of self-esteem (Iqbal & Zafar, 2022).



According to a study by Sen and Mehta (2023), individual self-esteem is more strongly linked to personal fulfillment, social support, and life satisfaction than simply being employed or unemployed. While employment offers structure and a sense of purpose, its absence does not automatically result in lower self-esteem if individuals are engaged in other meaningful activities like caregiving, volunteering, or education.

Moreover, psychological resilience and coping strategies have emerged as crucial buffers, especially in South Asian collectivist cultures (Farooqi et al., 2022). Therefore, self-esteem is shaped by a broader interplay of psychosocial and cultural factors, not solely by employment status.

Limitations of the Study

There are a few limitations to keep in mind:

1. The study used **self-report questionnaires**, meaning participants might have answered in a way that made them look good (social desirability bias).
2. Because the study was **cross-sectional**, it only shows the situation at one point in time. It doesn't explain whether employment status causes changes in self-esteem.
3. The number of **unemployed females** in the study was small, which could have limited the ability to find meaningful differences.

Future Research and Practical Use

The findings suggest that self-esteem is shaped by many different factors, and gender or employment alone do not strongly predict how people feel about themselves. Future studies could look at other factors like **family support, mental health, or coping styles**. Also, **long-term studies** (longitudinal research) could help show how changes in employment over time affect self-esteem.

Conclusion and Recommendation

The findings of this study offer a nuanced understanding of self-esteem in the context of gender and employment status among adults in Hyderabad City. Based on the three primary research objectives, the results contribute meaningfully to recent literature by confirming that self-esteem differences are not significantly shaped by gender or employment status alone.

Objective 1: To examine whether there is any significant difference in self-esteem between employed males and females

The study found no statistically significant difference in self-esteem between employed men and women, aligning with contemporary research showing the gender gap in workplace-related self-esteem is narrowing, particularly in urban South Asian societies (Ahmad & Fatima, 2021; Rajan & Joseph, 2023). As traditional gender roles become less rigid in cities like Hyderabad, both men and women derive a sense of competence and purpose from their work environments, resulting in



comparable self-esteem levels. Emotional resilience, job satisfaction, and perceived autonomy at work have been shown to be stronger predictors of self-esteem than gender alone (Sen & Mehta, 2023).

Objective 2: To examine whether there is any significant difference in self-esteem between unemployed males and females

Similarly, no significant difference was found in self-esteem between unemployed males and females. This suggests that unemployment affects men and women similarly in this sociocultural context, a finding supported by recent South Asian research emphasizing the role of collectivist family structures and community support in cushioning the psychological toll of joblessness (Bano & Rahman, 2021; Kumar & Nair, 2020). However, the item-wise analysis revealed that unemployed males reported feeling more "useless" than their female counterparts, particularly on Item 9 of the RSES scale, hinting at gendered internalization of societal expectations, where men may still associate personal worth more strongly with financial provision and employment.

Objective 3: To compare the self-esteem of employed individuals with that of unemployed individuals, irrespective of gender

The results also indicated no significant differences in overall self-esteem between employed and unemployed individuals, reinforcing the idea that employment status alone does not determine one's sense of self-worth. Modern studies suggest that individuals—regardless of their employment status—can maintain healthy self-esteem through alternative avenues such as caregiving, volunteering, educational pursuits, and religious or community engagement (Iqbal & Zafar, 2022; Farooqi et al., 2022). These forms of social contribution are particularly meaningful in collectivist cultures, where self-worth is often derived from one's roles within the family or community, rather than strictly from income or occupational identity.

Recommendations

In light of this research, it is important to design mental health programs in a way that takes into account local culture and social norms, especially in cities like Hyderabad where traditional and modern ideas are intertwined. Men and women have different impacts on self-esteem, so it is important to provide specific psychological support such as counseling, training, and peer groups for unemployed men so that they do not feel worthless. Similarly, platforms and activities should be promoted that strengthen social ties and allow people to support each other, whether they are in employment or not. We also need to change the mindset that employment alone is a source of identity or significance; instead, society should recognize that education, domestic roles, and creative abilities also enhance self-esteem. Governments and welfare institutions should create employment policies that suit the needs and skills of different people, such as part-time or skilled employment. Finally, there is also a need for more research work that looks at how urban South Asian youth and adults are developing their self-esteem in a changing social, educational, and cultural environment.

References



Acharya, S., & Kumar, N. (2021). Employment and psychological well-being: A study of Indian youth. *Journal of Mental Health and Human Behaviour*, 26(1), 20–26.

https://doi.org/10.4103/jmhbb.jmhbb_75_20

Ahmad, S., & Fatima, I. (2021). Gender equality and self-esteem: Evidence from working adults in urban Pakistan. *Journal of Social Psychology Research*, 3(2), 45–58.

<https://doi.org/10.1016/j.jsp.2021.04.005>

Ali, F., Fatima, S., & Riaz, M. N. (2021). Gender differences in self-esteem and its predictors in Pakistani university students. *Pakistan Journal of Psychological Research*, 36(2), 201–219.

Bano, S., & Rahman, A. (2021). Unemployment and psychological wellbeing: A comparative gender analysis in South Asia. *Asian Journal of Social Science Studies*, 8(3), 88–97.

<https://doi.org/10.5539/ajsss.v8n3p88>

Bleidorn, W., Arslan, R. C., Denissen, J. J. A., Rentfrow, P. J., Gebauer, J. E., Potter, J., & Gosling, S. D. (2016). Age and gender differences in self-esteem—A cross-cultural window. *Journal of Personality and Social Psychology*, 111(3), 396–410.

<https://doi.org/10.1037/pspp0000078>

Chakraborty, A., & Sharma, R. (2021). Gender roles, self-esteem, and psychological health among working women in India. *International Journal of Indian Psychology*, 9(4), 239–250.

<https://doi.org/10.25215/0904.028>

Chatterjee, M., & Dutta, R. (2022). Reframing self-esteem in urban India: The role of employment and family. *South Asian Psychology Review*, 4(1), 22–36.

<https://doi.org/10.1007/saprr.2022.021>

Farooqi, M. Y., Iqbal, M., & Saeed, S. (2022). Resilience and psychological well-being in unemployed Pakistani adults. *Pakistan Journal of Psychology*, 53(2), 49–64.

Farooqi, A., & Kaur, P. (2022). Gender and urban identity: A study on emerging patterns of self-concept among Indian youth. *Journal of Psychology and Behavioral Science*, 10(1), 10–20.

Iqbal, A., & Zafar, T. (2022). Employment and self-esteem: A cultural psychology perspective from Pakistan. *International Journal of Psychological Studies*, 14(1), 11–20.

<https://doi.org/10.5539/ijps.v14n1p11>

Kumar, A., & Nair, S. (2020). Coping with unemployment: A gender perspective from India. *Journal of Psychological Research and Behaviour Management*, 13, 587–597.

<https://doi.org/10.2147/PRBM.S269377>

Mann, M., Hosman, C. M., Schaalma, H. P., & de Vries, N. K. (2020). Self-esteem in a broad-spectrum approach for mental health promotion. *Health Education Research*, 35(5), 401–418.

<https://doi.org/10.1093/her/cyaa016>



- Mitra, R., & Kumar, S. (2018). Employment and gender: Impact on psychological well-being. *Indian Journal of Psychology and Education*, 8(2), 38–47.
- Nayak, A., & Reddy, S. (2020). Urban identity, gender roles, and mental health: A study of Hyderabad youth. *South Asian Journal of Social Studies*, 12(4), 302–311.
- Orth, U., & Robins, R. W. (2022). Understanding the development of self-esteem: New insights from longitudinal and cross-cultural research. *Current Directions in Psychological Science*, 31(2), 142–148. <https://doi.org/10.1177/09637214211066945>
- Rajan, R., & Joseph, A. (2023). Emotional intelligence and self-esteem among working adults in India: A gender comparison. *Indian Journal of Psychological Studies*, 18(1), 33–44.
- Rani, V., & Vohra, R. (2019). Psychological implications of unemployment: A review. *International Journal of Social Science and Economic Research*, 4(6), 4536–4548.
- Saxena, R., Bhatia, T., & Mehrotra, M. (2023). Gender and self-esteem in urban Indian youth: Emerging trends and challenges. *Journal of Indian Psychology*, 9(1), 77–88.
- Sedikides, C., & Gregg, A. P. (2021). Self-esteem: A positive psychological perspective. *Current Opinion in Psychology*, 39, 88–93. <https://doi.org/10.1016/j.copsyc.2020.08.026>
- Sen, P., & Mehta, R. (2023). Social support and self-esteem among employed and unemployed adults in urban India. *Journal of Community Psychology*, 51(4), 1022–1031. <https://doi.org/10.1002/jcop.22985>
- Sharma, R., & Kapoor, A. (2023). Socioeconomic factors and psychological resilience: A study of self-esteem among employed and unemployed adults in India. *Asian Journal of Psychology and Mental Health*, 15(1), 50–62.
- Sharma, S., & Malik, A. (2021). Women and self-worth in urban Pakistan: Rethinking unemployment. *Gender, Work and Society*, 10(2), 77–91. <https://doi.org/10.1177/09715215211022477>