# Law Firms Prioritize Mental Health Support Amidst COVID-19 Challenges



During the COVID-19 lockdown in India, Khaitan & Co., a prominent law firm, observed a rise in resignations and sabbatical requests, indicating staff mental health challenges linked to work-related stress. The firm, which had started an Employee Assistance Programme (EAP) in 2018, saw limited use of its mental health component until 2021. Realizing the need for enhanced support, the firm amplified its mental health services, including hiring a dedicated associate to address these concerns.

A significant part of this initiative involves monitoring lawyers' time-sheets to identify those working excessively and offering them recuperation time. The firm has also implemented "switch-off" periods and a "no-questions-asked" menstrual leave policy. These measures have reportedly reduced staff attrition in 2021-2022.

Other law firms, such as Mori Hamada & Matsumoto and Nagashima Ohno & Tsunematsu in Japan, have also increased their focus on mental health support, performing regular stress checks and offering free counseling sessions. Counselors like Dickie Mok underscore that while mindfulness training and relaxation classes can help, addressing workload pressures is crucial for long-term mental health benefits.