



Menstrual Leaves

For Prelims: Public Interest Litigation, Right of Women to Menstrual Leave and Free Access to Menstrual Health Products Bill, 2022.

For Mains: Issues Related to Women, Attempts for Menstrual Leaves in India.

Why in News?

The [Supreme Court of India](#) rejected a PIL ([Public Interest Litigation](#)) regarding [menstrual leave](#) for workers and students across the country.

- The court called it a **policy matter** and pointed out that **menstrual pain leave has different dimensions** and may also act as a **disincentive for employers from engaging female employees**.

What Kind of Menstrual Leave Policies are in Place Globally?

- **About:**
 - **Menstrual leave** or period leave refers to all policies that allow **employees or students to take time off** when they are experiencing menstrual pain or discomfort.
- **Countries Promoting Menstrual Leaves:**
 - **Spain, Japan, Indonesia, Philippines, Taiwan, South Korea, Zambia, South Korea and Vietnam.**
 - Spain has **become the first European country** to grant paid menstrual leave to workers, with the **right to three days of menstrual leave per month**, which can be expanded to five days.

What Attempts for Menstrual Leaves are Being Made in India?

- Some companies in India have introduced [menstrual leave policies](#), including **Zomato**, which announced a 10-day paid period leave per year in **2020**.
 - Other companies, such as **Swiggy and Byjus**, have also followed suit.
- **Bihar and Kerala** are the only Indian states that have introduced menstrual leave policies for women.
 - **Bihar's policy was introduced in 1992**, allowing employees two days of paid menstrual leave every month.
 - **Kerala recently announced that the state's higher education department will grant menstrual and maternity leaves** for students in universities under the department, and a Kerala school has also introduced a similar system.

What are the Legislative Measures Being Taken Regarding Menstrual Leaves?

- **Attempts Made in the Past:**
 - Parliament has seen attempts to introduce menstrual leave and menstrual health products

bills, but **they have not been successful so far.**

- Example: **The Menstruation Benefits Bill, 2017'** and **Women's Sexual, Reproductive and Menstrual Rights Bill in 2018.**
- **Right of Women to Menstrual Leave and Free Access to Menstrual Health Products Bill, 2022:**
 - The proposed Bill provides for three days of paid leave for women and transwomen during the period of menstruation and seeks to extend the benefit for students.
 - The Bill cites research that indicates that approximately **40% of girls miss school during their periods**, and nearly **65% said it had an impact on their daily activities at school.**

[Source: TH](#)

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