

**GOVERNMENT OF INDIA  
MINISTRY OF HEALTH AND FAMILY WELFARE  
DEPARTMENT OF HEALTH AND FAMILY WELFARE**

**LOK SABHA  
UNSTARRED QUESTION NO 331  
TO BE ANSWERED ON 03.02.2023**

**MENSTRUAL LEAVE**

**331: SHRI T.N. PRATHAPAN  
SHRI BENNY BEHANAN  
SHRI RAJMOHAN UNNITHAN**

Will the **Minister of HEALTH & FAMILY WELFARE** be pleased to State:

- (a) whether the Government has considered to make provision for paid menstrual leave mandatory for all workplaces;
- (b) if so, the details thereof and the time by which it would come into force;
- (c) if not, the reasons therefor;
- (d) whether the Government is aware of a PIL filed in the Supreme Court in January, 2023 which states that menstrual pain affects employees' productivity and is akin to heart attack pain and if so, the reaction of the Government thereto;
- (e) whether the Government would consider to amend the Central Civil Service (Leave) Rules, 1972 for including the paid menstrual leave; and
- (f) if so, the details thereof and if not, the reasons therefor?

**ANSWER  
THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND FAMILY  
WELFARE  
(DR. BHARATI PRAVIN PAWAR)**

- (a) to (f): The Government has not considered to make provision for paid menstrual leave mandatory for all workplaces.

Menstruation is a normal physiological phenomenon and only a small proportion of women/girls suffer from severe dysmenorrhea or similar complaints; and most of these cases are manageable by medication.

The Government implements the Scheme for Promotion of Menstrual Hygiene among adolescent girls in the age group of 10-19 years . The Scheme is supported by National Health Mission through State Programme Implementation Plan (PIP) route based on the proposals received from the States. States/UTs. Since 2015-16 the procurement of sanitary napkins is decentralized for ensuring quality standards.

The major objectives of the scheme are:

- i) To increase awareness among adolescent girls on Menstrual Hygiene
- ii) To increase access to and use of high quality sanitary napkins by adolescent girls.
- iii) To ensure safe disposal of sanitary napkins in an environmentally friendly manner.

Under the scheme a pack of sanitary napkins packs are provided to adolescent girls by the Accredited Social Health Activist (ASHA) at subsidized rates. Government also provides budget to the States/UTs for Orientation of field level health workers and IEC activities for menstrual hygiene

\*\*\*\*