

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UN-STARRED QUESTION NO. 4093
TO BE ANSWERED ON 24.03.2023

MENSTRUAL LEAVE FOR WOMEN EMPLOYEES

4093. SHRI S. VENKATESAN:

Will the Minister of Women and Child Development be pleased to state:

- (a) whether the Ministry of Women and Child Development has taken note of the recent direction of Supreme Court of India to a petitioner to take up the issue of menstrual leave with the Ministry, if so, the details thereof;
- (b) whether there is any move on the part of the ministry to ensure granting of menstrual leave for women employees/workers; and
- (c) if so, the details thereof?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI SMRITI ZUBIN IRANI)

(a) to (c): 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 Central Civil Services (Leave) Rules, 1972 applicable to the Central Government servants do not have provisions for menstrual leave and presently there is no proposal under examination to include such leave in these rules. However, various types of leave are available to a female Government employee under these Rules in the form of Earned Leave, Half Pay Leave, Extra Ordinary Leave, Child Care Leave, Commuted Leave, Maternity Leave, Leave on Medical Certificate, Leave Not due, etc.
