

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 921
TO BE ANSWERED ON 08.12.2023

MENSTRUAL LEAVE

921. DR. SHASHI THAROOR:

Will the Minister of Women and Child Development 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

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

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

At present, there is no proposal under consideration of the Government to make provision for paid menstrual leave mandatory for all workplaces. However, various types of leave are available to a female Government employee under Central Civil Services (Leave) Rules, 1972 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.

Further, 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/UTs. One of the major objectives of the scheme is to increase awareness among adolescent girls on Menstrual Hygiene. 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.

In addition, Ministry of Drinking Water and Sanitation under Swachh Bharat Abhiyan has developed National Guidelines on Menstrual Hygiene Management (MHM) for creating awareness on Menstrual Hygiene Management (MHM) in rural areas as part of its overall interventions related to behaviour change on sanitation hygiene aspect. Further, to ensure access to sanitary napkins and good quality medicines at affordable price, Department of Pharmaceuticals under Ministry of Chemicals and Fertilizers implements the Pradhan Mantri Bharatiya Janausadhi Pariyojna (PMBJP), an important step in ensuring the health security for women. Under the project, over 10000 Janaushidhi Kendras have been set up across the country, which besides affordable medicines, provide Oxo-biodegradable sanitary napkins named Suidha at Rs. 1/- per pad only.
