

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

**LOK SABHA**  
**UN-STARRED QUESTION NO. 2256**  
TO BE ANSWERED ON 29.07.2022

**PROVISIONS FOR MENSTRUAL LEAVE**

2256. SHRI RAVIKUMAR D.:

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

- (a) whether the Government is implementing the provisions provided in the Menstruation Benefit Bill, 2018 such as menstrual leaves;
- (b) if so, the number of States/UTs which are implementing these provisions and if not, reasons therefor;
- (c) whether the Government has checked the implementation of these policies in private offices and if so, the details thereof;
- (d) whether access to sanitary napkins and medicines is being provided to the women employees at the public offices and if so, the details thereof; and
- (e) if not, whether the Government is planning to initiate such provisions to provide better rest facilities for women and if so, the details thereof?

**ANSWER**

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

(a) to (e) 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.

The Ministry of Health and Family Welfare implements the Scheme for Promotion of Menstrual Hygiene among adolescent girls in the age group of 10-19 years since 2011. The scheme is supported by the National Health Mission through State Programme Implementation Plan (PIP) route based on the proposals received from the States / UTs. 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, and (iii) to ensure safe disposal of sanitary napkins in an environment friendly manner. Under the scheme, a pack of sanitary napkins are provided to adolescent girls by the Accredited Social Health Activist (ASHA) at subsidized rate of Rs. 6 per pack. 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 Janasudhi Pariyojna (PMBJP), an important step in ensuring the health security for women. Under the project, over 8700 Janaushidhi Kendras have been set up across the country that provides Oxo-biodegradable sanitary napkins named Suidha at Rs. 1/- per pad only.

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