

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UN-STARRED QUESTION NO. 1999
TO BE ANSWERED ON 02.08.2024

MENSTRUAL LEAVE

1999. SHRI GIRIDHARI YADAV:
SHRI SUDHAKAR SINGH:
Dr. D RAVI KUMAR:

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

- (a) whether the Government is re-considering the implementation of period leaves for women employees in both public and private sectors across the country;
- (b) if so, the details thereof including the proposed guidelines and the expected timeline for implementation;
- (c) whether the Government is planning any awareness programs or initiatives to educate employers and employees about menstrual health and hygiene and the importance of period leaves;
- (d) if so, the details thereof and if not, the reasons therefor;
- (e) whether the Government taken note of the observations made by the Supreme Court in May, 2023 urging the Government to prepare a model policy on menstrual leave for women employees in consultation with States and other parties so that their productivity is not affected; and
- (f) if so, the details thereof?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI ANNPURNA DEVI)

(a) & (b): At present, there is no proposal under consideration of the Government to make provision for paid menstrual leave mandatory for all workplaces.

(c) & (d): 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, 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, Department 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 Suvidha at Rs. 1/- per pad only.

(e) & (f): The Ministry of Women and Child Development has received an order dated 08.07.2024 of Hon'ble Supreme Court of India in the matter of Writ Petition (W.P.) No. 327 of 2024.
