

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT
LOK SABHA
UNSTARRED QUESTION NO. 3141
TO BE ANSWERED ON 09.08.2024

MENSTRUAL LEAVE POLICY

3141. SHRI CHAMALA KIRAN KUMAR REDDY:

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

- (a) whether the Government proposes to introduce a plan to provide menstrual leave similar to maternity leave being provided to women employee under the Maternity Benefit (Amendment) Act, of 2017 for menstrual leave;
- (b) if so, the manner in which it will address the concerns of employers regarding the financial burden of providing such benefits;
- (c) whether the Government has sorted out any possible alternatives/modifications to the proposed menstrual leave policy that could make it more feasible and effective in various industries, such as construction and manufacturing, while also addressing the needs of female employees; and
- (d) if so, the details thereof and if not, the reasons therefor?

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 provisions for paid menstrual leave mandatory for all work places.

(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 as part of its overall interventions related to behaviour change. 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 12,600 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.
