

Seventeenth Loksabha

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Title : To enforce two-day menstrual leave per month in public and private sectors

Shrimati Chinta Anuradha (Amalapuram): Thank you, Speaker, Sir. Today, I would like to bring to your kind attention an important issue relating to women. Many women experience menstrual disorder and may even suffer from illness related to menstruation including endometriosis and ovarian cysts which can disrupt their everyday tasks and cause significant workplace stress, which has been a common ailment in today's life due to many factors. In such a scenario, paid leaves in the form of menstrual leaves ensure that women have direct pathways to rest when they need it most, be more productive at work and as a result find it easier to remain in the labour market. They also encourage more equality by accommodating female workers' biological demands, much as maternity leave does. Therefore, through you, I request the Minister of Health and Family Welfare to enforce a two-day menstrual leave per month in the public and private sectors which can be taken by employees at their discretion. Acknowledging menstruation as a real need outside of sick leave that warrants being directly addressed in the workplace is long overdue. Doing so will ensure an equitable approach that is bound to open up more job opportunities for women, leading to greater gender diversity in our workforce.

Thank you, Sir.