



A STUDY ON NECESSITY OF MENSTRUAL LEAVE

RAGAVI M

DEPARTMENT OF MBA

INDIAN SCHOOL OF SCIENCE AND MANAGEMENT

CHENNAI- 600 0041, INDIA.

ABSTRACT

The Menstrual leave or period leave refers to a policy that allow employees or students to take time off when they are experiencing menstrual pain or discomfort. However, some educational institutions may have specific policies in place for students who experience significant discomfort or medical conditions related to their menstrual cycle. It is best to check with the specific school or colleges polices to see if they offer any accommodations for menstrual- related issues. It is also important to note that menstrual leave policies have been the subject of debate and criticism, with some arguing that it reinforces harmful gender stereotypes and could have negative effects on women career advancement opportunities, and it is not a universal policy and is not commonly available in most schools and colleges the around. The purpose of paper is to describe why it is important and it is necessary leave for women.

KEYWORDS

Menstruation, Employer, Employees, Gender Discrimination Controversy, Productivity, Gender Equality, Workplace culture, Menstrual leave policy.

INTRODUCTION

Menstruation is a natural biological process experienced by half of the world population, yet it remains a taboo topic in many societies. For many women, menstruation is associated with a range of physical and emotional symptoms, including cramping, fatigue, mood swings, headaches. The purpose of menstrual leave is to acknowledge the physical and emotional challenges that many women experience during their periods and to provide them with necessary time and support to manage their symptoms and maintain their well-being.

Menstrual leave is not a new concept, as some countries such as Japan, Taiwan, South Korea, and Indonesia have already introduced it in some form. Despite controversy, some companies and organizations in various parts of the world are beginning to introduce menstrual leave policies as part of their efforts to support women health and well-being.

REVIEW OF LITERATURE

He Explains the cultural and economic reasons why menstrual leave is necessary, and highlights examples of countries that have implemented this policy (Cassie Werber).

She argues that menstrual leave is an essential step towards achieving gender equality in the workplace, and discusses the benefits of this policy for both men and women. (Anna Cafolla).

Menstrual leave is a human rights issue, and highlights the ways in which this policy can benefit all individuals who menstruate, including trans and non-binary individuals (Nisha Susan).

It explores the debate around menstrual leave and discusses the pros and cons of this policy (Elizabeth Segran).

Menstrual leave can have positive effects on productivity and employee well-being, and discusses the potential economic benefits of this policy for businesses. (Allison Schragger).

MENSTRUAL LEAVE POLICIES AROUND THE WORLD

Here I like to Mention some countries which have menstrual leave policies

JAPAN

Menstrual leave has been available in Japan since 1947. Women are allowed to take time off work if they experience painful menstrual cramps or heavy bleeding.

SOUTH KOREA

In 2001, south Korea passed a law that allows female employees to take up to two days of menstrual leave per year. However, it is up to the employer discretion whether or not to grant this leave.

TAIWAN

Women in Taiwan are allowed to take menstrual leave. However, the leave may not deduct from sick leave and also from employer salary.

INDONESIA

In 2021, the law passed that female employees to take one day of menstrual leave per month. It is available only to married women to manage their menstrual symptoms.

ITALY

Women are allowed to take up to three days of menstrual leave per month. This leave is counted as sick leave and it is paid by employer.

In 2018, the country passed a law that allow female employees to take one day of menstrual leave per month. This leave is intended to help women manage their menstrual symptoms and is not deducted from the salary.

MENSTRUATION IMPACT ON PRODUCTIVITY

Due to rise and fall in hormones level Women experiencing physical and emotional symptoms during their cycle that cause impact on their ability to work.

PHYSICAL SYMPTOMS

Cramps, fatigue, headaches, joint pains, abdominal pain etc which makes difficulty in performing well in efficient and effective manner.

EMOTIONAL SYMPTOMS

Irritability, mood swings, food cravings, sudden crying, depression affect productivity and also affect workplace environment.

To sort out this, it is important for workplace to create support for women workers on their menstrual health. It can also be sort it out by providing flexible workhours, work from home, easy to access menstrual products. Menstrual leave also helps them to relax during their critical time.

INTERSECTIONALITY AND MENSTRUAL LEAVE

Menstrual leave is seen as a way to gender discrimination and promote gender equality in workplace.

If it is applied to only who have regular periods or those who work on certain industries will lead to discrimination perpetuate. It is also not feasible for women who were generating lower income in their work.

Therefore, applying to certain Industries, certain women may lead to discrimination and it is important to provide menstrual leave for all women who were working different sectors from lower to higher income.

When considering menstrual leave through a lens, it is important to recognize that experience of menstruation is not same for every women. Therefore, it should be designed that they are accessible and inclusive for all individuals who menstruate.

MENSTRUAL LEAVE DISCRIMINATION AMONG COUNTRIES

This is mainly due to Gender Biases, Cultural Norms, and Economic Considerations. Menstruation is often seen as women issue, and some employer, co-workers especially men seen this as special favours for women than men. Sometime it may lead to that women are less capable than men and also giving less contribution than men. In Additional women who take menstrual leave may be seen as less committed that may affects the promotion or pay.

Addressing this issue, requires a Multi – Pronged approach including education and awareness campaigns, policy reforms, and cultural changes.

NEED OF EMPLOYER SUPPORT

1. Implement a menstrual leave policy

The Employers of different organisation can implement a policy that allows employees to take time off work for menstrual related reason includes pain, discomfort, heavy bleeding etc.

2. Flexibility in working

Providing work from home, flexible hours of working, helps them to manage their menstrual syndromes and their work-life Balance.

3. Providing Menstrual Kits

Pads, Tampons, and menstrual cups, providing these which helps them and make them feel comfortable.

4. Educate Workers

Explaining and educating about their menstrual health and importance of taking care of menstruation makes them to feel supportive in workplace.

5. Supportive workplace Culture

Create the workplace which is open and supportive for employees who menstruate which helps to reduce stigma and shame associated with menstruation. Encourage open communication which helps in creating happy and safe workplace for female workers.

MENSTRUAL LEAVE FOR STUDENTS

Since it is a complex part, there are several arguments are supportive as well as against for it. Some people argues that it is beneficial for students to take time and to manage their symptoms which helps in their academic performance and reduce absenteeism.

On other opponents argue it could reinforce harmful stereotypes and discrimination against women. Some people says that they are not always severe enough where they should learn to manage these issues. Some countries like Philippines, Japan, South Korea, provide menstrual leave for students on their policy basis. However, it is necessary for students to have menstrual leave.

CONCLUSION

There is no one -size- fits all answer to the question of whether menstrual leave is necessary. It is beneficial for someone while for others may not. Ultimately, it is necessary for the people who suffers during their menstruation in workplace, and if it is available for every women it will be beneficial. It is important to engage in open and respectful dialogue about menstruation and its impact on individuals in workplace, and to work towards creating a workplace culture that is inclusive and supportive of all employees, regardless of gender or biological sex.

REFERENCE

1. Dr Jen Gunter (2019), “Should women get menstrual leave”, published in The New York Times.
2. Nicola Slaw Son (2018), “Menstrual leave should women get time off work for period pain”, published in The Guardian.
3. Rhiannon Lucy Cosslett (2016), “The case for menstrual leave”, published in The Guardian.
4. Alanna Vagianos (2016), “Why period leave may be a good idea for women (and men)”, published in Haff post.
5. Priyanka (2021), “Menstrual leave, A right for working women or unnecessary privilege”, published in the Business Today.