



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

“STUDY ON MENSTRUAL LEAVE AND IMPACT ON WOMEN EMPLOYEE WELLBEING”

¹PRATHIKSHA.P

¹PG Student, Department of MBA, PES University, Bengaluru.

ABSTRACT: The study on menstrual leave and women employee wellbeing know about the how it could affect them positively or negatively on their workplace were women need to take rest during her menstrual cycle which occur monthly basis ,biologically she face very challenges like pain ,anxiety and weakness were they need to contracted on themselves to give them good both mental and physical during those period .As many countries and organisation introduced menstrual leave to women worker in their sector ,it should be implement widely across globally or not they need more research need to conduct about this topic with more women participates and there opines , this research talk about the working women in IT sector of Bangalore, Karnataka .There stress life is more in IT sector as women they should balance both work life and personal healthful life. It important the organisation to support women

Keywords –Menstrual policies, productively, job satisfaction, fixability

I. INTRODUCTION:

- II. As reform in education system due to urbanization took place in many countries the demand for workforce also increased rapidly by both men and women .the equal opportunities were given to women employee to work as equal as men in field like manufacturing ,services and also in managerial line .Basically women want to play dual responsibility as one is housewife if married and also working towards organisation where she is recruited as working women and also she go through mentally and physical (biologically) challenges where she undergo monthly menstrual. This article looks at menstruating to job settings at the framework with a compassionate approach to management that emphasizes the concepts of respect, dignity, along with mental health during working. On the past few decades, there currently has become more interest in menstruation as a neglected but essential component of life for females. Investigation demonstrated that menstruating shame hurts the female well-being on both sides.. (owen)
- III. Even though their monthly cycles can make them sick, this law could protect their Right to Rest. The women would be able to get the rest they need every month.to preserve their physical and emotional well-being. Here the study on menstrual leave will it effective to women employees to know productively and job satisfaction in their work place ,do it need to gender discrimination and negative impact on career opportunities as (independent variable)and menstrual leave improve productive and job satisfaction as (dependant variable)

IV. LITERATURE REVIEW:

Tell about urbanization raised to participation of women employee in work place in unorganised sector ,safety ,clean toilet and arability of sanitary pads to women worker in organisation (Belliappa, April 2018).Majority Girls and women in India facing many difficulties during menstrual because of lack of awareness about menstrual because menstrual concept is not normalized in India and also lack knowledge about the safety and necessary of sanitary pads according to UNICEF(Bhattacharya A. , June-2021).In an effort to get rid of what it described the stigma around menstruation, Zomato announced last month that it was going to allow female and transgender personnel to take up to 10 days of paid "period leave" annually for give benefits to women worker to take care physical and mentally of health . (L.W., August 14, 2020).This study tell us about impact of menstrual leave on women wellbeing in 3 different countries and many organisation implication Which as reduced stress and anxiety (Hanisch, (2020)).The study tell menstrual leave ,the who access to it was less in stress and anxiety compared to who did not access to menstrual leave ,where the

study was conducted in the organisation to know result of menstrual leave (Kim, 2019). Menstrual leave policies impact on women wellbeing in Koran countries were not up to mark as they were less women employee wellbeing over all here its dependents on individual biological support of body and mentally of menstrual period (al, 2020). Menstrual pain can significantly impact women's health and well-being to reduce in productively in women in working place as due to they undergo several pains and challenges during the period (Cavanagh, 2021). The study about menstrual leave policies implementation in different industries is difficult in case of shift work and it also depends on the nature of work and the job role of women worker in organisation (Chandra-Mouli, 2017). Talk about the workplace environment for women like clean toilets, health safety and also gender equality, here organization should support by providing sanitary pads available in workplace and flexible working timings to women employees (Jousthna, 2018). This study talk about menstrual leave policy how it triggers to decimation against female worker in workplace and the administration challenges face by organisation (Widyan, 2019). Equal chances for women to work in industries have been established in every nation since the beginning of urbanisation (Belliappa, April 2018), and many governments' purpose in designing menstrual policies has been to provide paid leave for women during menstruation. In India, a firm in Mumbai implemented a menstrual policy that provided women with first-day leave (dubbed "FOP" leave). The importance of paid menstrual leave in India and how it may benefit to women's economic independence. It looks at how menstruation as a cultural taboo affects women's work involvement. The authors of the published merchandise, being compensated away to feed intervals could make the economy run more smoothly and help build a fairer community. (swami, 2020). Menstruation leave is examined in Japan in terms of its phenomena, historical background, legislative framework, and social and cultural elements. Its investigations interested in the motivation of menstruation on Japanese social policies, legislature, engineering sanitarianess, labour management, and the women's campaign, subsequent in a wide-ranging data of Japan's Menstruation Problem and its inference in gender sameness and social welfare. (Hattori, 1965). Focuses upon the requirement to earn policies concerning menstrual leave within the workplace, the implication of menstrual pain on women's health and careers, along with the balance within professional and personal life. It implies that preventive regular breakdown may promotion women treasure a more reasonable evenness amongst work and life, as glowing as advance their physical and mental well-being in overall. The records also has thoughts for altering means of management, implementing flexible menstrual leave, giving workshops and classroom education and aggregation data from menstruating and health-related jobs. Emphasises the craving for workplace menstrual leave policy, the effect of menstruation pain on women's health and career, and the affiliation amongst work and family life. It deduces that precautionary menstrual leave metier benefit women complete a better-quality work-life equilibrium while also educating their general health and well-being. The profile also suggestions for adapting management practises, realizing flexible menstrual leave, as long as lectures and training, and amassing numbers on menstruation health and employment (Deepti Arora). The Indonesian Journal of Legal Thought's September 2021 issue focuses on the legal protection of menstruation leave rights for female workers in businesses. The writers accepted out a standardizing allowed investigate study in order to define the class of permissible shield accessible to female workers on menstrual leave, as well as to emphasise the company's matters and efforts to deliver permissible fortification to female personnel on menstrual leave. Women's unique rights may be infringed from time to time due to a lack of socialisation that recognises them, as well as a lack of awareness among female employees. Menstrual leave is an optional benefit offered by the employer to naturally menstruating women. However, it is not allocated evenly in certain businesses. Female employees are frequently embarrassed and mistakenly believe that communication is inappropriate, especially when a doctor's certificate is required. (Sulis Tyaningsih1, 2021). An inquiry of the link between menstrual difficulties and employee job disruption is now underway. The study examines the occurrence of menstruation issues and their impression on employment efficiency. It also defines the information investigation measures that were used and proposes another treatments or franchises that corporations may utilise to backing workers who are suffering menstruation predicaments at work. (Asadul Islam, 2020). An inquiry of the link between menstrual difficulties and job loss is now underway. The learning examines the occurrence of menstruation matters and their effect on employ efficiency. It also outlines the data scrutiny measures used and advises added therapies or businesses that organisations power utilise to help employees who are suffering menstrual predicaments at work. (Ingrid G.Zayas, 2021). The effect of Indonesia's Job Creation Law on female employees. The reproductive health rights of female employees are not legally protected, and they are subjected to assault, sexual harassment, bullying, humiliation, and belittlement. Legislators are encouraged to alter the Act to add provisions for female employees' right to take time off for menstruation, pregnancy, delivery, and miscarriage, as well as harsh penalties for entrepreneurs or organisations who violate women's rights. The no-work, no-pay payment scheme is also being looked upon, with a special focus on the condition of female employees. (Suneela Garg, 2018). The writer highlighted the importance of as long as free menstrual necessities as well as paid period leave to engaged women. The learning also challenges menstruation as accepted taboo, as well as how to manage it. Apparently to the authors, increased explore and development can early payment the excellence of female hygiene products while concurrently making them more accessible and environmentally supportable. The paper tell us about menstrual leave and in what way to overawed during menstrual complications. (Shah, 2016)

V. OBJECTIVE:

To know about the job ratification of working women in IT sector and their work life balance. understanding the policies introduced in IT sectors, how it helping the women employee in balancing their personal life and working life, also to know do they company allow to give menstrual leave or flexible timings during menstrual days.

They feedback to the menstrual leave concept and implementation in their organisation, it help further step to normalized the concept in organisation

i) Research gap

The necessary investigation needed for further study to know more about the menstrual leave and impact on well-being of working women especially in IT sector as our study focus on this sector, were we need work on other sector and all types of age group. It involves job satisfaction and productivity of women their mental stress during menstrual periods, how they balance workload. There are several menstrual leave policies and practises that vary among companies, and they should be standardised in order to compare and assess their efficacy.

More research on menstruation leave is needed to find out the long-term effects of the programme to boost women's well-being and assist them with both physical and emotional well-being and the sample size here we took is less, were small sample cannot determine the whole big concept to bring change in the society and in all workplace like IT sector

VI. RESEARCH METHODOLOGY:

Here primary data collected from using google form from people both women working in IT sector and the other age group women in college about their view of menstrual leave and effect on women wellbeing and also we refer into articles and journals available to this topic, but this study more focus on the working women in IT sector their work life balance and personal healthy life balance and the state during menstrual leave.

The sample size is :113

Survey conducted : Bangalore (urban), India

FINDINGS AND INTERPRETATION:

KMO and Bartlett's Test^a

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.863
Approx. Chi-Square	452.378
df	28
Bartlett's Test of Sphericity	
Sig.	.000

The KMO sample adequacy metric measures how closely related the observed variable are to one another. The range is 0 to 1, and higher number imply more adequate sampling. MO scores of 0.8 or above are frequently consider to be positive. The KMO score of 0.863 indicates that the sample adequacy in this case is good

Using Bartlett's test of Sphericity, it is determined if the correlation matrix of the observed variable is an identity matrix. This suggests that there is no correlation between any of the examined variable. Since there is some connection between the observed variable according to the findings of the Bartlett's test, the correlation matrix cannot be an identity matrix. The Bartlett's test is significant in this instance (p 0.001), indicating that there is some link between the observed variable

Communalities

	Raw		Rescaled	
	Initial	Extraction	Initial	Extraction
3. How would you describe the level of support your organization provides for women employees when it comes to Menstrual Leave?	1.279	.833	1.000	.651
4. How widely is the Menstrual Leave policy communicated to employees?	1.441	1.140	1.000	.791
5. In your opinion, how inclusive and supportive is your organization's approach to flexible working arrangements?	1.027	.505	1.000	.492
6. how would you describe the effectiveness of these policies in meeting the needs of women employees?	1.478	1.139	1.000	.770
7. Does your organization provide guidelines or policies specifically addressing flexible working arrangements for women employees during their menstrual cycle or for health-related reasons?	1.161	.723	1.000	.623
8. Do you feel that the severity of your menstrual symptoms significantly impacts your ability to work or carry out daily activities?	2.512	2.002	1.000	.797
9. In your opinion, do you think the introduction of menstrual leave policies has had a positive impact on your productivity?	1.282	.923	1.000	.720
10. Overall Satisfaction with Alternative Work Arrangements During Menstruation:	1.215	.913	1.000	.751

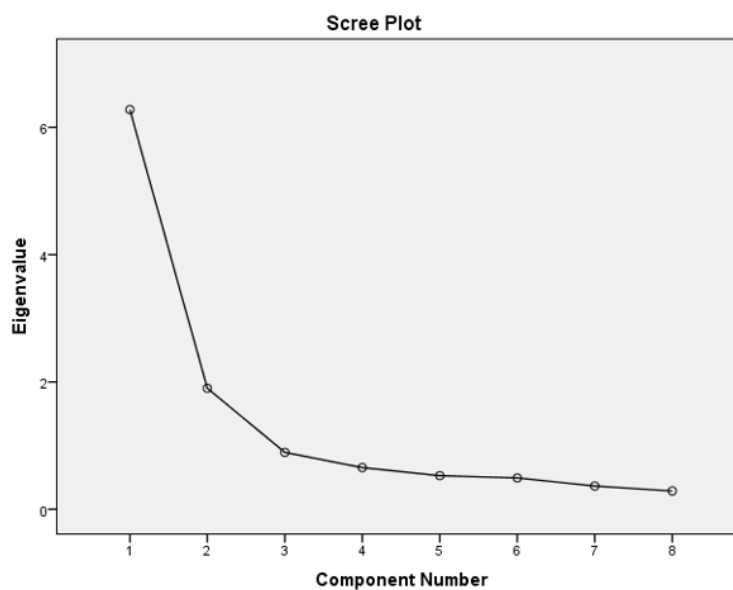
Extraction Method: Principal Component Analysis.

The portion of a variable's volatility that may be explained by its shared origins is known as communality. A higher number indicates that more of the variance in the variable may have similar sources. Higher values denote this, Its value range from 0 to 1 . In this case, all communalities are more than 0.5, indicating that a substantial portion of the variance in each variable can be attributed to the common causes

		Total Variance Explained								
Component		Initial Eigenvalues ^a			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
		Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
Raw	1	6.277	55.085	55.085	6.277	55.085	55.085	4.785	41.987	41.987
	2	1.901	16.678	71.763	1.901	16.678	71.763	3.393	29.776	71.763
	3	.893	7.839	79.601						
	4	.654	5.738	85.339						
	5	.527	4.628	89.967						
	6	.492	4.314	94.281						
	7	.365	3.201	97.482						
	8	.287	2.518	100.000						
Rescaled	1	6.277	55.085	55.085	4.300	53.745	53.745	3.159	39.488	39.488
	2	1.901	16.678	71.763	1.296	16.200	69.945	2.437	30.458	69.945
	3	.893	7.839	79.601						
	4	.654	5.738	85.339						
	5	.527	4.628	89.967						
	6	.492	4.314	94.281						
	7	.365	3.201	97.482						
	8	.287	2.518	100.000						

Extraction Method: Principal Component Analysis.

The percentage of the overall variation in the observable variable that a factor accounts for is known as the total variance explained by that factor. The cumulative variance explained by these two components is 71.763%, indicating that they represent nearly all the fundamental framework of the information you provided. The remaining parts (3–8) do not contribute much to explaining the variance and may be deemed of lesser significance need further examination.



The extraction method used in this factor analysis is PCA, or principal component analysis. PCA is a method for isolating the uncorrelated components of the observable variable from them. The PCA components are categorised according to the degree of variation. The rotated component matrix shows the loading of the observed variable on the extracted components. The relationship between the components and the quantifiable parameters are shown by the loading. A loading 0.7 or above is often regarded as strong. The eigenvalues for the first two components decrease sharply in the scree graph your sent out subsequently followed by a more progressive reduction. It also means that the first two components account for a high share of the variance in the data, whereas the following parts account for a decreasing amount of variability.

i)Limitation

Under this topic there is no much research take on as now. Many countries and organisation as implementing the menstrual policy for its women employee in workplace as to give importance to women health both physically and mentally. The study on menstrual leave can give evidence to organisation to implication wildly and to make policy weather to know there a raise in discriminations for women employee and administration limits were they implication according to organization convivence can also know about efficiency of productivity of women in organization

Here the sample size is less to know more about menstrual pros and cons they to be study on this topic widely from school to college and till organisation level to know more about menstrual leave implementation uses and to make proper standardized policy to help women mentally and physical during her menstrual period and encourage work productive towards her job role

VII. CONCLUSION:

As many pro-women policies introduced by many government organisation in India were successful ,the menstrual leave is untouchable were they should have more research on this topic for take more steps to implementing as standardized policies to country or an organization to encourage more women to work productive by providing more important to their mental and physical health and job satisfactions, they need to be more research to be taken from women about their personal view about the menstrual leave or make flexible timings to work during their menstrual periods and their wellbeing both mental as well as physical health to reduce their anxiety and to encourage productivity and job satisfaction

References

- al, L. e. (2020). The impact of menstrual leave on women's health and wellbeing. *Women's Health Issues*, 29(6), 475-481.
- Belliappa, J. L. (April 2018). Menstrual Leave Debate: Opportunity to Address. *The Indian Journal of Industrial Relations*, No. 4,.
- Bhattacharya, A. (June-2021). MENSTRUAL LEAVE AT WORKPLACE:. *Parikalpana - KIIT Journal of Management*, 17(I),.
- Cavanagh, K. &. (2021). Menstrual leave: An opportunity for gender equality or a return to gendered stereotypes? *Gender in Management: . Cavanagh, K., & Brosnan, C. (2021). Menstrual leave: An opGender in Management: An International Journal.*, vol-116,45.
- Chandra-Mouli, V. P. (2017). Menstrual health and hygiene in low-income coun. *business ethics*, vol-234,11.
- Hanisch, K. A. ((2020)). Menstrual leave: A matter of gender equality, productivity, and health. . *Feminist Economics*, 26(1-2), 79-101.
- jousthna. (2018). menstrual leave debat . *indurtieral realltion* , voi-228.46.
- Kim, R. a. (2019). Menstrual leave: An exploration of the experiences and impacts on women's mental health in the workplace. . *Business Ethics*, 169(3), 515-529.
- L.W. (August 14, 2020). A Quick Note on Gender Equality . *Parikalpana*, 22.
- swami, R. (2020). LABOR RESILIENCE: PAID MENSTRUAL LEAVE AND WOMEN'S ECONOMIC EMPOWERMENT IN INDIA. . *International Journal of Social Science and Economic Research*, Volume: 05, Issue: 05., Volume: 05, Issue: 05.
- Widyan, I. D. (2019). Menstrual Leave Policy; Between Gender Sensitivity . *Technium Business and Management (TBM*, Vol. 2, No. 2, pp.50-60 (2022).
- al, L. e. (2020). The impact of menstrual leave on women's health and wellbeing. *Women's Health Issues*, 29(6), 475-481.
- Asadul Islam, Y. H. (2020). Menstrual leave and Absenteeism : Evidence from a developing country . *feminist economics* .
- Belliappa, J. L. (April 2018). Menstrual Leave Debate: Opportunity to Address. *The Indian Journal of Industrial Relations*, No. 4,.

- Bhattacharya, A. (June-2021). MENSTRUAL LEAVE AT WORKPLACE:. *Parikalpana - KIIT Journal of Management*, 17(I),.
- Cavanagh, K. &. (2021). Menstrual leave: An opportunity for gender equality or a return to gendered stereotypes? *Gender in Management: . Cavanagh, K., & Brosnan, C. (2021). Menstrual leave: An opGender in Management: An International Journal.*, vol-116,45.
- Chandra-Mouli, V. P. (2017). Menstrual health and hygiene in low-income coun. *business ethics*, vol-234,11.
- Deepti Arora, A. N. (n.d.). Menstrual Leave – the Next Work-Life Benefit. *International Journal of Mangement* .
- Hanisch, K. A. ((2020)). Menstrual leave: A matter of gender equality, productivity, and health. . *Feminist Economics*, 26(1-2), 79-101.
- Hattori, T. (1965). A study on the Menstruation Leave Problem in Japan . *opera osaka prefecture university education and research aechives* , 89-101.
- Ingrid G.Zayas, S. E. (2021). Menstrual Leave Policies :Impact on women's Health and workplace outcome . *Health care for women International* .
- jousthna. (2018). menstrual leave debat . *indurtieral realtion* , voi-228.46.
- Kim, R. a. (2019). Menstrual leave: An exploration of the experiences and impacts on women's mental health in the workplace. . *Business Ethics*, 169(3), 515-529.
- L.W. (August 14, 2020). A Quick Note on Gender Equality . *Parikalpana*, 22.
- owen, l. (n.d.). Menstruation and humaistic management at work the development of a menstrual workplace poicy . *christina schwabenland and paul harrison* .
- Shah, B. (2016). Asimple soultion for a common problem . *Harvard business review* .
- Sulis Tyaningsih1, I. R. (2021). The Indonesian Journal of Legal Thought (IJLETH) Volume 1 Issue RIGHTS OF MENSTRUATION LEAVE FOR PERMANENT AND NON-PERMANENT WOMEN WORKERS . *The Indonesian Journal of Legal Thought (IJLETH) Volume 1 Issue 2, September 2021Indonesian Journal of Legal Thought (IJLETH)* .
- Suneela Garg, M. G. (2018). A much -needed initiative for india . *Indian Journal of medical science* .
- swami, R. (2020). LABOR RESILIENCE: PAID MENSTRUAL LEAVE AND WOMEN’S ECONOMIC EMPOWERMENT IN INDIA. . *International Journal of Social Science and Economic Research, Volume: 05, Issue: 05.*, Volume: 05, Issue: 05.
- Widyan, I. D. (2019). Menstrual Leave Policy; Between Gender Sensitivity . *Technium Business and Management (TBM, Vol. 2, No. 2, pp.50-60 (2022).*