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## **An Analysis on Women's Attitudes Concerning Menstrual Leave Policy**

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### **ABSTRACT**

There are several contrasting functionalities which distinguish between men and women. These prominent differences are the biological structures and physique/physical appearance they are built with. Menstruation and bearing a child this research is the core element that defines a woman.

Woman undergoes menstruation during a certain age period. Most menstruating women experience physical and psychiatric discomfort consequential to their daily activities. Menstruation, considered a taboo and eyebrow-raising context, takes away women's comfort at home and in the workplace.

Period leave policy is a burning topic as few feminists stand against such policies as it implies women are a weaker division in the labor workforce.

So, there is a contrary between the same gender. Still, this research aims to bring out the perception of women employees who undergoes merely severe discomforts during menstruation and how menstruation leave can make those two rough days as bearable and comfortable.

The focal point of this research dissertation is to gather the adversities faced by the female workforce during menstruation and ensure a pragmatic approach.

This research dissertation focuses on the impression of women employee perspective to leave during periods and how It can aid their health and add effectiveness to their performance.

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**Key Words** – Woman, Menstruation, Menstruation Leave policy, Pre-menstruation symptoms.

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### **INTRODUCTION**

Menstruation is when women regularly shed their uterine lining once a month—blood vessels and the uterine wall separate during menstruation. As a result, the uterus develops a new partition, and blood leaks out. The average menstrual cycle lasts 4 to 5 days.

When an ovum is not fertilised, the uterine lining sheds, which triggers a haemorrhage known as menstruation. When a girl reaches puberty at 10 to 15, her menstrual cycle begins. Menarche is the term used to describe the onset of menstruation. Menopause, or the cessation of menstruation, occurs around 50. The first day of a menstrual cycle is designated as the first day of bleeding, and it can take between 28 and 30 days to reach the next pause.

Menstruation is stigmatised as being filthy, disgraceful, and taboo, which can prevent girls and women from attending school and entering the workforce. If there are any facilities for her to manage her menstruation, a woman without availability to sanitary products may be forced to stay at home during her period, while a garment worker runs the risk of losing her job if she gets up to change her pad before the break. Even those who work in offices with easy access to restrooms and flexible schedules go to great lengths to conceal their periods. While relatively few researchers have looked at how the public's perception of a woman's period is affected, one study from 2002 found that people perceived tampon-wearing women as less competent, less likeable, and physically off-putting.

A well-developed working policy and labour laws must be in place for such a law to be strictly enforced, and there must be a discussion and conversation about it. It is crucial that a considerate, properly laid out, and well-planned policy is incorporated if this bill is to be passed because there is already too much bias against women, both at work and elsewhere. It will be challenging to advocate for a "Menstrual Leave" policy in a nation where the mention of menstruation is greeted with raised eyebrows and disgust, but it would be a much-needed step in the right direction.

Women must be allowed to be themselves without stigma, and corporate businesses must be re-educated concerning menstruation. Period leave offers at least one means of starting a conversation if open discussion weakens taboos. Finding a way to put it into practice without hurting women's ability to participate in the workforce is challenging. Menstrual leave is a loaded term that may lead people who have never suffered from excruciating cramps to draw erroneous conclusions about women's entitlement to unpaid time off for trivial issues. She prefers language that implies accommodations for people managing periods in the workplace rather than just sending them home to "menstrual leave."

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## REVIEW OF LITERATURE

1. An article on **Hindu View of Menstruation- III: Menstruation as a period of Rest and Sacred Celebration-** on 5/7/2016 by Nithin Sridhar. According to Hindu tradition, menstruation is a sacred and joyous process that must be respected, worshipped, and celebrated. Women may be associated with temporary Ashaucha, but this does not degrade or make them inferior. Instead, the entire process is regarded as highly sacred and purifying, releasing women from Karmic bonds. Women are thus encouraged to view menstruation as a special privilege available only to them. They are advised to use the monthly periods for austerity, self-purification, rest, and relaxation.
2. **Explained: What is menstrual leave, and which countries allow it?** On May/12/2022, Firstposter explainers put forth that Menstrual leave is often associated with women's work efficiency and workplace sexism, just as menstruation has remained a taboo in several third-world countries. Women are permitted to take menstrual leaves. Indonesia, Japan, South Korea, and Taiwan are Southeast Asian countries.
3. **Premenstrual syndrome** Published on October/14/2016, on the National Health Portal Of India by Zahid, he Clinically speaks, PMS is a chronic disorder that negatively affects social interactions, work performance, and interpersonal relationships. In a population-based study, 91% of participants reported experiencing at least one symptom, 10.3% had PMS, and 3.1% met the premenstrual dysphoric disorder (PMDD) criteria. Poor physical and mental health were strongly correlated with both PMS and PMDD.
4. **The case for a menstrual leave policy** printed on March/18/2022, by Mahek Nankani, and Priyal Lyncia D' Almeida, the question of whether or not those who are on their period should receive paid time off is important. Although India's menstrual leave policy has long been disputed, there is no resolution to the issue. Later in this article, the need for such leaves, statistical analysis, and obstacles to implementing such a policy has been covered. But the crucial point is that it is even more crucial to acknowledge the need for more equitable and comfortable working conditions as more women continue to enter the workforce.
5. **How menstruation affects women's health** report on 4th 2016 by *Text Annika Lund*, Even women who describe their bleeding as "normal," which comprised about 40% of the study participants, are affected. About 2% of these avoid social situations, and an equal number miss up to five days of work each year due to bleeding. Nearly 80% of women with regular periods find it annoying, and a higher percentage say it makes them feel inferior. This is revealed, among other things, in a study conducted by Lena Marions, a gynaecologist and researcher at the Department of Clinical Research and Education at Södersjukhuset of the Karolinska Institute (Stockholm South General Hospital).
6. **An argument for menstrual leave in India** was published on January/25/2022, by Aashraya Seth. The Endometriosis Society of India estimates that over 25 million women in India have endometriosis, making period pain so excruciating that some women pass out. Similar to this, 20% of women experience symptoms like cramps, nausea, etc., that are severe enough to interfere with daily activities, according to the Clinical Evidence Handbook. Men, kids, and co-workers must be willing to participate in the discussion personally and professionally. Discussions on menstrual flow and cramps must move from women's locker rooms to the open.

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## OBJECTIVES

Understanding the subject objectives will further assist the researcher in having findings, suggestions and conclusions based on the study.

1. To congregate insights of women employees towards the menstrual leave policy.
2. Impression of menstruation on women's health and productivity.
3. To detect how the menstrual leave policy can assist them concerning their health and work tasks.

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## RESEARCH METHODOLOGY

**Research Design-** A research design is merely a structural framework for the various research techniques and methods a researcher uses.

**Qualitative research design** is used to understand the research topic and to find various ideas.

As the research topic is primarily based on the perception of women, this research design emphasizes the analysis of various thoughts and insights.

**Universe of the Study –**

The female workforce of L&T-S&L (DTA), Larsen & Toubro – Sargent & Lundy knowledge city Vadodara, Gujarat are reviewed for the study. As per the subject's demand, the researcher selected the city and company as convenient places for the study.

**Sampling Technique and Sample Size –**

**Purposive Sampling:** Researchers only consider the study's objectives and the target audience's attention.

This sampling technique would be more beneficial for the research because selecting a purposive sample only women for data collection will provide an accurate outcome.

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The study's sample size is 33 women of L&T-S&L(power) knowledge city at Vadodara.

#### **Tool of Data Collection-**

**Primary Source:** A questionnaire through Google forms is much more efficient in this technological lead world. It takes minimum time and can be transmitted efficiently to the desired number of individuals through the electronic medium.

**Secondary Source:** Abundant websites and articles from the newspaper have been reviewed for better comprehension by the various authors and editors.

#### **Data Analysis**

Data Analysis was done through simple frequency analysis and percentage calculation. Understanding the subject objectives will further assist the researcher in having findings, suggestions and conclusions based on the study.

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#### **Summary of Findings**

- The general shift in which all the employee work is 9 hours and for an average of 5 days a week. So, the initial days of menstruation will cause them at least two days of productivity. Sitting and working 9 hours a day during menstruation may make them uncomfortable with the fact that they can get a stain on their cloth, or due to lack of physical movement, their pain may increase.
- Few woman employees are working from hybrid, remote and onsite modes. So, the respondents working onsite and hybrid may feel major problems during menstruation as they have to consider the environment irrespective of the employees working from home.
- There are various symptoms majorly considered as pre-menstrual symptoms, 63% of the total respondents are experiencing PMS which certainly influences women health and working efficiency. Mood swings, backache, sore breast, facial pimples and cramps are very common indications for menstruation. These symptoms also get too severe much time resulting the individual not to remain normal.
- Period leave should be paid to the concerned group of people. They are using sick leave for period leave, and what will they use when they get sick? Many organizations ask for medical reports, but no report for period leave exists. Just like any other leave period, leave should be there at least for one day every month, which can be avail by the women during their discomfort.
- It is a matter of concern because it is about humans. The policy will assist a lot of female workforces who are not allowed to take menstrual leave, and they have to negotiate with their health and work. Women should get a menstruation leave, and most MNCs do it. The policy will envisage the wellbeing of a female employees and consider their mental and physical health. The organization would also put a positive reputation among the workforce resulting in retaining the female workforce.

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#### **SUGGESTIONS**

- The organization should have a robust structure so that they do not have to depend on any employee for any work, and they can give leave to the concerned female employee at need.
- Constitution should add one more article that emphasizes the natural structure of women and formulate the article or clause under any act considering their menstrual cycle and provision of leave.
- Organization has different leave policies, such as sick leave, privilege leave, and casual leave. A woman can utilize any of the leave, which is excessive in number when they are facing pain to an extreme level.
- Menstrual leave can be clubbed under sick leave for women, and the same number of leaves can be given to male employees under sick leave, and if not utilized fully by any gender, it should be encashed to their account every calendar year.
- Period leave should be given to female employees for at least a day when they require to rest at home. Women should be given either a half day off.

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## CONCLUSION

It is still contrary for a proportion of female division as they reckon themselves as strong enough to handle their conventional health phenomena like menstrual and menstrual leave policy will question their ability and strength in the work organization and in every sector which concerns with the growth and development of women.

The provision of a menstrual leave policy would encourage more women to take challenging jobs. Women give more to things they do. Women are mentally constructed, but their physical structure may not ensure them some time, so in that situation, the organization can support them by giving such facilities.

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