



# MENSTRUAL LEAVE: RECOGNIZED BY BODIES, IGNORED BY SYSTEMS



BIOLOGY MEETS BUREAUCRACY, AND LOSES



SLIDE TO DISCOVER MORE

@FEMELLAFOUNDATION



# WHAT EVEN IS MENSTRUAL LEAVE?

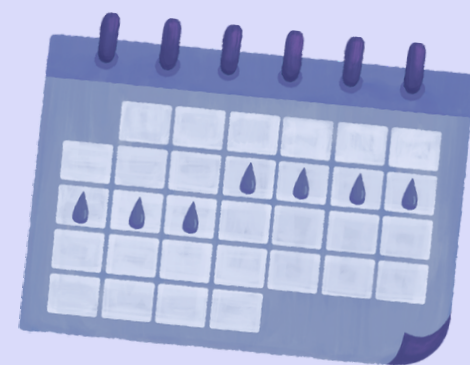
It's time off for those who bleed.

For the days when cramps, fatigue, or heavy flow make showing up feel impossible.

**It's not a privilege. It's not a weakness.**

It's a response to a real, physical need that affects millions, every single month.

- Up to 80% of menstruating individuals experience period pain.
- 1 in 5 deal with symptoms so severe that they interfere with daily life.
- Yet, in India, only a handful of companies, like Zomato and Swiggy, offer menstrual leave.

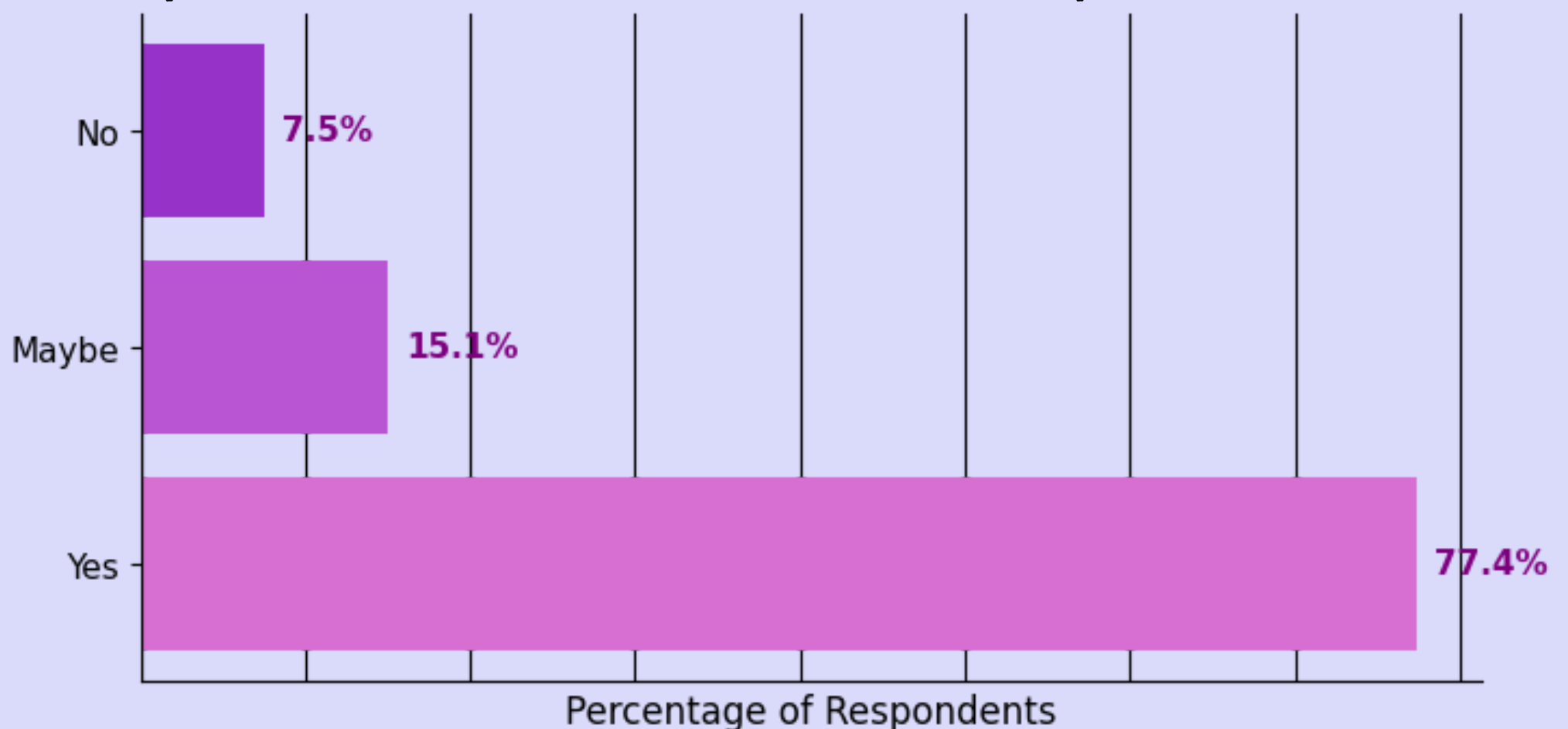


# MENSTRUAL LEAVE: NECESSARY OR NEGOTIABLE?

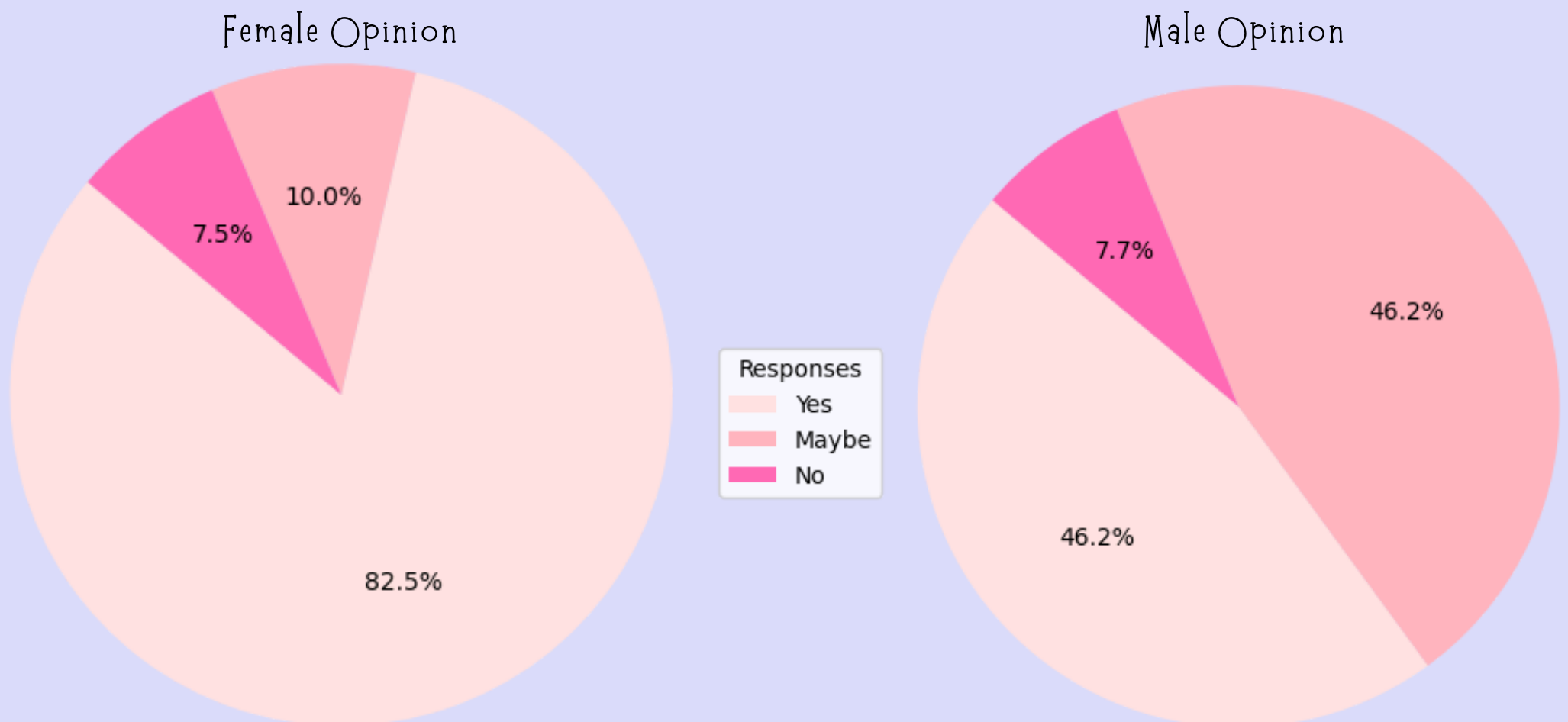
77.4% of respondents believe **menstrual leave** should be legally mandated across all sectors in India.

Only **7.5% opposed** the idea - showing overwhelming support for recognizing period pain as a workplace reality.

Do you think menstrual leave should be legally mandated in India?



# SUPPORT VARIES BY GENDER



**82.5% of women** believe menstrual leave should be legally mandated.

- Among **men, only 46.2% said yes**, while another 46.2% said maybe, showing hesitation.
- Men are less likely to oppose it outright (7.7%), but many remain unsure.

This tells us:

Those **who experience** the pain want change. **Those who don't?**  
**Still deciding.**

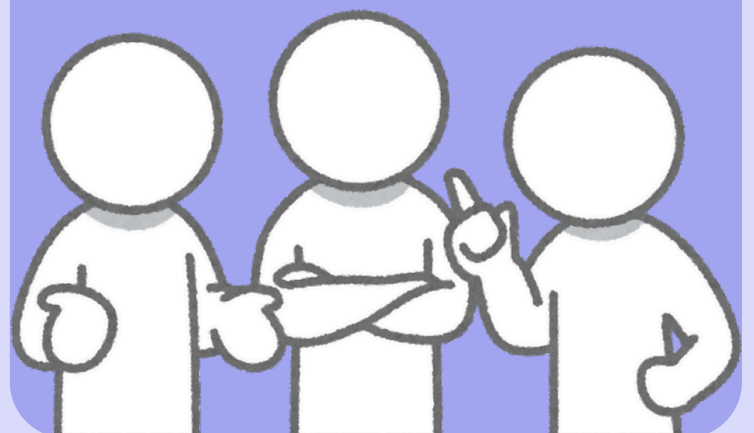
# WHAT'S THE DEBATE?

## PROS

- **Normalizes** menstrual health in public and work spaces
- Reduces stigma by treating menstruation as a **legitimate health need**
- **Pushes policymakers** to treat menstrual equity as a public health and labor priority
- Sets the stage for more **gender-sensitive labor laws** across sectors
- Supports employee well-being, **reducing burnout and absenteeism over time**
- Encourages retention and builds inclusive workplaces, especially in the informal sector- Hence, acts as an **incentive for women to work**

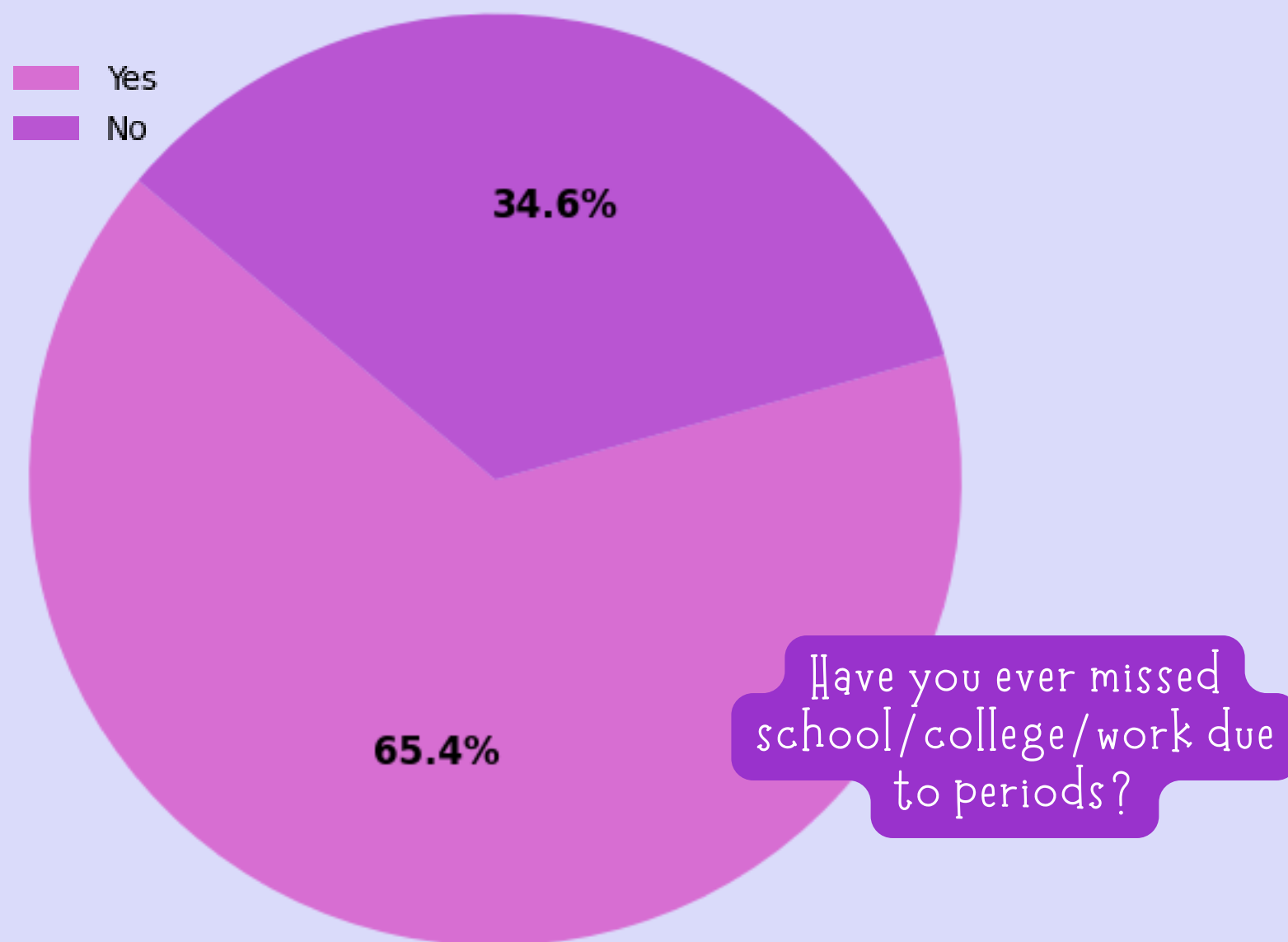
## CONS

- Could **reinforce gender stereotypes** at work
- May lead to hiring **bias against women**
- Might be poorly implemented or stigmatized in male-dominated environments





# WHEN PERIODS DISRUPT PRODUCTIVITY



65.4 % of respondents said they've missed work, school, or college due to their period.  
That's not occasional- it's systemic.  
Menstruation is still silently disrupting lives, and it's time policy caught up.





# MENSTRUAL LEAVE EXISTS- BUT DO WE KNOW?

62.5% of respondents had never heard of Zomato's menstrual leave policy.

In 2020, Zomato became one of India's first companies to offer 10 days of paid menstrual leave per year for employees who menstruate, recognizing period pain as a real productivity concern.



But they aren't alone:

- Byju's, Swiggy, and Mathrubhumi have also introduced menstrual leave policies.
- Globally, companies like Nike and Coexist (UK) have supported flexible menstruation policies.

Yet, the awareness is still missing.

If we don't know our rights, how do we claim them?



# **BLEEDING ISN'T A BREAK- BUT SHOULD IT BE?**

What do you think about menstrual leave in India?  
Should it be normalized across workplaces?  
Comment. Share. Speak up.

#MenstrualLeave #WorkplaceWellness #BleedWithDignity  
#FemellaFoundation #PeriodPolicy #MenstrualJustice

Study by: @FemellaFoundation

Credits: Led by Thasneem (Managing Director), Haifa (Executive Officer), and the Femella Team

Code: Check out GitHub (<https://github.com/Urstruly-Thas>)