

## **An empirical study on menstrual leave at work place**

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### **Abstract:**

In any working place, both men and women are working together and for effective work, employees should be healthy both physically and psychologically. My research paper focuses on the mental and physical health of women. Menstrual cycle is one of the regular problems faced by women. This menstrual cycle is both physically and psychological related. So, every woman should take rest in that period, that period can be called a periodic leave. A period leave is a policy that allows women to take time off from work or school during their menstrual cycle. This policy recognizes that menstruation can cause physical discomfort and may impact a person's ability to perform their duties effectively. While some states and companies have implemented menstrual leave policies, it is not a widely adopted practice globally. This paper's objective is to consider the menstrual problem and make a proposal to sanction menstrual leave to our state, especially to Tumkur University women employees. To prove the objective of the study, the researcher used Chi-square test and some graphical tools.

**keywords:** Menstrual leave, Workplace policies, Menstrual hygiene, Gender equality, Women's health.

### **Introduction:**

Women are an indispensable part of a society. Their education influences the coming generation. The development of the future generation mainly depends upon the education of the women section. So the education of women is realized to be the most essential part for the development of the society. The role of women outside home is becoming an important aspect of the social and economic life of the country. Science and Technology has brought a complete revolution in the thoughts and attitudes of human beings. It is felt that Indian women have to come forward and to play a great role in the development of scientific thinking and scientific disposition in solving the problems of life. Women play an integral role in society. They are the backbone of families and are crucial to the growth and development of communities. Yet, for centuries, women have been relegated to the side lines, subjected to discrimination and marginalization. In recent years, however, there has been a growing awareness of the importance of women in society. In this project I will explore the role of women in society and highlight the importance of empowering women to create a better future for all. It's 2023, and educated people everywhere seek opportunities that offer career growth and resources for a good lifestyle. This sentiment is common across genders, and age groups. After fighting years of patriarchy, women have finally made a place for themselves in the corporate world. But is it as rosy as it seems? Working is not an option but necessary for both men and women to mitigate the rising costs and sustain a healthy lifestyle. Despite the laws in place for women's safety and security at the workplace, women still face many challenges at their workplaces. Although many women face reduced consequences. This is not the case for all women. With International Women's Day approaching, let's go through the challenges faced by women in the workplace to date. Despite the importance of women in society, women face numerous challenges that hinder their ability to contribute fully.

### **Review of literature**

1. **Jessica L. Barnack-Tavlaris, Kristina Hansen, Rachel B. Levitt & Michelle Reno (2019):** Taking leave to bleed: Perceptions and attitudes toward menstrual leave policy: Menstrual leave is offered in some countries and companies; however, there is a lack of research examining perceptions or effects of

the policy. They examined the U.S. public's number= 600 perceptions of a potential menstrual leave policy. Participants were asked open-ended questions about potential effects of menstrual leave in the U.S. Using thematic analysis, five themes emerged: (a) Supporting women and women in the workplace. (b) What do men get? (c) Concerns about the effects on the workplace. (d) Just deal with it [menstruation]. (e) This policy would make women look bad. These findings are important for policy makers to consider.

**2.Sally King (2020):**Menstrual Leave: Good Intention, Poor Solution: The researcher argues that the rationale behind this policy makes several exaggerated and incorrect assumptions about the nature, and prevalence of menstrual cycle-related symptoms in the working population. Moreover, menstrual leave policies could reflect, and contribute to, unhealthy and discriminatory practices against women in the workforce. Indeed, sex-specific employment policies such as menstrual leave can easily, albeit unintentionally, reinforce unhelpful and inaccurate societal myths that position 'all women' as weaker, less reliable, or more expensive employees than men. He concludes that in order to support and improve menstrual health and gender equality in the workplace, it is better to focus on the working conditions and rights of all employees, plus access to good quality reproductive health information and medical treatment, if required.

**3.Alice J. Dan PhD (2009):** The law and women's bodies: The case of menstruation leave in Japan: This paper examines the right to take leave during menstruation is an unusual institutionalized practice, permitting an examination of the impact of social definitions of menstrual function. The researcher utilized in-depth interviews with 30 knowledgeable Japanese informants to gather data on history, rationale, and use of menstruation leave, as well as opinions on the controversy about abolishing it. Materials were systematically content analyzed; findings indicated that social factors were primary determinants for use of menstruation leave. These factors included working conditions, labor union strength, and company attitudes. Major themes in the controversy over abolishing menstruation leave included the power to define menstrual experience as normal or pathological; the legitimization of menstruation leave as related to maternity; and strategies for improving women's status at work. In symbolic interactionist terms, menstruation leave represents the lack of fit between social institutions of work and women's experience.

#### **Objectives of the Study**

- To know the available leaves to faculties.
- To understand the problems faced by women employees.
- To know the painful days in a cycle.

#### **Research methodology**

This research follows a Descriptive and Empirical Research Design. It uses both primary and secondary data. Primary data is collected from respondents using structured questionnaires. The quota and convenience Sampling techniques are used to collect primary data from the respondents. This study collected responses from 42 women in Tumkur University, who belonged to different age groups. The dependent variable used in the study was workplace and menstrual leaves was the independent variable. The study on menstrual leave at work was measured using a Likert-type scale. Further, the collected data are analyzed using Chi-square test.

#### **Hypothesis**

H0: There is no association between the age of respondents and their menstrual leaves

H1 : There is an association between the age of the respondents and their menstrual leaves.

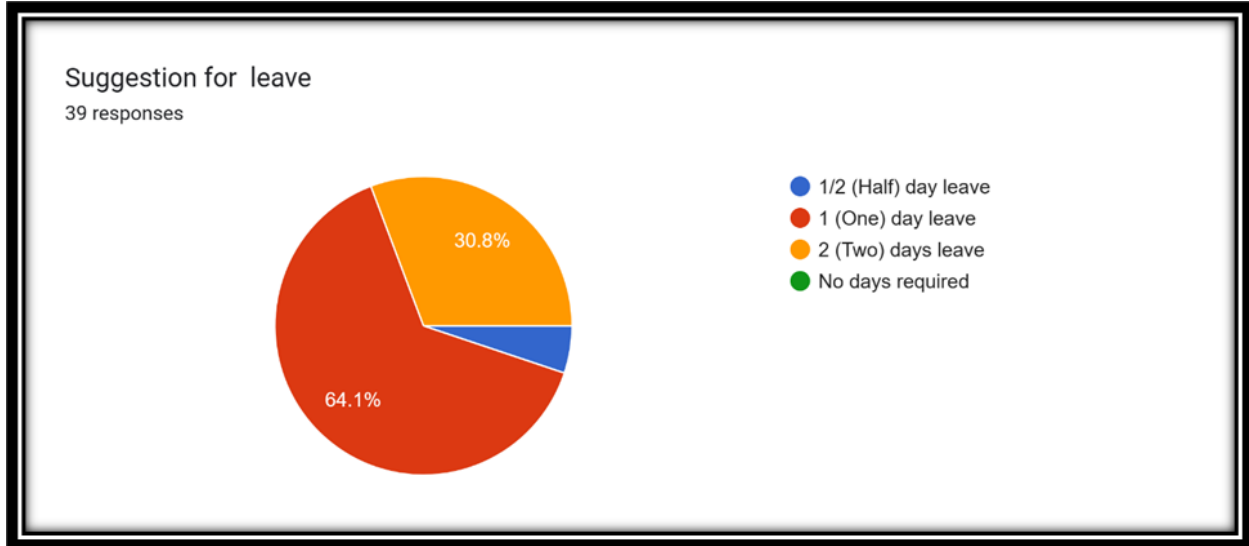
#### **DATA ANALYSIS AND INTERPRETATION**

Data analysis is the process of inspecting, cleansing, transforming, and modeling data with the goal of discovering useful information, informing conclusions, and supporting decision-making.

The title of the study is "AN EMPIRICAL STUDY ON MENSTRUAL LEAVE AT WORKPLACE"  
Special reference to Tumkur University Lady Faculties.

In the study I did a survey on menstrual leave. Here are the responses by Tumkur university lady faculties.

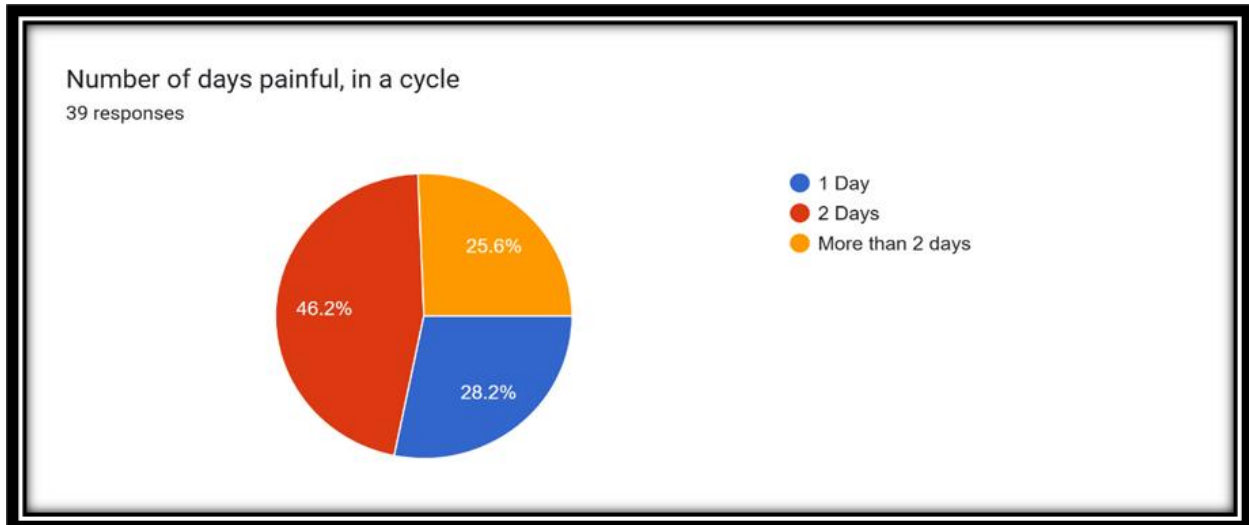
**CHART:1**



**INTERPRETATION**

Here, in the chart 6.8 discloses the facts of the 39 respondents i.e., 64.1% of the respondents give suggestion for 1 day leave, 30.8% of the respondents give suggestion for 2 days leave, rest of 5.1% of the respondents give suggestion for ½(half) day leave. The wow factor of this chart is there is no single response for the no days required. So here we can understand that there is a need for employees to leave. These responses are purely PRIMARY DATA

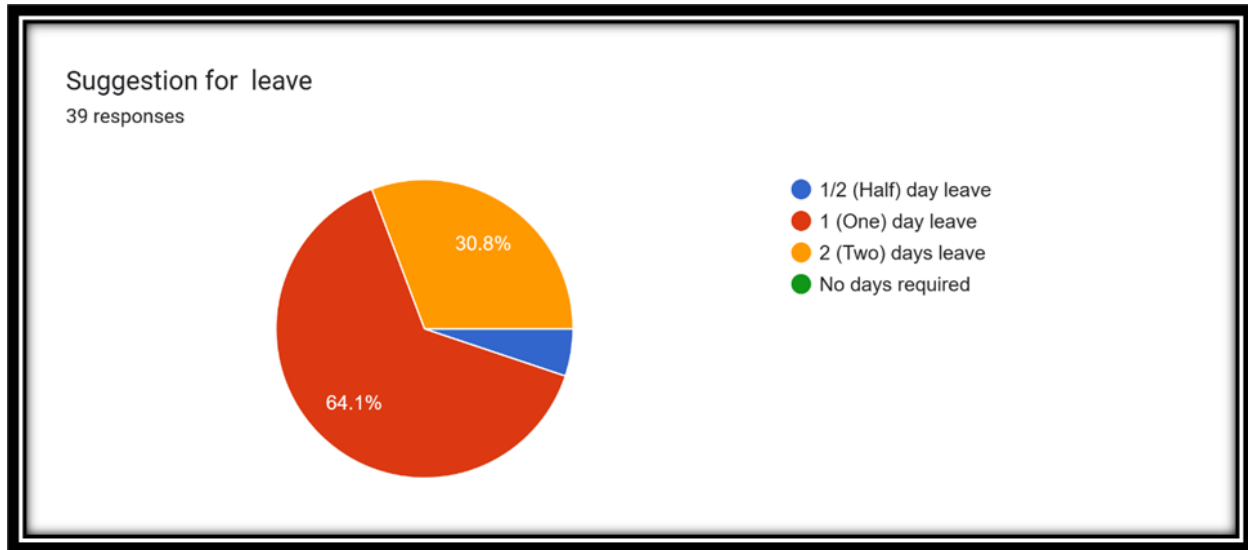
**CHART:2**



**INTERPRETATION**

This pie chart 6.7 defines that, 46.2% of the respondents were having 2 days of pain in their menstrual cycle, 28.2% of respondents have a 1 day of pain, and rest of the 25.6% of the respondents were suffering more than 2 days of pain in their menstrual cycle.

**CHART:3**



### INTERPRETATION

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### FINDINGS

- 1.I found out 53.8% of employees were not having a leave, 25.6% of employees have one day leave, 12.8% of respondents having 2 days leave and the least 7.8% employees have more than 2 days of leaves in my analysis.
2. I detect in my analysis that 46.2% of the respondents were having 2 days of pain in their menstrual cycle, 28.2% of respondents have a 1 day of pain, and rest of the 25.6% of the respondents were suffering more than 2 days of pain in their menstrual cycle.
3. In the survey, 48.7% of the respondents did not agree to work from home instead of taking leave, 38.5% of the respondents agreed to work from home instead of taking leave.

### SUGGESTIONS

- 1.Government needs to create sufficient awareness regarding menstrual leaves by conducting programs.
- 2.Government has to provide menstrual leave to lady employees in all kind of organizations.
- 3.To increase the work efficiency.
- 4.Reduce absenteeism.
- 5.Respondents are expecting one extra leave for menstrual pain.

### CONCLUSION

Through this study the researcher came to know all circumstances which lead to increasing the efficiency of work by the employees in the organizations, and all the aspects of menstrual leave effects in the positive and healthy environment to the employees.

As a researcher to all the aspects of menstrual leave which are rich in my knowledge. And from the analysis of data gathered these conclusions were being made. It creates employment efficiency and also understands the requirement of the leave.

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