



INTERNATIONAL LAW
JOURNAL

**WHITE BLACK
LEGAL LAW
JOURNAL**
**ISSN: 2581-
8503**

Peer - Reviewed & Refereed Journal

The Law Journal strives to provide a platform for discussion of International as well as National Developments in the Field of Law.

WWW.WHITEBLACKLEGAL.CO.IN

DISCLAIMER

No part of this publication may be reproduced or copied in any form by any means without prior written permission of Editor-in-chief of White Black Legal – The Law Journal. The Editorial Team of White Black Legal holds the copyright to all articles contributed to this publication. The views expressed in this publication are purely personal opinions of the authors and do not reflect the views of the Editorial Team of White Black Legal. Though all efforts are made to ensure the accuracy and correctness of the information published, White Black Legal shall not be responsible for any errors caused due to oversight or otherwise.

WHITE BLACK
LEGAL

EDITORIAL **TEAM**

Raju Narayana Swamy (IAS) Indian Administrative Service officer



Dr. Raju Narayana Swamy popularly known as Kerala's Anti Corruption Crusader is the All India Topper of the 1991 batch of the IAS and is currently posted as Principal Secretary to the Government of Kerala. He has earned many accolades as he hit against the political-bureaucrat corruption nexus in India. Dr Swamy holds a B.Tech in Computer Science and Engineering from the IIT Madras and a Ph. D. in Cyber Law from Gujarat National Law University . He also has an LLM (Pro) (with specialization in IPR) as well as three PG Diplomas from the National Law University, Delhi- one in Urban Environmental Management and Law, another in Environmental Law and Policy and a third one in Tourism and Environmental Law. He also holds a post-graduate diploma in IPR from the National Law School, Bengaluru and diploma in Public

a professional Procurement from the World Bank.

Dr. R. K. Upadhyay

Dr. R. K. Upadhyay is Registrar, University of Kota (Raj.), Dr Upadhyay obtained LLB, LLM degrees from Banaras Hindu University & Phd from university of Kota.He has succesfully completed UGC sponsored M.R.P for the work in the ares of the various prisoners reforms in the state of the Rajasthan.



Senior Editor

Dr. Neha Mishra



Dr. Neha Mishra is Associate Professor & Associate Dean (Scholarships) in Jindal Global Law School, OP Jindal Global University. She was awarded both her PhD degree and Associate Professor & Associate Dean M.A.; LL.B. (University of Delhi); LL.M.; Ph.D. (NLSIU, Bangalore) LLM from National Law School of India University, Bengaluru; she did her LL.B. from Faculty of Law, Delhi University as well as M.A. and B.A. from Hindu College and DCAC from DU respectively. Neha has been a Visiting Fellow, School of Social Work, Michigan State University, 2016 and invited speaker Panelist at Global Conference, Whitney R. Harris World Law Institute, Washington University in St.Louis, 2015.

Ms. Sumiti Ahuja

Ms. Sumiti Ahuja, Assistant Professor, Faculty of Law, University of Delhi, Ms. Sumiti Ahuja completed her LL.M. from the Indian Law Institute with specialization in Criminal Law and Corporate Law, and has over nine years of teaching experience. She has done her LL.B. from the Faculty of Law, University of Delhi. She is currently pursuing Ph.D. in the area of Forensics and Law. Prior to joining the teaching profession, she has worked as Research Assistant for projects funded by different agencies of Govt. of India. She has developed various audio-video teaching modules under UGC e-PG Pathshala programme in the area of Criminology, under the aegis of an MHRD Project. Her areas of interest are Criminal Law, Law of Evidence, Interpretation of Statutes, and Clinical Legal Education.



Dr. Navtika Singh Nautiyal

Dr. Navtika Singh Nautiyal presently working as an Assistant Professor in School of law, Forensic Justice and Policy studies at National Forensic Sciences University, Gandhinagar, Gujarat. She has 9 years of Teaching and Research Experience. She has completed her Philosophy of Doctorate in 'Intercountry adoption laws from Uttranchal University, Dehradun' and LLM from Indian Law Institute, New Delhi.

Dr. Rinu Saraswat



Associate Professor at School of Law, Apex University, Jaipur,
M.A, LL.M, Ph.D,

Dr. Rinu have 5 yrs of teaching experience in renowned institutions like Jagannath University and Apex University. Participated in more than 20 national and international seminars and conferences and 5 workshops and training programmes.

Dr. Nitesh Saraswat

E.MBA, LL.M, Ph.D, PGDSAPM

Currently working as Assistant Professor at Law Centre II, Faculty of Law, University of Delhi. Dr. Nitesh have 14 years of Teaching, Administrative and research experience in Renowned Institutions like Amity University, Tata Institute of Social Sciences, Jai Narain Vyas University Jodhpur, Jagannath University and Nirma University.

More than 25 Publications in renowned National and International Journals and has authored a Text book on Cr.P.C and Juvenile Delinquency law.



Subhrajit Chanda



BBA. LL.B. (Hons.) (Amity University, Rajasthan); LL. M. (UPES, Dehradun) (Nottingham Trent University, UK); Ph.D. Candidate (G.D. Goenka University)

Subhrajit did his LL.M. in Sports Law, from Nottingham Trent University of United Kingdoms, with international scholarship provided by university; he has also completed another LL.M. in Energy Law from University of Petroleum and Energy Studies, India. He did his B.B.A.LL.B. (Hons.) focussing on International Trade Law.

ABOUT US

WHITE BLACK LEGAL is an open access, peer-reviewed and refereed journal providededicated to express views on topical legal issues, thereby generating a cross current of ideas on emerging matters. This platform shall also ignite the initiative and desire of young law students to contribute in the field of law. The erudite response of legal luminaries shall be solicited to enable readers to explore challenges that lie before law makers, lawyers and the society at large, in the event of the ever changing social, economic and technological scenario.

With this thought, we hereby present to you

MENSTRUAL LEAVE: COMPARATIVE ANALYSIS

AUTHORED BY - VAISHNAVI MATHUR

Introduction

In recent years, discussions surrounding women's rights and gender equality have gained significant traction in India, with various policies and initiatives aimed at addressing gender disparities in the workplace. One such policy that has sparked both fervent support and vehement opposition is the concept of paid menstrual leave. Advocates argue that it is a crucial step towards recognizing and accommodating the unique needs of women in the workforce, while critics contend that it may perpetuate gender stereotypes and hinder women's progress in the professional sphere. In this article, we delve into the complexities surrounding paid menstrual leave in India, examining the multifaceted arguments and concerns that shape this contentious issue.

In India, the Right of Women to Menstrual Health and Management Bill in 2022 shows the growing recognition of menstrual health as well as mental health during menstruation as a primary aspect of women's rights. This bill is a good initiative towards the menstrual health of women however this bill has not yet become a law. The fact that it has already been 2 years since the bill was proposed but still there is no progress in the situation shows the problems and challenges implementation of such a bill is facing. Especially in the Indian context, there are a lot of dilemmas and superstitions related to the menstrual cycle which makes it difficult to bring such a law into place. This bill is one of the major steps for acknowledgement of the realities that women have to face in the workplace and gives us hope that in the coming time, such a law will be introduced.

Bringing in the concept of paid menstrual leave will also help in addressing the stigma about menstruation in Indian society. In a country like India where there is so much development and urbanization happening it is surprising to note that there are people who still have the mindset which discriminates against women during their menstruation. With paid menstrual leaves women will have an option to take some time off during their menstruation without any stress or without being scared of the consequences it might take place. Policies like this will help in normalising the

discussions about menstruation making the work environment more safer and comfortable for women. Paid menstrual leave holds the potential to address the deep-seated stigma surrounding menstruation in Indian society.¹ By providing women with the option to take time off during their menstrual cycles without fear of repercussion, such policies can contribute to normalizing discussions about menstruation and fostering a more inclusive and supportive work environment.

Understanding Menstrual Leave

Menstrual leave, also known as period leave or menstrual leave, refers to a policy that allows women to take time off from work during their menstrual cycles, with full pay or reduced pay. The rationale behind menstrual leave is rooted in the acknowledgment of the physical and emotional challenges that many women experience during menstruation, including pain, fatigue, and mood fluctuations. Proponents of menstrual leave argue that it is a matter of gender equality and workplace fairness, providing women with the necessary support to manage their health and well-being effectively.

Menstrual leave, a form of leave allowing individuals to take time off from work due to menstruation-related symptoms, is intended to assist those experiencing severe symptoms by providing the necessary time to cope, seek treatment, and recover before resuming work duties. Although associated with controversy and concerns about discrimination against men, only a few countries have implemented such policies. In places where menstrual leave exists, like Indonesia, Japan, South Korea, Taiwan, Mexico, Zambia, and Spain, variations exist in terms of the duration and compensation.

While menstrual leave could help normalize discussions about menstruation and preserve medical leave for nonmenstrual health issues, potential drawbacks include reinforcing sexist attitudes and exacerbating workplace discrimination. To mitigate these risks, careful implementation of policies is crucial, ensuring they promote gender equality and do not perpetuate discrimination.

In the workplace, companies can support employees experiencing menstruation by offering options like reduced hours, remote work, and designated "well-being rooms" where they can focus on their health during working hours. Flexible menstrual leave policies can also provide the necessary support and flexibility for those in need.

Ultimately, the aim of menstrual leave policies should be to prioritize employee health and well-being while fostering gender equality and minimizing discrimination in the workplace.

In addition to the physical and emotional challenges associated with menstruation, menstrual leave policies also recognize the societal and cultural factors that contribute to the stigma surrounding menstruation. In many parts of the world, menstruation is still considered a taboo topic, leading to feelings of shame, embarrassment, and even exclusion among individuals who menstruate. By institutionalizing menstrual leave, organizations can play a role in challenging these deeply ingrained attitudes and promoting greater acceptance and understanding of menstruation as a natural and normal part of life.

Moreover, menstrual leave policies can have positive implications for workplace productivity and employee morale. By allowing individuals to take time off to address their menstrual symptoms, organizations can prevent presenteeism—the phenomenon of employees coming to work despite being unwell—which can ultimately lead to decreased productivity and increased risk of errors or accidents. Providing employees with the opportunity to prioritize their health and well-being can lead to higher levels of job satisfaction, engagement, and retention.

Furthermore, menstrual leave policies can contribute to broader efforts to promote gender equality and diversity in the workplace. By recognizing and accommodating the specific needs of individuals who menstruate, organizations signal their commitment to creating an inclusive and supportive work environment for all employees, regardless of gender identity or expression. This can help attract and retain a diverse workforce and foster a culture of respect, equity, and belonging.

In conclusion, menstrual leave policies offer a practical and compassionate solution to address the challenges faced by individuals who menstruate in the workplace. By promoting greater awareness, acceptance, and support for menstruation, organizations can contribute to positive social change while enhancing employee well-being and productivity.

The Case for Paid Menstrual Leave

Advocates of paid menstrual leave in India emphasize several key arguments in support of its implementation:

1. **Health and Well-being:** Menstruation can be a physically and emotionally taxing experience for many women, with symptoms ranging from menstrual cramps to headaches and nausea. Paid menstrual leave ensures that women can prioritize their health and well-being without facing financial repercussions or the risk of disciplinary action from employers.
2. **Productivity and Efficiency:** By allowing women to take time off during their menstrual cycles, paid menstrual leave can contribute to greater productivity and efficiency in the workplace. Research suggests that employees who are well-rested and in good health are more likely to perform optimally, ultimately benefiting both the individual and the organization.
3. **Gender Equality:** Paid menstrual leave is viewed as a step towards achieving gender equality in the workplace by recognizing and accommodating the biological differences between men and women. It challenges traditional notions of masculinity and femininity and promotes a more inclusive and equitable work environment.
4. **Legal and Ethical Considerations:** Some argue that denying women access to paid menstrual leave could constitute discrimination on the basis of sex, a violation of both national and international labor laws. Ensuring equal treatment for all employees, regardless of gender, is not only a legal imperative but also an ethical one.

The Controversy Surrounding Paid Menstrual Leave

The debate over paid menstrual leave is multifaceted, encompassing concerns about gender equality, workplace bias, and the medicalization of menstruation. Opponents argue that such leave could reinforce harmful gender stereotypes, suggesting that menstruation is a debilitating condition that affects women's ability to work, which is inaccurate. This perception may exacerbate the historical notion that menstruation renders women weaker and less productive, potentially leading to discrimination in performance evaluations and career advancement opportunities. There's apprehension that menstrual leave could become an additional obstacle for women seeking employment, as seen in Italy's deliberation over a menstrual leave law in 2017.

Conversely, proponents of menstrual leave highlight its potential benefits for individuals suffering from conditions like endometriosis, a chronic illness affecting a significant portion of women. The severe symptoms of endometriosis often necessitate time off work, and menstrual leave could provide a supportive framework for managing these challenges while promoting open dialogue and destigmatization. Despite these advantages, there are risks associated with discussing menstruation in the workplace, potentially violating cultural norms of discretion and contributing to menstrual stigma. Moreover, utilizing menstrual leave may require disclosing personal health information to supervisors, potentially leading to discrimination and reinforcing gender biases in hiring and compensation practices.

In conclusion, the debate surrounding paid menstrual leave requires a nuanced approach balancing the goals of gender equality, addressing medical needs, and mitigating the perpetuation of stereotypes and discrimination in the workplace. Careful consideration of both the potential benefits and risks is essential in implementing policies that effectively support and empower women in the workforce.

Despite the arguments in favor of paid menstrual leave, the concept remains highly contentious in India, with several compelling concerns raised by critics:

1. **Reinforcement of Gender Stereotypes:** Critics argue that paid menstrual leave may perpetuate gender stereotypes by reinforcing the notion that women are inherently weaker or less capable than men. This could have detrimental effects on women's professional advancement and perpetuate discrimination in the workplace.
2. **Potential for Discrimination:** There is a concern that employers may discriminate against hiring women if they perceive them as being more costly or inconvenient due to the provision of paid menstrual leave. This could exacerbate existing gender disparities in employment and hinder women's access to opportunities for career growth and advancement.
3. **Stigmatization of Menstruation:** Offering paid menstrual leave could inadvertently contribute to the stigma surrounding menstruation, portraying it as a taboo subject or a source of shame. Instead of fostering open dialogue and education about menstruation, paid leave policies may reinforce negative attitudes and perceptions about women's

reproductive health.

4. **Exclusionary Policies:** Critics argue that menstrual leave policies may not be inclusive of transgender and non-binary individuals who menstruate, thereby marginalizing these groups and failing to address their needs in the workplace. Any discussion of menstrual leave must consider the diverse experiences and identities of individuals who menstruate.
5. **Potential for Abuse:** There are concerns that employees may abuse paid menstrual leave either by falsely claiming to require it or by facing pressure from employers to use it. This could undermine the integrity of the policy and erode trust between employers and employees.

Navigating the Way Forward

The debate surrounding paid menstrual leave in India highlights the complexities and nuances inherent in addressing gender disparities in the workplace. While there are valid arguments both for and against menstrual leave, it is essential to approach the issue with sensitivity, empathy, and a commitment to gender equality.

In navigating the discourse surrounding paid menstrual leave in India, it's crucial to acknowledge the intersectionality of gender and socio-economic factors. Women from marginalized communities may face amplified challenges related to menstruation due to factors such as inadequate access to healthcare, sanitation, and menstrual hygiene products. Therefore, any discussion on menstrual leave policies must also consider the socio-economic inequalities that impact women's experiences in the workforce.

Furthermore, the implementation of paid menstrual leave should be accompanied by comprehensive menstrual health education initiatives. Educating both employees and employers about the biological and societal aspects of menstruation can help dispel myths, reduce stigma, and foster a more supportive workplace culture. Additionally, providing resources and support for menstrual hygiene management can empower individuals to manage their periods with dignity and comfort.

In addressing concerns about potential discrimination or abuse of paid menstrual leave, clear

guidelines and protocols should be established to ensure fairness and accountability. This includes mechanisms for monitoring and evaluating the implementation of menstrual leave policies, as well as providing avenues for employees to voice any grievances or concerns.

Moreover, the conversation around paid menstrual leave should extend beyond women to include transgender and non-binary individuals who menstruate. Ensuring inclusivity and sensitivity to diverse gender identities is essential in designing equitable policies that meet the needs of all employees.

Ultimately, the goal of paid menstrual leave should be to foster a workplace environment that prioritizes the health, well-being, and dignity of all individuals, while also advancing gender equality and social justice. By approaching the issue with empathy, understanding, and a commitment to inclusivity, organizations can contribute to creating a more equitable and supportive workplace for everyone.

Navigating the way forward requires a comprehensive approach that takes into account the diverse needs and experiences of all individuals in the workplace. Here are some key considerations for moving forward:

1. **Education and Awareness:** Increasing awareness and understanding about menstruation is essential for combating stigma and misinformation. Employers can implement educational initiatives to foster an inclusive and supportive work environment where discussions about menstruation are normalized and destigmatized.
2. **Policy Development:** When developing menstrual leave policies, it is crucial to consult with a diverse range of stakeholders, including employees, human resources professionals, and healthcare experts. Policies should be flexible, inclusive, and responsive to the needs of all individuals who menstruate, regardless of gender identity.
3. **Flexible Work Arrangements:** In addition to menstrual leave, employers can consider implementing flexible work arrangements, such as remote work or flexible hours, to accommodate employees experiencing menstrual symptoms. Providing options for telecommuting or adjusting work schedules can empower individuals to manage their health while maintaining productivity.

4. **Supportive Work Environment:** Creating a supportive work environment involves more than just implementing policies; it also requires fostering a culture of empathy, respect, and understanding. Employers can promote open communication, provide access to resources and support networks, and cultivate a workplace culture that prioritizes employee well-being.
5. **Collaborative Approach:** Addressing gender disparities and promoting menstrual health in the workplace requires collaboration among employers, policymakers, healthcare professionals, and advocacy groups. By working together, stakeholders can develop holistic solutions that promote gender equality, support employee health, and create inclusive work environments for all.
6. **Comprehensive Policies:** Any discussion of menstrual leave must be part of a broader conversation about promoting gender equity and women's rights in the workplace. Comprehensive policies should address not only menstrual health but also issues such as parental leave, flexible work arrangements, and equal pay.

To combat stigma and misinformation surrounding menstruation, education and awareness-raising efforts are essential. Employers can implement initiatives to promote menstrual health literacy and create a supportive work environment where employees feel comfortable discussing their reproductive health needs.

Work-from-home arrangements have emerged as a viable solution to address various challenges in the modern workplace, offering flexibility and autonomy to employees while maintaining productivity. Particularly in the context of menstrual leave, remote work can provide individuals with the option to manage their symptoms from the comfort of their homes, without the added stress of commuting or navigating workplace environments. This flexibility not only allows employees to prioritize their health and well-being but also promotes a more inclusive work culture that accommodates diverse needs and experiences. Additionally, work-from-home arrangements can contribute to greater work-life balance, reducing burnout and enhancing overall job satisfaction. As organizations continue to adapt to changing work dynamics, embracing remote work as a solution can create opportunities for increased efficiency, creativity, and employee empowerment.

Work-from-home arrangements offer a range of benefits beyond addressing menstrual leave concerns. Firstly, remote work can alleviate the physical discomfort associated with menstruation by providing individuals with the option to work in a comfortable environment of their choosing, such as their own home. This can help mitigate symptoms like fatigue, pain, and discomfort, allowing employees to better manage their health while remaining productive.

Moreover, work-from-home policies can contribute to greater mental well-being by reducing stress levels associated with commuting and navigating workplace dynamics. For individuals experiencing severe menstrual symptoms, the ability to work from home provides a reprieve from the added pressure of maintaining a professional appearance and interacting with colleagues while feeling unwell.

Additionally, remote work promotes inclusivity by accommodating diverse needs and circumstances. Menstrual symptoms can vary greatly from person to person, and allowing employees to work from home during these times acknowledges and respects this variability. This inclusivity fosters a culture of understanding and support within the workplace, enhancing overall employee morale and engagement.

From an organizational standpoint, embracing work-from-home arrangements can lead to cost savings associated with office space, utilities, and other overhead expenses. It also opens up opportunities for talent acquisition and retention by appealing to individuals seeking flexibility and work-life balance.

Overall, work-from-home arrangements serve as a practical and compassionate solution for addressing menstrual leave concerns while promoting employee well-being, inclusivity, and organizational efficiency.

Conclusion

Paid menstrual leave is a complex and contentious issue that reflects broader societal attitudes towards gender, health, and work. While proponents argue that it is a crucial step towards gender equality and workplace fairness, critics raise concerns about reinforcing stereotypes, perpetuating

discrimination, and stigmatizing menstruation. Navigating these challenges requires a nuanced and multifaceted approach that prioritizes inclusivity, education, and collaboration. By addressing the concerns raised by both sides of the debate, we can move towards creating a more equitable and supportive work environment for all individuals, regardless of their gender or reproductive health needs.

It is essential to recognize that menstrual leave is not a standalone solution to address gender disparities in the workplace. It should be part of a broader strategy that includes initiatives such as equal pay, parental leave, and access to healthcare services. By addressing systemic inequalities and promoting policies that support work-life balance and employee well-being, organizations can create environments where all individuals feel valued, respected, and empowered to thrive.

The implementation of menstrual leave policies should be accompanied by robust monitoring and evaluation mechanisms to assess their impact and effectiveness. Regular feedback from employees can help identify any shortcomings or areas for improvement, ensuring that policies remain relevant and responsive to evolving needs.

Apart from organizational efforts, there is a role for policymakers to play in promoting gender equality and menstrual health. Legislation can provide a framework for employers to adopt inclusive policies and ensure compliance with legal standards.

Furthermore, government initiatives can support educational campaigns to challenge menstrual stigma and promote positive attitudes towards reproductive health.

Ultimately, addressing the complexities surrounding paid menstrual leave requires a collaborative and holistic approach that engages stakeholders at all levels. By fostering dialogue, promoting awareness, and taking concrete action, we can work towards creating workplaces that are truly equitable, supportive, and inclusive for everyone.