

27 Feb, 2023

[95-1] - Society.

1. DO you think that the policy for granting menstrual leave will result in gender discrimination in society? comment.

Recently Supreme court refused to take petition regarding policy framework on Menstrual Leave.

Menstrual Leave.

It is the day off provided to women experiencing pain during first 2 days of the periods. It is seen that more than half of women experience pain, discomfort during working, also hampers daily activities & productivity.

Arguments against such Menstrual Leave.

Supreme court - itself called to look at "different dimensions"

- Biological fact → Famous
- Disincentive to employees } Does Not
- feminist view } favour.

Against menstrual Leave

1. Some Argue, it may disincentivise employees to discriminate against women employees.

eg: maternity benefit Act, 1961 → criticized as it may discourage employment of women - due to necessity of 26 week paid maternity benefit.

2. Feminists argue that it may reinforce negative sentiments against women.

eg: ^{By} periodic labour force survey → already.

labour force of women - only 27%.

Arguments in favor

It is not a kind of privilege, instead it is the acceptance of biological fact.

Eg: In India → Bihar Kerala - only 2 states had such policy. Globally also many countries had such policies.
eg: Spain

way forward

Apart from this, there is lack of sanitation facilities in most of industries due to informal nature.
World bank report → says, in India, labour force in women declining due to 26 to 19%. Hence, due deliberation ~~should~~ by including all stakeholders, before framing such policy, and government must take appropriate action.