

MENSTRUAL LEAVE AT WORKPLACE: A STUDY ON THE PERCEPTION AMONG EMPLOYEES

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DECLARATION

I, **SURYAGAYATHRI P**, do hereby declare that this Dissertation titled “**Menstrual Leave at Workplace: A Study on the Perception among Employees**” is based on the original work carried out by me and submitted to the University of Kerala during the year 2021-2023 towards partial fulfilment of the requirements for the **Master of Arts in Human Resource Management** Degree Examination. I further declare that this dissertation is based on the original study undertaken by me and has not been submitted for the award of any diploma or degree from any other University/Institution.

CERTIFICATION OF APPROVAL

This is to certify that this dissertation entitled on “MENSTRUAL LEAVE AT WORKPLACE: A STUDY ON THE PERCEPTION AMONG EMPLOYEES” is a record of genuine work done by Suryagayathri P, a fourth semester Master of Arts in Human Resource Management Student of this college under my supervision and guidance and that it is hereby approved for submission.

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ABSTRACT

In modern workplaces, women face various challenges. Gender biases and stereotypes can restrict opportunities and growth. Balancing work and caregiving strain their well-being. Unequal pay contributes to financial disparities. Barriers to career advancement hinder progress into leadership positions. Harassment and discrimination create unfriendly environments. In addition to these workplace challenges, women also contend with the natural biological process of menstruation. Menstruation brings discomfort, including cramping and mood swings, affecting overall well-being. In many workplaces, limited menstrual support compounds these difficulties. To create truly empowering workplaces, it's imperative to address both systemic workplace challenges and the specific needs of women, including the provision of menstrual support. Recognizing and accommodating menstruation-related needs can contribute to a more inclusive and supportive work environment, ultimately enabling women to thrive and excel in their careers.

In the context of the workplace, menstruation can pose unique challenges for individuals, particularly those in the manufacturing sector. These challenges may include decreased productivity, difficulty concentrating, and overall discomfort, making it essential for individuals to have the opportunity to rest and take care of their well-being during this time. The idea of menstrual leave, a policy that allows individuals to take time off work specifically for menstruation-related reasons, has been a topic of discussion for a significant period. There are arguments both in favour of and against its implementation. To explore this further, a study was conducted to gauge the perceptions of working individuals in the manufacturing sector regarding the introduction of a menstrual leave policy. The objective was to assess the necessity and viability of implementing such a policy in this particular context. The study was done utilizing a self-structured questionnaire to gather information from 81 respondents who are employees in the manufacturing sector. The respondents were asked to share their awareness level, attitudes and anticipated outcomes concerning the potential implementation of a menstrual leave policy. The study indicated a notable level of support for the implementation of a menstrual leave policy among employees in the manufacturing sector. The findings suggest that enacting a law mandating menstrual leave would be beneficial, as it would address workplace discrimination, reduce stigma, and contribute to creating a more inclusive and supportive work environment for all.

CHAPTER-1
INTRODUCTION

1.1 INTRODUCTION

Women at work play a vital role in today's society, breaking barriers and challenging traditional gender norms. They contribute their unique perspectives, skills, and talents across various industries, shaping the workforce and driving innovation. Despite significant progress, women still face certain challenges and inequalities in the workplace. Gender-based discrimination, unequal pay, and limited opportunities for career advancement continue to persist. However, organizations and individuals are increasingly recognizing the importance of gender equality and working towards creating inclusive work environments. Initiatives such as mentorship programs, diversity training, and flexible work arrangements are being implemented to support and empower women in their professional pursuits. With greater representation and equal opportunities, women at work are making significant strides, shattering glass ceilings, and inspiring future generations. As more women occupy leadership positions and excel in diverse fields, their contributions continue to reshape industries and foster a more equitable and prosperous society. It is crucial to continue advocating for gender equality, ensuring that women at work are valued, respected, and provided with the tools they need to thrive professionally. By promoting diversity and inclusion, we can harness the full potential of women at work and build a better future for everyone. - *S Bullock, Women and Work– (1994)*

1.1.1 Evolution of Women in the Workplace

The history of women at the workplace is a story of progress, challenges, and triumphs. For centuries, women were predominantly confined to domestic roles, with limited opportunities for economic independence or professional growth. However, the Industrial Revolution in the 18th and 19th centuries brought about significant changes, as women began to enter factories and mills to contribute to the growing workforce. Initially employed in low-skilled, low-paying jobs, women faced harsh working conditions and long hours. The suffrage and women's rights movements in the late 19th and early 20th centuries played a crucial role in advocating for women's equality, including their right to work. As women fought for their political and social rights, they also demanded equal opportunities in the workplace. The First and Second World Wars further accelerated the entry of women into the workforce, as they took up jobs traditionally held by men who were fighting in the war. This marked a pivotal moment in history, as women proved their capability and contributed significantly to the war effort.

However, progress was not without obstacles. In the post-war era, many women were expected to return to traditional roles as homemakers, and societal expectations often hindered their career aspirations. The feminist movement of the 1960s and 1970s challenged these norms and pushed for gender equality, leading to significant legal reforms and workplace changes. The introduction of anti-discrimination laws and affirmative action policies aimed to address gender-based inequalities and provide equal opportunities for women in the workplace.

In recent decades, more women have entered previously male-dominated industries and achieved remarkable success in various fields. However, challenges such as the gender pay gap, glass ceiling, and unconscious biases still persist. Efforts to break down these barriers have gained momentum, with organizations and individuals actively working towards creating inclusive work environments and promoting gender diversity. Today, women continue to make substantial contributions in all sectors of the economy, from business and finance to science and technology. Their perseverance, talent, and determination have paved the way for future generations, inspiring girls and young women to pursue their aspirations without limitations. The history of women at the workplace is a testament to their resilience, courage, and undeniable capabilities. While there is still work to be done to achieve full gender equality, the progress made so far has transformed workplaces and societies, highlighting the invaluable contributions of women and the importance of their inclusion in all aspects of professional life. -JG Webb - *The Evolution of Women's Roles within the University and the Workplace* (2010)

1.1.2 Factors Contributing to Increased Women's Workforce Participation

Several factors have contributed to the increased participation of women in the workforce. One significant factor is the changing societal and cultural norms surrounding women's roles. Over the years, there has been a shift in perceptions and expectations regarding gender roles and women's capabilities. The women's rights movement and feminist movements have played a vital role in challenging traditional norms and advocating for gender equality, empowering women to pursue careers and economic independence. Economic factors have also influenced women's entry into the workforce. With the rising costs of living and the need for dual incomes to support households, many women have sought employment to contribute financially and improve their quality of life. Economic opportunities and the need for skilled labour in various industries have provided avenues for women to access employment and establish themselves professionally. Advancements in education and access to higher education have opened doors for women to pursue careers. As

more women gained access to quality education, they acquired the skills and knowledge necessary to enter professional fields and contribute to the workforce. Educational opportunities have helped women break free from traditional limitations and realize their potential in diverse industries. Legislative changes and policies promoting gender equality have also played a crucial role in encouraging women's workforce participation. Anti-discrimination laws, equal pay legislation, and maternity leave provisions have helped create a more level playing field for women in the workplace. These legal frameworks have sought to address gender-based inequalities and ensure that women are afforded equal opportunities and rights in employment. Furthermore, technological advancements and the growth of service-oriented industries have created new job opportunities that are more accessible to women. With the shift towards knowledge-based economies, sectors such as healthcare, education, finance, and technology have seen significant growth, providing women with a wider range of career options. Overall, a combination of societal changes, economic factors, improved educational opportunities, legislative reforms, and evolving job markets has made it more feasible and desirable for women to enter the workforce. As a result, women have been able to pursue their professional ambitions, contribute to the economy, and challenge long-standing gender stereotypes- *S Verick -Female labor force participation in developing countries IZA World of Labor (2014)*

1.1.3 Physical Disruptions and Challenges Faced by Women at Work

Physical disruptions that women started to face at work have been a persistent challenge throughout history. In many workplaces, women have encountered various forms of gender-based discrimination, harassment, and unequal treatment that have had a direct impact on their physical well-being and overall work experience. In addition to the physical disruptions faced by women at work, menstruation and its associated symptoms can pose additional challenges in the workplace. Menstruation is a natural biological process that women experience on a monthly basis, yet it has often been stigmatized and overlooked in professional settings. For many women, menstrual symptoms such as cramps, fatigue, headaches, and mood swings can impact their ability to perform at their best. These symptoms can vary in intensity and duration, with some women experiencing more severe discomfort than others. However, societal expectations often demand that women hide or downplay their symptoms, leading to a lack of understanding and support in the workplace.

Women may face difficulties in managing their menstrual symptoms while meeting work responsibilities. The physical discomfort and pain associated with menstruation can be distracting and affect concentration and productivity. Additionally, the need for frequent restroom breaks or access to sanitary products may not always be readily accommodated or understood by employers or colleagues. To address these challenges, it is crucial for workplaces to foster a supportive and inclusive environment. Providing access to clean and private restroom facilities, as well as conveniently located sanitary product dispensers, can help alleviate some of the practical challenges women face during their menstrual cycles. Employers can also offer flexible work arrangements or adjusted schedules to accommodate individual needs during this time, allowing women to manage their symptoms effectively. Open and non-judgmental communication about menstruation is essential to reduce stigma and promote understanding in the workplace. Educating both male and female employees about menstrual health and its potential impact on work performance can foster empathy and a supportive culture. Additionally, implementing policies that acknowledge and accommodate menstrual needs, such as providing paid menstrual leave or allowing for flexible sick leave, can contribute to a more inclusive and compassionate work environment. By acknowledging and addressing the unique challenges associated with menstruation, workplaces can support women's physical well-being and ensure equal opportunities for success. Breaking the silence surrounding menstruation and embracing menstrual health as a legitimate concern in the workplace can contribute to a more inclusive and supportive environment for all employees. - *T Åkerstedt, A Knutsson, P Westerholm, Journal of Psychosomatic Research (2002)*

1.1.4 The Debate on Menstrual Leave

The introduction of menstrual leave rules in the workplace has been a topic of increasing discussion and debate in recent years. Menstrual leave refers to giving workers more time off during their periods to take care of any problems they could have. Important issues regarding gender equality, work-life balance, and the general wellbeing of employees are raised by this subject. Organisations, policymakers, and researchers must understand how employees feel about taking menstruation leave. We can learn more about the possible advantages, difficulties, and effects of establishing such regulations in the workplace by looking at how employees feel about taking menstruation leave. This study attempts to close the knowledge gap and add to the ongoing conversation about menstrual leave. The study will investigate how employees see menstruation leave and examine the variables that affect their opinions. We are able to determine the possible

effects of menstruation leave on several elements of employees' work and personal lives by looking at their attitudes, beliefs, and experiences. Additionally, this study will look into the advantages and disadvantages of menstrual leave policies, including increased gender equality, enhanced work-life balance, and employee well-being. The results of this study will be helpful to both employees and policymakers. Policymakers can use the perceptions of employees as a resource to create and execute inclusive workplace policies that support gender equality and cater to the special needs of women. Understanding how employees feel about taking menstruation leave can help organisations build welcoming workplaces that put employee welfare first. Employees can take part in creating workplace policies and procedures that meet their unique demands. This study is notable because it deals with an important and little-explored subject that affects organisational policies, gender equality, and employee well-being. This study can add to the corpus of knowledge on this subject by examining employees' perspectives of menstruation leave and offer insightful information for organisations. - *JL Belliappa - Indian Journal of Industrial Relations (2018)*

1.1.5 Enhancing Gender Equality and Employee Well-being

The conversations about gender equality, work-life balance, and employee well-being increasingly centre on the implementation of menstruation leave regulations. Organisations, policymakers, and researchers must understand how employees feel about taking menstruation leave. This study attempts to close the knowledge gap and add to the ongoing conversation about menstrual leave. This study can offer insightful information to organisations, menstrual leave policymakers, and employees themselves by examining how employees perceive their right to menstrual leave. The results will add to the body of knowledge already available on menstruation leave, identify potential drawbacks and advantages, and guide the creation and adoption of inclusive workplace policies.

1.1.6 India's menstrual leave regulations

Ninong Ering, a former Lok Sabha MP from Arunachal Pradesh, introduced the Menstruation Benefit Bill in 2017 to provide women who work in both the public and private sectors with two days of paid menstruation leave each month. A debate was sparked by the bill. However, there were some important advancements in this area prior to Ering's law. The Bihar government has

allowed female employees to take two days off for their periods since 1992. Women can choose which two days of the month they want to work, without having to explain why. Similar to this, since 1912, a ladies' school in Kerala has permitted menstrual leave. Organisations have established menstrual leave policies in the workplace. Organisations like Zomato, Wet and Dry (a New Delhi-based business), Mathrubhumi (a Malayalam News Channel), and others have established menstrual leave policies in the workplace. Many other companies now allow their employees to work remotely. Despite the fact that a number of well-known companies have come forward, the shift has been sluggish and has received both acclaim and criticism. - *M Maheshwari Menstrual Leave: Examining the Global Policies and the Legal Framework in India - Jus Corpus LJ (2022)*

1.1.7 Kerala Government Approves Menstrual Leave Policy for Female Students in State Universities

In a significant move, the Chief Minister of Kerala, Pinarayi Vijayan, took to social media to announce the implementation of a menstrual leave policy for female students across all state universities under the Department of Higher Education. This decision was prompted by the Cochin University of Science and Technology (CUSAT) previously deciding to grant menstrual leave to its female students following a representation made by the students' union. CUSAT's decision entails enabling women students to take leave during their menstrual cycles and still be eligible to appear for examinations in each semester. The university relaxed the attendance requirement, allowing students with 73% attendance to sit for exams, slightly below the mandatory threshold of 75% attendance. This adjustment recognizes the unique challenges that menstruating individuals may face and provides them with the necessary support and flexibility.

Building upon CUSAT's initiative, the Kerala Minister for Higher Education and Social Justice, R. Bindu, confirmed that the state government is actively considering the implementation of menstrual leave policies in all universities operating under the Higher Education department. This demonstrates a commitment to addressing the specific needs and well-being of female students in higher education institutions throughout the state. By recognizing the importance of menstrual health and acknowledging the physical and emotional discomfort that menstruation can bring, the government's decision aims to promote gender equality, inclusivity, and well-being within the academic sphere. Such policies not only empower women but also contribute to raising awareness

about menstrual health and reducing the stigma surrounding menstruation in society. - *Indian Express, Kerala announces menstrual leave: Time to talk period (2023)*

1.2 STATEMENT OF THE PROBLEM

In today's competitive and rapidly changing work environment, organizations face various challenges in maintaining a skilled and motivated workforce. Work-life balance, employee well-being, and gender equality are pressing concerns. These challenges are compounded by the lack of essential facilities and support within many organizations. Women employees, in particular, often face inadequate provisions for menstrual health, which can impact their well-being and work-life balance. In light of these issues, the idea of menstrual leave has gained traction as a potential solution. Despite discussions on this policy, there remains a gap in understanding how employees perceive it and how it could address workplace challenges. This study aims to fill this gap by exploring employees' awareness, attitudes, and expected outcomes related to menstrual leave policies

The main focus of this research is to understand the concept of menstrual leave in the workplace and how it affects employees. Although there has been some discussion about menstrual leave policies, there is still limited knowledge about how employees perceive these policies and how they impact the workplace. Therefore, it is important to investigate employees' awareness, attitudes, and the expected outcomes of implementing menstrual leave to gain a better understanding of its potential benefits, drawbacks, and effects on various factors like work-life balance, gender equality, and overall employee well-being.

This study aims to explore employees' perspectives in order to identify the factors that influence their attitudes on menstrual leave and contribute to the development of inclusive workplace policies and practices. The study's findings will offer valuable perspectives, assisting in the creation of more inclusive workplace policies and practices. By comprehending the intersection of menstrual leave policies with workplace challenges and the competitive nature of today's business landscape, organizations can formulate supportive environments that prioritize employee well-being, promote gender equality, and cultivate a more resilient and productive workforce

1.3 SIGNIFICANCE OF THE STUDY

The study on employees' perception of menstrual leave in the workplace has significant implications for various stakeholders. Organizations and employers can benefit by understanding how employees view menstrual leave and the potential effects of implementing such policies. This knowledge can help create work environments that prioritize employee well-being, diversity, and gender equality. By addressing the specific needs of female employees, policies and practices can be developed to improve work-life balance and overall job satisfaction. Additionally, this study is important for legislators and policymakers. By studying employees' attitudes, the research contributes to conversations on gender equality in the workplace, enabling politicians to develop regulations that address the challenges faced by menstruating women. The study also empowers employees by giving them a platform to express their opinions and experiences. It allows them to advocate for their rights and well-being, contributing to the creation of workplace policies that cater to their specific needs. This helps reduce the stigma associated with menstruation and fosters a more inclusive and supportive work environment.

1.4 OBJECTIVES

GENERAL OBJECTIVES

- To study the perception of employees towards implementing menstrual leave in the workplace.

SPECIFIC OBJECTIVES

- To find out the awareness level the employees have about menstrual leave.
- To understand the attitudes of employees towards implementing menstrual leave.
- To find out the anticipated outcomes of implementing menstrual policy.

1.5 DEFINITION OF CONCEPTS

Perception

Theoretical Definition

Perception is the process by which the brain organizes and interprets sensory information to give it meaning - E. Bruce Goldstein, *Sensation and Perception (10th Edition-2021)*

Operational Definition

Perception is the cognitive process of interpreting and organizing sensory information to construct our subjective understanding of the world.

Menstrual Leave

Theoretical Definition

Menstrual leave is a workplace policy allowing female employees to take days off during their menstrual cycles. It acknowledges menstrual-related challenges, aiming to support health and gender equality. - Gary N. Powell, *Gender at Work: Theory and Practice for 21st Century Organizations (2014)*

Operational Definition

Menstrual leave refers to a policy or arrangement that allows individuals to take time off from work or other responsibilities to manage the physical and emotional challenges associated with menstruation.

Workplace

Theoretical Definition

The workplace is an environment where individuals spend a significant portion of their time engaged in work-related activities, typically under the authority and organization of an employer - Warr, P., & Clapperton, G., *Work, Happiness, and Unhappiness Psychology Press (2011)*

Operational Definition

A workplace is a physical or virtual environment where individuals engage in productive activities to fulfil professional roles and tasks.

1.6 CHAPTERIZATION

This dissertation is presented in five chapters as below

- Chapter 1- Introduction, describes, Statement of the problem, Significance of the study, Objectives and Chapterization.
- Chapter 2 –Review of literature (International and national studies)
- Chapter 3- Methodology includes Title of the study, Research design, Universe & Sampling design, Research data, Sources of data, Tools for data collection, Data collection, Sources of data, Pilot study, and Limitations of the study.
- Chapter 4- Data Analysis, discussion and interpretations will be summarised
- Chapter 5- will enlist findings, present suggestions and summarise conclusion of the study

CHAPTER TWO
LITERATURE REVIEW

2.1 INTRODUCTION

The progress and development of society have been greatly influenced by the remarkable strides made by women in various sectors, particularly in the realm of working women. Over the years, women have shattered barriers and overcome societal norms to contribute to the advancement of society on multiple fronts. The exceptional progress made by women across various sectors, especially as working professionals, has had a significant impact on the advancement and development of society. Concurrently, there is a growing recognition of the necessity for inclusive workplace policies, including the concept of menstrual leave. Women have risen to leadership positions in corporate, political, and other sectors, wielding influence and driving positive change. Their distinct perspectives, empathetic leadership styles, and ability to foster collaboration have been invaluable in shaping inclusive and sustainable organizations. Through their leadership, they have advocated for gender equality, diversity, and work-life balance, creating environments where everyone can thrive and contribute their best. Beyond their professional endeavours, working women have played a vital role in nurturing and raising families. Balancing the demands of work and home, they have exhibited extraordinary resilience and adaptability. Many women have advocated for flexible work arrangements, parental leave policies, and affordable childcare options, ensuring that both men and women can actively engage in both their careers and family life. Working women have not only made an impact in the workforce but have also spearheaded social and cultural movements. They have fought for equal rights, advocating for gender equity, reproductive rights, and an end to gender-based violence. Through their activism, they have sparked discussions, challenged societal norms, and paved the way for a more inclusive and equitable society.

In the realm of work, women have consistently demonstrated exceptional abilities, dedication, and resilience, challenging gender stereotypes and preconceived notions. They have fearlessly entered fields traditionally dominated by men and excelled, making groundbreaking contributions. However, the unique physiological experiences women undergo, such as menstruation, have often been disregarded or stigmatized within work environments. The concept of menstrual leave aims to bridge this gap and provide support to women in the workforce. It acknowledges that menstrual cycles can sometimes cause physical discomfort and affect productivity. By offering designated leave specifically for menstruation-related needs, organizations can exhibit their commitment to supporting the well-being and equality of their female employees. Similar to the recognition of the significance of maternity leave for new mothers, menstrual leave extends this understanding to acknowledge the specific challenges and requirements that women face during their menstrual

cycles. It creates a more inclusive environment where women feel supported and empowered to effectively manage their health and well-being. Implementing policies for menstrual leave can also contribute to a broader cultural shift by normalizing conversations around menstruation and dismantling associated stigmas. By openly acknowledging and accommodating women's needs during their menstrual cycles, organizations can foster a workplace culture that is more understanding and inclusive. It is worth noting that perceptions of menstrual leave vary across cultures, countries, and organizations. Some countries have already implemented legal provisions for menstrual leave, while others are exploring its feasibility and impact. Ultimately, the objective is to create an environment where women can work without compromising their health and where their distinct needs are recognized and supported.

2.1.1 Theories and Frameworks Shaping the Perception of Menstrual Leave

As society continues to progress, it is crucial for workplaces to adapt and embrace policies that promote gender equality and well-being. The concept of menstrual leave represents a significant step toward creating a more inclusive and supportive environment for all employees, regardless of gender. By acknowledging and addressing the specific needs of women, organizations can further contribute to the advancement and development of society as a whole. The perception of menstrual leave at the workplace can be understood through the lens of various theories proposed by prominent scholars. *Social Role Theory (Alice Eagly and Linda Carli)*: Social role theory suggests that society assigns specific roles and expectations based on gender. Menstrual leave can be examined within this framework as it challenges the traditional gender roles and expectations related to work and caregiving. By offering menstrual leave, organizations can help reduce the burden on women during their menstruation period, thereby challenging the notion that women should bear the responsibility of managing both work and menstrual health. *Stereotype Threat Theory (Claude Steele)*: Stereotype threat theory explains how individuals' performance and well-being can be negatively influenced by the fear of confirming negative stereotypes associated with their social group. In the context of menstrual leave, women may experience stereotype threat if they fear being perceived as weak, less committed, or less competent due to their need for menstrual leave. Organizations should address these concerns by fostering an inclusive and supportive environment that values the well-being of all employees. *Organizational Culture Theory (Edgar Schein)*: Organizational culture theory emphasizes the shared beliefs, values, and assumptions within an organization. The perception of menstrual leave at the workplace can be influenced by the prevailing organizational culture. If the culture promotes inclusivity, work-life

balance, and gender equality, the introduction of menstrual leave may be more readily accepted and supported. However, if the culture perpetuates gender biases or stigmatizes discussions around menstruation, the implementation of menstrual leave may face resistance. *Human Capital Theory (Gary Becker)*: Human capital theory focuses on the economic value of individuals' skills, knowledge, and abilities. From this perspective, providing menstrual leave can be seen as an investment in the well-being and productivity of female employees. By acknowledging and addressing the physical and emotional challenges associated with menstruation, organizations can support women's overall health, job satisfaction, and retention, ultimately benefiting the organization's human capital. *Social Exchange Theory (George Homans)*: According to the Social Exchange Theory, employees' opinions of menstruation leave may be affected by their evaluation of its advantages—such as greater work-life balance and increased job satisfaction—versus its perceived disadvantages for employers, such as diminished productivity or staffing issues. *Psychological Contract Theory (Denise Rousseau)*: The Psychological Contract Theory investigates how employees' perceptions of fairness, trust, and the general relationship between employers and employees are influenced by the presence or absence of menstruation leave. *Institutional Theory (Peter Berger and Thomas Luckmann)*: The Institutional Theory investigates how organisational rules, broader societal norms, cultural values, legal frameworks, and menstrual leave policies affect employees' attitudes. It takes into account how institutional pressures and influences play a part in determining whether or not this policy will be accepted or rejected. *Gender Equality Theory (Christine de Pizan)*: Equal opportunity and treatment for people of all genders are important, according to gender equality theory. It contends that granting menstruation leave acknowledges and addresses the particular requirements and difficulties faced by women in the workforce, promoting gender equality. - Rachel B. Levitt and Jessica L. Barnack-Tavlaris., *The Palgrave Handbook of Critical Menstruation Studies (2020)*

2.1.2 Women's Perception of Menstrual Leave in Different Sectors

The way women in different sectors perceive the implementation of menstrual leave significantly impacts their views on the matter. Their attitudes, needs, and experiences regarding menstrual leave vary based on their specific sector, workplace culture, and personal beliefs. In sectors where there is already a culture of support and gender equality, women often see the introduction of menstrual leave as a progressive and necessary measure. They appreciate it as a positive initiative that recognizes the unique challenges they face during menstruation and values their well-being. These women view the opportunity to take time off when needed as a sign that their employers

prioritize their health and understand how menstrual symptoms can affect their productivity and overall work performance. However, the perception of menstrual leave may be more intricate for women in sectors where there is a lack of awareness or understanding about menstrual health and well-being. In such cases, women may fear that requesting menstrual leave could lead to stigma or negatively impact their career advancement. They may worry about being seen as less committed or capable compared to their male colleagues. Overcoming these concerns requires changing workplace culture, providing education on menstrual health, and creating a supportive environment where women feel comfortable discussing and addressing their menstrual needs. It is important to recognize that individual perspectives may also differ based on personal circumstances, such as the severity of menstrual symptoms and the availability of alternative forms of support like flexible working arrangements or access to menstrual products in the workplace. Therefore, inclusive and open discussions involving women from various sectors are crucial to understanding their diverse perspectives and experiences regarding the implementation of menstrual leave. Overall, women's perception of menstrual leave in different sectors is shaped by factors such as workplace culture, gender equality norms, personal experiences, and awareness surrounding menstrual health. By fostering a supportive and inclusive environment, organizations can address concerns and ensure that the implementation of menstrual leave is seen as a progressive step towards gender equality and supporting the well-being of women in all sectors. - *M Baird, E Hill, S Colussi – Mapping Menstrual Leave Legislation and Policy Historically and Globally: A Labor Entitlement to Reinforce, Remedy, or Revolutionize Gender Equality at Work? (2021)*

I. Manufacturing Sector: In the manufacturing sector, the perception of implementing menstrual leave among women can be influenced by various factors unique to this industry. Women working in manufacturing may face specific challenges related to their physical work environment, such as demanding physical labour, long hours, and limited access to private facilities or sanitary products. For some women in the manufacturing sector, the introduction of menstrual leave may be viewed as a crucial step towards recognizing and addressing the specific needs and difficulties they encounter during menstruation. They may appreciate the opportunity to take time off when experiencing severe symptoms or discomfort that could impact their ability to perform physically demanding tasks effectively and safely. The implementation of menstrual leave in this sector can be seen as a supportive measure that acknowledges the physical toll of menstruation and values the well-being and productivity of female employees. However, there may also be challenges

2. and concerns surrounding the perception of menstrual leave in the manufacturing sector. Women may worry about potential stigma or discrimination if they request menstrual leave, fearing that it could be perceived as a sign of weakness or incapacity to handle the demands of their job. They may also face logistical challenges in taking time off due to production schedules, tight deadlines, or concerns about lost wages. Creating awareness and understanding around the importance of menstrual health and providing appropriate accommodations, such as flexible work arrangements or access to menstrual products, can help alleviate these concerns and foster a more supportive environment. It is essential for organizations in the manufacturing sector to foster a workplace culture that values and respects the needs of women during menstruation. By acknowledging the unique challenges faced by women in this physically demanding industry, organizations can help promote gender equality, ensure the well-being and safety of their female workforce, and ultimately enhance productivity and job satisfaction. Open communication, education on menstrual health, and implementing policies that support menstrual leave can contribute to creating a more inclusive and supportive work environment in the manufacturing sector- *Bhattacharya, A., Kumar, S., & Pattnaik, A. Parikalpana: KIIT Journal of Management (2021)*

3. **Service Sector:** In the service sector, the introduction of menstrual leave is seen as a significant step towards recognizing and addressing the specific needs that women experience during menstruation. By providing dedicated leave for this purpose, organizations demonstrate their commitment to supporting the well-being and performance of female employees. This recognition helps alleviate physical discomfort, fatigue, and emotional stress associated with menstruation, enabling women to excel in their work. Moreover, implementing menstrual leave in the service sector contributes to building a more inclusive and equitable work environment. It conveys a powerful message that women's health matters and that their unique challenges are valued and accommodated. This fosters a sense of belonging and support among female employees, enhancing their job satisfaction and overall engagement. Nevertheless, it is important to acknowledge potential challenges in implementing menstrual leave within the service sector. Maintaining smooth operations and appropriate staffing levels may require careful planning and workload distribution. Effective communication and training for supervisors and team members are essential to establish an environment where menstrual leave is well-understood and respected. In summary, the perception of women working in the service

sector regarding the implementation of menstrual leave revolves around recognizing their unique challenges, valuing their well-being, and fostering inclusivity in the workplace. By embracing menstrual leave, organizations within the service sector empower women to effectively manage their menstrual health, promote gender equality, and contribute to the overall success and satisfaction of the workforce- *JL Belliappa - Indian Journal of Industrial Relations (2018)*

4. Banking Sector: In the banking sector, the perception of menstrual leave and its implementation among women employees holds specific relevance. Women working in the banking sector may have varying views on menstrual leave based on their experiences, workplace culture, and the level of support they receive. For some women in the banking sector, where there may already be policies and practices promoting gender equality and work-life balance, the introduction of menstrual leave could be seen as a positive step. They may view it as an acknowledgment of the challenges they face during menstruation and a demonstration of their employers' commitment to their well-being. These women may appreciate the opportunity to take time off when needed, knowing that their employers understand the impact of menstrual symptoms on their productivity and value their overall health. However, in some banking environments, there may be a lack of awareness or understanding surrounding menstrual health and its implications on women's work. Women in these settings may hesitate to request menstrual leave due to concerns about potential stigma or negative career consequences. They may fear being perceived as less committed or capable compared to their male counterparts. To address these concerns, it is essential to foster an inclusive workplace culture that prioritizes open discussions on menstrual health, educates employees about its significance, and ensures that women feel supported and comfortable discussing their needs. It is also important to consider the specific challenges faced by women in the banking sector, such as the high-pressure nature of the industry and demanding work schedules. Providing menstrual leave can contribute to the overall well-being of female employees, allowing them to manage their symptoms effectively and maintain a healthy work-life balance. By implementing such policies and practices, banking organizations can enhance employee satisfaction, retention, and productivity, while also promoting gender equality and supporting women's health needs. In summary, the perception of menstrual leave among women in the banking sector is influenced by the prevailing workplace culture, support systems, and awareness surrounding menstrual health. Creating an environment that recognizes and accommodates

the needs of menstruating individuals can have a positive impact on employee well-being, work-life balance, and productivity within the banking industry- *Shorya Gupta, Shilpa Bhakar ;MENSTRUAL LEAVE' A LUXURY OR NESSACITY- AN INTROSPECTION*

5. Healthcare Sector: In the healthcare sector, the perception of implementing menstrual leave takes on a unique significance. Women working in healthcare, including doctors, nurses, and other healthcare professionals, face demanding and high-stress work environments where the well-being and comfort of patients are prioritized. In this context, the implementation of menstrual leave can be viewed through both practical and empathetic lenses. From a practical standpoint, providing menstrual leave acknowledges that healthcare professionals, who are predominantly women, may experience heightened challenges during menstruation. These challenges can include physical discomfort, pain, fatigue, and potential limitations in performing certain medical procedures or tasks. By allowing menstrual leave, healthcare organizations recognize the importance of supporting their female staff in managing these specific health needs. This support, in turn, can contribute to better job satisfaction, increased retention rates, and ultimately, improved quality of care for patients. Empathetically, the implementation of menstrual leave in the healthcare sector signifies an organization's recognition of the unique needs and experiences of women working in highly demanding roles. It shows an understanding and appreciation for the physical and emotional toll that menstruation can have on healthcare professionals. By providing menstrual leave, healthcare organizations demonstrate their commitment to the well-being and work-life balance of their female staff, fostering an environment that values their overall health and ensures they can perform at their best. However, it is essential to ensure that the implementation of menstrual leave is accompanied by measures to manage workload distribution and maintain high-quality care provision. Effective scheduling, adequate staffing, and open communication are key to mitigating any potential challenges that may arise from absences due to menstrual leave, ensuring seamless continuity of care. In summary, in the healthcare sector, the perception of implementing menstrual leave recognizes the specific challenges faced by women in demanding healthcare roles. It aligns with the practical needs of healthcare professionals during menstruation and demonstrates empathy and support for their overall well-being. By embracing menstrual leave, healthcare organizations can create an inclusive and compassionate work environment that values the health and work-life balance of their female staff, ultimately benefiting both the individuals and the patients they serve.- *D*

6. Hospitality Sector: In the hospitality sector, the perception of implementing menstrual leave among women working in various roles is particularly significant. The nature of work in the hospitality industry often involves long hours, demanding physical tasks, and high levels of customer service. Women in this sector may face additional challenges due to the impact of menstrual symptoms on their ability to perform their duties effectively. For some women in the hospitality sector, the implementation of menstrual leave could be viewed as a crucial step towards recognizing and addressing the unique needs they experience during menstruation. They may see it as a progressive initiative that acknowledges the physical discomfort, pain, and fatigue they may encounter, ultimately promoting their well-being and job satisfaction. Having the option to take time off during their menstrual cycle can help these women manage their symptoms, recover, and return to work with renewed energy and focus. However, it is essential to consider the potential complexities surrounding the perception of menstrual leave in the hospitality sector. Women working in customer-facing roles may worry about the impact of taking menstrual leave on their team's operations or the quality of service provided. They may also fear potential stigmatization or negative judgments from coworkers or supervisors. Overcoming these concerns requires creating an inclusive workplace culture that normalizes discussions around menstruation, provides support systems, and fosters understanding and empathy among colleagues. Moreover, ensuring the successful implementation of menstrual leave in the hospitality sector requires addressing practical considerations. Adequate staffing arrangements, clear policies, and effective communication channels are vital to minimize disruptions and ensure that work responsibilities are managed effectively when women take menstrual leave. By considering the unique needs of women in the hospitality sector and taking steps to implement menstrual leave, organizations can demonstrate their commitment to supporting female employees and promoting gender equality. This not only contributes to the well-being and job satisfaction of women in the sector but also enhances the overall productivity, retention, and reputation of the organization. - *Hari Sapto Adji, LEGAL PROTECTION FOR WOMEN WORKERS IN THE HOSPITAL BUSINESS SECTOR (2021)*

2.2 REVIEWS

INTERNATIONAL STUDIES

Ilić M (1999) -The author has conducted a study titled *Women Workers in the Soviet Interwar Economy*. This study focuses on the debates over the provision of menstruation leave for female workers served as a prominent example of the discussions that took place in the 1920s and 1930s addressing women's unique biology and its consequences for labour legislation. Specific labour laws defining the grounds for "menstrual leave" were introduced in 1922 and 1931, respectively. This denotes the recognition of the requirement to take into account women's physiological processes within the context of labour rights. Experts in labour hygiene continued to actively research menstruation and its effects on women's job capacities during the interwar period because they recognised it as a crucial topic for scientific investigation. These experts sought to understand how menstruation affects women's productivity and performance at work. Their concerns were an expression of a more general awareness of the need. The study denotes the recognition of the requirement to take into account women's physiological processes within the context of labour rights.

Sommer M, Chandraratna S, et.al (2016) The authors have conducted a study titled *Howard International Journal for Equity in Health* that focuses on the maintenance of adequate menstrual hygiene while working presents challenges for adolescent girls and women in low- and middle-income nations. In terms of research, initiatives, and public policy, this problem hasn't, however, gotten enough attention. Despite significant efforts to reduce women's poverty in these settings, there has been a lack of attention paid to the water and sanitation-related barriers that prevent girls' and women's involvement in the workforce, as well as their general health and wellbeing. Management of menstrual cycles, in particular, has received little attention. The need to quickly identify the specific social and environmental obstacles that girls and women encounter when it comes to menstruation planning is paramount. Estimating the financial expenses of managing menstrual hygiene in an unsupportive work setting is also necessary. It is also critical to comprehend the effects on the health and wellbeing of women and girls. This knowledge will be helpful in directing national politicians, businesses, charities, and activists who are fighting to advance the rights of women and girls. Promoting gender equality, improving working conditions, and protecting people's wellbeing in low- and middle-income nations all depend on finding solutions to the problems teenage girls and women face managing menstruation hygiene while employed. It is necessary to pay more attention to menstrual hygiene management and to do more study and implement regulatory changes to make workplaces that are friendly.

Goldblatt B, Steele L (2019) The authors have conducted a study titled on *Sydney Law Review*. In this article, the connection between menstruation, equality, and Australia's anti-discrimination laws is examined. It makes use of the increased activism, scholarly discussion, and public knowledge of menstruation. The article explores the complex nature of menstrual-related inequality and looks at the intersecting forms of prejudice experienced by different groups, including transgender, gender-diverse, and intersex people, women and girls with disabilities, women in prison, and people who identify as both men and women. The article evaluates how discrimination law may be able to solve specific menstrual inequality issues, such as by providing menstruation supplies and making employment adjustments. It also draws attention to the boundaries and limitations of the law against discrimination, particularly when it comes to situations where girls and women with disabilities are sterilised. The article comes to the conclusion that menstruation discrepancies are only partially addressed by Australian discrimination law. This is due to a number of things, including the attribute-based legal framework's inability to adequately address the complex interactions between sex and other attributes, its incapacity to completely address structural inequities, and the inadequate inclusion of the experiences and viewpoints of people with marginalised legal statuses. Beyond menstrual inequity, these findings also contribute to broader discussions about how the law might reflect gender disparities and achieve equality. They emphasise the necessity of a thorough strategy to address the intricacies of discrimination and inequality, not only in regard to menstruation but also in other contexts where gender inequities still exist.

Barnack-Tavlaris J L, Hansen K, et.al (2019) The authors have conducted a study titled on *Health Care for Women International*. The study was to see how Americans felt about the potential of enacting a menstrual leave policy. The researchers aimed to understand how such a strategy would be accepted and what sort of effects it would have on workers. Five major themes emerged from the participant responses after thematic analysis was done. The idea that a menstrual leave policy would help and benefit working women and females in general was one recurring notion that surfaced. Participants argued that males should receive equal benefits to women and questioned whether women and men actually got comparable benefits. Concerns regarding the possible effects of a menstrual leave policy on the workplace also appeared as a common subject. The practical difficulties and disruptions that could result, such as staffing issues or greater responsibilities for coworkers, were brought up by the participants. Menstruation is a natural part of life, according to some participants, and people ought to handle it without the need for special rules or accommodations. This theme implies a propensity for taking charge of one's own issues when it comes to menstruation. Another common issue was the possible harm that a menstrual

leave policy may do to women's reputations. Participants expressed concern that such a strategy would support notions that women are less capable or devoted to their jobs. Policymakers should consider these findings while considering and developing menstrual leave legislation, the study's conclusion emphasises. It emphasises how crucial it is to address worries about the effects on the workplace, ensure gender equality in benefits, and prevent any harm to women's corporate reputations. This study emphasises the need for additional investigation and comprehension of menstrual leave policies' perceptions and consequences in the context of the United States.

Levitt R B, Barnack-Tavlaris J L (2020) The authors have conducted a study on *The Palgrave handbook of critical menstruation* on the significance of menstruation and its complexity are extensively discussed in the book. However, the authors contend that menstruation has deeper meaning for each person, despite the fact that numerous publications recognise it as a typical biological occurrence. Menstruation acts as a link between the private and public worlds, as well as between the social and physiological facets of human existence. Beyond just being a biological process, menstruation has a significant impact on how many human rights are realised, either by enabling or impeding it. Women's and girls' rights are badly impacted in a number of ways by the myths, stigma, and shame surrounding menstruation. These include the freedom to practise one's religion or philosophy, the right to equality, and the freedom to engage in public life and cultural activities without fear of persecution. They also include the rights to health, housing, water, sanitation, and education. The writers emphasise the pressing need to overcome cultural stigmas and misconceptions associated with menstruation. To promote gender equality and give women and girls the power to fully enjoy their human rights, it is possible to combat the stigma and support thorough menstruation education and support. The United Nations has recognised menstrual hygiene management and eradicating menstruation stigma as essential elements of women's and girls' rights.

Karin M L (2021) The author has conducted a study titled on *Harvard Law & Policy Review*. According to the author, it is critical to make structural changes in the workplace that acknowledge, foresee, and address the demands of menstruation while preserving economic stability and equity for both current and former menstruators. The essay emphasises that menstruation is a normal biological function that nevertheless occurs at work. However, the needs related to menstruation, perimenopause, and menopause are not properly met in office settings. For example, some employees who are menstruating might require time off from work, access to menstrual supplies, and private, hygienic facilities for the disposal of menstrual waste and associated goods. Workers have a right to expect that they would be able to do their jobs without being subjected to harassment or humiliation because of their period. However, barriers are created by societal taboos, gender

stereotypes, and stigmas associated with menstruation and menstrual blood. Due to the stigma surrounding menstruation, lack of knowledge regarding menstrual health, gender dynamics in the workplace, and an overall mismatch between workplace structures and menstruation-related needs, some menstruators are more vulnerable than others to experiencing harassment and discrimination at work. The need of resolving these issues through the adoption of workplace policies and structural modifications that accommodate menstruation is emphasised by the author. This entails building a culture that values menstruation and encourages understanding, providing access to facilities and supplies, and prohibiting harassment and discrimination based on menstrual status. Such changes are necessary to provide inclusive and equal working conditions for all personnel.

Sally King (2021) The author has conducted a study titled on *Aligning Perspectives in Gender Mainstreaming*. The concept of menstrual leave, which enables people to take time off from work during menstruation, is explored by the author. The public and media have paid this policy a lot of attention. The chapter makes the case that, despite the fact that menstrual leave is frequently seen as a positive move towards improving women's rights and health in the workplace, it is actually founded on exaggerated and erroneous assumptions about the symptoms and regularity of menstruation among employed people. The chapter claims that menstruation leave policies may unintentionally encourage workplace harassment and discrimination against women. These rules may perpetuate negative cultural stereotypes that depict women as being weaker, less reliable, or more expensive workers than men by focusing on menstruation as a gender-specific issue. Instead, the chapter recommends putting more emphasis on enhancing workplace rights and conditions for all workers as well as ensuring that everyone has access to high-quality reproductive health education and care, regardless of gender. This strategy aims to boost menstruation health and advance workplace gender equality. The chapter concludes by contesting the rationale for and potential drawbacks of menstrual leave programmes. It suggests a more comprehensive strategy that covers the general working conditions and rights of every employee while also granting access to services for reproductive health. This inclusive strategy is thought to be more successful at promoting gender equality and menstrual health.

Tyaningsih S, Sihotang IRM (2022) The authors have conducted a study titled *The Indonesian Journal of Legal Thought*. The purpose of the study is to investigate how workplace menstrual leave rights can be protected by law. The researchers acquired secondary data for qualitative analysis and used a legal normative methodology. The study's conclusions show that while some companies give their female employees menstruation leave, others do not. For instance, only permanent employees are eligible for menstruation leave at PT. Beka Engineering Pangkalan Kerinci. Due to worries about the possible repercussions of granting this leave benefit to all female

employees, including temporary ones, this difference has been made. In conclusion, the article emphasises how inconsistently Indonesian women's workers' menstrual leave rights are being implemented. While some companies offer this benefit, others do not, frequently reserving it for long-term employees out of worries about its wider application.

Widyani IDA (2022) The author has conducted a study titled on *Technium Business and Management*. According to the article, everyone has a fundamental right to employment, which has resulted in the enactment of labour protection laws. There are special workplace protections for women employees, such as the menstruation leave policy, which is intended to protect female workers. It should be highlighted, nonetheless, that this regulation may unintentionally lead to workplace discrimination against women. The report focuses on a number of significant issues, including the need for specific protection for female workers, menstrual leave legal requirements, and related discriminatory practises. According to Article 81 of Law of the Republic of Indonesia Number 13 of 2003 Concerning Manpower, the menstrual leave policy is meant to preserve the rights of all workers, including women. However, because there is a chance of discrimination in the form of verbal and financial abuse, many female employees opt not to use their menstrual leave. The menstrual leave policy and its effects on female employees are discussed in the article's conclusion. The policy emphasises the likelihood of discrimination women may encounter about menstruation leave while simultaneously aiming to defend their rights.

NATIONAL STUDIES

Kuntala Lahiri-Dutt, Kathryn Robinson (2008) The authors have conducted a study titled on *Period Problems at the coalface*. The study was about the menstrual leave for female workers introduces ongoing discussions about protective legislation for women and raises questions regarding the balance between gender equality and recognizing gender differences in terms of women's economic participation. The expansion of large-scale mining activities in East Kalimantan, Indonesia, has created employment opportunities for impoverished and unskilled rural women, who can now work as truck and heavy equipment operators in the mines. This study presents a case analysis of women employed in mining occupations, evaluates the impact of current menstrual leave policies on their employment, and highlights critical concerns related to gender equality within the workplace. The inclusion of women in unconventional work environments like mining pits provides a unique setting for examining the rights of female workers, offering insights into an underexplored area within feminist studies. This analysis is particularly relevant given the significant ongoing transformations in Indonesia's industrial relations framework.

Belliappa J L (2018) The author has conducted a study titled on *Indian Journal of Industrial Relations* that focuses on menstrual leave policies raise awareness of a variety of concerns relating to women's wellness, employment, and the advancement of gender equality in the workplace. In order to separate them from those who labour in the unorganised sector, this essay especially concentrates on women who work in organised industries in urban regions. Urban women who work in organised industries have some advantages over their counterparts, like having access to both clean and secure restrooms at home and at the office. Although menstrual leave policies have good intentions, care should be taken when implementing them to prevent any potential harm to gender equity. The issue over menstrual leave policy has prompted crucial talks about creating a workplace that is more accepting of and sensitive to women's physical experiences. When talking about gender inclusion, it is important to take into account how age, class, and organisational hierarchy intersect with gender. In conclusion, the conversation around menstruation leave helps to clarify the nuanced concerns relating to women's health, employment, and gender equality in established industries. It emphasises the value of taking into account different aspects that influence gender dynamics in the workplace in an effort to create a more welcoming and inclusive environment for all workers.

Arora D, Nigam A (2018) The authors have conducted a study titled on *SAMVAD* regarding the status of working women has been severely impacted by the shifting global environment, which is driven by societal demands and economic realities. As a result, women frequently experience tremendous pressure to have a career that is competitive with that of males while proactively handling their domestic obligations. Their emotional and physical health suffers due to this ongoing work pressure. The Gender Equal Employment Act of 2002 added the menstrual leave clause in response to these difficulties. It is critical to assess the need for this policy, comprehend how menstrual leave affects women, and investigate the connection among female menstrual health and their work environments. The majority of individuals in a focus group who spoke about their menstrual discomfort did so. They gave reasons for their monthly discomfort, including an unhealthy lifestyle, stress, worry, inherited medical problems, and drinking cold beverages. However, a large number of participants were not aware of the menstruation leave policies, which prevented them from using or applying for it. Even when aware, women rarely used menstruation leave because of stringent enforcement, concerns about anonymity, the availability of other breaks, worry about losing their jobs, and the need for medical paperwork. The participants' thoughts on the government's policies regarding menstrual leave were also solicited. The results highlight the necessity of investigating the actual application of menstrual leave policies and educating working women about their rights and entitlements. It is critical to develop a welcoming and accepting

work atmosphere that recognises and supports women's menstrual health requirements. To ensure the efficacy and relevance of menstrual leave legislation in satisfying their demands, it is also important to take into account the viewpoints of working women on government policies.

Sanjana V Marathe, John Paul Raj V (2020) The authors have conducted a study titled on *Perceptions of Menstruation Leaves Between Genders among The Future Workforce*. The purpose of the study was to find out how Indian students felt about menstrual leaves being allowed at work. With a sample size of 394 replies, the researchers did an exploratory study. To analyse the data they gathered, they used statistical tests such the Chi-square test and Levene's t-test. The study's results show a considerable difference between male and female respondents' perceptions towards the perceived effect of menstruation discomfort on the workplace. The perception of menstrual pain, the fairness of implementing a leave policy, and general support for such policies did not show any appreciable gender differences. Both sexes agreed that having menstrual leaves could have favourable effects, however women showed some hesitancy in using them. Nevertheless, there is a substantial amount of support was observed for the implementation of menstruation leaves. These findings highlight the importance of understanding how men and women have different attitudes and ideas about the impact of menstruation on the workplace. They also stress the need to allay any hesitations women may have about using menstrual leaves. The study's findings provide insightful information that can help future workplaces adopt policies relating to menstrual leave and implement them.

Swani R (2020) The author has conducted a study titled on *International Journal of Social Science and Economic Research*. The article emphasises the importance of the relationship between menstruation health and a variety of policy areas, including education, economic development, justice/equality, and public health. Future legislative initiatives, in the author's opinion, should prioritise providing paid menstrual leave in addition to maternity leave, especially in nations like India where menstruation is still stigmatised irrespective of a woman's socioeconomic situation or level of education. Menstruation leave discussion offers a chance to address the need for inclusive work environments that respect women's bodily demands, both ethically and in terms of promoting a more engaged and productive workforce. To show an employer's commitment to diversity, a menstrual leave policy ought to be developed after considerable consideration and strategic planning. The government can also play a big part by pushing initiatives, passing legislation, and putting policies in place that help women lower their risk of developing menstruation problems, identify unusual symptoms, and get medical help as soon as possible. Given the negative effects of menstrual symptoms on women's capacity to participate in the workforce and the controversy surrounding menstruation leave laws, there is an opportunity to raise awareness of this problem

and deal with the difficulties women face. The management of menstruation in the workplace needs to be discussed openly by policymakers and stakeholders. Women have been marginalised in the official economy for the past 70 years while making significant contributions to a variety of industries, including healthcare, weaving, and agriculture. It is past time to increase women's employment rates, make sure they have equal access to economic opportunities, and treat them with respect.

Marathe S V, Paul Raj V J P (2020) The authors have conducted a study titled on *International Management Review*. The study's objective was to learn what Indian students thought about taking time off from work for their periods. The findings showed that men and women respondents' perceptions of how menstruation discomfort impacts work differed significantly. However, there was no discernible difference between the sexes in terms of their individual menstrual discomfort experiences, their belief that having a leave policy for both sexes is fair, or the degree of support they have for such policies. Participants from both sexes agreed that having menstrual leaves could be beneficial, however women were reluctant to really take use of them. Despite this reluctance, both sexes showed strong support for the implementation of menstrual leaves. These findings highlight the significance of addressing the disparities in attitudes and views between men and women with regard to menstruation and its effects on the workplace. Additionally, they stress the need of creating an atmosphere where women feel confident and empowered to request menstrual leave as needed. The study provides insightful information that can help with the creation and adoption of menstrual leave policies in the workplace.

Bhattacharya, Adrija, Kumar et.al (2021) The authors have conducted a study titled on *KIIT Journal of Management*. The article emphasises the unique physical difficulties faced by women, such as menstruation, and emphasises on the biological differences between men and women. The authors contend that menstruation creates stress, particularly for working women, both physically and mentally. Although there are more women working and offices are becoming more inclusive, organisations have not fully addressed the special needs of women during their menstrual cycle. The authors claim that women need more sleep during this time, yet there are no measures in place to support this need. The report also notes that although menstruation leave has been discussed in parliament, no legislation has been put into effect as of yet. The authors conducted an empirical analysis using samples from Agartala, Bhubaneswar, and Raiganj to learn more about how employees perceive menstruation leave. The essay examines the importance of menstruation leave and its possible benefits for businesses in its entirety. The authors want to clarify how workers feel about the implementation of such a leave policy.

Raj P (2021) The author has conducted a study titled on *NVEO-NATURAL VOLATILES & ESSENTIAL OILS*. Since every woman experience menstruation and every man is related to a woman who goes through this process, the author of the essay emphasises the importance of menstrual cleanliness and women's health. The author also points out that these concerns have an effect on everyone in society. The article admits that menstruation is a normal biological function that benefits a woman's general wellbeing but also that it can cause discomfort and excruciating pain. Women's performance might be significantly impacted by symptoms like nausea, fever, weakness, lack of attention, exhaustion, and mood swings. In extreme circumstances, some women may even suffer from life-threatening disorders that endanger their wellbeing. The essay makes the case for the official acknowledgement of menstruation-related problems in order to ensure that female employees feel valued. It advises that women should have the choice to take a leave of absence when they experience problems with their periods, highlighting the necessity of guarding against any abuse of this benefit. The article suggests granting women with diseases including Polycystic Ovary Syndrome (PCOS) and Polycystic Ovary Disease (PCOD) two days of paid vacation designated for menstruation rather than the standard four. It also advises allowing women to work from home if they are in excruciating agony during their periods and are unable to travel to the office. The article promotes policies that try to empower women in the workplace while acknowledging the difficulties connected with menstruation. To meet their unique demands, this entails offering leave alternatives and flexible work schedules.

Devika A V, Balasubramanian P (2023) The authors have conducted a study titled on *A Study on the Perception of Menstrual Leave Policy for Working People with Reference to Ernakulam District*. The authors highlighted that menstruation is a normal bodily process that can be uncomfortable and difficult. In order to better understand how working people in the Ernakulam district feel about the implementation of the menstrual leave policy and to account for the need for rest during this period, a study was conducted. The researchers in the Ernakulam district gathered information from 233 female employees, 95 male employees, and 2 transgender employees using a descriptive study methodology and a self-structured questionnaire. The results show that the majority of participants are in favour of the policy's implementation regarding menstruation leave. The authors suggest passing legislation that requires the availability of menstrual leave in all organisations in order to combat discrimination against women in the workplace, lessen the shame associated with menstruation, and enhance employee retention. The study also explores how working people see the implementation of the menstrual leave legislation. The authors contend that a legal mandate would be helpful in promoting gender equality and developing an inclusive work environment, and the results point to support for such a policy.

2.3 CONCLUSION

In conclusion, the reviewed literature on international studies highlights the significance of recognizing and addressing women's physiological processes within the context of labour rights. The studies emphasize the need for comprehensive approaches to menstrual hygiene management and the implementation of regulatory changes to create supportive and inclusive workplaces. Menstrual leave policies have been explored as a potential solution to provide women with necessary accommodations during menstruation, but there are concerns about their unintended consequences, such as perpetuating gender stereotypes or creating workplace discrimination. To promote gender equality and protect women's rights, it is crucial to overcome cultural stigmas and misconceptions surrounding menstruation, provide access to menstrual supplies and facilities, and prevent harassment and discrimination based on menstrual status. Further research and understanding of the perceptions and consequences of menstrual leave policies are needed to guide policymakers and stakeholders in developing effective strategies. Overall, addressing menstrual inequality is not only important for women's well-being but also for advancing broader discussions on discrimination, equality, and human rights in various contexts.

CHAPTER 3
METHODOLOGY

3.1 TITLE OF THE STUDY

Menstrual Leave at Workplace: A Study on the Perception of Employees

3.2 RESEARCH DESIGN

The study follows a quantitative research methodology. Quantitative approaches place an emphasis on objective measurements and statistical, mathematical, or numerical analysis of data gathered by questionnaires and surveys. Quantitative analysis is concerned with collecting numerical data and generalising it across groups of people or explaining a specific phenomenon. This study analyses the degree of employee perception towards implementing a Menstrual Leave Policy. The research design followed here is cross sectional, which is descriptive in nature where data is collected from employees working in various manufacturing sectors in the state of Kerala.

3.3 UNIVERSE AND UNIT

3.3.1 Universe of the study

Employees working in the manufacturing sector.

3.3.2 Unit of the study

An employee from the manufacturing sector in Kerala

3.4. SAMPLING DESIGN

Simple random Sampling was used for this particular study. Simple random sampling is a basic sampling technique where each individual in a population has an equal chance of being selected for the sample. It ensures that the sample is representative and minimizes bias, making it a widely used method in research and statistical analysis.

3.4.1. Sample Size

Sample size refers to size of data collected i.e.; the number of data collected through the researcher's data collection tool for the study. For this study the researcher was able to collect data from 81 employees working at Manufacturing sector.

3.5. RESEARCH DATA

3.5.1. Primary Data

Primary data refers to the first-hand data collected by the researcher themselves. The researcher collected the data using self-administered questionnaire designed by the researcher himself or herself.

3.6. TOOLS FOR DATA COLLECTION

Tool refers to the instruments or tools in which the researcher chose to collect data from respondents. For this study, the researcher chose to make use of questionnaire to collect the data from the respondents. A questionnaire is a type of research tool used to gather data from respondents and consists of a series of questions or other prompts. For this study, the researchers designed a questionnaire themselves, which contained total number of 30 questions, where the questionnaire were categorized into four parts based on data needed. The questions were also tested on Cronbach's Alpha reliability test which found to be reliable at .893.

- The first category, which consist of 8 questions discusses about the demographic details of the respondent.
- The second category, which consist of 8 questions discusses about the awareness level about menstrual leave of the respondent.
- The third category, which consist of 7 questions discusses about the opinion about menstrual leave of the respondent.
- The fourth category, which consist of 7 questions, discusses about the outcomes that is expected out of menstrual leave of the respondent.

3.7 SOURCES OF DATA

3.7.1 Primary Data

Primary data was collected using a self-administered questionnaire designed by the researcher.

3.7.2 Secondary Data

The researcher has collected secondary data from journal articles, internet sources and newspapers and magazines.

3.8 DATA COLLECTION

The researcher used the questionnaire and administered it in the form of Google Forms to collect the primary data from the respondents.

3.9 PILOT-STUDY

A pilot study was carried out for assessing the feasibility of the study among the respondents. 10 respondents were selected randomly, and data was collected. After analysis of the data, necessary corrections and modifications were made in the questionnaire.

3.11 LIMITATIONS OF THE STUDY

The study is subjected to the following limitations

1. As the data was collected using google forms, the researcher could not be directly involved in the data collection.
2. The study is confined to manufacturing sector, which may be described as a limitation.

CHAPTER 4
DATA ANALYSIS AND
INTERPRETATION

4.1 INTRODUCTION

This chapter discusses data analysis using Statistical Package for Social Sciences (SPSS). The data used for analysis were collected from the employees working in the manufacturing sector of Kerala. The data were collected using questionnaire through Google Forms. The questionnaire was designed in a way to assess the awareness level about menstrual leave, attitude on implementing menstrual leave and the anticipated outcomes that the employees are expecting from the implementation menstrual leave at the workplace. It also contained questions that assessed their overall perception in implementing the menstrual leave at workplace.

4.2 CRONBACH'S ALPHA RELIABILITY TEST

Cronbach's Alpha is a statistical measure used to assess the internal consistency or reliability of a scale or questionnaire by measuring the extent to which its items are correlated with each other. It ranges from 0 to 1, with higher values indicating greater internal consistency. The number of items in the scale or questionnaire is provided as 22. This indicates that the measurement instrument consists of 22 items, which were used to assess the construct or dimension of interest. In this research, the Cronbach's Alpha coefficient is reported as 0.842, suggesting a good level of internal consistency for the measurement instrument.

Table. No. 4.2.1 Cronbach's Alpha Reliability Test

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
0.842	0.839	22

4.3 ANALYSIS OF DEMOGRAPHIC VARIABLES

Demographic data represents the information of a specified group based on particular identified factors. For this research, the demographic factors considered are age, gender, educational qualification, marital level, income level, geographical location and type of work of the respondents.

4.3.1 Gender wise participation of respondents

Table. No. 4.3.1

No. of Respondents	Frequency	Percent
Male	32	39.5
Female	49	60.5
Total	81	100.0

Source: Primary Data

The study collected responses from a total of 81 participants.

The gender distribution of the respondents is as follows:

- Male: 32 respondents, accounting for 39.5% of the total respondents.
- Female: 49 respondents, accounting for 60.5% of the total respondents.

The percentages provided indicate the proportion of each gender group among the total respondents. In this case, 39.5% of the respondents identified as male, while 60.5% identified as female.

These findings suggest that the study included a larger number of female participants compared to male participants. It implies that the study aimed to gather insights from both genders regarding their perception of menstrual leave in the workplace.

4.3.2 Age wise participation of respondents

Table. No. 4.3.2

No. of Respondents	Frequency	Percent
Between 18-30 years	39	48.1
Between 30-50 years	35	43.2
Above 50 years	7	8.6
Total	81	100.0

Source: Primary Data

The study collected information about the age distribution of the respondents. The study involved a total of 81 participants.

The age groups and their corresponding data are as follows:

- Between 18-30 years: 39 respondents, accounting for 48.1% of the total respondents.
- Between 30-50 years: 35 respondents, accounting for 43.2% of the total respondents.
- Above 50 years: 7 respondents, accounting for 8.6% of the total respondents.

The percentages indicate the proportion of respondents within each age group among the total respondents. In this study, the majority of the participants (48.1%) fell within the 18-30 age range, followed by the 30-50 age range (43.2%), and the smallest proportion was above 50 years (8.6%). These findings suggest that the study included participants from a range of age groups, allowing for a diverse perspective on the perception of menstrual leave in the workplace.

4.3.3 Education level distribution of respondents

Table. No. 4.3.3

No. of Respondents	Frequency	Percent
Post-graduation	10	12.3
Graduation	46	56.8
Diploma	22	27.2
Higher secondary	1	1.2
Others	2	2.5
Total	81	100.0

Source: Primary Data

The education levels and their corresponding data are as follows:

- Post-graduation: 10 respondents, accounting for 12.3% of the total respondents.
- Graduation: 46 respondents, accounting for 56.8% of the total respondents.
- Diploma: 22 respondents, accounting for 27.2% of the total respondents.
- Higher secondary: 1 respondent, accounting for 1.2% of the total respondents.
- Others: 2 respondents, accounting for 2.5% of the total respondents.

The percentages indicate the proportion of respondents within each education level among the total respondents. In this study, the majority of the participants (56.8%) had a graduation degree, followed by those with a diploma (27.2%), post-graduation degree (12.3%), higher secondary education (1.2%), and other education levels (2.5%).

These findings suggest that the study included participants from various educational backgrounds, ranging from higher secondary education to post-graduation. This diverse representation allows for a comprehensive understanding of the perception of menstrual leave in the workplace across different educational levels.

4.3.4 Marital level distribution of respondents

Table. No 4.3.4

No. of Respondents	Frequency	Percent
Single	28	34.6
Married	52	64.2
Divorced	1	1.2
Total	81	100.0

Source: Primary Data

The marital status categories and their corresponding data are as follows:

- Single: 28 respondents, accounting for 34.6% of the total respondents.
- Married: 52 respondents, accounting for 64.2% of the total respondents.
- Divorced: 1 respondent, accounting for 1.2% of the total respondents.

The percentages indicate the proportion of respondents within each marital status category among the total respondents. In this study, the majority of the participants (64.2%) were married, followed by those who were single (34.6%), and a small proportion were divorced (1.2%).

These findings suggest that the study included participants with different marital statuses, allowing for an examination of the perception of menstrual leave in the workplace across various marital situations.

4.3.5 Income level distribution of respondents

Table. No. 4.3.5

No. of Respondents	Frequency	Percent
2-5 Lakhs	53	65.4
5-10 Lakhs	26	32.1
10-15 Lakhs	1	1.2
15 Lakhs & above	1	1.2
Total	81	100.0

Source: Primary Data

The income level categories and their corresponding data are as follows:

- 2-5 Lakhs: 53 respondents, accounting for 65.4% of the total respondents.
- 5-10 Lakhs: 26 respondents, accounting for 32.1% of the total respondents.
- 10-15 Lakhs: 1 respondent, accounting for 1.2% of the total respondents.
- 15 Lakhs & above: 1 respondent, accounting for 1.2% of the total respondents.

The percentages indicate the proportion of respondents within each income level category among the total respondents. In this study, the majority of the participants (65.4%) reported an income level between 2-5 Lakhs per annum, followed by those with an income level between 5-10 Lakhs (32.1%). A small proportion of respondents reported higher income levels, with 1.2% each falling within the 10-15 Lakhs and 15 Lakhs & above categories.

These findings suggest that the study included participants from various income brackets, allowing for an examination of the perception of menstrual leave in the workplace across different income levels.

4.3.6 Geographic location distribution respondents of respondents

Table. No. 4.3.6

No. of Respondents	Frequency	Percent
Rural	26	32.1
Semi-urban	45	55.6
Urban	10	12.3
Total	81	100.0

Source: Primary Data

The geographic location categories and their corresponding data are as follows:

- Rural: 26 respondents, accounting for 32.1% of the total respondents.
- Semi-urban: 45 respondents, accounting for 55.6% of the total respondents.
- Urban: 10 respondents, accounting for 12.3% of the total respondents.

The percentages indicate the proportion of respondents within each geographic location category among the total respondents. In this study, the majority of the participants (55.6%) were from semi-urban areas, followed by those from rural areas (32.1%), and a smaller proportion were from urban areas (12.3%).

These findings suggest that the study included participants from different geographic locations, allowing for an examination of the perception of menstrual leave in the workplace across different types of areas, including rural, semi-urban, and urban settings.

4.3.7 Type of work distribution of respondents

Table. No. 4.3.7

No. of Respondents	Frequency	Percent
Full- time	76	93.8
Part- time	1	1.2
Contract	4	4.9
Total	81	100.0

Source: Primary Data

The type of work categories and their corresponding data are as follows:

- Full-time: 76 respondents, accounting for 93.8% of the total respondents.
- Part-time: 1 respondent, accounting for 1.2% of the total respondents.
- Contract: 4 respondents, accounting for 4.9% of the total respondents.

The percentages indicate the proportion of respondents within each type of work category among the total respondents. In this study, the majority of the participants (93.8%) were engaged in full-time work, indicating that they were employed on a full-time basis. A small proportion of respondents (1.2%) reported being employed in part-time positions, while another group (4.9%) mentioned being employed on a contractual basis.

These findings suggest that the study included participants with different types of work arrangements, encompassing full-time, part-time, and contractual employment. This allows for an exploration of the perception of menstrual leave in the workplace across various work arrangements and their potential implications.

4.4 ANALYSIS OF MEANS WITH VARIABLES

The mean, also known as the average, is a measure of central tendency that sums up a set of values and divides the total by the number of values. It provides a representative value for a dataset and is commonly used in statistical analysis. The mean is sensitive to extreme values, making it important to consider other measures, such as the median, in certain cases.

4.4.1. Awareness level on Perception of employees

Table 4.4.1-: Frequency table on Awareness level

Sl. No	Awareness level	Mean
1.	Menstrual leave should be a recognized policy in workplaces.	4.2
2.	Women had missed work due to menstrual cycle-related symptoms.	3.6
3.	The topic of menstrual leave should be open for discussion to foster a supportive work environment.	4.22
4.	Women may face difficulties in accessing menstrual hygiene products in the workplace	4.04
5.	Menstrual leave should be applicable to all working women, regardless of the severity of their menstrual symptoms.	4.09
6.	Having menstrual leave policies in place would benefit 2 employees in the workplace.	4.1
7.	The implementation of menstrual leave policies would contribute in reducing gender inequality in the workplace.	4.03
8.	Continuous improvement and changes in menstrual leave policies may be necessary to meet the evolving needs of working women.	4.17
	Awareness level	4.0562

Source: Primary Data

The awareness levels and their corresponding mean scores are as follows:

1. Menstrual leave should be a recognized policy in workplaces: Mean score = 4.2
2. Women had missed work due to menstrual cycle-related symptoms: Mean score = 3.6
3. The topic of menstrual leave should be open for discussion to foster a supportive work environment: Mean score = 4.22
4. Women may face difficulties in accessing menstrual hygiene products in the workplace: Mean score = 4.04
5. Menstrual leave should be applicable to all working women, regardless of the severity of their menstrual symptoms: Mean score = 4.09
6. Having menstrual leave policies in place would benefit employees in the workplace: Mean score = 4.1
7. The implementation of menstrual leave policies would contribute to reducing gender inequality in the workplace: Mean score = 4.03
8. Continuous improvement and changes in menstrual leave policies may be necessary to meet the evolving needs of working women: Mean score = 4.17

These findings suggest that, on average, the employees surveyed have a positive awareness and agreement regarding the need for menstrual leave policies in the workplace. The study indicates a general recognition of the challenges faced by women related to menstrual symptoms and supports the implementation of policies to address these issues. The respondents strongly agree that open discussions and continuous improvements in menstrual leave policies can foster a supportive work environment and contribute to reducing gender inequality.

Based on the given frequency table, the average awareness level on the perception of employees regarding various statements related to menstrual leave is 4.056. This suggests that, on average, employees have a relatively high level of awareness and understanding of the topics discussed in the table. The awareness levels range from 3.6 to 4.22, indicating a generally positive perception and support for policies related to menstrual leave in the workplace.

4.4.2. Attitudes on Perception of employees

Table 4.4.2-: Frequency table on Attitudes

Sl. No	Attitudes	Mean
1.	Menstrual leave is a necessary for the health and wellbeing of female employees	4.08
2.	The availability of menstrual leave positively impacts the morale and productivity of 2 employees.	4.12
3.	Menstrual leave should be provided to all female employees regardless of their job function.	3.95
4.	Menstrual leave should be legally mandated and treated as a standard employee benefit.	4.19
5.	Employers should educate all employees on the importance and benefits of menstrual leave.	4.18
6.	Female employees should not feel stigmatized or ashamed to use menstrual leave when needed.	4.11
7.	7. Providing menstrual leave can help reduce absenteeism and turnover rates among female employees.	4.07
	Attitudes	4.1

Source: Primary Data

The attitudes and their corresponding mean scores are as follows:

1. Menstrual leave is necessary for the health and well-being of female employees: Mean score = 4.08
2. The availability of menstrual leave positively impacts the morale and productivity of employees: Mean score = 4.12

3. Menstrual leave should be provided to all female employees regardless of their job function: Mean score = 3.95
4. Menstrual leave should be legally mandated and treated as a standard employee benefit: .0
5. Employers should educate all employees on the importance and benefits of menstrual leave: Mean score = 4.18
6. Female employees should not feel stigmatized or ashamed to use menstrual leave when needed: Mean score = 4.11
7. Providing menstrual leave can help reduce absenteeism and turnover rates among female employees: Mean score = 4.07

These findings suggest that, on average, the employees surveyed have positive attitude and agreement towards implementing menstrual leave. The study indicates that employees recognize the importance of menstrual leave for the health and well-being of female employees. They also believe that the availability of menstrual leave positively impacts employee morale and productivity. The respondents also support the idea of employers educating all employees about the importance and benefits of menstrual leave and ensuring that female employees do not feel stigmatized or ashamed when using it. Lastly, the respondents believe that providing menstrual leave can help reduce absenteeism and turnover rates among female employees. Overall, the study indicates a positive and supportive attitude towards implementing menstrual leave among the surveyed employees.

Based on the given frequency table, the average attitude of employees regarding various statements related to menstrual leave is 4.1. This indicates that, on average, employees have a positive attitude and support for the statements discussed in the table. The attitudes range from 3.95 to 4.19, suggesting that employees generally believe that menstrual leave is necessary for the health and well-being of female employees, positively impacts morale and productivity, should be provided to all female employees regardless of job function, should be legally mandated, and that employers should educate all employees on its importance. Overall, the data suggests a favourable perception and attitude towards menstrual leave in the workplace.

4.4.3. Anticipated outcomes on Perception of employees

Table 4.4.3-: Frequency table on Anticipated Outcomes

Sl. No	Anticipated Outcome	Mean
1.	Menstrual leave will ensure consistent support for women across different workplaces.	4.2
2.	Menstrual leave policies could potentially improve workplace productivity.	3.98
3	Menstrual leave policies would contribute to a more positive work environment for female employees.	4.09
4.	Menstrual leave policies could reduce healthcare costs associated with menstrual cycle-related issues.	4.18
5.	Employers who offer menstrual leave policies would have a competitive advantage in attracting and retaining employees.	4.13
6.	Implementation of menstrual leave policies could have positive impacts on employers or the workplace.	4.22
7.	Menstrual leave policies would contribute to better job satisfaction.	4.2
	Outcome	4.14

Source: Primary Data

The anticipated outcomes and their corresponding mean scores are as follows:

1. Menstrual leave will ensure consistent support for women across different workplaces: Mean score = 4.2
2. Menstrual leave policies could potentially improve workplace productivity: Mean score = 3.98
3. Menstrual leave policies would contribute to a more positive work environment for employees: Mean score = 4.09

4. Menstrual leave policies could reduce healthcare costs associated with menstrual cycle-related issues: Mean score = 4.18
5. Employers who offer menstrual leave policies would have a competitive advantage in attracting and retaining employees: Mean score = 4.13
6. Implementation of menstrual leave policies could have positive impacts on employers or the workplace: Mean score = 4.22
7. Menstrual leave policies would contribute to better job satisfaction: Mean score = 4.2

These findings suggest that, on average, the employees surveyed believe in the anticipated outcomes of implementing menstrual leave policies in the workplace. The study indicates that employees agree that menstrual leave policies can ensure consistent support for women across different workplaces and contribute to a more positive work environment. They also acknowledge the potential improvement in workplace productivity and the reduction of healthcare costs associated with menstrual cycle-related issues. The respondents strongly agree that the implementation of menstrual leave policies can have positive impacts on employers or the workplace. Lastly, employees agree that menstrual leave policies contribute to better job satisfaction.

Based on the given frequency table, the average perception of employees regarding various anticipated outcomes of menstrual leave policies is 4.14. This suggests that, on average, employees believe that implementing menstrual leave policies can lead to positive outcomes in the workplace

4.5 LEVINE'S T TEST WITH GENDER AND VARIABLES

The Levine's t-test is a statistical test used to assess the equality of variances between two or more groups. It is a modification of the traditional t-test that takes into account the assumption of equal variances across groups. This test is particularly useful when working with datasets that violate the assumption of equal variances, allowing researchers to make more accurate inferences and comparisons between groups. In this short introduction, we will explore the concept of Levine's t-test, its application in statistical analysis, and its significance in ensuring robust and reliable research findings.

4.5.1 Gender wise analysis of Variables

Table. No. 4.5.1

Independent Samples Test										
		Levine's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Awareness level	Equal variances assumed	3.265	.075	-4.097	79	.000	-.300	.073	-.446	-.154
	Equal variances not assumed			-3.596	40.938	.001	-.300	.083	-.469	-.131
Attitudes	Equal variances assumed	.349	.556	-3.703	79	.000	-.216	0.584	-.332	-.100
	Equal variances not assumed			-3.456	51.398	.001	-.216	0.625	-.341	-.0090
Anticipated Outcome	Equal variances assumed	2.646	.108	-0.937	79	.352	-.070	.075	-.2209	.0795
	Equal variances not assumed			-.864	49.105	.392	-.070	.081	-.2235	.0938

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
Awareness level	Male	32	3.898	.439	.0776
	Female	49	4.198	.216	.0309
Opinion	Male	32	3.973	.306	.054
	Female	49	4.189	.218	.031
Positive Outcome	Male	32	4.107	.407	.072
	Female	49	4.177	.272	.038

The table provides a gender-wise analysis of three variables: awareness level, attitudes, and anticipated outcome. The statistics are presented separately for males and females, including the number of participants (N), mean, standard deviation, and standard error mean.

In terms of awareness level, the mean score for males is 3.898, while for females it is 4.198. This suggests that, on average, females have a higher awareness level compared to males. The standard deviation and standard error mean also differ between the genders, with females exhibiting lower values, indicating less variability in their scores. For the variable of attributes, the mean score for males is 3.973, whereas for females it is 4.189. This indicates that females tend to have slightly higher opinions compared to males. The table suggests that, on average, females have slightly higher anticipated outcomes compared to males. The standard deviation and standard error mean also differ between the genders, with males having a higher standard deviation. The t-test results suggest no significant difference in anticipated outcome between males and females.

In summary, the gender-wise analysis indicates that females tend to have higher awareness levels and attitudes compared to males. However, there is no significant difference in anticipated outcomes between the genders.

4.6. CORRELATION BETWEEN VARIABLES

Correlation is a statistical measure that quantifies the relationship between two or more variables. It provides insights into how changes in one variable are associated with changes in another, indicating the direction and strength of their relationship. By examining correlations, researchers can uncover patterns, make predictions, and gain a deeper understanding of the underlying connections within their data. In this brief introduction, we will explore the concept of correlation

and its significance in various fields of study, highlighting its role as a valuable tool for analysis and inference.

4.6.1 Correlation based on Awareness level and attitudes

Table 4.6.1 Correlation between awareness level and opinion

Correlations			
		Awareness level	Attitudes
Awareness level	Pearson Correlation	1	.772**
	Sig. (2-tailed)		.000
	N	81	81

Source: Primary Data

The correlation analysis shows the correlation coefficients between the awareness level and the attitudes regarding the implementation of menstrual leave policies. The Pearson correlation coefficient measures the strength and direction of the linear relationship between two variables. The correlation coefficient between the awareness level and attitudes is 0.772, indicating a strong positive correlation. The p-value associated with this correlation coefficient is less than 0.05, indicating that the correlation is statistically significant.

This correlation suggests that as the awareness level of employees regarding menstrual leave policies increases, their attitudes regarding the implementation of such policies also tend to be more positive. In other words, employees who are more aware of menstrual leave and its importance are more likely to have positive attitudes about implementing such policies in the workplace. So, whenever the awareness level of employees' changes, the attitudes also change in the same direction.

4.6.2. Correlation based on Awareness level and anticipated outcome

Table 4.6.2 Correlation between awareness level and anticipated outcome

		Awareness level	Anticipated Outcome
Awareness level	Pearson Correlation	1	.273*
	Sig. (2-tailed)		.014
	N	81	81

Source: Primary Data

The correlation analysis shows the correlation coefficients between the awareness level and the perception of anticipated outcomes resulting from the implementation of menstrual leave policies. The correlation coefficient between the awareness level and anticipated outcomes is 0.273, indicating a positive but relatively weak correlation. The value associated with this correlation coefficient is less than 0.05, indicating that the correlation is statistically significant.

This correlation suggests that there is a positive association between the awareness level of employees regarding menstrual leave policies and their perception of anticipated outcomes resulting from the implementation of such policies. In other words, as the awareness level increases, employees tend to have a more positive perception of the potential anticipated outcomes of implementing menstrual leave policies.

4.6.3. Correlation based on Anticipated outcome and Attitudes

Table 4.6.2 Correlation between Anticipated outcome and attitudes

		Anticipated Outcome	Attitudes
Anticipated Outcome	Pearson Correlation	1	.492**
	Sig. (2-tailed)		.000
	N	81	81

Source: Primary Data

The correlation analysis shows the correlation coefficients between the perception of anticipated outcomes resulting from the implementation of menstrual leave policies and the attitudes of employees regarding their implementation. The Pearson correlation coefficient measures the strength and direction of the linear relationship between two variables. The correlation coefficient between anticipated outcomes and attitudes is 0.492, indicating a positive, but weaker correlation. The p-value associated with this correlation coefficient is less than 0.05, indicating that the correlation is statistically significant.

This correlation suggests that there is a positive association between the perception of anticipated outcomes resulting from the implementation of menstrual leave policies and the attitudes of employees regarding their implementation. In other words, as the perception of anticipated outcomes increases, employees' attitudes regarding the implementation of such policies also tend to be more positive.

4.7. ONE WAY ANOVA BETWEEN VARIABLES

One-way ANOVA is a statistical analysis technique used to examine whether there are significant differences between the means of three or more groups. It is called "one-way" because it involves a single factor or independent variable. This factor typically represents different groups or levels that participants are assigned to or naturally fall into.

The purpose of conducting a one-way ANOVA is to determine if the observed differences in means across the groups are statistically significant or simply due to chance. By comparing the variability between the groups to the variability within the groups, one-way ANOVA provides insights into whether there are meaningful differences in the variable of interest among the groups being studied. This analysis is widely employed in various fields, including psychology, social sciences, medicine, and business, to explore group differences and make informed interpretations based on statistical evidence.

4.7.1 One Way ANOVA based on Education and Awareness level

Table. No. 4.7.1

Descriptives								
Awareness level								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Post-graduation	10	3.9125	.583	.184	3.495	4.329	2.375	4.375
Graduation	46	4.171	.260	.038	4.093	4.248	3.625	5.000
Diploma	22	3.982	.339	.072	3.832	4.133	3.125	4.500
Higher secondary	1	3.375					3.375	3.375
Others	2	4.250	.176	.125	2.661	5.838	4.125	4.375
Total	81	4.080	.353	.039	4.002	4.158	2.375	5.000

Table. No. 4.7.2

ANOVA					
Awareness level					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.425	4	.356	3.166	.018
Within Groups	8.553	76	.113		
Total	9.978	80			

Source: Primary Data

The ANOVA analysis was conducted to assess the impact of different levels of awareness on a specific variable, labelled as "Awareness level". The p-value associated with the F-ratio is **0.018**, indicating that the observed differences in the variable of interest among the awareness groups are statistically significant at the conventional alpha level of 0.05. This suggests that there are meaningful differences in the variable across the different levels of awareness. Based on these results, it can be concluded that there are significant differences in the variable of interest among the different levels of awareness.

4.7.2. One Way ANOVA based on Education and Attitudes

Table. No. 4.7.3

Descriptives

Education	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Post-graduation	10	4.014	0.326	0.103	3.780	4.247	3.285	4.285
Graduation	46	4.177	0.264	0.039	4.098	4.255	3.714	5
Diploma	22	3.993	0.239	0.051	3.887	4.099	3.571	4.571
Higher secondary	1	3.714	3.714	3.714
Others	2	4.285	0	0	4.285	4.285	4.285	4.285
Total	81	4.104	0.276	0.030	4.042	4.165	3.285	5

Table. No. 4.7.4

ANOVA					
Attitudes					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.812	4	.203	2.906	.027
Within Groups	5.311	76	.070		
Total	6.123	80			

Source: Primary Data

The "Attitudes" variable was analysed, and the ANOVA table presents the sum of squares (SS), degrees of freedom (df), mean square (MS), F-value, and significance (Sig.).

The "Between Groups" section of the ANOVA table shows that the sum of squares (SS) for the different groups' Attitudes is 0.812. The F-value is 2.906, which represents the ratio of the between-group variability to the within-group variability. Additionally, the significance (Sig.) value is 0.027, indicating the probability of obtaining the observed F-value by chance.

Considering the overall analysis, the total sum of squares (SS) is 6.123, and the total degrees of freedom is 80. These values encompass the variability present in both the between-groups and within-groups factors.

In conclusion, the ANOVA results indicate that there are significant differences in Attitudes among the different groups, as supported by the significant p-value (0.027).

4.7.3. One Way ANOVA based on Education and Anticipated outcome

Table. No. 4.7.5

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
1. Menstrual leave will ensure consistent support for women across different workplaces.	Between Groups	.644	4	.161	.828	.512
	Within Groups	14.788	76	.195		
	Total	15.432	80			
2. Menstrual leave policies could potentially improve workplace productivity.	Between Groups	1.584	4	.396	1.286	.283
	Within Groups	23.404	76	.308		
	Total	24.988	80			
3. Menstrual leave policies would contribute to a more positive work environment for female employees.	Between Groups	2.438	4	.609	2.230	.074
	Within Groups	20.772	76	.273		
	Total	23.210	80			

4. Menstrual leave policies could reduce healthcare costs associated with menstrual cycle-related issues.	Between Groups	1.296	4	.324	1.074	.375
	Within Groups	22.926	76	.302		
	Total	24.222	80			
5. Employers who offer menstrual leave policies would have a competitive advantage in attracting and retaining employees.	Between Groups	.871	4	.218	.888	.476
	Within Groups	18.636	76	.245		
	Total	19.506	80			
6. Implementation of menstrual leave policies could have positive impacts on employers or the workplace.	Between Groups	1.940	4	.485	2.295	.067
	Within Groups	16.060	76	.211		
	Total	18.000	80			
7. Menstrual leave policies would contribute to better job satisfaction.	Between Groups	1.663	4	.416	1.778	.142
	Within Groups	17.770	76	.234		
	Total	19.432	80			

Based on the given ANOVA table, it appears that a one-way ANOVA was conducted to analyse the relationship between education and anticipated outcomes related to different statements on menstrual leave policies. The table provides information on the sum of squares, degrees of freedom (df), mean square, F-value, and significance (Sig.) for each statement.

The ANOVA analysis aimed to examine the relationship between education and anticipated outcomes related to statements on menstrual leave policies. While the F-values indicate some association between education and anticipated outcomes, the significance levels suggest that these associations may be due to chance rather than a significant relationship. Therefore, there is limited evidence to support a significant relationship between education and anticipated outcomes for the given statements. These findings imply that education may not have a strong impact on the perception of anticipated outcomes regarding menstrual leave policies.

CHAPTER-5
FINDINGS, SUGGESTIONS
AND CONCLUSION

5.1 INTRODUCTION

This chapter serves as a culmination of the research process, where the collected data and analysis are presented to address the research objectives and provide insights into the research topic.

The chapter begins by summarizing the main findings of the study, highlighting the key patterns, trends, and relationships that emerged from the data analysis. It provides a comprehensive overview of the research findings and their relevance to the research questions. Following the presentation of the findings, the chapter moves on to provide suggestions or recommendations based on the research findings. These suggestions are aimed at addressing the research problem, improving the understanding of the topic, or offering practical recommendations for stakeholders or decision-makers. The suggestions should be logical, supported by the research findings, and aligned with the research objectives. Finally, the chapter concludes by summarizing the main findings, highlighting their significance, and discussing the implications of the study. It may also reflect on any limitations or challenges encountered during the research process and suggest areas for further research.

Overall, this chapter of the research proposal serves as a crucial section for the researcher to present the findings, offer suggestions, and draw meaningful conclusions. It helps to bridge the gap between the research objectives and the real-world implications, contributing to the existing knowledge on the research topic and potentially influencing decision-making or future research in the field.

5.2. FINDINGS

5.2.1 Findings on the awareness level of employees

- Female respondents comprise the majority of the participants, indicating a significant representation of individuals directly affected by menstrual issues, which is relevant to assessing awareness.
- The age distribution shows that younger participants (18-30 years) form a significant portion, suggesting that the study's findings may reflect the awareness level of the younger generation.

- Participants from diverse educational backgrounds (post-graduation, graduation, diploma, etc.) contribute to a comprehensive understanding of awareness levels across different levels of education.
- With a majority of participants from semi-urban areas, the study may reflect a mix of urban and rural perspectives on menstrual leave awareness.
- The study includes participants with varying income levels, with a substantial portion falling within the 2-5 Lakhs income level, enabling exploration of awareness across income groups.
- The average awareness level of employees regarding menstrual leave policies is relatively high. This suggests that the majority of participants have a good understanding of the concept.
- Employees show a notably high level of awareness that the topic of menstrual leave should be open for discussion to promote a supportive work environment. This indicates a recognition of the importance of communication and openness.
- The study indicates that there is a generally positive awareness about the need for continuous improvement and adaptability of menstrual leave policies to cater to the evolving needs of working women.
- Women seem to know more about menstrual leave policies compared to men, on average. This suggests that women might be more aware of how these policies work in the workplace.
- Among women, there is less difference in how much they know about menstrual leave policies. This means that women tend to have similar levels of understanding about the topic.
- The accuracy of what women know about menstrual leave is quite consistent, which indicates that they generally share a common level of knowledge.
- There is a strong positive relationship between how much employees know about menstrual leave policies and their overall attitudes toward implementing these policies at work.
- When employees are more informed about these policies, they tend to show more favourable opinions about having them in the workplace.
- The analysis examined whether there are meaningful differences in Awareness Level among individuals with varying levels of education. The results suggest that there might be some differences in Awareness Level based on education, but the observed differences may not be statistically significant. Further investigation is needed to determine if these potential differences hold true in the larger population.

5.2.2 Findings on Attitudes of employees towards implementing menstrual leave

- The age distribution indicates participation from both younger (18-30 years) and older (above 50 years) individuals, enabling an examination of how attitudes differ across age groups.
- Participants with different educational backgrounds, particularly those with post-graduation and graduation degrees, offer insights into how education influences attitudes.
- Marital status distribution, with a significant proportion of married participants, presents an opportunity to explore differences in attitudes based on marital experiences.
- The representation of participants across income levels, especially within the 2-5 Lakhs level, helps understand how financial considerations may influence attitudes towards implementing menstrual leave.
- Employees hold a favourable attitude towards the idea that menstrual leave is necessary for the health and well-being of female employees, suggesting a recognition of its importance.
- The participants express a positive attitude towards the notion that employers should educate all employees about the significance and benefits of menstrual leave. This implies support for awareness campaigns.
- The study reveals that employees generally agree that menstrual leave should be legally mandated and treated as a standard employee benefit, indicating a desire for formal recognition and inclusion.
- Women seem to have a bit more positive attitude toward menstrual leave policies compared to men. This could mean that women might be more open to the idea of having such policies at work.
- Among women, their attitudes are more similar to each other. This shows that women may generally agree more about the benefits of menstrual leave policies.
- Women's opinions about these policies are more consistent, showing that most women feel similarly about their importance.
- Employees' awareness of menstrual leave policies is linked to their expectations about the positive results of implementing these policies.
- As employees become more aware of these policies, they also tend to hold more optimistic views about the potential benefits that could arise from having them.

- The One-Way ANOVA explored whether there are significant differences in Attitudes toward menstrual leave policies across different education levels. While the F-value indicates some variability in Attitudes based on education, the significance level suggests that these differences might have occurred by chance.

5.2.3 Findings on the anticipated outcomes of implementing menstrual policy

- The substantial participation of female respondents is crucial for understanding anticipated outcomes, given the policy's focus on menstruation-related concerns.
- Age distribution includes participants from various age groups, allowing for insights into how anticipated outcomes differ among younger, middle-aged, and older individuals.
- Participants from different educational backgrounds, particularly those with graduation and diploma qualifications, provide diverse perspectives on expected policy outcomes.
- The marital status distribution, with a significant proportion of married participants, permits exploration of how family dynamics may influence anticipated policy outcomes.
- Geographic location distribution, particularly the inclusion of semi-urban participants, allows for understanding anticipated outcomes across different cultural and societal settings.
- The participants anticipate positive outcomes from implementing menstrual leave policies, with a strong belief that such policies will ensure consistent support for women across different workplaces.
- Employees also foresee benefits in terms of workplace environment, as indicated by the positive anticipation that menstrual leave policies will contribute to a more positive work atmosphere.
- The study highlights a positive anticipation that the implementation of menstrual leave policies could have broader positive impacts on employers or the workplace, suggesting potential ripple effects.
- Women seem to expect slightly better outcomes from having menstrual leave policies in place compared to men. This suggests that women may think these policies could bring more positive changes.
- Men have a wider range of expectations about the outcomes of menstrual leave policies, which means they have more varied opinions about what might happen.

- Both men and women are equally confident in their predictions about the outcomes, even if they have different expectations.
- The way employees perceive the potential positive outcomes of menstrual leave policies is connected to their attitudes toward these policies.
- The findings indicate that there might be some variation in Anticipated Outcomes based on education, but the significance levels suggest caution in interpreting these differences as meaningful. More extensive research could provide a clearer understanding of this relationship tend to have more positive attitudes about their presence in the workplace.

5.3 SUGGESTIONS

- Based on the positive perception and support for menstrual leave policies among employees, it is advisable to proceed with the implementation of such policies in the workplace.
- As employees recognize the need for accessibility to menstrual hygiene products, consider providing free or subsidized menstrual products in restrooms or designated areas. This initiative will further support female employees' well-being and address their specific needs.
- Foster an inclusive work environment by promoting open discussions about menstrual health and eliminating any stigma or shame associated with it. Encourage managers and supervisors to engage in open conversations with employees, ensuring that female employees feel comfortable discussing their menstrual health needs or concerns.
- As employees express a belief in continuous improvement, establish a feedback mechanism to assess the effectiveness of the implemented policies and identify areas for improvement. Encourage employees to provide feedback on their experiences with menstrual leave and suggestions for enhancement.
- In line with the supportive stance and agreement among employees, conduct educational sessions and training programs for all employees to raise awareness about menstrual health, debunk myths, and promote understanding. This will help foster empathy and create a more inclusive and supportive work environment.
- Establish a monitoring and evaluation process to track the impact of the implemented policies on workplace productivity, employee morale, and overall well-being. Collect data on absenteeism rates, employee satisfaction surveys, and feedback to assess the effectiveness of the policies and make data-driven decisions for further improvements.
- Highlight the implementation of these policies in external communications, such as job postings, company website, and social media platforms, to attract potential employees who value a supportive and inclusive work environment.
- Consider implementing targeted awareness campaigns that specifically focus on educating male employees about the importance of menstrual health and the benefits of menstrual leave. These campaigns can include workshops, seminars, or informational materials designed to bridge the awareness gap and promote understanding.
- Encourage employees to provide feedback on their experiences and perceptions of menstrual leave policies. Conduct focus groups or surveys to gather their insights and suggestions for improvement.

5.4 CONCLUSION

The study focused on investigating employees' perceptions regarding the introduction of menstrual leave policies within the workplace. Its overarching objective was to gain a comprehensive understanding of how employees perceive and respond to the concept of menstrual leave, which aims to provide female employees with additional time off during their menstrual cycles. To achieve this objective, the study focused on three specific aspects: awareness levels, attitudes, and anticipated outcomes related to the implementation of menstrual leave. To gather data and insights, the study engaged a diverse participant pool comprising both male and female employees across various age groups, educational backgrounds, income levels, and geographic locations. This diverse representation ensured a well-rounded analysis of employees' opinions and experiences. The findings shed light on employees' awareness of menstrual leave, their attitudes toward its introduction, and their expected outcomes from such policies. The results also highlighted factors that influence these perceptions, such as gender, age, and education. These insights have practical implications for employers and organizations aiming to create inclusive workplaces. The research findings offer valuable guidance for designing and implementing menstrual leave policies that align with employees' needs and preferences. The study suggests that informed policy-making and open communication can help design effective menstrual leave policies that cater to employees' needs. It also underscores the importance of addressing stigma and promoting awareness of menstrual health in the workplace.

In conclusion, the study contributes valuable insights to the ongoing discussion on menstrual leave policies. By exploring employees' viewpoints, the research provides a foundation for making informed decisions that prioritize the well-being and inclusivity of all employees.

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APPENDIX

Questionnaire

Dear respondents,

This is an academic research project as a part of my academic requirements of MA HRM course under the University of Kerala. The purpose of the research is to study the effect of employee perception on menstrual leave, please choose your best preference indicating your level of agreement. Data will be kept confidential and will be used solely for academic purposes. Thank you for sparing your valuable time.

Demographic Details

Name:

Gender:

Male Female Others

Age:

Between 18-30 years Between 30-50 years Above 50 years

Education Level:

Higher secondary Diploma Graduation post-graduation Others

Marital status:

Single Married Divorced Others

Income level per annum:

2-5 Lakhs 5-10 Lakhs 10-15 Lakhs 15 Lakhs & above

Geographic location:

Rural Urban Semi-urban

Type of work:

Contract Full- time Part- time

PART- 1 (Awareness Level)

Level of employee awareness on Menstrual Leave

The following are some statements related to the awareness level of employees. Kindly give your response in the scale given from strongly agree to strongly disagree.

1. Menstrual leave should be a recognized policy in workplaces.
Strongly Agree Agree Neutral Disagree Strongly Disagree
2. Women had missed work due to menstrual cycle-related symptoms.
Strongly Agree Agree Neutral Disagree Strongly Disagree
3. The topic of menstrual leave should be open for discussion to foster a supportive work environment.
Strongly Agree Agree Neutral Disagree Strongly Disagree
4. Women may face difficulties in accessing menstrual hygiene products in the workplace.
Strongly Agree Agree Neutral Disagree Strongly Disagree
5. Menstrual leave should be applicable to all working women, regardless of the severity of their menstrual symptoms.
Strongly Agree Agree Neutral Disagree Strongly Disagree
6. Having menstrual leave policies in place would benefit female employees in the workplace.
Strongly Agree Agree Neutral Disagree Strongly Disagree
7. The implementation of menstrual leave policies would contribute in reducing gender inequality in the workplace.
Strongly Agree Agree Neutral Disagree Strongly Disagree
8. Continuous improvement and changes in menstrual leave policies may be necessary to meet the evolving needs of working women.
Strongly Agree Agree Neutral Disagree Strongly Disagree

PART- 2 (Attitudes)

Level of employee attitude about Menstrual Leave

The following are some statements related to the attitude of employees. Kindly give your response in the scale given from strongly agree to strongly disagree.

1. Menstrual leave is a necessary for the health and wellbeing of female employees.
Strongly Agree Agree Neutral Disagree Strongly Disagree
2. The availability of menstrual leave positively impacts the morale and productivity of female employees.
Strongly Agree Agree Neutral Disagree Strongly Disagree
3. Menstrual leave should be provided to all female employees regardless of their job function.
Strongly Agree Agree Neutral Disagree Strongly Disagree
4. Menstrual leave should be legally mandated and treated as a standard employee benefit.
Strongly Agree Agree Neutral Disagree Strongly Disagree
5. Employers should educate all employees on the importance and benefits of menstrual leave.
Strongly Agree Agree Neutral Disagree Strongly Disagree
6. Female employees should not feel stigmatized or ashamed to use menstrual leave when needed.
Strongly Agree Agree Neutral Disagree Strongly Disagree
7. Providing menstrual leave can help reduce absenteeism and turnover rates among female employees.
Strongly Agree Agree Neutral Disagree Strongly Disagree

PART- 3 (Positive Outcome)

Expectation level of anticipated outcome about Menstrual Leave

The following are some statements related to the anticipated outcomes expected by employees. Kindly give your response in the scale given from strongly agree to strongly disagree.

1. Menstrual leave will ensure consistent support for women across different workplaces.
Strongly Agree Agree Neutral Disagree Strongly Disagree
2. Menstrual leave policies could potentially improve workplace productivity.
Strongly Agree Agree Neutral Disagree Strongly Disagree
3. Menstrual leave policies would contribute to a more positive work environment for female employees.
Strongly Agree Agree Neutral Disagree Strongly Disagree
4. Menstrual leave policies could reduce healthcare costs associated with menstrual cycle-related issues.
Strongly Agree Agree Neutral Disagree Strongly Disagree
5. Employers who offer menstrual leave policies would have a competitive advantage in attracting and retaining employees.
Strongly Agree Agree Neutral Disagree Strongly Disagree
6. Implementation of menstrual leave policies could have positive impacts on employers or the workplace.
Strongly Agree Agree Neutral Disagree Strongly Disagree
7. Menstrual leave policies would contribute to better job satisfaction.
Strongly Agree Agree Neutral Disagree Strongly Disagree