

Proceedings of Karnataka Government

Subject: Regarding providing one day of paid leave per month to female employees working in enterprises registered under various labour laws in the state during their menstrual cycle.

2. Commissioner, Labour Department, letter no.: 22/28-02/-39/2022-23, 2:21/02/2025.

3. Cabinet Note No.: 834/2025, Date: 9/10/2025.

Above all, as per the notification read at S. No. (1), an expert committee comprising officers of various levels of the department, specialists, representatives of working classes, representatives of industrial associations, IT/BT representatives, representatives of garment owners, professors, social workers, representatives of the owner class and other members was constituted to discuss and submit a report on the notification to grant leave with pay during the monthly menstrual cycle to increase the efficiency and performance of women employees working in industries and establishments registered in the State under the Factories Act, 1948, Karnataka Shops and Commercial Establishments Act, 1961, Plantation Workers Act, 1951, Beedi and Cigar Workers (Employment and Conditions) Act, 1966 and Motor Transport Workers Act, 1961.

The said expert committee, after discussing at various stages, has recommended the implementation of a "**Menstrual Leave Policy**" to enable women working in factories, plantations, shops and commercial establishments to avail 6 menstrual leaves per year during their menstrual cycle. In order to facilitate public opinion gathering on the issue of providing paid menstrual leave to women employees, the same has been published on the department's website karmikaspandana.gov.in on 18-10-2025 for the attention of the owners of factories, industries and other enterprises, various organizations, women's organizations, labour representatives, workers and the public and for seeking suggestions, instructions, objections/opinions.

A total of 75 comments were received from workers, trade unions, employers, owner associations, women's organizations, the general public, government employees' unions, etc. regarding the proposed menstrual leave policy, out of which 56 comments were in favour of the proposed menstrual leave policy. The remaining 19 comments were against it. The comments received in support of the proposed leave policy

Out of the 56 opinions, 26 opinions were given by the owners, 7 by trade unions, 19 by employees, 1 by the general public, 1 by a government employee union, and 2 by women's associations. Also, out of the 56 opinions of the labour/labour organization/women's organization/management that supported the proposed menstrual leave policy, 10 (4 out of 10 opinions were opinions of the management) opinions requested that 12 annual leaves be given instead of the proposed 6 annual leaves.

The Commissioner, Labour Department, submitted a proposal in S.No.(2) above, stating that the health and well-being of women employees working in various industries will be promoted by formulating the said policy and that this will increase their efficiency and productivity. This will lead to increased participation of women employees in production activities and thus increase the production of the country. This will enable women empowerment and that the formulation of a menstrual leave policy will make Karnataka a global best practice in relation to women's work.

In the Cabinet Note No. (3) read above, it is stated that "The Cabinet has approved the implementation of the 'Menstrual Leave Policy, 2025' providing one day of paid leave every month to women working in all sectors including Government offices, Garments, MNCs, IT and other private industries across the State."

Having thoroughly examined the proposal, the following orders have been made.

One day "menstrual leave" for the female employee in any sector.

Having thoroughly examined the preamble, I have ordered as follows.

In view of the background explained in the proposal, the concerned employers are directed to provide the facility of 12 days of paid leave per annum during their menstrual cycle to all permanent/contract/outsourced female employees between the age group of 18 to 52 years working in all industries and establishments registered under the Factories Act, 1948, Karnataka Shops and Commercial Establishments Act, 1961, Garden Workers Act, 1951, Beedi and Cigar Workers (Employment and Conditions) Act, 1966 and Motor Transport Workers Act, 1961, with the good intention of enhancing their health, efficiency and performance and enhancing their mental well-being.

Conditions:

- 1. Female employees shall utilize the "menstrual leave" of the respective month in the respective month itself. The "menstrual leave" of the previous month shall not be allowed to be extended (carried over) to the next month.**
- 2. Female employees are not required to provide any medical certificate to avail of one day of "menstrual leave" every month.**

By order of and in the name of the Governor of Karnataka,

(Suma .S)
Under Secretary to Government
Labour Department.

For:

1. Commissioner, Labour Department, Karmika Bhavan, Bannerghatta Road, Bangalore (requested to bring to the notice of all employers).
2. Commissioner, Labour State Insurance Medical Services, Rajajinagar, Bangalore.
3. Directors, Factories, Buyers and Industrial Safety and Health Department, Bangalore (requested to bring to the attention of all employers)