



Proceedings of Karnataka Govt

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

- 99: 1. JTHJ 7. 2 466 686 2023,
6:12/1/2024.
2. Commissioner, Labour Department, letter no.:
2&2/23-02/2-39/2022-23, dated 21/02/2025.
3. Cabinet Note No.: 834/2025, Date: 9/10/2025.

As per the notification read in S. No. (1) above, 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 regarding the issuance of a notification to grant paid leave during the monthly menstrual cycle to increase the efficiency and performance of women employees working in all industries and institutions 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.

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 policy has been published on the department's website karmikaspadana.gov.in on 18-10-2025 for the attention of the owners of factories, industries and other enterprises, various organizations, women's organizations, labor 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 favor 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 56 opinions, 26 opinions were given by the owners, 7 by trade unions, 19 by employees, 1 by the general public, 1 by the government employees' union, and 2 by women's associations. Also, out of 56 opinions of the workers/labor organizations/women's organizations/management that supported the proposed menstrual leave policy, 10 (4 out of 10 opinions were opinions of the management) opinions requested to provide 12 annual leaves instead of the proposed 6 annual leaves.

The Commissioner, Labour Department, submitted a proposal in S.No.(2) above, stating that the proposed Menstrual Leave Policy has received a large number of views and that the formulation of the said policy will promote the health and well-being of women employees working in various industries and will increase their efficiency and performance. 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 the Menstrual Leave Policy will make Karnataka a global best practice in relation to women's work.

In the Cabinet Note No. (3) read above, the Cabinet has approved the implementation of the "Menstrual Leave Policy, 2025" which provides for 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.

೨೨೨ ೨ . 2 466 2023, Bangalore, dated:12/11/2025.

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,

 12/11/2025 ಇಲಾಖೆ.

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).

Husband:

1. Private Secretary to Hon'ble Minister of Labour, Department of Labour, Vikas Soudha, Bangalore.
2. Private Secretary to the Principal Secretary to the Government, Labour Department, Vikas Soudha, Bangalore.
3. Private Branch of the Additional Secretary to the Government, CSU (Cabinet Branch) (Cabinet Note No.: 834/2025), Vidhana Soudha, Bangalore.
4. Private Branch of the Deputy Secretary to the Government, Labour Department, Vikas Soudha, Bangalore.
5. Additional copies/branch protection file.