

Subject: Provision of **One Day Paid Menstrual Leave** for Women Employees in Registered Establishments in Karnataka

References:

1. Government Notification No. KAI 466 LET 2023, dated 12/1/2024.
2. Commissioner, Department of Labour, Letter No. CLC/SLC-39/2022-23 dated 21/02/2025.
3. Cabinet Note No. 834/2025, dated 9/10/2025.

According to the notification mentioned in reference (1), under the Factories Act, 1948, the Karnataka Shops and Commercial Establishments Act, 1961, the Plantation Labour Act, 1951, the Beedi and Cigar Workers (Conditions of Employment) Act, 1966, and the Motor Transport Workers Act, 1961, all registered industries and establishments in the state must enhance the efficiency and capacity of women employees, improve their morale, and, during their menstrual cycle, are to provide paid leave. To issue an appropriate notification, a committee was formed, consisting of officers from different departmental levels, expert doctors, representatives from labour sectors, industrial associations, IT/BT representatives, garment owners, academicians, social workers, employer representatives, and others.

The said expert committee, after thorough discussion, recommended the implementation of a "Menstrual Leave Policy" in factories, plantations, shops, and commercial establishments employing women, granting six annual paid menstrual leaves. For broader public feedback on granting paid menstrual leave to women employees, the views and suggestions were invited from factories, industries, institutions, various organizations, women's organizations, labour representatives, workers, and the public, and published on the department's website karmikaspandana.gov.in on 18-10-2025.

A total of 75 opinions were received from workers, labour unions, employers, employer associations, women's organizations, the public, and government employee federations regarding the proposed menstrual leave policy; of these, 56 supported the policy, and 19 opposed it. Out of the 56 supporting opinions, 26 were from employers, 7 from labour unions, 19 from employees, 1 from the public, 1 from a government employee federation, and 2 from women's organizations. Additionally, 10 (including 4 from administrators) requested increasing the annual leave entitlement from 6 to 12 days.

Since the majority of opinions favor the proposed policy and the policy would increase the health and welfare, efficiency, and productivity of women employees in various establishments, which would, in turn, enhance women's participation in productive activities and raise national output, the Commissioner, Department of Labour, has presented the proposal as a best global practice for women workers in Karnataka.

In the Cabinet Note (3), the Cabinet approved implementing the "Menstrual Leave Policy, 2025" to grant one day of paid menstrual leave every month to all women employees working in government offices, garment units, MNCs, IT and other private industries across all sectors in the state.

Upon detailed review of the proposal, the order was issued as below:

Government Order No. KAI 466 LET 2023, Bengaluru, dated 12/11/2025:

Based on the proposal referred above, in all registered establishments under the Factories Act, 1948, the Karnataka Shops and Commercial Establishments Act, 1961, the Plantation Labour Act, 1951, the Beedi and Cigar Workers (Conditions of Employment) Act, 1966, and the Motor Transport Workers Act, 1961, every permanent/contract/outsourced woman employee between 18 to 52 years of age must be offered, for their health, efficiency, and welfare, one day of paid leave every month, totaling 12 paid menstrual leaves annually, during their menstrual period by the respective employer.

Conditions:

1. Women employees should utilize that month's "Menstrual Leave" within that month itself. Carryover of the previous month's menstrual leave to following months is not permitted.
2. Women employees claiming one day "Menstrual Leave" each month are not required to provide any medical certificate.

Order by the Governor of Karnataka and on his behalf,

(Suma S.)

Under Secretary, Department of Labour

12/11/2025

To:

1. Commissioner, Department of Labour, Labour Bhavan, Bannerghatta Road, Bengaluru (request to inform all employers).
2. Commissioner, State Labour Insurance Medical Services, Rajajinagar, Bengaluru.
3. Director, Factories, Boilers, Industrial Safety & Health Department, Bengaluru (request to inform all employers).

Copy to:

1. Private Secretary to Hon'ble Labour Minister, Department of Labour, Vikas Soudha, Bengaluru.
2. Private Secretary to Principal Secretary, Department of Labour, Vikas Soudha, Bengaluru.
3. Department of Cabinet Affairs, (Cabinet Note No. 834/2025), Vidhana Soudha, Bengaluru.
4. Additional Secretary, Department of Labour, Vikas Soudha, Bengaluru.
5. Additional copies/Branch Record File.

