

Menstrual Leave Policy in Hotels: Examining the Influence of Menstrual Leave Policies in the Hotel Industry

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Abstract

Menstrual leave as a concept offers female employees the option to take time off during their menstrual cycle without the fear of stigma, loss of income, or using up their regular sick leave. It's a recognition of the physiological differences and challenges some employees face and an attempt to address workplace equality on a deeper level. This research paper investigates the need for menstrual leave policies in hotels and their potential impact on employees and hotel operations. The researcher adopted a random sampling technique to collect needful data by providing questionnaire to hotel male and female employees. The researcher aims to identify whether hotels want such policies, the effectiveness of current policies, and the challenges that may arise from implementing menstrual leave policies. The findings suggest that there is a need for menstrual leave policies in hotels, and the implementation of such policies can have a positive impact on employee well-being and productivity. However, there are also challenges associated with implementing such policies, including potential discrimination against women and the need for clear guidelines and communication. Overall, this research paper provides valuable insights into the need for menstrual leave policies in hotels and their potential impact on employees and hotel operations.

Keywords: Menstrual Leave Policy, Female Employees, Benefits, Challenges, Productivity, Well-Being

(Kandicuppa, 2017), In the aforementioned article, Kandicuppa elucidates the challenges encountered by female employees in corporate, settings every month, particularly the discomfort experienced during menstruation. The researcher suggests that a similar scenario may be prevalent among female employees in the hotel industry. In these circumstances, women can find it challenging to ask their female friends for tampons or sanitary napkins because of the persistent stigma associated with menstruation, which has persisted historically and in modern society. Girls have a restricted knowledge base due to the stigma associated with menstruation, which, when combined with preconceived notions and a lack of thorough awareness, negatively impacts their mental and general health (Anand, 2015). Introducing a menstrual leave policy emerges as an optimal solution to enhance the comfort of female employees during menstruation in hotel industry settings. As women are biologically different from men (Majhi, 2018). They face unique bodily challenges. One of these is their monthly hormonal cycle, sometimes known as menstruation. During that time, they are subjected to both physical and mental strain. Working women have a more difficult time dealing with such stress. Workplaces, on the other hand, are becoming more inclusive. More women are entering the labour field and contributing to economic growth (Bhattacharya, 2021). On the other hand, organisations have not been particularly sensitive to women's specific needs. Women require relaxation more than labour throughout their menstrual cycle. However, there are no policy efforts in place to address such a need. A law mandating Menstrual Leave also called Period Leave in every organization can be a step in the right direction. The paper contains information on "The Menstruation Benefits Bill, 2017" as well as additional measures to be followed on hotel premises while a female employee is

INTRODUCTION



Fig. 1

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menstruating. The purpose of the study is to understand men's and women's perspectives on menstruation leave in the workplace, as well as how they differ, and, to understand their thoughts regarding the topic as specially the male employees may totally have a different perspective on menstrual where one man understands the sensitivity and to other side another man might not even know a little about menstruation (Chris Bobel, 2020) Maximum respondents (of women) from institutions in the organized sector in hotels completed a self-structured questionnaire. This study adopts an analytical descriptive research design. This paper also provides information on various organizations that give unpaid menstrual leave or have systems in place to compensate for it.

The 2017 menstruation benefits bill: In 2017, Shri Ninong Erring, a Member of Parliament (Khurana & Khurana, 2022), was the first to introduce The Menstrual Benet Bill. The measure was introduced to pave the way for women, a period law in Indian corporations that benefits women at work and in educational institutions. Lalu Prasad made menstrual leave mandatory for women employees in Bihar in 1992. This measure was offered again on the opening day of the Budget Session in 2022, but the Legislative Assembly ignored it. It was reported in 2017 that the level of pain a female goes through when menstruation is similar to the discomfort experienced after a heart attack. Pain also reduces an employee's productivity, which has an impact on their work. As a result, they are better able to control their symptoms and preserve their well-being, which can boost productivity and performance. The findings of the study are to determine whether the policy will be effective for the female employees of the hotel industry and make them satisfied with the job. According to Hoppock he described job satisfaction as a blend of psychological, physiological, and environmental factors that lead an individual to genuinely express contentment with their job (Charles W. Mc Nichols, 1978). Also, what impact will be seen on female employees' productivity and hotel operations, we will study how effective this policy will be and how both the male and female employees of the hotel will accept the policy.

Menstrual Cycle: From adolescence through menopause, menstruation is the process by which a woman releases blood and other material from the uterine lining at one-lunar month intervals (Gupta, 2021). Menstrual health issues can range from mild discomfort to severe pain, and they can affect a person's energy, focus, and overall

productivity (Barnack-Tavlaris JL, 2019). To address the health risks associated with menstruation, it should be mandatory for hotels to adopt the policy.

Menstrual Leave Policy: Menstrual leave is a policy that allows female workers to take time off from work when in the menstruation cycle. This policy is also known as period leave (Bhumika Indulia, 2023) or menstrual health leave. In Indonesia, a 2003 law superseded or replaced a number of earlier laws and regulations, combining the majority of the basic labour force requirements; however, the provisions that provided women with additional protection were left in place, as stated in Article 81(1), which exempts labouring women from reporting to work on the first or second day of their period if they notify their employers about discomfort they are experiencing during their menstrual cycle (Lahiri-Dutt, 2008). When a company implies this policy the job satisfaction level and employee retention can be managed, when the employee goes through a lot during the cycle (Biason, 2020). At times she also thinks of leaving the job as she gets disturbed not only mentally but also physically. Employees who think their organization cares and understands them are more likely to stay motivated and dedicated to their jobs. By enacting such regulations, the hotel may assist in alleviating the physical and mental stress that staff face during menstruation.

The organizations that have adopted the leave policy to support their female during menstruation employees are (Azmi, 2022).

1. Ivipanan	6. Magzter
2. Zomato	7. Industry ARC
3. Byju's	8. FlyMyBiz
4. Swiggy	9. Gozoop
5. Mathrubhumi	

The need to address individuals' specific requirements and problems is becoming increasingly apparent in the modern workplace and one such eld is the menstrual health, of female employees.

REVIEW OF LITERATURE

(Adrija Bhattacharya, Stotram Kumar & Amarendra Pattnaik, 2021), This research highlights the evolving roles of women in both household and professional settings, emphasizing the need for organizations to

address menstruation taboos and implement corrective policies. It examines the growing contribution of women to the economy and evaluates the effectiveness of these policies.

(Aljazeera, 2020), This article discusses how the Zomato has declared 10 days of annual leave for female employees. They also stated how it's difficult at times for an individual woman to work during menstruation.

(Bhumika Indulia, 2023), This paper delves into the necessity of implementing separate menstruation leave in companies, examining its legal status in India and other jurisdictions. It explores the integration of menstruation leave within the framework of environmental, social, and corporate governance activities. Additionally, it investigates the evolving industry practices in India regarding policy implementation for menstruation leave and associated benefits.

(Dhanalakshmi K. Thiyagarajan, Hajira Basit & Rebecca Jeanmonod, 2022), The research paper discusses the menstrual cycle as a complex phenomenon, involving intricate hormonal and physiological events. It highlights how this natural process, from puberty to menopause, profoundly influences a woman's life. Recognizing the complexities of the menstrual cycle is essential for delivering comprehensive healthcare tailored to women's specific needs.

(Gar & Anand, 2015), In this research paper, the author explores the enduring taboo surrounding menstruation, both historically and in the present context. The study highlights prevalent myths and a lack of comprehensive understanding on this subject. It emphasizes the impact of limited knowledge among girls, adversely affecting their mental and overall health.

(Jessica L. Barnack-Tavlarisa, Kristina Hansena, Rachel B. Levitt & Michelle Reno, 2018-2019), In this paper, the author talks about people's perspective towards menstruation which is a natural process. Also, whether the policy brings a positive impact to negative perspectives of people by spreading awareness among them.

(Kuntala Lahiri-Dutt & Kathryn Robinson, 2008), In 2003, Indonesian legislation consolidated labour force regulations, retaining provisions granting women extra protection. Article 81(1) allows female labourers to report

menstrual discomfort to employers and take the first or second day of their period off work without obligation.

(Laxmi Todiwan, 2020), The article discusses various perspectives of female employees in the hospitality industry regarding the implementation of menstrual leave policies. While some support such policies, others express contentment with the current situation and see no need for change. Additionally, some women have mixed feelings about the policy.

(Mindy J. Erchull, 2020), The research paper examines how boys and men perceive menstruation despite not experiencing it themselves. Erchull investigates their understanding, views, and attitudes towards menstruation, with a focus on fathers' role in educating children. While questions persist, boys' and men's knowledge and beliefs about menstruation greatly impact their relationships with menstruators.

(Prithivi Raj & Antra Pandit, 2021), The research paper discusses menstrual leave policies across India, highlighting the physical and mental challenges faced by female employees during menstruation. It compares the importance of menstrual leave to maternity leave and examines its implementation and impact internationally.

(P. D. Gupta, 2021), Throughout a woman's reproductive years, from menarche to menopause, the menstrual cycle signifies the potential for natural pregnancy. Sex steroids regulate essential physiological processes during this phase, while recent studies indicate peak cognitive function. Pregnancy also strengthens maternal instincts and caregiving skills. Steroid hormones can impact eye functions, and pregnancy blood holds promise as a valuable source of mesenchymal cell abnormalities for cell treatments.

(Raju Majhi, 2018), The researcher discusses Article 21 in the study, which guarantees everyone the right to life, which is the same as the right to sanitary conditions. As a result, it's critical to accept, embrace, and feel at ease with menstruation. The author also discusses trash disposal, emphasising access to clean water and personal cleanliness.

(Robin Hilmantel, 2016), The author delves into the experiences and challenges faced by menstruators, especially during times of war. Despite their patriotic

contributions, menstruation often led to increased absenteeism among female workers. This pain impacts their performance, mood, and overall health. To address these challenges, various activities can be explored to alleviate symptoms and improve well-being.

(Sreenivasarao Vepachedu, 2019), The persistence of outdated menstrual practices and limited access to modern menstrual hygiene products result from complex socio-cultural, economic, and educational factors. To effectively address these challenges, a multifaceted approach is essential, including policy reforms, advocacy initiatives, and targeted interventions. Continuous research and evaluation are critical for developing evidence-based strategies to improve menstrual health and well-being globally.

(The World Bank, 2021), This article states how menstrual health problems have a negative impact on education, safety, and human development. In the latter half of the article, the author wrote how the government can help the entrepreneurs in the production of menstrual products which would be useful for the girls, and how they can access the facility at a cheaper rate.

(Waqar Azmi, 2023), The writer directly mentions the 12 companies that have implemented the Menstrual Leave Policy in India to support their female employees.

RESEARCH GAP

After an extensive review of various research papers and articles, it is evident that menstruation is an inevitable aspect of every woman's life, irrespective of her preferences. Working women encounter a range of challenges during this period, experiencing significant mental and physical disruptions that often hinder their productivity. Consequently, various practices and interventions have been introduced to mitigate these difficulties, yielding varying degrees of effectiveness. The menstrual cycle represents a particularly demanding phase of the month, necessitating rest for every female. In light of these considerations, the author contends that the implementation of a Menstrual Policy would play a pivotal role in enhancing the quality of life for women. This research endeavours to delve into a range of activities that hotels can adopt to support women during this time. Additionally, it will assess the feasibility and acceptance of the Menstrual Leave Policy within organizations. This raises pertinent questions about whether hotels will

prioritize operational concerns over the well-being of their female employees.

OBJECTIVES

- To examine the perspectives of male and female hotel employees regarding the acceptance of the menstrual leave policy.
- To assess the existing facilities available for female employees in hotels.
- To analyze the attitudes and behavioral responses of female employees towards menstruation in the workplace.
- To evaluate the impact of the menstrual leave policy on employee well-being and its effectiveness in hotel operations.

RESEARCH METHODOLOGY

This study employed a descriptive research methodology, adopting random sampling methods to gather data. The primary tool for data collection was a Google Forms questionnaire, designed to probe the perspectives of both male and female employees on key topics. These topics included the need for a menstrual leave policy, the stance of hotels on such policies, and the challenges that might arise from their adoption. To reach a wide audience of potential respondents, the research team utilized various outreach strategies, such as email, LinkedIn posts, and recommendations from mutual contacts. The qualitative data was gathered through interviews with HR managers to enhance the research. Additionally, a survey was distributed to approximately 250 employees from hotels in Pune and Mumbai, aiming for a comprehensive understanding of the industry's perspectives, including those of Human Resources managers.

The questionnaire was structured distinctly for male and female employees. The research was designed to ensure a broad representation within the hotel sector, achieving a final sample size of 109 participants. This group consisted of 50 male and 59 female employees from the hotel industry and 9 Human Resources managers were interviewed for this research. Data analysis was performed using Excel to create charts that facilitated a deeper examination of the responses. Additionally, the study was deepened with secondary data from various academic papers, providing additional context and supporting evidence for the primary data collected.

DATA ANALYSIS AND INTERPRETATION

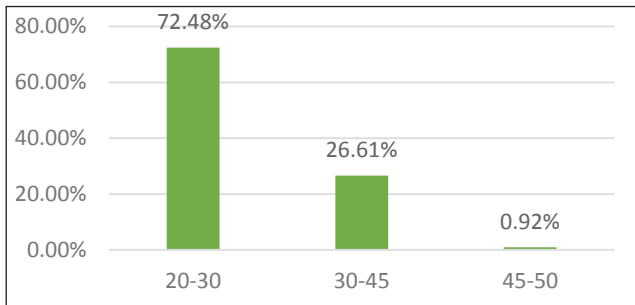


Chart 1: Age

In the above Chart 1, The first category implies that a huge bulk of people are between the ages of 20 and 30. Another group is the next largest category, accounting for a sizable proportion of the population is between the ages of 30 and 45. The third category is substantially smaller in size, this shows that there are fewer people between the ages of 45 and 50.

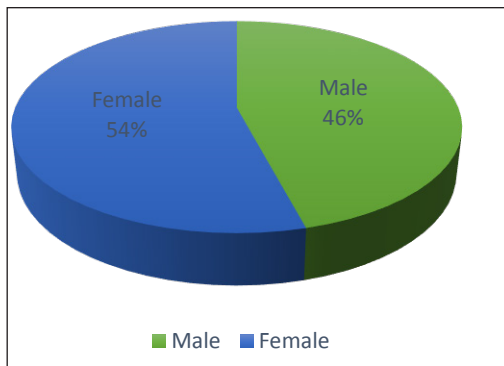


Chart 2: Gender

The above Pie Chart 2, states that men account for little under half of the population. The other half category states that women account for slightly more than half of the population.

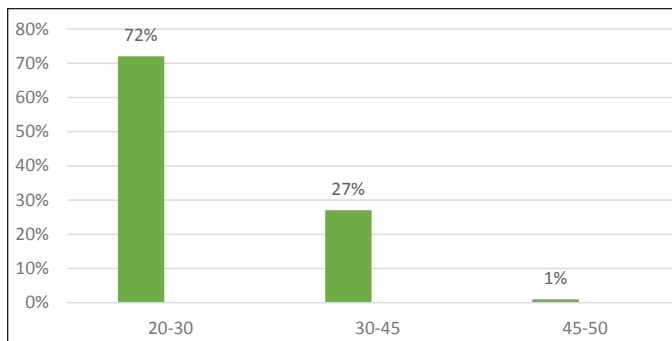


Chart 3: Is Menstruation a Taboo?

In the above Chart 3, a majority of male respondents believe that menstruation is considered a taboo. A minority of male respondents believe that menstruation is not considered a taboo. A significant portion of male respondents did not strongly lean towards either considering menstruation a taboo or not. Whereas, on the other side the female employee’s reaction was a majority of female respondents believe that menstruation is considered taboo. While a substantial portion of female respondents believe that menstruation is not considered taboo, it’s still a minority compared to those who consider it a taboo. None of the female respondents chose the neutral option, indicating a strong leaning towards either considering menstruation a taboo or not. A higher percentage of female respondents consider it a taboo compared to male respondents. This could be indicative of varying cultural and societal norms, experiences, and perspectives between genders regarding menstruation.

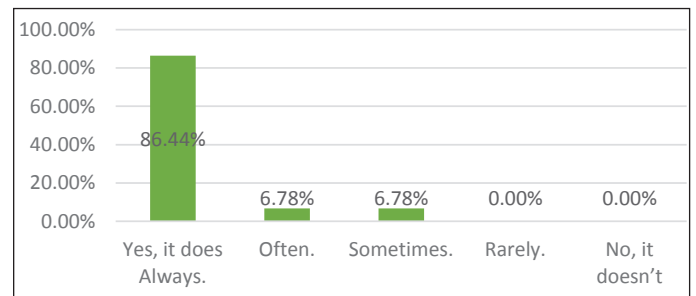


Chart 4: Female Opinion on Does Work Life Affect When on Menstruation

According to Chart 4, a substantial majority of respondents, believe that menstruation always has an impact on their work life. This shows that menstruation has a continuous influence on a major part of the respondent’s capacity to function at work. A lower proportion, believes that menstruation has a significant impact on their professional life. While not as common as those who believe it constantly affects them, this still represents a non-negligible proportion of respondents. The third category suggests that the influence of menstruation on job performance is not continuous for some people, but might fluctuate. No respondents responded that menstruation has a minor impact on their work life. Menstruation does not affect their professional life, according to none of the respondents.

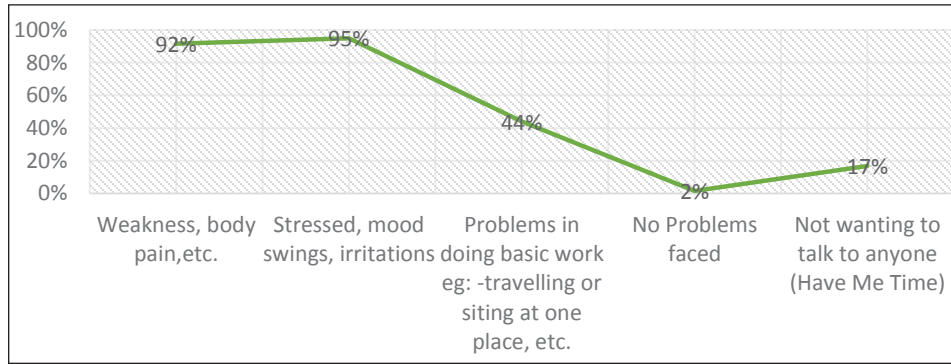


Chart 5: Problems Faced by Female Employees During Menstruation

According to Chart 5, the majority of respondents report symptoms such as weakness and physical discomfort during menstruation. These are some of the most frequent physical discomforts linked with menstruation. During menstruation, an even larger number of respondents, expressed emotional and psychological issues such as stress, mood swings, and impatience. These are frequent emotional signs of hormonal changes. During menstruation, a lower proportion of respondent’s experience difficulty completing fundamental chores such as traveling or sitting for lengthy durations. Only a very small percentage of responders, reported no issues during menstruation. This indicates that the great majority of responders suffer some difficulties. A small number of respondents mentioned a preference for solitude during menstruation, indicating a desire for personal space and quiet time.

According to Chart 6, A majority of respondents opt for taking leave during menstrual discomfort, with a significant portion choosing to work half-days. Some prefer to wait out symptoms, while others minimize their workload. Few are comfortable discussing emotions, indicating the importance of social support. Breaks throughout the day are taken by some to manage stress. A small percentage has unique comfort methods, such as enjoying favourite food with peaceful music.

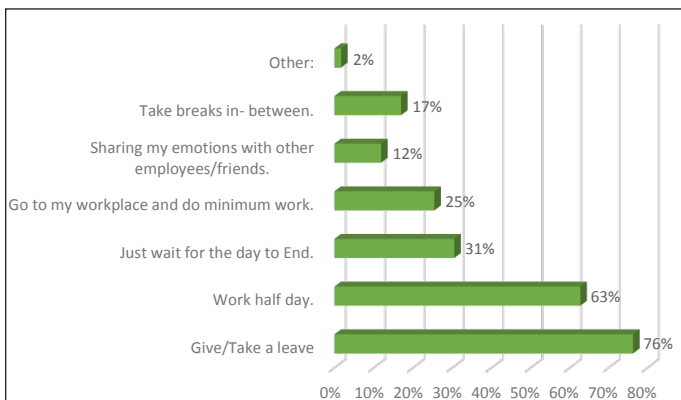


Chart 6: Female Employees Adopt Various Strategies to Ensure Their Comfort During Menstruation

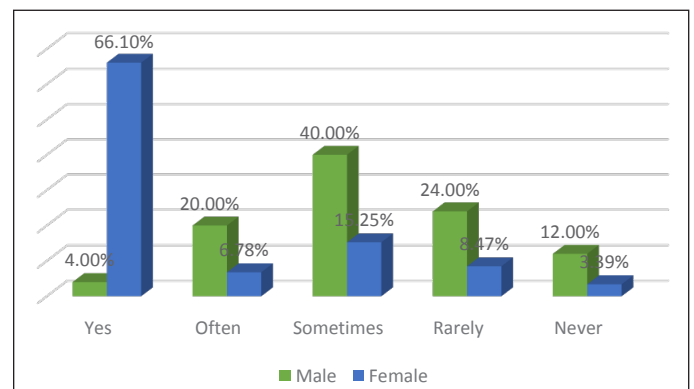


Chart 7: Organization Conducts Awareness Programs for Both Male & Female Employees

According to chart 7 Male respondents noted fewer workplaces offering menstruation awareness programs, with some reporting them as common but most citing periodic occurrences or rare initiatives. Conversely, female respondents mainly reported workplace awareness programs, some frequent. These programs break stigma and educate. Men’s interest suggests a chance to dispel myths, benefiting society’s health. Cultivating a sensitive, supportive workplace culture ensures accurate information and better health outcomes for all.

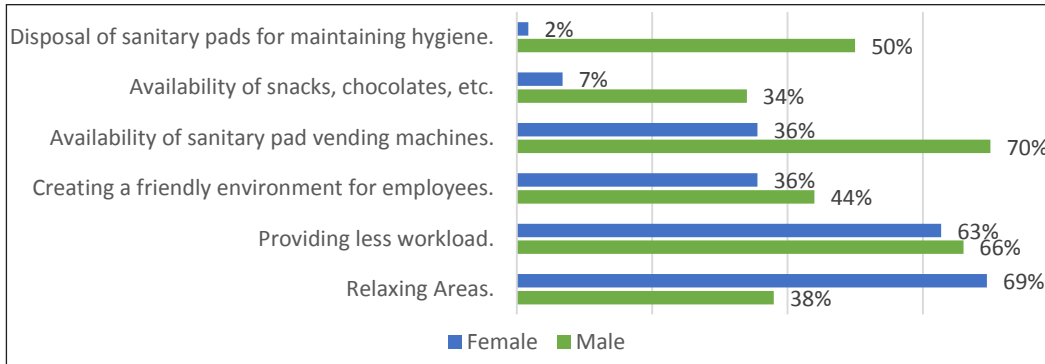


Chart 8: Facilities Provided on Menstruation for Female Employees

In the above Chart 8, About half of the male respondents are aware of facilities for sanitary pad disposal and maintaining hygiene during menstruation. A third know about snacks provided for female employees, while a large majority are aware of sanitary pad vending machines. Nearly half are aware of efforts for a friendly workplace and reduced workload for females during menstruation,

but fewer know about relaxing areas. Conversely, only a small percentage of female respondents are aware of disposal facilities and snacks, but a majority know about vending machines and efforts for a friendly workplace, reduced workload, and relaxing areas, indicating high awareness and accessibility.

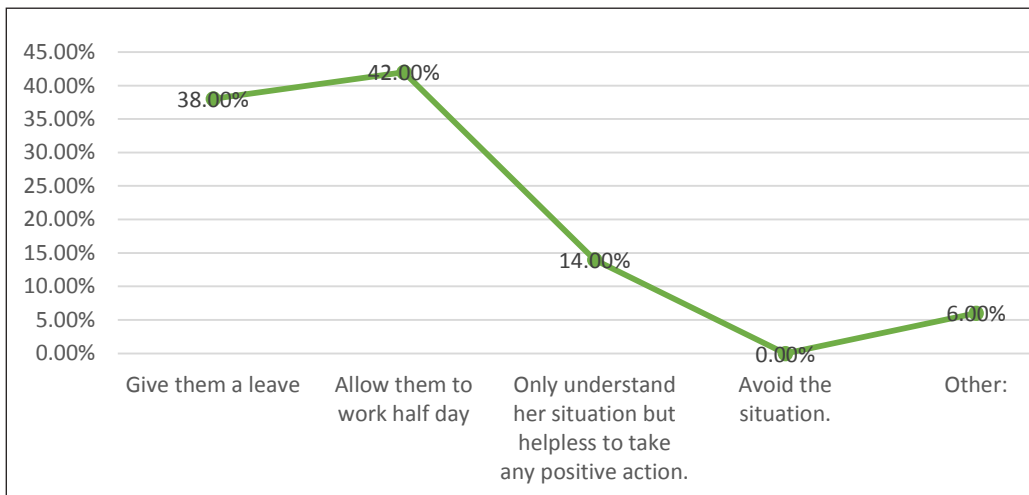


Chart 9: Current Actions Taken When Female Employee on Cycle

According to Chart 9, majority of respondents claimed that female employees are allowed to take menstrual leave. This means that the company provides paid time off for this reason. The majority of respondents stated that female employees are offered the option of working half a day when on menstruation. This implies they have the option of working fewer hours. Approximately quarter of respondents said that the organization recognizes the problem and knows the challenges that female employees encounter during menstruation, but that no specific policies or initiatives are in place to address it. Surprisingly, no respondents stated that their organization consciously avoids discussing

menstruation among female employees. A small percentage of respondents provided responses that fell into a category labelled as “Other”, where a respondent mentioned giving the female employees breaks in between should also be more beneficial. In short, the chart tells us that many workplaces already have policies in place to accommodate health-related issues. Sick leave, flexible work arrangements, and accommodations for pregnancy-related concerns are already common. Implementing menstrual leave policies builds on these existing frameworks, providing a specialized solution for an issue that affects a substantial portion of the workforce.

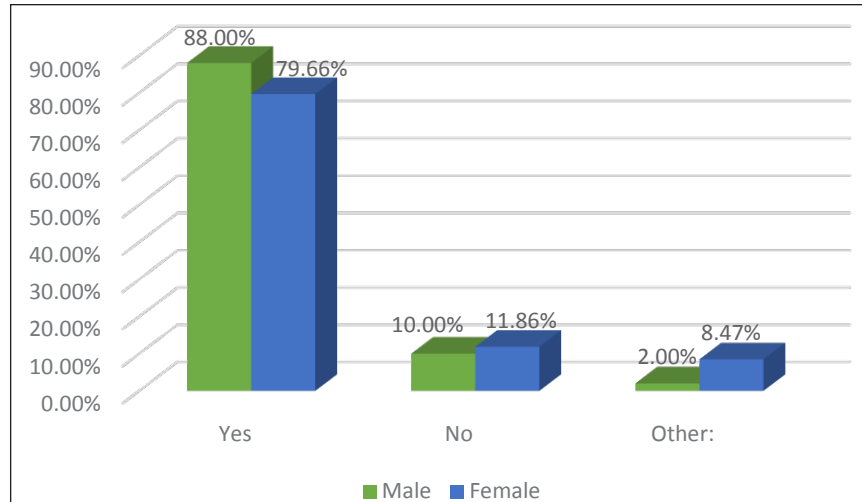


Chart 10: Provision of Flexible Working Hours for Female Employees During Menstruation is Examined in Hotels

In the above Chart 10, the male respondents stated that a very high percentage of male employees responded affirmatively, indicating that they believe their hotel provides flexible working hours or schedule adjustments for female employees during menstruation. A small minority of male employees are unsure about whether such accommodations are provided. A relatively low percentage of male employees stated that their hotel does not provide flexible working hours or schedule adjustments for female employees during menstruation. On the other hand, female employees responded that a significant majority of female employees responded positively, indicating that they are aware or believe that

their hotel provides flexible working hours or schedule adjustments for female employees during menstruation. This suggests a strong awareness of this accommodation among female employees. A smaller percentage of female employees are unsure about whether these accommodations are provided. This may suggest that there is some uncertainty or variability in communication about these policies among female employees. A minority of female employees stated that their hotel does not provide flexible working hours or schedule adjustments for female employees during menstruation. This indicates that there is a small subset of female employees who believe their hotel does not offer these accommodations.

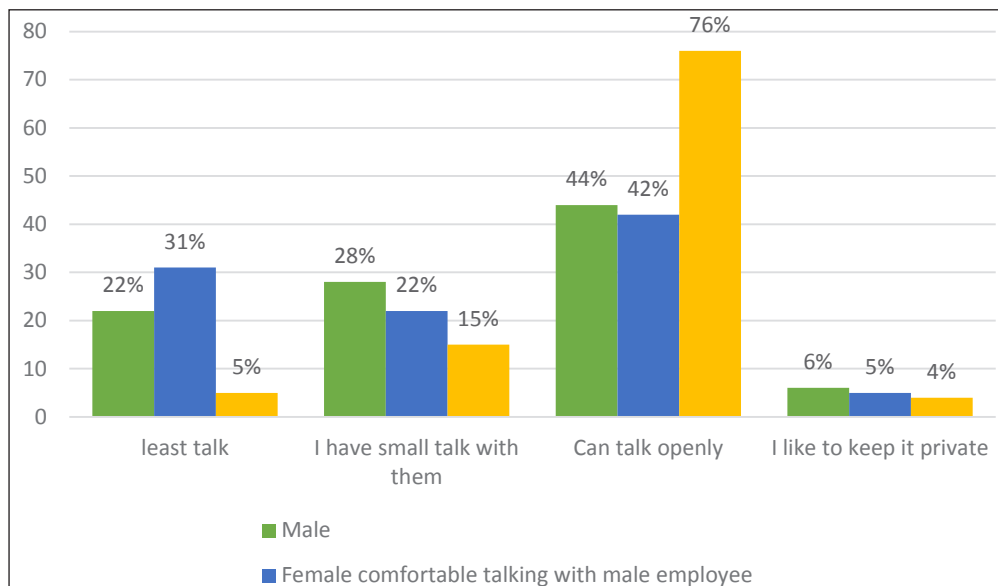


Chart 11: Level of Openness in Discussing the Topic of Menstruation is Being Assessed

Chart 11 reveals that less than half of male employees discuss menstruation, with most feeling comfortable talking openly about it. Fewer engage in small talks, while very few prefer privacy. Similarly, a small percentage of female employees talk to males about menstruation, but most are open about it. Majority feel comfortable

discussing it with other females, with few preferring privacies. Overall, both genders are more comfortable discussing menstruation with female colleagues, indicating openness among employees, especially with women.

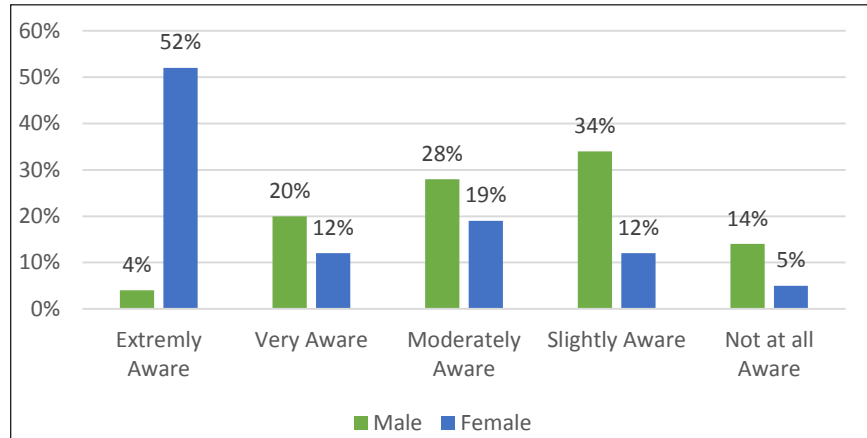


Chart 12: Awareness About Current Menstrual Leave Policy

Chart 12 shows that only a small number of male employees claim to be extremely aware of the menstrual leave policy, with a larger portion considering themselves very aware. About one-third have moderate awareness, while a majority have slight awareness, and a minority have no awareness at all. In contrast, more than half of

female employees claim to be extremely aware of the policy, with fewer considering themselves very aware. Some have moderate awareness, and a small percentage have slight awareness or no awareness. This suggests a need for further awareness programs to ensure everyone understands their rights.

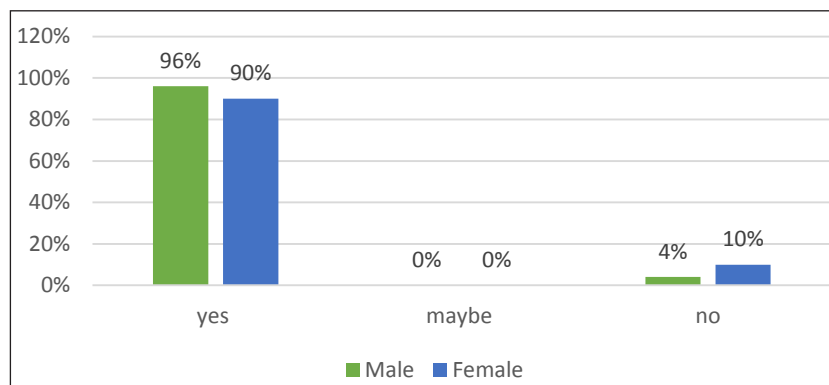


Chart 13: Employee Perspective on Implementing Menstrual Policy

In the above Chart 13, the male employees responded that an overwhelming majority of male respondents express a strong desire for their hotel to implement the Menstrual Leave policy. This indicates strong support among male respondents for the introduction of this policy. None of the male respondents are unsure or undecided

about whether the policy should be implemented. This suggests that there is a unanimous consensus among male respondents who responded. A very small minority of male respondents oppose the implementation of the Menstrual Leave policy. While this is a small percentage, it indicates that there are still some male respondents who

do not support this policy. On the contrary, the female employees stated that a very high percentage of female respondents expressed a strong desire for their hotel to implement the Menstrual Leave policy. This indicates a strong level of support among female respondents for the introduction of this policy. None of the female respondents expressed uncertainty about whether the policy should be implemented. Similar to male respondents, this suggests a unanimous consensus among the female respondents

who responded. A minority of female respondents do not support the implementation of the Menstrual Leave policy. While this is a smaller percentage compared to the yes responses, it indicates that there is still a portion of female respondents who do not support this policy in short, small percentage of female said no to implementing the policy because they think that it may lead to inequality which might affect their work life.

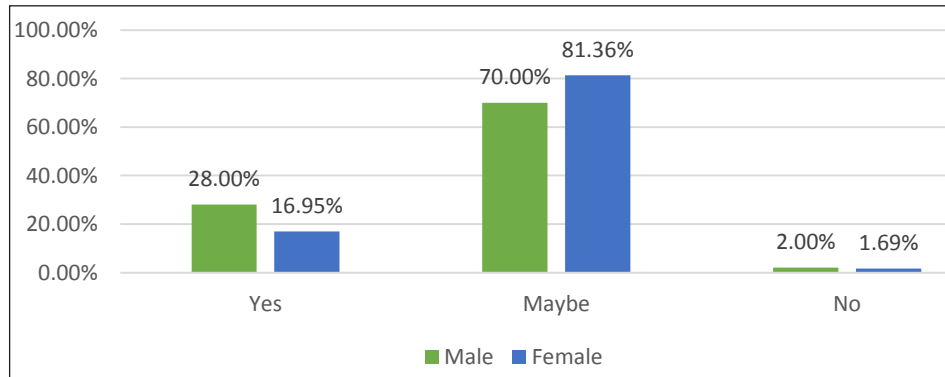


Chart 14: Assessing the Perceived Impact of Implementing the Policy in Hotels

In Chart 14, male respondents show a minority expressing clear support for the policy, while a significant majority maintain a more tentative stance, possibly needing more information or harbouring reservations. A very small minority outright oppose the policy, indicating minimal dissent among males. Conversely, among female respondents, a minority express clear support for

the policy, with a significant majority adopting a more cautious approach, possibly awaiting further details or harbouring reservations. A very small minority oppose the policy, suggesting minimal dissent among females. Overall, both genders exhibit openness to considering the policy, with minimal outright opposition and a need for more information.

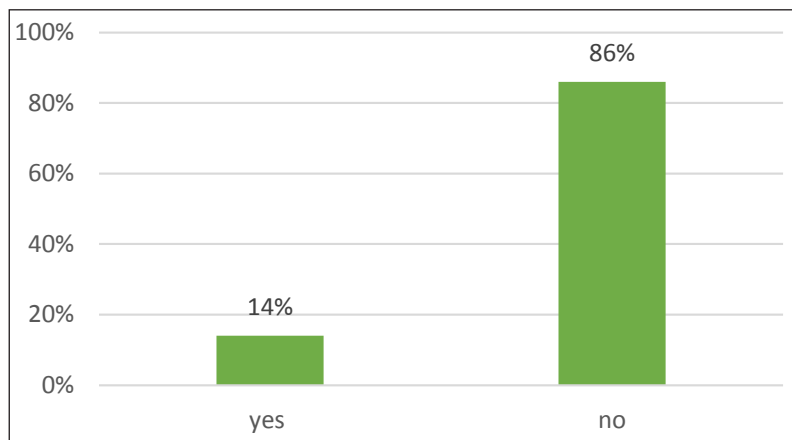


Chart 15: Female Perspectives on Potential Challenges Faced by Hotels in Implementing the Policy

According to the above bar graph (Chart 15), a female perspective was stated where a small percentage of female respondents feel that implementing the menstrual leave

policy will provide difficulties for their hotel. This shows that a group of female respondents anticipates challenges or barriers if the policy is implemented. The vast majority

of female responders feel that implementing a menstrual leave policy will not pose any problems for their business. This demonstrates that the majority of female respondents are in favour of implementation of this regulation will not cause substantial issues for their hotel.

staff, potentially affecting the smooth operation of the hotel. The second statement indicates that it might be challenging for hotels to efficiently manage and distribute work among the available staff when some employees are on menstrual leave. This could result in disruptions in the usual workflow. Whereas, the third statement suggests implementing a Menstrual Leave Policy may lead to an increase in the workload for the remaining employees. They may have to take on additional tasks, which can result in more work piling up, potentially leading to delays in completing tasks. Also, implementing a policy allowing women to take leave during their menstrual cycles may result in perceived or real inequality in the workplace. Other responders in the group recognise that the possible difficulties that may occur when employees take leave during periods of high workload or hectic days. It implies that this may cause interruptions or difficulty in handling job activities. The next statement emphasises that male employee may suffer difficulties or obstacles as well, but these are sometimes disregarded or not given as much attention as women’s issues. The last statement is highlighting a potential disparity in leave entitlements. If women are granted additional leave for menstruation-related reasons, it could lead to a situation where they receive more time off compared to their male counterparts, even though they receive the same pay.

Sr. No	Male and Female Personal Opinion
1.	Sometimes it’s possible that more than 1 employee is absent which will affect the hotel operations.
2.	There will be difficulty in staffing and work distribution.
3.	Increase in workload for every individual and also more and more work will be pending.
4.	Leave taken during busy working days, may create chaos.
5.	Even Men have problems but no one bothers to look forward to it.
6.	Female employees get extra leave as compared to male employees with the same pay.

Chart 16: Challenges Encountered with the Implementation of a Menstrual Leave Policy

In the above Chart 16, combine response from male employees and female employees is taken where the first statement suggests that there may be occasions where more than one employee takes leave due to menstrual reasons simultaneously. This can lead to a shortage of

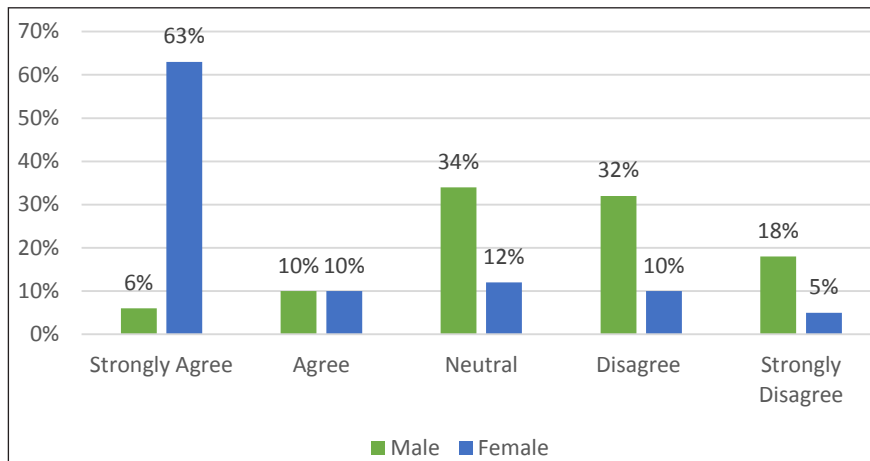


Chart 17: Policy Creates Inequality Amongst Employees

In the above Chart 17, the male employees stated that a relatively small percentage of male respondents strongly believe that implementing a menstrual leave policy would create inequality among employees. Another portion of male respondents agree with the statement, indicating

that they believe the policy could potentially lead to inequality. This further supports the notion that there is a segment of male respondents who share this concern. The largest percentage of male respondents express a neutral stance. This suggests that a significant portion of male

respondents do not have a strong opinion on whether the policy would create inequality. A substantial portion of male respondents disagree with the statement, indicating that they believe the policy would not lead to inequality among employees. This suggests that a significant portion of male respondents do not see this as a concern. A notable percentage of male respondents strongly disagree with the statement. On the contrary, the female employees' responses stated that a substantial majority of female respondents strongly believe that implementing a menstrual leave policy would create inequality among employees. Another portion of female respondents agree with the statement, indicating that they believe the policy could potentially lead to inequality. This further supports the notion that there is a segment of female respondents who share this concern. A relatively small percentage of

female respondents express a neutral stance. This suggests that a minority of female respondents do not have a strong opinion on whether the policy would create inequality. Another minority of female respondents disagree with the statement, indicating that they believe the policy would not lead to inequality among employees. A small percentage of female respondents strongly disagree with the statement. This indicates that there is a minority of female respondents who strongly believe that the policy would not create inequality. In summary, the chart indicates that the majority of female respondents believe that the policy could lead to inequality within the organization. They suggest that conducting more awareness programs is crucial to eliminating this perception of inequality. Additionally, they express concerns that such inequality could negatively impact their work-life balance.

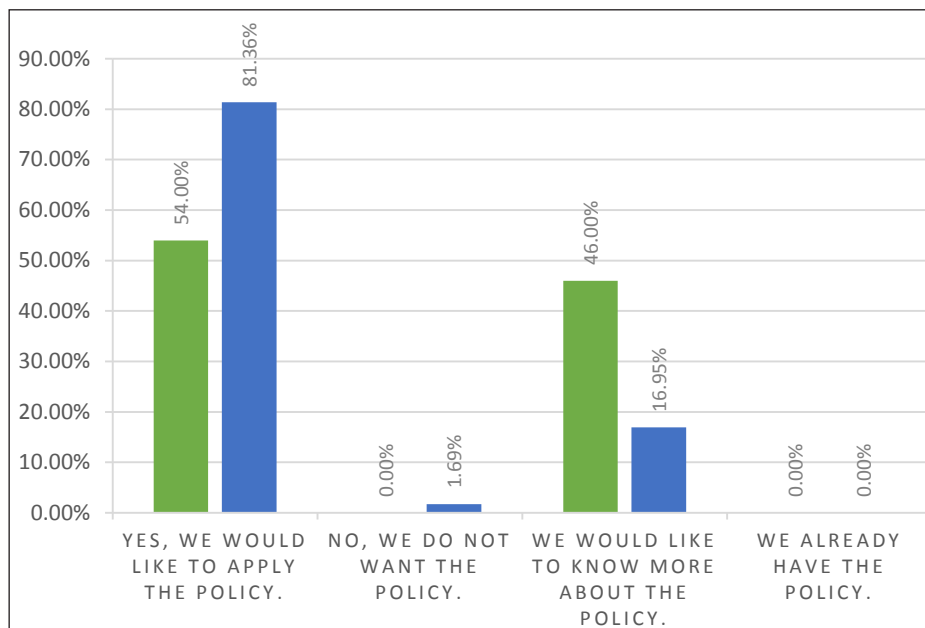


Chart 18: Male and Female Employees Thought on the Policy

In the above Chart 18, the male responds that a majority of male respondents express a positive stance, indicating that they are in favor of applying the policy. This suggests that a significant portion of male respondents support the implementation of this policy. Interestingly, none of the male respondents expressed outright opposition to the policy. This could imply that there is unanimous or near-unanimous support among male respondents. Almost half of the male respondents expressed an interest in gaining more information about the policy. This indicates that there is a substantial portion of male respondents who

are open to considering the policy but feel they need more details. None of the male respondents indicated that they already have a similar policy in place. This could imply that this specific policy is either new or not currently implemented in their context. On the other side, the female employees respond that a majority of female respondents are in favor of applying the policy. This indicates strong support among female respondents for the implementation of this policy. A tiny fraction of female respondents mentioned that even though they are already complying with the policy and enjoying benefits

like leave allowances and access to other facilities, the chart indicates that employees are not in favor of it. A notable but smaller percentage of female respondents express an interest in gaining more information about the

policy. None of the female respondents indicated that they already have a similar policy in place. This could imply that this specific policy is either new or not currently implemented in their context.

<i>Personal Responses: Impact of Menstrual Leave Policy on Female Employees</i>	
<i>Positive Impact</i>	<i>Negative Impact</i>
1. Enhanced Productivity among Female Employees	1. Feeling of embarrassment on letting know others, when on menstruation
2. Good Health and Well-being	2. Gender Bias
3. Job Satisfaction	
4. Attraction and Retention of Talent	

Chart 19: Impact of Menstrual Leave Policy on Female Employees

In the above Chart 19, the responses received is that implementation of a menstrual leave policy can lead to increased productivity among female employees. By allowing them to take time off when needed, they can better manage their menstrual symptoms and maintain focus on their work responsibilities. The second responses state’s introduction of a menstrual leave policy promotes good health and well-being among female employees. It acknowledges the physical and emotional challenges associated with menstruation, allowing women to prioritize self-care during their menstrual cycle. Providing menstrual leave demonstrates employer support and understanding of female employees’ needs. The third response states that women feel valued and respected in the workplace when such policies are

been adopted for them. A menstrual leave policy can serve as a competitive advantage in attracting and retaining female talent. Organizations that prioritize employees’ well-being, including menstrual health, are more likely to appeal to women seeking a supportive work environment. Despite the benefits of menstrual leave policies, some female employees may experience feelings of embarrassment or discomfort when disclosing their menstruation status to colleagues or supervisors. This can create a sense of vulnerability and reluctance to utilize the policy. The implementation of menstrual leave policies may inadvertently reinforce gender bias in the workplace. Some may perceive such policies as favoring female employees over male counterparts, potentially leading to resentment or unequal treatment.

<i>Positive Impact</i>	<i>Negative Impact</i>
1. Employee Well-being	1. Increase in absenteeism of employees, if policy not used correctly.
2. Reduced Absenteeism	2. Difficulty in staffing.
3. Enhanced Productivity and Performance	3. Increase in workload for every individual and also more and more work will be pending.
4. Positive Workplace Culture	
5. Job Satisfaction	

Chart 20: Human Resources Managers Perspective on Effectiveness of Menstrual Leave Policy on Hotel Operations

In the above Chart 20, the menstrual leave policy in the hospitality industry has many benefits from an HR manager’s view. It supports female employees by recognizing menstrual discomfort and allowing them to take rest without pressure, leading to better productivity. The policy helps create a positive and inclusive workplace, increases job satisfaction, lowers staff turnover, and improves the hotel’s reputation as a good employer. It also helps with workforce planning by reducing unexpected absences and promoting gender equality, leading to a

more motivated and efficient team that provides better guest service.

However, HR managers also see some challenges. If not used properly, the policy could lead to more absenteeism, difficulties in managing staff, and extra workload for other employees, which might affect hotel operations and service quality. To make it successful, proper planning and management are needed to balance employee support with smooth hotel operations.

FINDINGS

The research demonstrates strong support for the Menstrual Leave policy from both male and female respondents, with a focus on the almost universal support from men and the resounding support from women. Positive emotion is shown by the lack of considerable opposition from males and their apparent willingness to further information. In a similar vein, women strongly support the strategy, with a minority already following similar measures. The mutual desire in acquiring more information underlines how crucial open communication is to the policy's successful implementation and to resolving any issues with any workplace disparities.

The researcher also underscores a gender gap in awareness of facilities for female employees, with males more informed about amenities like sanitary pad vending machines. Female respondents show lower awareness of proper disposal and snack availability but are well-aware of efforts for reduced workloads and relaxing areas during menstruation. The data highlights a need for increased communication to bridge this awareness gap. It also reveals that a majority of respondents acknowledge menstrual leave policies, indicating companies provide paid time off for this purpose. Additionally, the majority notes the availability of reduced working hours for female employees during menstruation, emphasizing existing workplace policies catering to health-related concerns.

On the other hand, majority of female respondents commonly experience physical discomforts such as weakness during menstruation, reflecting prevalent symptoms associated with this phase. An even larger number report emotional and psychological challenges like stress and mood swings, indicative of hormonal fluctuations. A lower proportion faces difficulties in completing fundamental chores, suggesting a range of impacts on daily activities during menstruation. Only a very small percentage reports no issues, emphasizing that the vast majority grapple with some challenges. Additionally, a small number express a preference for solitude during menstruation, highlighting a desire for personal space and quiet time to navigate these experiences.

Conversely, female respondents overwhelmingly express a desire for the policy, with a minority in opposition,

citing concerns about potential workplace inequality. The male respondents display a more tentative stance, indicating openness with some reservations, while female respondents share a similar sentiment with a minority expressing clear affirmation. A consolidate responses, highlight concerns about staff shortages, workflow disruptions, increased workload, and potential workplace inequality if the policy is implemented. It illustrates that a notable portion of male respondents has neutral or positive views regarding inequality concerns, while the majority of female respondents believe implementing the policy may lead to workplace inequality. The overall data suggests a need for thorough communication and awareness programs to address concerns, particularly among female respondents, and to ensure a balanced implementation of a Menstrual Leave policy that considers potential impacts on workplace dynamics and equality.

HR managers see menstrual leave as beneficial for employee well-being, productivity, and workplace inclusivity while also enhancing the hotel's reputation. It helps with workforce planning by reducing unplanned absences and promoting gender equality. However, challenges include potential absenteeism, staffing issues, and added workload, which may affect operations. Successful implementation requires clear policies and responsible use to balance employee support with efficiency.

CONCLUSION

Addressing concerns about staffing, work distribution, and leave policies is crucial to ensure that a menstrual leave policy benefits all employees and fosters a harmonious work environment. It's surprising that many female employees still consider menstruation taboo, despite expectations that the policy would be beneficial. However, existing practices like sanitary pad vending machines and flexible working hours suggest that implementing the policy may not cause significant change. Majority of male employees are supportive and believe the policy will positively impact hotels, indicating growing awareness and understanding of female issues. More awareness programs are needed for both genders to understand the sensitivity of menstruation. While most respondents want the policy, some are hesitant due to potential issues like increased absenteeism and workload

management. Some male employees feel overlooked, while some female employees acknowledge the potential for inequality but still support the policy due to its impact on their working lives. Also, the Human resources states that the menstrual leave policy in the hospitality industry offers significant benefits, such as improved employee well-being, productivity, and workplace inclusivity, its success depends on responsible implementation. Proper planning and workforce management are crucial to prevent challenges like increased absenteeism, staffing difficulties, and added workload for other employees. When effectively managed, the policy can create a healthier, more supportive work environment while maintaining smooth hotel operations and high-quality guest service.

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