

**Question for written answer E-000328/2023
to the Commission**
Rule 138
Predrag Fred Matic (S&D)

Subject: Menstrual leave in the workplace

In May 2022, the Spanish Government announced the introduction of a reform that advocates, among other things, menstrual leave¹. This means that women and other people who menstruate who experience severe menstrual pains and other related issues would have the option of three days of leave per month, paid for by the state. Despite having a comprehensive employee leave policy, the Netherlands has also joined public talks about menstrual leave.

1. What actions will the Commission take to decrease the stigma attached to women's menstruation and could the stigma be decreased as part of the 2020-2025 gender equality strategy and its aim of 'being free from violence and stereotypes'?
2. How does the Commission guarantee access to adequate, effective pain relief during a menstrual period, protected under Article 7 of the International Covenant on Civil and Political Rights, which prohibits torture and inhuman or degrading treatment or punishment²?
3. How does it liaise with the UN High Commissioner for Human Rights, the World Health Organization and UNICEF regarding the joint monitoring programme for water supply, sanitation and hygiene or other programmes to monitor and boost progress in menstrual health and hygiene?

Submitted: 2.2.2023

¹ <https://www.euronews.com/next/2022/12/15/spain-votes-to-approve-a-new-law-to-introduce-paid-menstrual-leave-for-painful-periods>.

² UN Human Rights Council, 'Report of the Special Rapporteur on Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, Manfred Nowak', A/HRC/10/44, New York, NY, 2009.