

WORKFLOW MEETS AUNT FLOW.



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Very few organizations focus on providing menstrual hygiene needs for women in the workplace. There is a societal change for a push of implementing menstrual policies that are breaking barriers in the workforce.

Menstruation was used as an excuse in the 19th and 20th century to prevent women from working.



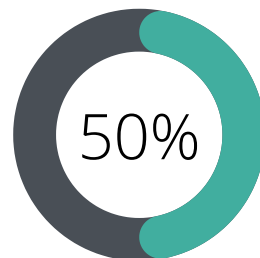
During WWII, women air service pilots were prohibited to fly as many assumed a possible accident would happen while women were on their periods.

IT ALL LIES IN NATURE

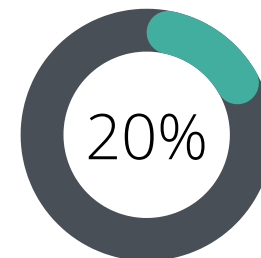
That time of the month can be medically painful. Although current work policies are changing to accommodate women's menstrual cycles, it is not always simple.



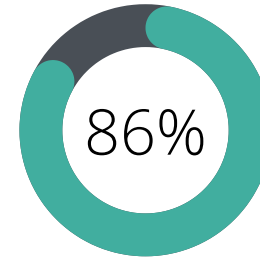
Women across the world do not have sanitary and affordable services amended to their period needs to go by their day-to-day tasks at work.



Women affected by dysmenorrhea



Women inform boss that 'call in sick' cause was of their period



Women in America started periods in public without supplies



1 in 5 women have periods that disrupt daily activities



1.3 days of work missed each year due to harsh period cycles

Absenteeism and presenteeism are prevalent for women who go through painful menstruation cycles.



Women can miss out on promotions and important work information which widens the gender equality gap.

Women simply speaking about their concerns to their subordinates can feel shameful and anxiety-driven.

People in less fortunate countries lack legal, social, and political power to tell the government about inadequate WASH performances.



\$300 — \$600

In Australia, the cost that HR pays for employee absenteeism due to menstrual cycles is about \$300 to \$600 every day.



Japan, South Korea, and China are one of the few places that initially offered paid menstrual leave.



Water (W), Sanitation (S), and Hygiene (H)



Menstrual (M), Hygiene (H), Management (M)

IT'S TIME TO TAKE ACTION

- Provide easy access washrooms and cold water
- 'Grab-n-Go' stations filled with hygiene products
- Extend lunch break hours to alleviate cramps
- Establish quiet work space
- Develop flexible work hours
- Alter uniforms to make breathable fabrics



15 out of 40 states removed tampon tax



Utilizing the staffing/controlling element of the functions of management, HR can adjust scheduling tasks for women, and include paid menstrual leave in the job description.



Organizations are supporting the message of proud femininity and women's time of the month without degrading women.