



IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE VIJU ABRAHAM

THURSDAY, THE 23RD DAY OF JULY 2026 / 1ST SRAVANA, 1948

WP(C) NO.44089 OF 2025

PETITIONERS:

- 1 ASHA S S., AGED 39 YEARS, CONDUCTOR PEN G 27975
KSRTC MUVATTUPUZHA DEPOT ERNAKULAM, PIN - 686661**
- 2 SREENA S, AGED 42 YEARS, CONDUCTOR PEN G 28955
MUVATTUPUZHA DEPOT KSRTC ERNAKULAM, PIN - 686661**
- 3 SAJALA M, AGED 35 YEARS, CONDUCTOR PEN G 37748
THALASSERY DEPOT KSRTC KANNUR, PIN - 670104**
- 4 FORUM FOR JUSTICE (FFJ)
KSRTC EMPLOYEES AND FAMILY WELFARE SOCIETY REG NO:
TVM/TC/252/2019 JR VILLA, NJARAVILA ALAMCODE P.O.,
ATTINGAL THIRUVANANTHAPURAM
REPRESENTED BY ITS PRESIDENT, PIN - 695102**

**BY ADVS.
SRI.ANIL KUMAR M.SIVARAMAN
SMT.LAKSHMISREE P.S.**

RESPONDENTS:

- 1 STATE OF KERALA
REPRESENTED BY THE SECRETARY MOTOR VEHICLE
DEPARTMENT GOVERNMENT SECRETARIAT
THIRUVANANTHAPURAM, PIN - 695001**



- 2 KERALA STATE ROAD TRANSPORT CORPORATION
TRANSPORT BHAVAN FORT, THIRUVANANTHAPURAM
REPRESENTED BY THE MANAGING DIRECTOR, PIN - 695023
- 3 THE CHAIRMAN AND MANAGING DIRECTOR
KERALA STATE ROAD TRANSPORT CORPORATION TRANSPORT
BHAVAN FORT, THIRUVANANTHAPURAM, PIN - 695023

BY ADVS.SRI.DEEPU THANKAN, SC, KSRTC
SRI.B.S.SWATHIKUMAR, SC
SMT.ASHA ELIZEBETH MATHEW, GP

THIS WRIT PETITION (CIVIL) HAVING COME UP FOR ADMISSION
ON 23.07.2026, THE COURT ON THE SAME DAY DELIVERED THE
FOLLOWING:



VIJU ABRAHAM, J.

W.P.(C) No.44089 of 2025

Dated this the 23rd day of July, 2026

JUDGMENT

Petitioners 1 to 3 are women conductors working in the Kerala State Road Transport Corporation (KSRTC), and the 4th petitioner is an organisation established for the welfare of KSRTC employees and their family members. Petitioners have approached this Court seeking a direction to respondents 1 and 2 to consider Ext.P4 representation filed by them seeking grant of two days' paid menstrual leave for women conductors in the Kerala State Road Transport Corporation (KSRTC). It is submitted that the women conductors have to work for long hours, about 8 to 16 hours per day, constantly, and they have to move through the crowded bus to issue tickets and collect fares. It is further submitted that the female transport bus conductors are facing significant challenges during the menstruation period due to long working hours, lack of access to clean toilet facilities with water in various depots, insufficient resting period and inadequate disposal system for menstrual products, which leads to physical discomfort, health issues and



emotional distress. There are about 3000 female staff working in the operating sector, and as there are no proper resting areas, hygienic toilets and a proper waste disposal mechanism, the female employees, especially women conductors, are facing severe problems during their daily duty hours. The learned Counsel for the petitioners submits that a similar issue was considered by the Government of Karnataka and, as per Ext.P1 media report dated 13.11.2025, the Government of Karnataka had announced one day paid menstrual leave each month to all working women, aged 18 to 52, working in Government as well as private sector. The learned Counsel for the petitioners further submits that the intention behind the said system is to enhance women's health, well-being and to ensure their confidence and that the above policy of the Government of Karnataka is highly beneficial to womanhood and around 4 lakh women working in Government as well as private sectors are enjoying the same as a matter of right. The learned Counsel for the petitioners submits that the very same method of menstrual leave policy is adopted in some other states like Bihar and Odisha and that in Kerala, the Government have already implemented menstrual leave policy for female students in various universities; however, the said benefit is not



extended to female Government servants and KSRTC employees. Petitioners would submit that though the grievances highlighted by the petitioners are genuine and they have a constitutional right to work with due dignity and confidence, the Government and the Corporation have not taken any decision on the said issue. Thereupon, petitioners have preferred Ext.P4 representation dated 30.10.2025 in this regard before the 1st respondent-Government highlighting their grievances and to adopt a menstrual leave policy for women employees in the KSRTC. The grievance of the petitioners is that no decision has been taken on Ext.P4 till date and, therefore, the petitioners seek an expeditious disposal of Ext.P4.

2. I have heard the contentions of both sides.

3. Menstrual leave is a progressive welfare measure that recognises the physical and psychological impact of menstruation on women employees. It is consistent with Articles 21, 15(3) and Article 42 of the Constitution of India, which collectively support the protection of women's dignity and the provision of just and humane working conditions. Women conductors in KSRTC perform physically demanding duties involving prolonged standing, continuous movement, long working hours, and limited



access to hygienic restroom facilities. Severe menstrual symptoms may substantially affect their health, dignity, and ability to perform these duties efficiently. A limited provision for menstrual leave would promote employee welfare, reduce presenteeism, enhance productivity, and foster a more inclusive workplace. In view of the nature of their duties and working conditions, the Government may consider introducing an appropriate policy providing menstrual leave to women conductors, subject to such conditions and safeguards as may be deemed appropriate.

Therefore, this writ petition is disposed of, with a direction to the 1st respondent to consider and pass orders on Ext.P4 representation submitted by the petitioners, without any delay, at any rate, within a period of three months from the date of receipt of a copy of this judgment, after giving an opportunity of being heard to the petitioners, and also the 2nd respondent-KSRTC.

Sd/-

VIJU ABRAHAM
JUDGE



APPENDIX OF WP(C) NO. 44089 OF 2025

PETITIONER EXHIBITS

- | | |
|-------------------|---|
| Exhibit P1 | A COPY OF THE MEDIA REPORT RELATING TO THE ISSUANCE OF 1 DAY PAID MENSTRUAL LEAVE FOR FEMALE EMPLOYEES WORKING IN PUBLIC AND PRIVATE SECTOR DATED 13/11/2025 |
| Exhibit P2 | A COPY OF THE BILL PRESENTED BEFORE LOK SABHA BY HON'BLE MP SHRI. HIBI EDEN DATED 21/11/2022 |
| Exhibit P3 | A COPY OF THE STUDY REPORT FILED AND PUBLISHED THROUGH INTERNATIONAL JOURNAL OF ADVANCED RESEARCH IN COMMERCE MANAGEMENT AND SCIENCE IN VOLUME NO. 6, OCTOBER - DECEMBER 2023 BY DR. KALAI SELVI AND DIVYA A P |
| Exhibit P4 | A COPY OF THE REPRESENTATION FILED BY THE PETITIONERS SUBMITTED BEFORE 1ST RESPONDENT DATED 30/10/2025 |