

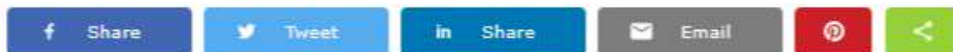
# Orient Electric introduces menstrual leave for women employees

*The company also conducts regular Women Connect sessions wherein their women workforce express their experiences and expectations*

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Fulfilling their commitment towards building a more diverse and inclusive work culture, Orient Electric – part of the diversified CK Birla Group, has introduced menstrual leaves for its women employees.

With this initiative, the company joins the list of a selected few Indian companies like Zomato, Swiggy, Culture Magazine and Magzter to have introduce period leaves.

Commenting on this initiative, Aditya Kohli, CHRO, Orient Electric said, "We believe that a more diverse and inclusive workforce with more women in the right roles creates an environment that is critical to our long-term business success."

Along with menstrual leave, the company also conducts regular Women Connect sessions wherein their women workforce express their experiences and expectations. Through these sessions, one key discussion area that stands out is menstrual health and hygiene. Keeping this in mind, a decision was taken to introduce a policy of a monthly menstrual leave for women employees.

Kohli also adds, "We believe that women should not feel ashamed or stigmatized when talking about menstrual health or applying for period leaves."

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Besides this, Orient has other policies and programs, mainly focused on women's health and safety and their equal representation in the workplace. "We are also increasingly cognizant of the unconscious workplace bias and so we conduct regular organisation-wide sessions to raise awareness and understanding of bias and its impact. Our aim is to foster a conducive environment which allows everyone to feel accepted, valued, and included," elaborates Kohli.