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Menstrual Leave Bill in the Philippines: Assessing Awareness and Attitudes among University Employees

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Abstract

In 2023, the Philippine Congress introduced House Bills 6728 and 7758, collectively known as the Menstrual Leave Bill, which seeks to grant paid leave for female employees experiencing menstrual discomfort. This legislation aims to address workplace inequalities and enhance the well-being of female employees, reflecting the increasing recognition of women's health issues in professional settings. However, concerns about potential gender discrimination, misuse of leave, and increased menstrual stigma have been raised (Prieto, 2024). This study examines female employees' awareness and knowledge of the bill and how these shape their attitudes and perceptions toward its support, based on data from a state university in the Philippines. Results indicated that job roles significantly influenced awareness of the bill, with non-teaching personnel demonstrating higher levels of knowledge compared to teaching staff. While general awareness of the bill did not significantly influence attitudes, perceptions of its benefits for workplace culture and its alignment with diversity initiatives showed a strong positive correlation with support for its implementation. Respondents who perceived the bill as beneficial to employee morale and promoting inclusive workplace practices were more likely to express support for its implementation. These findings highlight the need for targeted awareness campaigns and engagement strategies to foster a supportive, gender-sensitive workplace environment. The Menstrual Leave Bill reflects a broader societal effort to normalize discussions around menstruation and raise awareness of menstrual health. Such legislative measures not only promote women's health and well-being in the workplace but also serve as a critical step toward advancing gender equity and inclusivity.

Introduction

The global labor force participation rate for women stands at 47.7%, reflecting significant progress, yet remains lower than that of men. Despite advancements, a persistent gender gap still exists, with women worldwide holding only two-thirds of the legal rights afforded to men (Romig, S., 2024; International Labor Organization, 2022). In the Philippines, this gap is evident as women's labor market participation is hindered by limited employment opportunities, domestic responsibilities, and deeply rooted social norms. Addressing gender inequity in the workforce, particularly through healthcare policies that support menstrual health, is increasingly essential to promoting workplace equity.

Health-related issues, particularly severe menstrual pain affecting 5-20% of menstruating individuals, lead women to miss more workdays than men, directly impacting work productivity (Sullivan, 2023; Sommer *et al.*, 2016). Menstrual leave policies can provide critical support, allowing employees to manage these challenges without penalty. Internationally, menstrual leave policies vary: Japan

has long-mandated menstrual leave, Spain recently introduced paid menstrual leave for up to three days per month, and companies in India, like Swiggy and Zomato, offer up to ten days of paid leave annually for women and transgender individuals (Masih, 2023).

At present, the Philippines does not have a national menstrual leave policy and remains a limited body of scholarly research on menstrual health policy in the country, particularly within the higher education sector; however, proposals such as House Bill 6728 seek to grant female employees two days of paid menstrual leave per month given that they have completed six months of service. While some local ordinances in areas such as La Union and Aklan offer work-from-home privileges during menstruation, the study of Prieto (2024) notes that concerns about economic feasibility and potential misuse persist, especially among small businesses. While other countries have generated studies examining the outcomes of menstrual leave, local literature remains sparse and often focuses on general reproductive health rather than workplace-specific policies. For instance, South Korea introduced paid menstrual leave in 1953, but amended the policy in 2004, making it unpaid due to economic concerns (Mainichi Japan, 2023).

Furthermore, there is a lack of empirical data on how female employees themselves perceive menstrual leave, the barriers they encounter in openly discussing menstruation in the workplace, and the ways such policies might influence equity, morale, and productivity. In many professional settings, menstruation continues to be a stigmatized subject, leaving potential beneficiaries with limited opportunities to articulate their experiences and needs (UNICEF, 2023). This gap is particularly pronounced in universities, where women represent a significant portion of both teaching and non-teaching personnel, yet their voices are seldom documented in policy-oriented studies.

This study aims to assess the awareness, perceptions, attitudes, and potential challenges related to menstrual health policies among female university employees. This study places emphasis on female university employees because higher education institutions provide a distinct and meaningful context for examining menstrual health policies. Universities employ both teaching and non-teaching personnel, allowing for insights from individuals across varied job roles, age groups, and employment statuses. This diversity makes them an ideal setting to explore how policies such as menstrual leave may be understood and received within a single organizational environment. By examining these factors, the research seeks to provide grounded recommendations for policymakers on implementing menstrual leave legislation.

Ultimately, this work contributes to advancing gender equality (Sustainable Development Goal [SDG] 5) and supporting decent work and economic growth (SDG 8) by addressing health-related factors that influence women's productivity in the workforce.

Materials and Methods

Research Design

This study employed a quantitative, descriptive-correlational design to evaluate the awareness, perceptions, and attitudes of female university employees regarding the Menstrual Leave Bill at Central Luzon State University (CLSU). The descriptive analysis summarized the socio-demographic characteristics of the respondents, as well as their levels of awareness, perceptions, and attitudes toward the bill. Additionally, correlational analysis investigated the relationships between these variables, aiming to identify significant associations. This research design sought to provide empirical insights that could inform targeted awareness strategies and policy recommendations, ultimately contributing to the development of a more supportive and gender-inclusive workplace.

Sampling Method

The study utilized a purposive sampling method to select respondents to ensure that the sample only includes female teaching and non-teaching employees who could provide relevant insights into the issue. Specifically, 50 respondents were selected from across the four University Programs at CLSU: Academic Affairs, Research and Extension, Business Affairs, and Administrative Services. Based on the university's lists, this represents approximately 14.29% of the total 350 female employees at CLSU, which was deemed sufficient to gather diverse perspectives while remaining manageable for in-depth analysis (Perez, 2024). It is important to address the varied impacts of menstruation on women's experiences, socioeconomic backgrounds, cultural context and intersecting identities, ensuring the bill accounts for these complexities and achieves its goal of equity rather than creating new barriers or furthering stigma. By intentionally spreading the respondents across these diverse programs, the study captured a broad range of perspectives and experiences related to awareness, perceptions, and attitudes toward the Menstrual Leave Bill.

Instrumentation

The researchers used a structured survey questionnaire consisting of a series of questions with

choices that gathered reliable data from the respondents at Central Luzon State to University. The survey focused on assessing awareness and attitudes toward the Menstrual Leave Bill in the Philippines among female university employees. The questionnaire was divided into two parts. Part I contained questions regarding the profile of the respondents, such as name, age, sex, occupational role, employment type, university program, salary grade and number of years in the service. The second part was the Management Participation Assessment Questionnaire (MPAQ), a researcher-made questionnaire that was designed and developed to measure the respondents' level of awareness, perception, and attitudes toward the bill.

The Management Participation Assessment Questionnaire (MPAQ) was a 4-point Likert Scale questionnaire that was limited to measuring the level of awareness, perception and attitudes of the respondents. In addition, the questionnaire was self-filled, which provides questions with fixed choices. Accordingly, the following Likert-Four-Degree Scale was used: 1 = Strongly Agree; 2 = Agree: 3 = Disagree; 4 = Strongly Disagree.

Further, the validity of the MPAQ was established by asking the experts to examine the questionnaire and its items to see if they measured the level of awareness, attitudes, and perception of the respondents. At least three (3) professionals were consulted to decide on the validity of the researcher-made questionnaire.

Data Collection

The paper-based surveys were distributed to selected respondents during designated periods at their respective departments. Participation was voluntary, with formal consent obtained and respondents were assured of anonymity to encourage honest responses. This structured approach to data collection aimed to generate meaningful insights while respecting the sensitivities of the topic and ensuring diverse representation within the university.

Data Analysis

A combination of descriptive and inferential statistical techniques were employed to analyze the data in this study. Descriptive statistics, including frequency counts and percentages, were used to summarize the socio-demographic characteristics of female employees at Central Luzon State University (Objective 1) and to provide an overview of respondents' knowledge, perceptions, and attitudes toward the Menstrual Leave Bill (Objective 2). These measures enable a clear understanding of the distribution and prevalence of these variables within the sample.

For Objective 3, which examined the association between socio-demographic characteristics (e.g., age, occupational role, years in service) and awareness of the Menstrual Leave Bill, Spearman's rank correlation and Chi-square tests of independence were applied. Spearman's rank correlation assesses monotonic relationships between ranked variables, while the Chi-square test determines the independence of categorical variables, offering insights into how specific demographic factors may influence awareness levels.

To address Objectives 4 and 5—which explored the relationships between awareness levels and perceptions of the bill's necessity and potential impact (Objective 4), as well as the connection between these perceptions and attitudes toward the bill's implementation (Objective 5)—Spearman's rank correlation was utilized. This analysis uncovered how variations in awareness and perceptions correlate with attitudes, shedding light on factors that may drive support or resistance to the bill's implementation.

Lastly, for Objective 6, descriptive statistics was employed to summarize respondents' perceived challenges regarding the bill's implementation and their recommendations for successful enactment. This provides actionable insights into practical considerations and suggestions, offering valuable guidance for policymakers.

Results and Discussion

Table 1. Socio-demographic profile of the respondents

Profile	Frequency count (n=50)	Percentage (%)
Age (years old)		
22 - 25	14	28
26 - 40	27	54
41 - 65	9	18
Mean ± SD	*32.64 ± 10.48*	
Job Role		
Teaching	25	50
Non-teaching	25	50
Employment Type		
Permanent	23	46
Temporary	12	24
Contractual	15	30
Years of service		
One year and below	12	24
1 < years ≤ 5	11	22
5 < years ≤ 10	6	12
More than 10 years	8	16
Not Applicable	13	26
Mean ± SD	*7.79 ± 10.11*	
Salary grade level		
SG 11 and below	13	26
Higher than SG 11	16	32
Not Applicable	21	42
University program		
Academic Affairs	25	50
Business Affairs	4	8
Research & Extension	6	12
Administrative Services	13	26
Not Applicable	2	4

The study surveyed a total of 50 respondents, equally divided between teaching and non-teaching staff, to equally represent the female employees within the university regardless of their job descriptions about the Menstrual Leave Bill. Table 1 shows socio-demographic profile, with a mean age of 32.64 years (SD = 10.48). This age distribution indicates a predominantly young workforce, with 54% of participants falling within the 26 to 40 age range. This demographic may possess first hand experiences with menstruation, potentially influencing their perspectives on policies affecting women's health.

The employment status of the respondents varied, with 46% being permanent staff, 24% temporary, and 30% contractual. This variation could impact how individuals perceive entitlements and benefits associated with the Menstrual Leave Bill, particularly among those with temporary or contractual employment, who may have different job security concerns compared to permanent employees. Furthermore, 24% of respondents reported being with the institution for one year or less, suggesting a mix of familiarity with organizational policies that could shape their understanding of the Menstrual Leave Bill.

Table 2. Respondents' level of awareness on the Menstrual Leave Bill

	Particulars	Strongly agree	Agree	Disagree	Strongly disagree	Overall response
1.	I am aware of the Menstrual Leave Bill.	5 (10)	27 (54)	13 (26)	5 (10)	Agree
2.	I understand the purpose and objectives of the bill.	8 (16)	32 (64)	9 (18)	1 (2)	Agree
3.	I have encountered information about the Menstrual Leave Bill in news outlets.	2 (4)	26 (52)	14 (28)	8 (16)	Agree
4.	I have seen discussions about the Menstrual Leave Bill on social media.	2 (4)	19 (38)	22 (44)	7 (14)	Disagree
5.	I have heard the local ordinance about the Menstrual Leave Bill in La Union and Aklan.	1 (2)	10 (20)	27 (54)	12 (24)	Disagree
6.	I am aware that the Bill is already enacted in 3 other countries (Japan, Spain, India, South Korea, Taiwan, and Indonesia).	3 (6)	13 (26)	24 (48)	10 (20)	Disagree

Values are expressed as frequency (percentage). Overall response is based on the most frequent response.

Awareness of the Menstrual Leave Bill emerged as a crucial theme in the findings. As depicted in Table 2, a significant 64% of respondents indicated familiarity with the bill's purpose and objectives. This high level of awareness suggests effective communication strategies employed within the organization, contributing to a greater understanding of policies that address women's health needs. Conversely, 36% of respondents expressed disagreement or uncertainty about their understanding, signalling a gap in awareness that could be addressed through targeted information campaigns. Enhancing communication efforts to reach this demographic may be beneficial in ensuring that all employees are informed of their rights and entitlements under the bill.

Table 3. Relationship between the respondents' socio-demographic characteristics and their level of awareness about the Menstrual Leave Bill

Profile	Level of Awareness on Menstrual Leave Bill	
	Effect size	*p*-value
Age (years old) [1]	0.075*	0.606
Years of service [1]	0.111*	0.515
Job Role [2]	0.403*	0.044

Note: Effect size calculations provide information on the magnitude of the effect where values range from 0 (no association) to 1 (perfect association)

[1]Spearman rank correlation; [2]Cramer's V

*** = significant at a 5% level of significance. * = not significant.*

The analysis of the relationship between the respondents' socio-demographic characteristics and their awareness of the Menstrual Leave Bill is illustrated in Table 3. The table employs different statistical measures to quantify the effect sizes and their significance.

For age and years of service, the Spearman rank correlation coefficients were calculated, yielding values of 0.075 and 0.111, respectively. Both coefficients corresponded to *p*-values greater than 0.05, indicating no significant association between these variables and the level of awareness about the Menstrual Leave Bill. This suggests that age and tenure within the organization do not play a crucial role in determining how aware respondents are of the bill.

In contrast, the analysis of job roles revealed a significant pattern. The effect size for the job role was measured using Cramér's V, resulting in an effect size of 0.403 with a *p*-value of 0.044. This statistically significant association indicated that job classification, specifically whether respondents are teaching or non-teaching staff, substantially influenced awareness levels about the Menstrual Leave Bill. Further investigation indicated that a higher proportion of non-teaching personnel reported greater awareness of the bill compared to their teaching counterparts. This distinction may be attributed to differing

levels of exposure to policy discussions or resources related to employee benefits, which could vary significantly between these job roles.

Table 4. Perception of the Menstrual Leave Bills' Impact

Particulars	Strongly agree	Agree	Disagree	Strongly disagree	Overall response
Impact and benefit On workplace					
1. I believe that the menstrual leave bill would be fair to all employees, regardless of gender.	13 (26)	23 (46)	12 (24)	2 (4)	Agree
2. I understand that the Bill would create a workplace culture that values and supports all employees, regardless of gender or health status.	12 (24)	30 (60)	7 (14)	1 (2)	Agree
3. I understand that the proposed bill would contribute to enhancing employee well-being and increasing productivity in the workplace dynamics.	14 (28)	30 (60)	6 (12)	0 (0)	Agree
4. The Menstrual Leave Policy will provide a healthier and more supportive work environment in the long term.	17 (34)	28 (56)	5 (10)	0 (0)	Agree

Values are expressed as frequency (percentage). Overall response is based on the most frequent response.

The findings in Table 4 revealed that perceptions of the bill's impact were generally positive. A significant majority (72%) of respondents agreed that the bill promoted fairness in the workplace, highlighting a strong acknowledgment of the importance of policies that address gender-specific health concerns. This suggests that employees recognized the bill as a step toward fostering equity and supporting overall well-being. However, 24% of respondents expressed concerns about the bill's equitable application across genders. This perspective points to potential misconceptions regarding the policy's intent, particularly the belief that it may create unequal entitlements. Such concerns underscore the need for organizations to effectively communicate that the bill is not designed to privilege one group over another but to ensure inclusive support for all employees' health and productivity.

To address these apprehensions, organizations should initiate open dialogues and awareness sessions that emphasize the inclusive nature of the policy. By framing the bill as a measure to enhance employee welfare and workplace equity, employers can help bridge misunderstandings and build stronger support for its implementation

Table 5. Cultural Attitudes Toward the Menstrual Leave Bill

Particulars	Strongly agree	Agree	Disagree	Strongly disagree	Overall response
Benefits to Employees					
1. Implementing the bill will improve employee morale and job satisfaction.	16 (32)	28 (56)	6 (12)	0 (0)	Agree
2. The proposed policy addresses the needs of employees who menstruate without alienating other employees.	17 (34)	27 (54)	6 (12)	0 (0)	Agree
3. Employees who do not or seldom experience monthly periods will also benefit indirectly from a more supportive work environment created by the Menstrual Leave Bill.	13 (26)	29 (58)	8 (16)	0 (0)	Agree
Impact on Workplace Culture					
1. The policy will positively impact the employees and the university's productivity.	16 (32)	29 (58)	5 (10)	0 (0)	Agree
2. Providing menstrual leave can promote workplace openness and diminish the taboo stigmatization.	15 (30)	29 (58)	6 (12)	0 (0)	Agree

3. The bill will create a more equal playing field for people of all genders in the workplace.	15 (30)	25 (50)	10 (20)	0 (0)	Agree

Values are expressed as frequency (percentage). Overall response is based on the most frequent response.

Cultural attitudes play a significant role in the acceptance of the Menstrual Leave Bill. As illustrated in Table 5, an overwhelming 88%% of respondents expressed that cultural taboos would not impede the policy's acceptance within the organization. This response suggests a growing openness to discussing menstruation and women's health issues in the workplace, which is a positive indication of a good organizational culture. However, the 12% who disagreed may reflect lingering cultural beliefs that could potentially hinder acceptance. To further promote understanding and acceptance of the bill, it may be beneficial to implement educational initiatives that address these cultural perceptions, fostering an inclusive environment where all employees feel comfortable discussing health-related issues.

Table 6. Relationship Between Level of Awareness and Perception of the Menstrual Leave Bill

Perception	Level of Awareness on Menstrual Leave Bill	
	Effect size	*p*-value
Impact and benefit on workplace	0.0113 *	0.434
Cultural and social attitudes	0.0490 *	0.737

Note: Effect size calculations provide information on the magnitude of the effect where values range from 0 (no association) to 1 (perfect association)
[1]Spearman rank correlation; [2]Cramer's V
*** = significant at a 5% level of significance. * = not significant.*

Table 6 examines the relationship between the respondents' level of awareness about the Menstrual Leave Bill and their perceptions of it, focusing on two specific perceptions: the bill's impact and benefits on the workplace, prevailing cultural and social attitudes.

For the perception of the impact and benefit on the workplace, the Spearman rank correlation coefficient was 0.113, indicating a very weak correlation with the level of awareness about the Menstrual Leave Bill. The associated *p*-value of 0.434 indicated that this relationship was not statistically significant. This means that respondents' views on how the bill affects the workplace did not have a meaningful association with their level of awareness.

Similarly, for cultural and social attitudes, the Spearman rank correlation coefficient was 0.049, representing a very weak correlation with the level of awareness. The *p*-value of 0.737 further confirmed that this correlation was not statistically significant. Thus, the respondents' perceptions of the bill's effect on cultural and social aspects did not significantly impact their level of awareness about it.

Table 7. Relationship Between Awareness, Perceptions, and Attitudes Towards Implementation

Particulars	Attitude on Menstrual Leave Bill							
	Benefits to Employees		Impact on Workplace Culture		Potential Drawbacks		Policy Implementation	
	effect size	*p*-value	effect size	*p*-value	effect size	*p*-value	effect size	*p*-value
Level of Awareness	*0.198	*0.168	*.138	*0.338	*0.175	*0.224	*0.269	*0.059
Perception								
Impact and benefit on workplace	*0.530	*<0.0001	*0.614	*<0.0001	*0.469	*0.001	*0.554	*<0.0001
Cultural and social attitudes	*0.409	*0.003	*0.535	*<0.0001	*0.295	*0.038	*0.468	*0.001

Note: Effect size calculations provide information on the magnitude of the effect where values range from 0 (no association) to 1 (perfect association)
[1]Spearman rank correlation; [2]Cramer's V
*** = significant at a 5% level of significance. * = not significant.*

Table 7 analyzes how respondents' awareness and perceptions of the Menstrual Leave Bill related to their attitudes toward its implementation. The level of Awareness showed weak and non-significant correlations with attitudes toward the bill's benefits to employees (r_s = 0.198, p = 0.168), its impact on workplace culture (r_s = 0.138, p = 0.338), potential drawbacks (r_s = 0.175, p = 0.224), and policy implementation (r_s = 0.269, p = 0.059). These findings suggested that general awareness of the bill—such as its purpose or its enactment in other countries—did not

significantly influence respondents' attitudes toward these aspects.

In contrast, perception of the bill revealed stronger and more significant correlations. The perceived impact and benefit of the bill on the workplace were notably high, with effect sizes of 0.530 (p < 0.0001) for benefits to employees, 0.614 (p < 0.0001) for impact on workplace culture, and 0.554 (p < 0.0001) for policy implementation. These high effect sizes indicated that those who viewed the

bill as vital in enhancing employee morale, job satisfaction, and overall workplace culture were more likely to support its implementation. The perception of the bill's benefits and its positive influence on workplace dynamics and inclusivity strongly correlated with a favorable attitude towards its implementation.

The respondents' perceived effect on cultural and social attitudes also showed significant positive effects on the attitudes of the respondents. Respondents who viewed the bill as aligning with modern diversity and inclusion initiatives (r_s = 0.535, p < 0.0001) and those willing to engage in discussions about it (r_s = 0.468,p = 0.001) tended to support its implementation more. The bill's potential to challenge cultural taboos and promote equality in the workplace was viewed positively, correlating with a higher support for the policy. These findings suggested that respondents who viewed the bill as aligned with modern diversity and inclusion initiatives and who were open to participating in discussions about it were more likely to support the bill.

Overall, while general awareness of the Menstrual Leave Bill had minimal impact on attitudes, perceptions of its benefits and alignment with cultural and social values played a significant role in shaping positive attitudes towards its implementation. Respondents who perceived the bill as beneficial to employees and supportive of workplace culture were more likely to support the policy.

The findings of the study have several practical implications for the Central Luzon State University (CLSU) administration and its female employees. First, the findings suggest that while general awareness of the Menstrual Leave Bill is relatively high, targeted communication and education strategies are still needed, especially among teaching staff, to bridge existing knowledge gaps. For the CLSU administration, this means designing awareness campaigns that not only inform employees about the bill's provisions but also address misconceptions regarding fairness, potential misuse, and workload distribution. For female employees, the bill's potential to improve workplace inclusivity, morale, and productivity represents a tangible benefit, enabling them to manage menstrual health without stigma or penalty. From a policy-making perspective, the study shows that people's support for the bill depends on how they perceive its benefits. This means menstrual leave should be framed as part of broader diversity, equity, and inclusion initiatives. This can guide the development of institutional policies that proactively support gender-sensitive health needs while maintaining fairness for all employees. Moreover, the study introduces a fresh perspective by empirically linking employees' attitudes toward menstrual leave to cultural openness and inclusivity,

offering a data-driven rationale for integrating such policies into university governance. Beyond immediate application, these findings can inform future initiatives such as health education programs, workplace wellness projects, and policy evaluations that aim to normalize menstruation as a workplace health consideration, thereby promoting a more equitable and supportive institutional environment. By providing localized insights within the Philippine higher education context, the research not only informs the development of gender-sensitive policies at CLSU but also opens opportunities for broader health and wellness initiatives that encourage an inclusive and supportive work environment.

Summary & Conclusion

The study examines the levels of awareness, perceptions, and attitudes of female employees at Central Luzon State University (CLSU) regarding the proposed Menstrual Leave Bill. The findings revealed not only areas of notable strength but also opportunities to further enhance understanding and support for the legislation. The socio-demographic profile presented in Table 1 showed that the workforce was predominantly composed of younger individuals, with a balanced representation between teaching and non-cheating roles and diverse range of employment statuses. Table 2 further indicated that although 64% of the respondents understood the fundamental purpose of the bill, their familiarity with local ordinances in regions such as La Union and Aklan, as well as the legislative enactments in other countries, remained notably low. The analysis of job roles emerged as a pivotal determinant affecting levels of awareness, as evidenced in Table 3. Non-teaching personnel exhibited a markedly higher degree of familiarity with the bill compared to their teaching counterparts, thereby indicating a disparity in knowledge across occupational categories.

The perceptions captured in Table 4 were predominantly favorable. Notably, 72% of respondents concurred that the bill promoted fairness within the workplace, 84% recognized it as a factor that can enhance workplace culture, 88% believed that its implementation would lead to notable improvements in employee well-being and productivity. Cultural attitudes, as presented in Table 5, were similarly optimistic, with a remarkable 92% of respondents dismissing the idea that existing taboos would impede the acceptance of the bill, and the majority of participants acknowledged the potential of this policy to significantly uplift morale and foster inclusivity with the university environment. The correlation analysis documented in Tables 6 and 7 revealed that, despite general awareness having a minimal impact on attitudes, the presence of positive perceptions regarding the benefits of

the bill played a substantial role in influencing support for its implementation, particularly in relation to enhancing workplace culture and aligning with broader diversity initiatives.

Considering the limited sample size of the study, which comprised only fifty participants (n=50), alongside its exclusive focus on employees of CLSU, it is imperative that the findings be interpreted with a degree of caution, as they may not be readily applicable or generalizable to other contexts outside of this specific setting. Nonetheless, the results highlight the critical importance of implementing targeted, role-specific awareness campaigns, particularly for teaching staff, and ensuring a transparent process of implementation to effectively address concerns regarding potential misuse. The practical implications of these findings suggest the necessity of integrating menstrual leave policies into broader frameworks of gender equity and wellness programs, employing evidence-based communication strategies to effectively eliminate prevailing misconceptions, and nurturing an organizational environment where issues of menstrual health are normalized and openly discussed.

In conclusion, the findings of this study affirm that although employees at Central Luzon State University (CLSU) have only a moderate level of awareness about the Menstrual Leave Bill, their strong positive perceptions of its benefits provides a promising foundation for its successful implementation. Realizing this potential, however, will require addressing existing knowledge gaps, fostering cultural openness, and ensuring that operational challenges are managed fairly and transparently.

Ethical Statement

This study was conducted in accordance with ethical guidelines to ensure research integrity and participant protection. To begin with, all participants received clear information about the study's purpose, procedures, risks, and benefits, and written informed consent was obtained, allowing them to withdraw at any time without penalty. Furthermore, all collected data were kept confidential, with personal identifiers removed to ensure anonymity and securely stored, accessible only to the research team. Lastly, the study design prioritized participant well-being by minimizing potential risks and providing appropriate support contacts for any discomfort or adverse effects.

Conflict of Interest Statement

The authors declare no conflict of interest related to the conduct and publication of this research. All procedures followed were in accordance with institutional and ethical standards, and there were no financial or personal relationships that could have influenced the outcomes of this study.

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Declaration of Generative AI and AI-Assisted Technologies

During the preparation of this work, the author(s) utilized Grammarly for grammar correction. Following the use of this tool/service, the author(s) conducted a review and made necessary modifications, assuming full responsibility for the content of the publication.

Data Availability

All data supporting the findings of this study are available within the paper.

Author Contributions

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