



Promoting Menstruation Leave in the Global Workforce Using the "MoMent" Software Program



W201908 Kobe Municipal Fukiai High School

Present Situation

7 countries have menstruation leave (Japan, South Korea, Indonesia, Vietnam, Taiwan, Zambia, Spain)

- The percentage of women who take menstruation leave ⇒ **Japan: 0.9%** **Korea:19.7%**
- Only survey data for Japan & South Korea were available || Japan=UNPAID Leave, South Korea=PAID Leave (~2012)

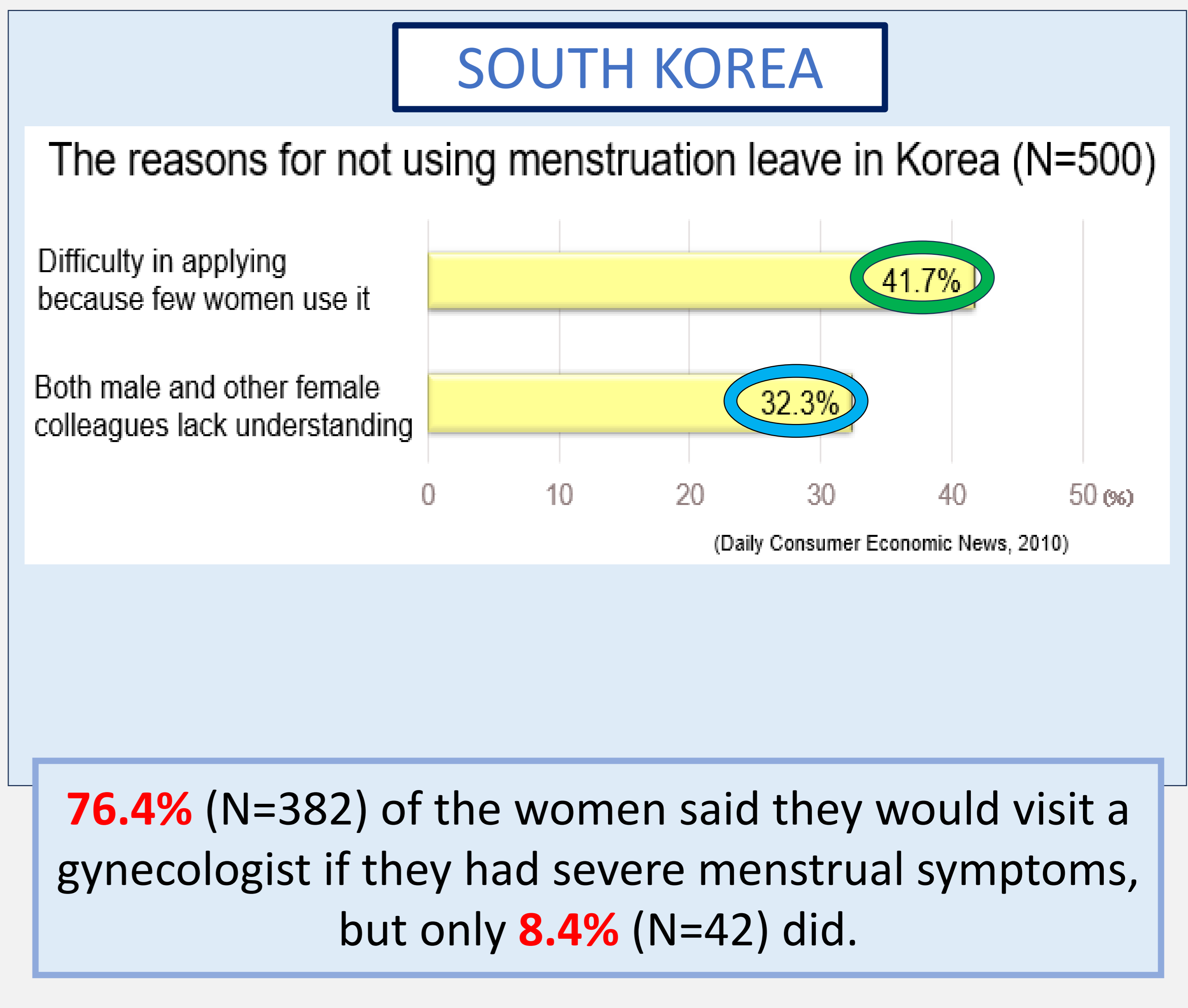
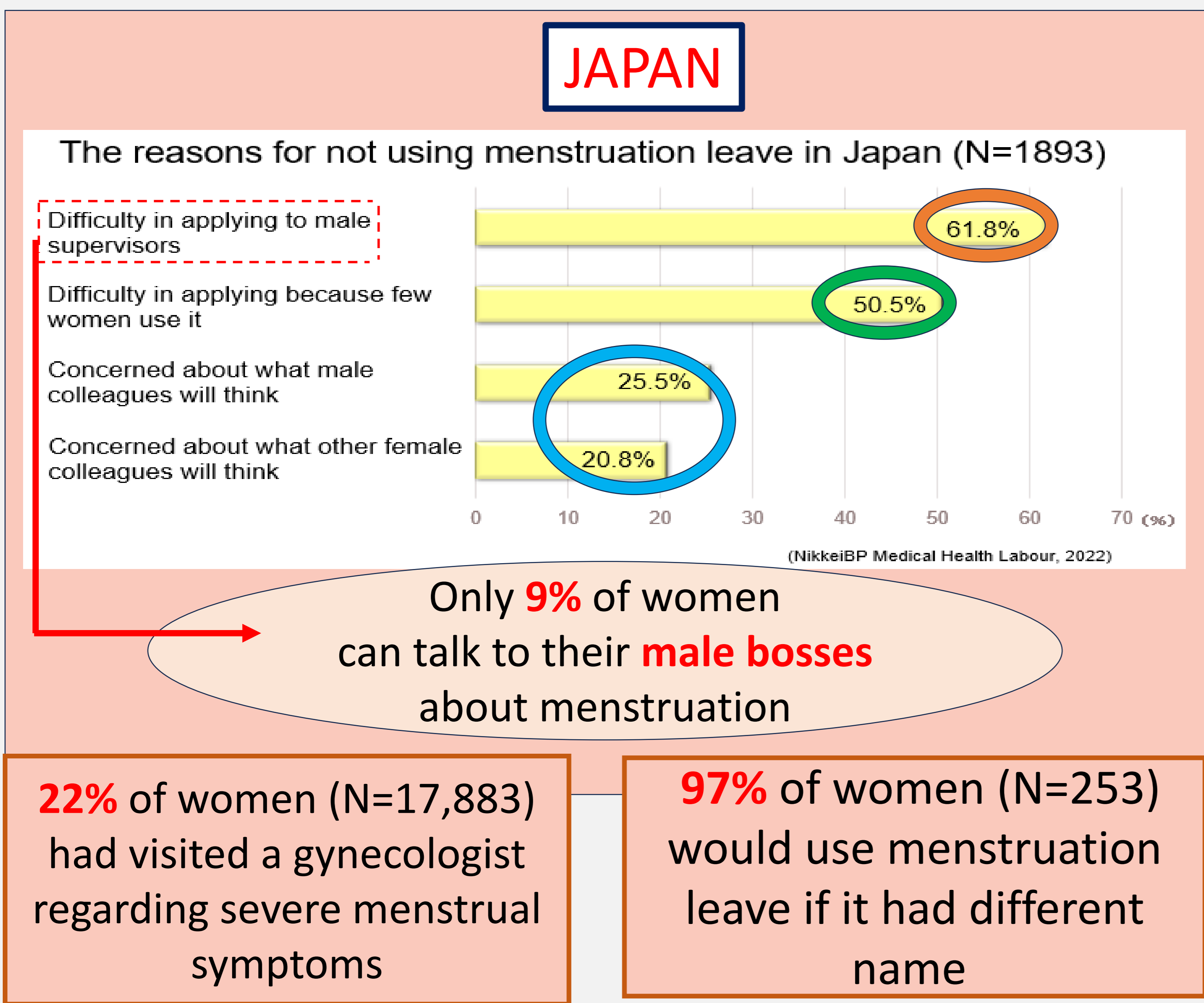
Advantages of Menstruation Leave

- Prevents huge economic damage
ex) Menstrual symptoms cause an annual economic burden of ¥491.1 billion per year in Japan.
- It will enhance the country's image

How can countries with menstruation leave encourage female workers to utilize it?



Data & Analysis



Past Measures

SPAIN

With **medical diagnosis from a doctor**, the government grants paid menstruation leave by social security.

"すぐる" "SUGURU"

"SUGURU" is a Japanese app that allows students to register their absence **without** calling the school directly.

Suggestion

Countries should develop a software program ⇒ **MoMent**

MoMent → Makes collecting data about menstruation leave easier in other countries

