Australian Government
Department of Employment and Workplace Relations

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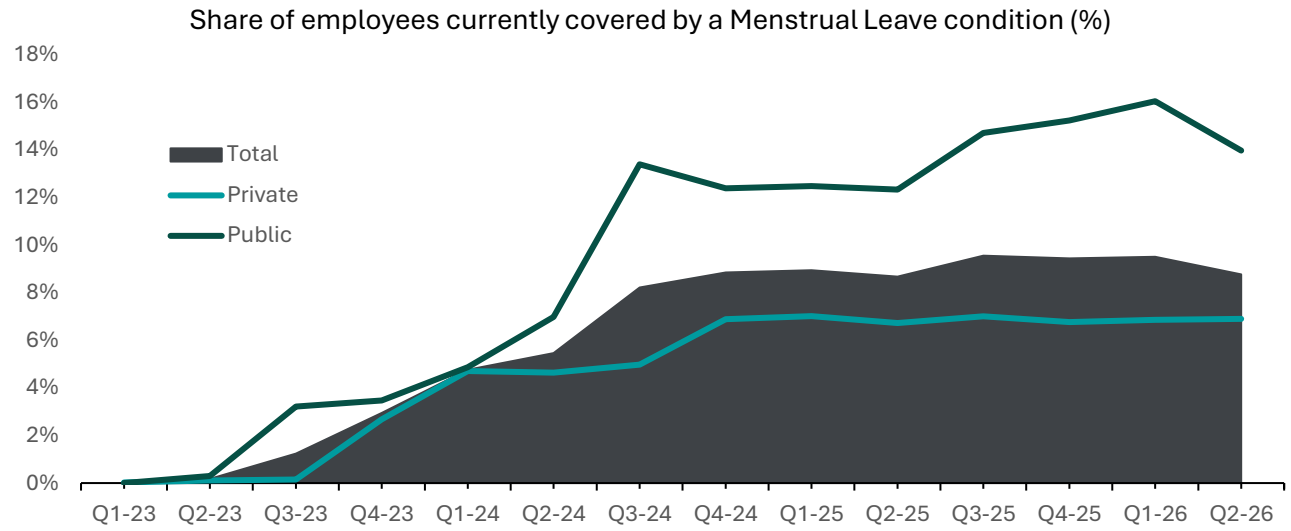
# Bite-Sized Bargaining

## Menstrual Leave

The Workplace Agreements Database has collected data about clauses in federal enterprise agreements[1] relevant to menstrual leave[2] since 2023, recorded under the Menstrual Leave condition category.

Of the current[3] federal enterprise agreements, 1.4% contain a Menstrual Leave condition, covering around 224,963 employees.

**The Menstrual Leave condition has been trending upwards in employee coverage over the last three years since first being recorded**




**There is high concentration of employee coverage at the industry level**

54.9% of the 181,550 employees in the Financial and Insurance Services industry are currently covered by an enterprise agreement that contains the condition, up from 43.7% in March 2024.

22.2% of the 364,122 employees in the Public Administration and Safety industry are currently covered by an enterprise agreement that contains the condition, up from 1.3% in March 2024.

1 in 40 of the 304,240 employees in the Education and Training industry are currently covered by a Menstrual Leave condition in their agreement, down from over 1 in 13 in March 2024.

96.8% of the 158 agreements that contain a menstrual leave condition are covered by unions[4].

**Data Source:** Workplace Agreements Database.

**Notes:**

1. Agreement refers to federal enterprise bargaining agreements that have been approved by the Fair Work Commission.
2. Menstrual leave refers to clauses that provide additional leave or other supports for employees who are menstruating, beyond capacity to access personal leave for this purpose.
3. Current data is a point in time calculation as at 30 June 2026, and refers to an agreement that has been approved and commenced but has not reached its nominal expiry date or been terminated early.
4. Union coverage refers to agreements where the Fair Work Commission has formally approved a request from one or more unions to be covered by the agreement. It does not reflect involvement by the union in the bargaining process, nor the union membership status of employees covered by the agreement.

For more data about federal enterprise bargaining read our latest Trends in Federal Enterprise Bargaining publication and sign up to our mailing list by contacting EBTrends@dewr.gov.au.