

15 women move HC against menstrual leave policy

Say govt initiative infringes privacy, dignity; Impacts workplace equality

EXPRESS NEWS SERVICE @ Bengaluru

FIFTEEN women working in key posts in various industrial establishments moved the Karnataka High Court, challenging the legality of the state government's menstrual leave policy.

Stating that it is likely to hinder their career progression because the impugned notification, dated November 20, 2025, mandates industrial establishments to give one day of paid leave per month to all permanent, contract, outsourced women employees aged between 18 and 52 years during their menstrual cycle, restricting it to 12 days per annum, discourages employers from hiring or promoting women employees in leadership positions.

They contended that the notification infringes upon the right to privacy and dignity, which is an integral part of the Right to Life under Article 21. The policy forces women to disclose a deeply private matter about their menstrual cycle to their employer, which can lead

to social stigma, disturbing questions and a hostile work environment. It leaves women open to scrutiny, thereby violating their bodily autonomy and dignity, they alleged.

While the intention behind the policy may appear to be benevolent, its effect is counter-productive to the cause of women's empowerment and gender equality. It is a step backward that threatens to undo decades of progress made in integrating women into the workforce as equal participants, the petitioners claimed.

Contending that the action of the state is violative of Article 14, 15, 16 and 21 of the Constitution of India, the petitioners, through their counsel, stated that the classification created between men and women for the purpose of this special leave is not founded with the object of achieving workplace equality. Instead of promoting equality, it reinforces stereotypes about women being physically weaker and less capable, thereby defeating the very purpose of equality legislation, they said.

"The impugned notification, by singling out women for a specific biological function and mandating leave, inadvertently labels them as less productive or more prone to absenteeism, thereby making them less attractive candidates for employers in a highly competitive job market. This directly impacts their right to equal opportunity and to practice any profession freely," the petitioners stated.

They also stated that the policy is an act of "benevolent sexism", which under the guise of protection, perpetuates gender stereotypes and reinforces paternalistic attitudes. It was introduced on the old-fashioned notion that women are incapacitated by menstruation and need special protection, ignoring the reality that millions of women work efficiently and excel in their fields without such provision, they argued.

Two petitions filed by the Karnataka Employers' Association and Bengaluru Hotels' Association, challenging the menstrual leave policy, are already pending before the high court.



RIDING ON PANIC

People examine different models of bicycles at a shop in Bengaluru on Thursday. With rumours of a looming fuel shortage gripping the state in the wake of the ongoing West Asia conflict, a rise in demand for the green mode of commute is being noticed at many places | EXPRESS

Ballari man arrested for alleged extremist links

KIRAN BALANNANAVAR @ Ballari

ANDHRA Pradesh (AP) police on Thursday arrested a 36-year-old Abdul Salaam, a resident of Abdul Kalam Street under the jurisdiction of Kaul Bazar police station in Ballari, for allegedly promoting extremist ideologies and maintaining links with banned terror outfits. Sources said a team of AP police, following intelligence inputs and with the help of local police, tracked Salaam's movements and apprehended him near Dharam Mill in Ballari city. He was produced in the court and later taken to



AP for further investigation. What led the AP police to Salaam was his links with Vijayawada-based Mohammed Rehmatulla Sharif (23), who was influenced by global terror groups such as ISIS and was planning jihad in India to establish a 'Khilafat' here.

The AP police had found that a foreign handler named Al-Hakim Shukoor had asked Sharif to bring Salaam to the fold, suggesting the existence of a wider network with international links. Sharif was also in contact with several individuals across the country.

Day after 'defiance', govt freezes KSOU accounts

EXPRESS NEWS SERVICE @ Mysuru

THE state government has directed multiple banks to freeze all accounts of Karnataka State Open University (KSOU), citing ongoing financial irregularities. The move comes amid a stand-off between the KSOU and the higher education department over the varsity go-

ing ahead with the Ekata Manav Darshan conference, disregarding the government's instructions to cancel it.

In an official communication issued on Wednesday, Deputy Secretary to the Government (Universities) N Kumar wrote to the branch managers of the banks, instructing them to impose a debit freeze on all KSOU accounts, including linked

ones. The directive, as stated in the letter, aims to safeguard public funds and ensure the integrity of an ongoing inquiry into alleged financial irregularities at the varsity.

The government's action is based on irregularities in the university's financial dealings flagged by a fact-finding committee headed by retired HC judge BA Patil.

The move comes a day after the varsity flouted a government order to cancel the three-day Ekata Manav Darshan academic conference, being organised by an RSS ideologue, citing procedural violations and lack of approval. Despite the cancellation order, the conference commenced as scheduled at the KSOU premises in Mysuru on Wednesday.

The Brihanmumbai Electric Supply & Transport Undertaking (BEST) TENDER NOTICE. E-tenders are invited for the supply of following item. (1) 81529 - 11KV, 250MVA, Outdoor SF6 Insulated, Ring Main Units (RMU) with Vacuum Circuit Breakers or SF6 Circuit Breakers with Associated Control and Relay Panels for installation at various Distribution Sub-stations in Mumbai...

Karnataka Public works Department. Invitation For Tenders (IFT) KW-1,3&4 E-TENDER NOTIFICATION. On behalf of Government of Karnataka tenders are invited in Two cover system for Class 4 & 3 Contractors registered in PWD for 05 works under 4059 CMIDP, 8443-Deposit Contribution & 5054 MDR Improvements Head of account in the jurisdiction of Tumkur Division through KPPP-Portal (https://kppp.karnataka.gov.in)...

VISVESVARAYAJALANIGAM LIMITED (Government of Karnataka Enterprise) SHORT TERM TENDER NOTIFICATION (Only through E-procurement system). Tenders in electronic mode on "PERCENTAGE BASIS" are invited on behalf of Managing Director, Visvesvaraya Jala Nigama Limited, Bangalore by the Executive Engineer, VJNL, Yettinahole Project Division No.2, Tumkur in Two tender Document system from eligible contractors for Construction of Bridge cum Check dam of Magadi taluk where amount put to tender of Rs.84.10 lakhs...

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KARNATAKA RURAL INFRASTRUCTURE DEVELOPMENT LTD. (Formerly Karnataka Land Army Corporation Limited) No.1106, 10th Main Road, RPC Layout, Vijayanagar, Bengaluru - 560040. E-TENDER NOTIFICATION. On behalf of Managing Director, KRIDL, Executive Engineer, BMMF Division-4, invites e-tender through Karnataka Public Procurement Portal (KPPP) for the works with Tender Reference No.(KRIDL/2025-26/RD/WORK_INDENT 38, 39 and 44 respectively) under two cover system with Approximate Project cost for each works amounting to Rs.995.00 Lakhs and EMD Amount of Rs.13.50 Lakhs...

Department of Youth Empowerment & Sports Deputy Director Office, Youth Empowerment & Sports Department, Belagavi - 590010. Phone : 0831-2950306. E-mail : dysobelgaum@gmail.com. No. : D.Y.E.S./BGM/MESS/2025-26 Date : 26-03-2026. E-TENDER PUBLICATION. Department of Youth Empowerment and Sports, Belagavi called E-Tender to Supply Breakfast, Lunch and Dinner for sportsmen of Sports School / Hostel, Belagavi details are as follows. 1) Tender Publication Date : No. DYES/BGM/MESS/2025-26, Date : 26-03-2026, 2) Last Date to get Online Tender Form : 26-03-2026 to 18-04-2026 upto 5.00 p.m., 3) Last Date to upload E-Tender (In double Envelope) : 18-04-2026 at 5.00 p.m., 4) Date to Open Technical Envelope : 21-04-2026 at 11.00 a.m., 5) Date to Open Financial Envelope (If Possible) : 23-04-2026 at 11.00 a.m., 6) Estimated Cost of Tender : Rs. 1,51,12,500/-, 7) Deposit of EMD with E-Tender : Rs. 2,26,688/-, 8) Tender Validity : 90 Days.

BENGALURU CENTRAL CITY CORPORATION Office of the Executive Engineer, Chickpet Division, 8th Main, 2nd Block Jayanagar, Kanakanapalya, Bengaluru-560011. No.: EE/CKP/E-PROC/15/2025-26 Date: 25.03.2026. INVITATION FOR SHORT TERM TENDER (Single Cover) (Only through E-Procurement). The Executive Engineer (Chickpete Division), BCCC, Bengaluru invites tenders from eligible contractors registered in Bengaluru Central City Corporation or equivalent registration with CPWD / KPWD / Railways / MES / National Highway or any State Government Organisations for the construction of work detailed in the table below. (Standard Tender Document - KW1)

STATE BANK OF INDIA REGIONAL BUSINESS OFFICE 2, HOSPET AO-4 BALLARI PREMISES REQUIRED ON LEASE. State Bank of India invites offers from owners/Power of Attorney holders for premises on lease rental basis for Commercial / Office use having Carpet Area of about 4000-4500 Sq.Ft for SBI, HOSPET ROAD HARAPANAHALLI (40117) to be located on main road within a radius of 1.00 KMs from existing premises of SBI HOSPET ROAD HARAPANAHALLI-40117 at HARAPANAHALLI. The format for submission of the technical bid containing detailed parameters, terms and conditions and price bid can be downloaded from SBI website https://sbi.bank.in or (from the website https://etender.sbi) from 27.03.2026 to 16.04.2026.

Karnataka State Coir Development Corporation Ltd. (A Government of Karnataka Enterprise) SF-4 & SF-5, Sterling Towers (Garment Complex), KSSIDC Industrial Estate, 6th Block, Rajajinagar, Bengaluru-560 010. Ph: 080-23105866 / 23105865 E-mail: kscdcm@gmail.com. No. KSCDCM/PRDN/TENDER/2025-26 Date: 25.03.2026. TENDER NOTIFICATION FOR RENTING OUT OF COIR PRODUCTION CENTRES FOR COIR AND COIR RELATED ACTIVITIES (THROUGH e-PROCUREMENT PORTAL). Karnataka State Coir Development Corporation Limited invites bids from the private entrepreneurs/firms/co-operative societies/individuals/start-upfirms/organisations and Non Government Organisation/Women Entrepreneurs (1st preference) for renting out of Production Units "On as is where is basis".

BENGALURU WEST CITY CORPORATION Malleshwaram Zone Office of the Executive Engineer, Vijayanagar Division, 1st Floor, Shasakara Bhavan, 3rd Main, Vijayanagar, Bengaluru-560040. No:EE(VJN)/TEND/KPPP/16/2025-26 Date: 26.03.2026. INVITATION FOR TENDER (IFT) (Two Cover System) (Through GOK KPPP only) website: https://kppp.karnataka.gov.in. The Executive Engineer, Vijayanagar Division, BWCC Bengaluru, invites tender from eligible Tenderers registered in GBA or equivalent registration with PWD/CPWD or any state Governmental Organization for the execution of works detailed in the table below.

CHANGE OF NAME I, SAIRAN KALIST RODRIGUES (Old Name) R/o. #412, Pailwada, Ulga, Karwar, Uttar Kannada District, Karnataka, have changed my name as SAIRA PRABHU RUZARIO (New Name) vide affidavit dated: 07-03-2026 sworn before Advocate & Notary Pradeep B. Tandel at Karwar. TOUCH THE STORY. IT WILL TOUCH YOU!!!

E-Tender Notice. Sl. No. Item Tender ID Last date of Submitting bid. 1 Supply of 70MT Lime Power 2026_RPL_846692_1 28.03.2026, 5PM. For more details visit : www.etenders.kerala.gov.in/www.rplkerala.gov.in Sd/- MANAGING DIRECTOR, Rehabilitation Plantations Limited.

Bangalore Electricity Supply Company Limited (A wholly owned Government of Karnataka Undertaking) (CIN: U04010KA20025G030438). E-TENDER NOTIFICATION (Through KPP Portal only). BESCOM invites Request For Proposal (RFP) vide Tender No.:BESCOM/2025-26/SE0446 for "Selection of Solar Power Generators (SPGs) on the basis of Build, Own & Operate (BOO) for Design, Survey, Supply, Installation, Testing, Commissioning, Operation & Maintenance of grid connected distributed solar power plants for solarization of Sub-Station (SS) of capacity 1500MW (approximately) in BESCOM jurisdiction, its associated 11kV line to connect the plant with concerned SS and Remote Monitoring System (RMS) of solar power plants through RESCO mode, for 25 years under Mukhya Manthri Saura Krishi Yojane (CM-SKY) scheme".

MANAPPURAM FINANCE LTD. Registered Office : W-4/63A, Manappuram House, P.O. Valapad, Thrissur - 680 567, Kerala, India. GOLD AUCTION NOTICE. The borrowers, in specific and the public, in general, are hereby notified that public auction of the gold ornaments pledged in the below accounts is proposed to be conducted at the following branches on 16/04/2026 from 10.00 am onwards. The auction is of the gold ornaments of defaulted customers who have failed to make payment of their loan amount despite being notified by registered letters. Unauctioned items shall be auctioned on any other days without any further notice. Reserve price is fixed on the basis of market price of the gold on the date of auction or the 85% of the average 30 days IBA rate whichever is higher.