



# Canada Labour Code to ensure access to menstrual products at work starting December 15

From: [Employment and Social Development Canada](#)



## News Release

May 10, 2023 Gatineau, Quebec Employment and Social Development Canada

Menstrual products like pads and tampons are as necessary as toilet paper and soap, but they are not treated that way in most workplaces. That is why, in 2021, the Government of Canada committed to making changes to the *Canada Labour Code* to ensure access to menstrual products in all federally regulated workplaces.

Today, Minister of Labour Seamus O'Regan Jr. announced that, as of December 15, 2023, federally regulated employers will be required to make menstrual products available to workers at no cost while they are in the workplace. That means putting pads and tampons in washrooms (or another space controlled by the employer) so that any worker who needs them while on the job has access.

This initiative is inclusive of all workers who menstruate, and it will improve the well-being of nearly half a million workers who may require menstrual products during their workdays, including cisgender women, non-binary individuals, transgender men, and intersex individuals. These workers would no longer have to turn to unsuitable solutions, such as extending the use of menstrual products beyond the recommended time frame or avoiding work altogether.

**“Adding menstrual products to the list of other basic sanitary items at no cost just makes sense. Our government is leading by example to address menstrual equity and encourages other businesses to consider how they can advance gender equality in all workplaces.”**

- *Parliamentary Secretary to the Minister for Women and Gender Equality and Youth, Jenna Sudds*

**“Tampons and pads are basic necessities. So we’re making sure they’re provided to workers at no cost because it’ll make for healthier and safer workplaces.”**

- *Minister of Labour, Seamus O'Regan Jr.*