



**The following is a submission by the Professional Institute of the Public Service of Canada (PIPSC) on providing free menstrual products in federally-regulated workplaces.**

**July 2, 2019**

PIPSC is Canada's largest union of professionals, with the vast majority of our 60,000 members working for the federal government. We are pleased to have the opportunity to submit our feedback on the notice of intent published in the Canada Gazette, where stakeholders and Canadians can provide input until July 2, 2019.

Along with the federal government, PIPSC is fully committed to fostering workplaces that promote diversity, inclusion and gender equality. We agree that menstrual products such as pads and tampons are essential to the health of Canadians, allowing them to participate fully in the workforce and society. Being unable to access or afford menstrual products can lead to health problems, stigma and shame. Along with quality affordable childcare, flexible work schedules, pay equity, parental leave and an end to harassment - accessible menstrual products work to promote gender equity and full workplace participation for all.

**Taking into account any physical restrictions or location issues, how best could this requirement be implemented in your workplace?**

PIPSC supports having a variety of menstrual products available in federally-regulated and federal government workplaces. Given that many federal government employees and those working for federally-regulated employers can be in isolated, rural and/or remote locations we strongly recommend that products be available in these locations and not only where there are large numbers of employees.

**Taking into account issues such as financial implications, size of business and physical restrictions, how would this requirement affect your business?**

It is key that employers like the federal government show leadership and ensure that menstrual products are widely available to federal public service employees regardless of where they work.

**There are a number of different menstrual products on the market. What types of menstrual products would best meet this requirement?**

A variety of different products would be best to have on offer, with consideration to those that have a lesser impact on the environment.

**Should the regulations require employers to make menstrual products available to employees at prescribed locations, for example washrooms or neutral locations?**

It would make most sense to have menstrual products available in washrooms or other neutral locations where appropriate. Menstrual products should be available in all washrooms including women's, men's, gender neutral and accessible washrooms.

**Are you aware of any initiatives to provide menstrual products to employees that have been implemented in workplaces?**

Not specifically, but we were not able to survey our wider membership on this issue.

**Is there anything else the Labour Program should consider regarding this proposal?**

Getting employee feedback and having some ability to measure success would be helpful in ensuring compliance with the regulation once it is passed.

Thank you for the opportunity to provide feedback on this important issue.

For any further information please feel free to contact the Office of the President, PIPSC, [president@pipsc.ca](mailto:president@pipsc.ca), 613-228-6310.