

Legislative
Assembly
of Ontario



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Bill 142

An Act to proclaim Menopause Awareness Month and Menopause Awareness Day

Co-sponsors:

Ms P. Sattler

Ms C. Fife

MPP A. Gilmour

Private Members' Bill

1st Reading October 28, 2026

2nd Reading

3rd Reading

Royal Assent



EXPLANATORY NOTE

The Bill proclaims October 18 in each year as Menopause Awareness Day and the month of October in each year as Menopause Awareness Month.

An Act to proclaim Menopause Awareness Month and Menopause Awareness Day

Preamble

Menopause is a natural stage of life that will affect approximately half of Ontario's population. Menopause and perimenopause can involve a range of physical, cognitive and mental health symptoms, including hot flashes, sleep disruption, fatigue, anxiety, depression, brain fog and difficulty concentrating. Unmanaged, these symptoms can have a significant impact on health, quality of life, employment and economic security.

Despite its widespread impact, menopause continues to be misunderstood, stigmatized and underrecognized. Many people reach menopause without adequate education about its symptoms, available treatment options, long-term health considerations or the support that may be needed in health care and workplace settings.

In Ontario, approximately 2.1 million women are between the ages of 40 and 60, including 1.6 million who are in the labour market. This is the age range when menopause is most likely to occur and a time of life when many women carry significant workplace, family, caregiving and financial responsibilities. Their health, well-being and continued labour market participation is essential to our communities and the provincial economy.

Almost all those who experience menopause have symptoms, with three out of four reporting that symptoms interfere with their daily lives. For women in the workforce, one-third report that their performance at work has been negatively affected by symptoms of perimenopause or menopause. One in 10 are forced to leave the workforce altogether, while others may reduce their hours, decline promotions, change jobs or retire earlier than planned. These outcomes can affect income, pensions, benefits, career advancement and long-term financial security, yet many workplaces do not support their employees as they go through menopause. The economic costs of unmanaged symptoms are not only borne by workers, but by employers and society as well, through lost wages, lost employment benefits, hiring and training costs, productivity losses, reduced work hours, lost promotion opportunities and increased health-related costs. The Menopause Foundation of Canada, in their Menopause and Work in Canada report, calculated the economic impact of menopause to be \$3.5 billion annually, with 540,000 lost days of work and a cost of \$327 million annually to employers.

Since no two people will experience menopause in the same way, public education and awareness is critical to reduce stigma, improve access to information, understand symptoms, expand health care treatment options and encourage workplaces to adopt policies that support workers experiencing menopause and perimenopause. Such supports can assist employers in retaining experienced workers and supporting their continued participation in Ontario's economy.

In 2009, the International Menopause Society and the World Health Organization designated October as World Menopause Month and October 18 as Menopause Awareness Day to raise awareness about menopause, perimenopause and available support.

By officially proclaiming a Menopause Awareness Month and Menopause Awareness Day, the Province of Ontario recognizes the importance of increasing awareness about menopause, improving education and support and addressing the health, workplace and economic impacts of perimenopause and menopause for Ontarians.

Therefore, His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

Menopause Awareness Day

1 October 18 in each year is proclaimed as Menopause Awareness Day.

Menopause Awareness Month

2 The month of October in each year is proclaimed as Menopause Awareness Month.

Commencement

3 This Act comes into force on the day it receives Royal Assent.

Short title

4 The short title of this Act is the *Menopause Awareness Act, 2026*.