

Resolution on Women's Health and Menopause

WHEREAS

the majority of our union membership are people who have menstruated, and lower levels of career development into managerial and/or executive roles at the peak of their careers may be linked to the effects of peri-menopause and menopause, which is often overlooked due to the under-researched nature of women's health and the low level of knowledge about menopause in the workplace; and

WHEREAS

addressing these health-related challenges through empowering and supportive workplace policies is essential to level the playing field, ensuring that all members have equitable opportunities for career advancement and the right to lower economic penalties;

BE IT RESOLVED THAT CAPE will actively support and initiate a comprehensive campaign on women's health, with a specific focus on increasing research and knowledge about peri-menopause and menopause, advocating for the implementation of supportive policies, and promoting supportive and equitable action initiatives to mitigate the career and economic impact of these health issues on our members;

BE IT FINALLY RESOLVED THAT CAPE, working with healthcare professionals, researchers, workplace wellness experts, and other stakeholders, including other unions, will engage the Government of Canada, including Treasury Board, as key partners in this campaign, urging them to recognize the importance of addressing peri-menopause and menopause in the workplace and to collaborate on the development of national policies, research funding, and workplace practices that support women's health and career advancement.

Submitted by

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