

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

**LOK SABHA**  
**UNSTARRED QUESTION NO. 673**  
TO BE ANSWERED ON 09.12.2022

**MENOPAUSE POLICY**

673. SHRI RAVIKUMAR D:

Will the Minister of Women and Child Development be pleased to state:

- (a) whether the Ministry is considering to introduce a menopause policy for women employees working in public and private sector;
- (b) if so, the details thereof;
- (c) whether the Ministry proposes to roll out such a policy within the next year;
- (d) if so, the details thereof and if not, the time by which it is likely to be introduced; and
- (e) the current provisions in the Government and private offices to increase awareness towards women health related issues like menopause?

**ANSWER**

MINISTER OF WOMEN AND CHILD DEVELOPMENT  
(SHRIMATI SMRITI ZUBIN IRANI)

(a) to (e): Menopause is a normal consequence of the process of ageing in women that generally takes place at the age of 45 to 55 years. Women are usually considered to be menopausal if they have not had a menstrual period for one year without any underlying cause. Some women experience mild problems or none at all but some women have severe symptoms in this period. It is an inevitable phenomenon in women's lives who further spend many years of life in the post menopausal phase.

The National Health Mission (NHM) envisages achievement of universal access to equitable, affordable and quality health care services that are responsive to people's needs, thereby including health issues relating to menopause also in its ambit.

Currently there is no menopause policy for women employees in Government and private sectors. For a decision on the issue of formulation of menopause policy for women employees in government and private sectors, besides consultations with stakeholders and experts, and careful consideration of all aspects of the matter, firm research findings relating to the subject area of physical and mental stress faced by such women employees as a result of menopause is required. Further, awareness towards women health related issues like menopause and education campaign are carried out through numerous schemes programmes of the Government of India and through advertisements / nukkad natak etc.

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