

# Endometriosis in the Workplace

The workplace changes associated with the government's COVID-19 policy response have provided a unique opportunity to examine the impact of flexible working arrangements on management of endometriosis symptoms.

Endometriosis Australia, in conjunction with Southern Cross University and NICM Health Research Institute, have conducted a national survey of **389** women with a confirmed diagnosis of endometriosis to examine the impact of workplace changes on management of endometriosis.

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Designed by Endometriosis Australia.



**389**

**Endo Warriors**  
from Australia  
responded to the survey.

Nearly all women with endometriosis had identified that their management of endometriosis had **significant** impact on their work life.



**70%**

of women have to take **unpaid** time off work to manage their endometriosis symptoms.



**50%**

of Endo Warriors said the lack of **flexibility** in the workplace was a significant problem.

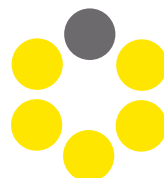
Women with endometriosis have often suffered these symptoms in **silence**, and have often excluded from work and social activities due to their endometriosis.

Many women are fearful of raising the issue in the workplace.



**1 in 3**

Endo Warriors have been **passed over for promotion.**



**1 in 6**

Endo Warriors have **lost their jobs** due to their endometriosis.

Whilst COVID-induced **workplace changes** were challenging, for those with endometriosis, they were also **beneficial**.



**79%**

of women with endometriosis reporting that COVID workplace changes had made management of their endometriosis symptoms easier.



**60%**

of Endo Warriors said they were **more productive** with Work from Home changes.



**90%**

of Endo Warriors thought Work From Home flexibility was the most important to retain post-COVID.



**Workplace flexibility** in relation to time management and working from home were identified by women with endometriosis as **the most important factor** that could improve management of endometriosis in the workplace.

Other important interventions to **improve** the management of endometriosis in the workplace:



Introduction of 20-minute rest periods



Access to healthcare services such as counselling, mindfulness or assisted exercise



Access to healthcare benefit



Access to physical aids such as ergonomic chairs, heat packs, and props.

These interventions are relatively simple to implement, and can help make the workplace more endometriosis friendly. As the COVID experience has shown, making a workplace more flexible and endometriosis-friendly can be a win-win, making it easier for women to manage their endometriosis, while also making them more productive employees.