

# Endometriosis in the Workplace

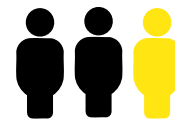
The workplace changes associated with the government's **COVID-19 policy** response have provided a unique opportunity to examine the **impact** of flexible working arrangements on management of endometriosis symptoms.



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**

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



**1 in 3** have been passed over for promotion.



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



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



**1 in 6** have lost their **employment** due to their endometriosis

Individuals 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.



# Endometriosis at the Workplace

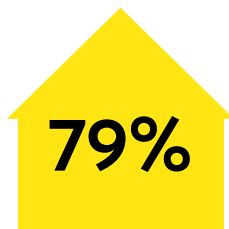
Endometriosis affects **1 in 7 individuals** presumed female at birth in Australia, impacting nearly a **million** people by age 49. More common than diabetes (1 in 20) and cancer (1 in 50), it remains one of the most prevalent yet under-recognised chronic conditions.

This debilitating disease causes **intense pain, infertility, fatigue, and digestive issues** and this can make daily life and work incredibly challenging. Professionally, the impact can be severe, with **1 in 10 individuals with endometriosis leaving employment** due to the overwhelming demands of managing their condition. The broader economic cost is staggering, with over **\$9.7 billion lost annually**, two-thirds of which is due to decreased workplace productivity.

It was seen that during the **COVID-19 pandemic**, the workplace changes built on **flexibility** made a **significantly positive** impact for those with endometriosis.



of individuals with endometriosis considered workplace flexibility **essential** for managing their condition.



reported that **COVID workplace changes** made management of their endometriosis symptoms easier.



said they were **more productive** with Work from Home options.

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

- + Introduction of 20-minute rest periods
- + Access to healthcare benefit
- + Access to healthcare services such as counselling, mindfulness or assisted exercise
- + Access to physical aids such as ergonomic chairs, heat packs, and props.

These interventions are relatively simple to implement, makes more productive employees, and can help make the workplace more endometriosis friendly.

