



# EndoThrive

Workplace Accreditation Program



Australian Government

Department of Health,  
Disability and Ageing

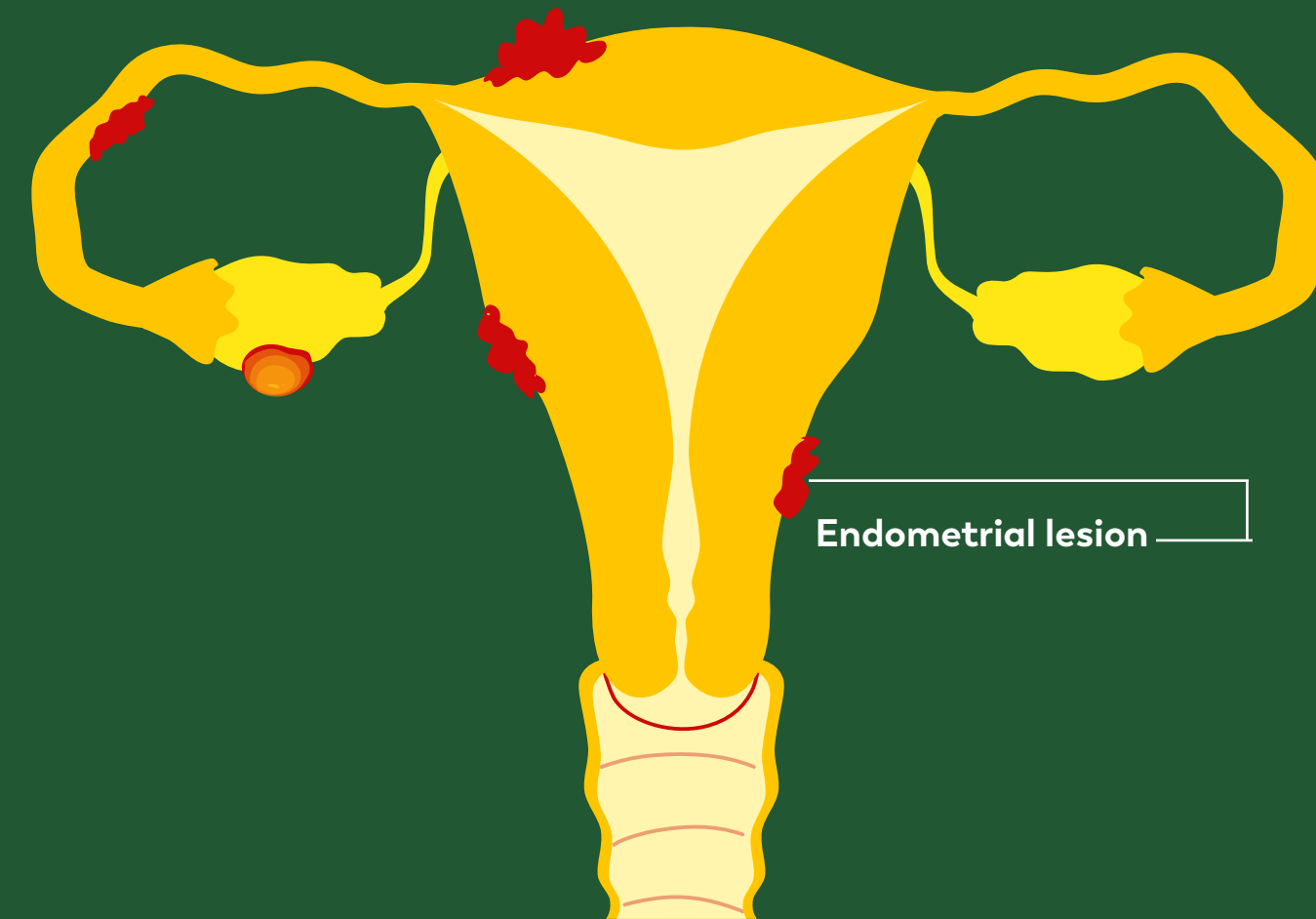


# Who are we?

Endometriosis Australia is the nation's leading charity dedicated to increasing awareness, driving research, and improving support for the 1 in 7 women and those presumed female at birth (PFAB) living with endometriosis.<sup>1</sup>

**Endometriosis is a chronic, inflammatory condition where tissue similar to the lining of the uterus grows in other parts of the body. There is no cure and it takes an average of 6.5 years to get a diagnosis, but with awareness, support and better care, people can thrive and live healthier lives.**

We work to break the stigma, influence systemic change, and provide practical solutions that create lasting impact for individuals, workplaces and communities. Through awareness, education and research, we strive to ensure that people with endometriosis are understood, supported and empowered.





*1 in 7 women*

and those presumed female  
at birth are diagnosed by  
the ages of 44 – 49.<sup>2</sup>

**Making it 1.4 times more  
common than diabetes<sup>3</sup>**

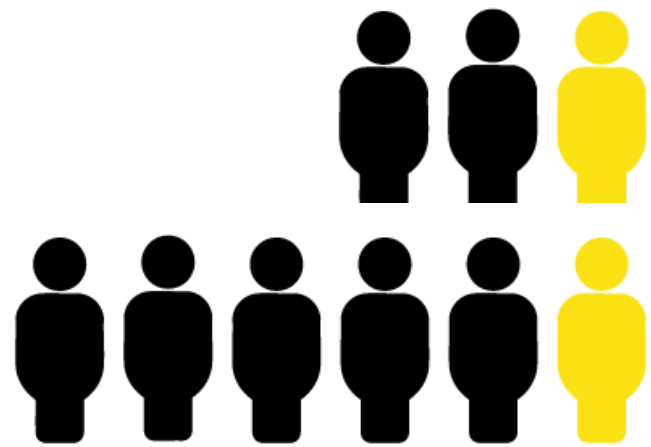
2 - Australian Institute of Health and Welfare. (2023, September 20). [1 in 7 Australian women aged 44-49 have endometriosis.](#)

3 - Australian Institute of Health and Welfare. (2024, December 12). [Diabetes: Australian facts — All diabetes.](#)

# The Workplace Impact of Endometriosis

Endometriosis affects careers as much as health, driving up absenteeism and lost productivity at work leading to over **\$9.7 billion** in costs to Australian society annually. Nearly two-thirds of this is from lost productivity (absenteeism & presenteeism)<sup>4</sup>.

**We've seen that for people with endometriosis:**



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

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

Inflexible work environments often force employees with endometriosis to take more sick days, reduce their hours and shoulder financial strain. For employers, this results in higher absenteeism, lower retention and lost productivity, issues that can be prevented with supportive workplace practices.

4 - Armour, Mike & Ciccia, Donna & Stoikos, Chelsea & Wardle, Jonathan. (2021). Endometriosis and the workplace: Lessons from Australia's response to COVID-19. Australian and New Zealand Journal of Obstetrics and Gynaecology. 62. 10.1111/ajo.13458.



# Why This Program Matters

Endometriosis affects 11-14% of the population, yet its impact in workplaces is very often overlooked. While some individuals need to take extra sick days, the goal of this program is to leverage the workplace's ability to provide flexible work arrangements to reduce that time taken off.

Employers that take proactive steps to create endometriosis friendly workplaces not only support their staff with chronic conditions, but also strengthen talent retention, increases productivity and foster a culture of safety and inclusion.

The fact of the matter is that, it is simple, flexible measures that workplaces can implement to demonstrate care for their people, build trust and position themselves as leaders in creating more equitable workplaces.

Participating in EndoThrive showcases a tangible commitment to DEI and positions the organisation as a socially responsible leader.



# EndoThrive

Workplace Accreditation Program



It's world-first workplace accreditation program designed from the insights of the research conducted by the Western Sydney University<sup>5</sup> that:

- **Provides education and training for all staff.**
- **Delivers practical resources to support employees with endometriosis.**
- **Offers evidence based policy recommendations**<sup>6</sup>
- **Recognises workplaces that meet accreditation standards for awareness and inclusion.**

The program consists of three parts, each designed to ensure a consistent understanding of endometriosis across the organisation, as well as increase awareness of the support measures available for endometriosis and other forms of chronic pelvic pain.

**The program takes an average of 1-3 months to complete and is tailored to your organisation's specific needs.**

**EndoThrive**  
Workplace Accreditation Program

-  Presentation to Senior Leadership
-  Wellbeing policy recommendations
-  Staff to complete online modules

✓ Ongoing quality & tracking: Every 2 years complete an online survey for EA



5 - Western Sydney University. (n.d.). Improving worklife for sufferers of endometriosis [Future-Makers, Issue Seven].

6 - Howe D, O'Shea M, Duffy S, Armour M. From Insight into Action: Understanding How Employer Perspectives Shape Endometriosis-Inclusive Workplace Policies. Healthcare (Basel). 2025 Apr 18;13(8):930. doi: 10.3390/healthcare13080930. PMID: 40281879; PMCID: PMC12027162.

# How EndoThrive Can Benefit Your Organisation



## **Increase Productivity**

Flexible, supportive workplaces mean fewer sick days and greater engagement.



## **Boost Talent Retention**

Employees feel valued and are less likely to leave, reducing turnover costs and helps position your business as an inclusive employer of choice.



## **Strengthen workplace culture**

Promote diversity, equity, and inclusion while fostering trust and wellbeing.



## **Enhance reputation & corporate social responsibility**

Demonstrate active social responsibility and align with ESG priorities.



# FAQs & Accessibility

# Frequently asked questions

## 1. So what does the program really involve?

The program is delivered in three parts:

- **Session for Senior Leadership teams**
- Wellbeing Policy Review - prepared and presented according to your needs
- **Online learning series with videos - to ensure consistent understanding across the organisation**

## 2. Why should my organisation participate?

EndoThrive helps your organisation:

- Improve staff retention and productivity
- Support your team in their journey
- Demonstrate leadership in social responsibility
- Foster a culture of openness, safety and inclusion

## 3. How long does accreditation take?

The process typically takes 1–4 months, depending on the organisation's size and readiness. Our team will work with you to tailor a roadmap that fits your workplace.

## 4. Who is the program for?

Any organisation, large or small, that wants to create a more supportive workplace. While the program focuses on endometriosis, its principles benefit employees living with any chronic condition.

## 5. What outcomes can we expect?

Organisations can expect:

- Reduced absenteeism and presenteeism
- Improved employee well-being, work satisfaction and engagement
- Stronger reputation as an employer of choice
- A healthier, more supportive workplace culture
- Increased awareness for all staff about endometriosis

## 6. Does the program only support women?

No. EndoThrive is inclusive of anyone affected by endometriosis or chronic pelvic pain, regardless of gender identity. The program ensures all employees feel safe, understood and supported.

## 7. How long does the accreditation last?

Once accredited, renewals will occur on a 2-year basis.

## 8. Does every staff member need to participate?

While participation from all staff is encouraged, a minimum completion rate of 60% of the online learning modules is mandatory in order to qualify for accreditation.



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**Department of Health, Disability and Ageing**

**Become an Endometriosis  
Friendly Employer today!**

Reach out to us at:

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