

RED AGENDA.

The Invisible & Invasive Nature of Endometriosis at Work



1 in **10**
people who
menstruate

19
Missed Work
Days Per Year

£37,975+
Lost Income

8 year
Diagnostic
Delay

Endometriosis occurs when tissue resembling the lining of the uterus **grows outside of its home**

Not just a bad period...

A **Third Shift** alongside paid and unpaid work due to the time consuming nature of managing symptoms

Guilt, Fear, Anxiety due to sick days, believability and symptom related disturbances

Unemployment, Self-Employment and Part-Time Work whether or not the motivation or support is present

Evidence suggests organisational accommodations including **Flexible Options & working from home** made life much more manageable

However limited research exists on the **lived experience of endometriosis at work** and the influence of **specialized managerial interventions** to support quality of life and career trajectory



Fatigue

Pelvic Pain

Infertility

Ovarian Cysts & Adhesions

Painful Bladder & Bowel Movements

- Research Questions:**
- What is the future for people with endometriosis in the workplace?
 - How is having endometriosis experienced, perceived and managed by working people who menstruate and organisations?
 - What is the influence of menstrual policy on their experience?

Method: Diary methods (smartphone app) and semi-structured interviews to encourage a deeper and frequent insight into working experiences with endometriosis and menstrual policy.

Voice of Participants: Workers with endometriosis, line managers and HR teams engaged in different work.