

HOW ENDOMETRIOSIS AFFECTS WOMEN IN THE WORKPLACE

Endometriosis costs the UK economy £8.2bn a year in treatment, loss of work and healthcare costs.² The financial and social costs to employers and to the women who suffer with this condition are likely to be significant.

In the interests of creating equitable, inclusive workplaces, and keeping business costs down, making reasonable accommodations for employees makes sense. Initiatives that look after staff wellbeing often contribute to higher employee satisfaction rates and higher staff retention, and it's likely that you're already implementing some policies that make life easier for women with endometriosis.



**women worldwide
have endometriosis -
that's up to 10%¹**



How can you help your employees with endometriosis in the workplace?

- 1. Flexible work arrangements:** Offer flexible hours or remote work options. Flexible hours allow women to take time for medical appointments or to manage their symptoms, which can include inflammation, significant pelvic pain and heavy or irregular periods.
- 2. Accommodations:** Provide necessary workplace accommodations such as ergonomic furniture, adjustable desks, or private rest areas to support employees' physical and emotional well-being.
- 3. Open and proactive communication:** Encourage open dialogue between employees and management, allowing individuals to express their needs and concerns related to their condition. Reach out to them for feedback about whether their needs are being met.
- 4. Education and awareness:** Organise training sessions or workshops to educate all employees about endometriosis, its impact, and how to be supportive and understanding.
- 5. Flexible leave policies:** Establish flexible leave policies that include options for sick leave, medical appointments, and necessary time off for employees with endometriosis.
- 6. Emotional support:** Provide access to employee assistance programs (EAPs), counselling services, or mental health resources to help individuals manage the emotional aspects of their condition.
- 7. Supportive policies:** Implement policies that promote inclusivity, equality, and diversity within the organisation, fostering a culture of acceptance and understanding.
- 8. Mentorship and peer support:** Establish mentorship programs or peer support networks where employees can connect with others facing similar challenges and share their experiences.
- 9. Work-life balance:** Encourage a healthy work-life balance by promoting breaks, encouraging self-care, and discouraging excessive overtime or unrealistic work expectations.



£8.2bn

Costs to the UK economy through Endometriosis each year

References

- 1 Rogers PA, D'Hooghe TM, Fazleabas A, et al. Priorities for endometriosis research: recommendations from an international consensus workshop. *Reprod Sci* 2009;16(4):335-46.
- 2 Simoens S, Dunselman G, Dirksen C, et al. The burden of endometriosis: costs and quality of life of women with endometriosis and treated in referral centres. *Hum Reprod* 2012;27(5):1292-9