The Invisible & Invasive Nature of Endometriosis at Work

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.

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.

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