

Appendix A: Inclusion criteria

You can only be selected as a participant in this study when you confirm all the following statements.

1. You are at least 18 years of age.
2. You have (medically or self-diagnosed) dysmenorrhea in the past 6 months, meaning you experienced menstrual/period pain. This could be primary dysmenorrhea ('just' pain) or secondary (with underlying illnesses such as endometriosis, PCOS, PID, etc.).
3. You are currently employed with a minimum of 20 hours per week.
4. You are currently not on long-term sick leave or maternity leave.
5. You have a direct supervisor/line manager/superior in your job.

- I confirm that I am 18 years of age or older
- I confirm that I have dysmenorrhea / period pain
- I confirm that I am currently employed in a job with a minimum of 20 hours per week
- I confirm that I am currently not on sick or (maternity) leave
- I confirm that I have a direct supervisor/line manager/superior in my job

Appendix B: Survey Questions

B.1. Gender

What is your gender?

1. Female
2. Male
3. Non-binary
4. No answer
5. Other _____

B.2. Sex

What is your sex (assigned at birth)?

1. Female
2. Intersex
3. Prefer not to say

B.3 Age

What is your age? (please insert your age in years).

B.4 Country

In which country do you currently live? (Selection from the drop-down menu)

B.5 Education

What is your highest level of education?

1. Primary school
2. High School
3. Undergraduate degree
4. Graduate degree
5. Other _____

B.6 Working hours per week

How many hours do you work per week (according to your contract)?

B.7 Industry

Which of the following best describes the industry you work in?

1. Technology / Telecommunication

2. Financial services
3. Consulting services
4. Industrial products
5. Consumer products
6. Healthcare
7. Education / Culture
8. Other: _____

B.8 Remote work

On average, how many days per week have you been working remotely in the past 6 months?

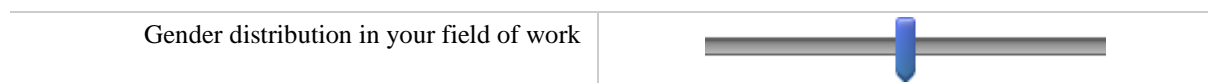
(Selection from the drop-down menu 0 -7)

B.9 Gender distribution in the industry

Please use the slider to indicate the general gender distribution in your field of work/industry

0 = completely male dominated 50 = balanced 100 = completely female dominated

0 10 20 30 40 50 60 70 80 90 100



B.10 Leader gender

What is the gender of your manager / leader / supervisor? In case of multiple managers: the manager you primarily work with?

1. Male
2. Female
3. Non-binary
4. No answer
5. Other _____

B.11 Health conditions

What health condition(s) or chronic illnesses do you have, if you have any? You can choose multiple options

- None: I have menstrual cramps and menstrual symptoms, but I do not have a medically diagnosed underlying disease.
- I have medically diagnosed endometriosis
- I have medically diagnosed Polycystic ovary syndrome (PCOS)

- I have medically diagnosed Pelvic Inflammatory Disease (PID)
- I have a medically diagnosed uterine myoma
- I have a different condition,
namely.._____

B.12 Symptom severity

How much menstrual pain / symptoms have you had during the past six months?

- 6. None at all (1)
- 7. Mild (2)
- 8. Moderate (3)
- 9. Severe (4)
- 10. Very severe (5)

B.13 Disclosure

To what extent have you shared the following information about your dysmenorrhea / menstrual pain / symptoms with your manager at work?

If you have not disclosed your menstrual pain / symptoms to your manager, please choose 1 = 'not at all' for all statements.

(Dysmenorrhea means 'menstrual pain'.)

Not at all (1)	To a small extent (2)	To some extent (3)	To a large extent (4)	To full extent (5)
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- 1. The type of condition ('normal' menstruation or a gynaecological health problem) and its symptoms.
- 2. The ways in which you manage your symptoms at work (e.g. medication).
- 3. The effect of your menstrual pain / symptoms on your work (e.g. on your ability to perform tasks)
- 4. Any time off work needed, related to your menstrual pain / symptoms.

B.14 Leader-member exchange

1. Do you usually know how satisfied your leader is with what you do?

- 1. Rarely (1)
- 2. Occasionally (2)
- 3. Sometimes (3)
- 4. Fairly often (4)
- 5. Very often (5)

2. How well does your leader understand your job problems and needs?

- 1. Not a bit (1)
- 2. A little (2)
- 3. A fair amount (3)

4. Quite a bit (4)
5. A great deal (5)

3. How well does your leader recognize your potential?

11. Not at all (1)
12. A little (2)
13. Moderately (3)
14. Mostly (4)
15. Fully (5)

4. Regardless of how much formal authority he/she has built into his/her position, what are the chances that your leader would use his/her power to help you solve your problems in your work?

16. None (1)
17. Small (2)
18. Moderate (3)
19. High (4)
20. Very high (5)

5. Again, regardless of how much formal authority your leader has, what are the chances that he/she would 'bail you out' at his/her expense?

21. None (1)
22. Small (2)
23. Moderate (3)
24. High (4)
25. Very high (5)

6. I have enough confidence in my leader that I would defend and justify his/her decisions if he/she were not present to do so.

26. Strongly disagree (1)
27. Disagree (2)
28. Neutral (3)
29. Agree (4)
30. Strongly agree (5)

7. How would you characterize your working relationship with your leader?

1. Extremely ineffective (1)
2. Worse than average (2)
3. Average (3)
4. Better than average (4)
5. Extremely effective (5)

B.15 Perceived public beliefs regarding the concealment of menstruation

In the following questions, we would like to know what you think about how people generally view the topic of 'menstruation'.

Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
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1. People generally think that women should hide anything that shows that they are having their periods.
2. People generally think it is important to buy sanitary pads /tampons without being seen.
3. People generally think it is uncomfortable for women to talk about their periods.
4. People generally think that it is important that nobody knows when a woman is having her period.
5. People generally think that it is embarrassing when a man finds out that a woman is having her period.
6. People generally think that it is important to keep the period a secret.
7. People generally think that women should avoid talking about their periods when there are men present.

B.16 Period Pain Presenteeism

The following questions are about presenteeism, i.e., working or showing up at work despite symptoms (e.g., pain). In the following, we would like you to estimate how often you have shown the described behaviors **within the past 6 months when you were experiencing dysmenorrhea / menstrual pain.**

Never, when experiencing symptoms / pain (1)	Rarely, when experiencing symptoms / pain (2)	Occasionally, when experiencing symptoms / pain (3)	Often, when experiencing symptoms / pain (4)	Very often, when experiencing symptoms / pain (5)
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1. I appeared at work despite having symptoms / pain.
2. I worked even though my doctor advised me not to.
3. I worked even though I experienced severe illness symptoms / pain.
4. I worked the entire day / shift even though I was experiencing symptoms / pain.
5. I took medication to manage acute symptoms / pain in order to be able to work.
6. I dragged myself to work even though I was experiencing symptoms / pain.