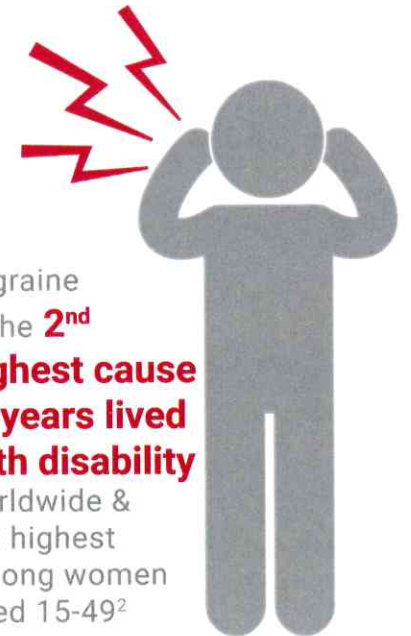


# The Impact of Migraine on Europe

**160m**

adults across Europe aged 15-69 are estimated to have migraine<sup>1</sup>



Migraine is the **2<sup>nd</sup> highest cause of years lived with disability** worldwide & the highest among women aged 15-49<sup>2</sup>



The direct and indirect **costs of migraine** are **€95bn** per annum<sup>3</sup> – **93%** are due to indirect **lost productivity** costs<sup>4</sup>



People with migraine are estimated to **lose 2–7 workdays per year** due to migraine<sup>5</sup> and those with frequent migraine<sup>6</sup> up to **46 workdays per year**<sup>7</sup>

## The impact of migraine on work life<sup>7</sup>

**72%** of people with frequent migraine<sup>6</sup> feel that their migraine has impacted on their professional life



Although **63% of people** with frequent migraine<sup>6</sup> reported their condition to their employer only **18% were offered support**



<sup>1</sup>This is based on a prevalence of 28% derived from a weighted average of Global Burden of Disease (GBD) study 2017 data taking migraine prevalence amongst those aged 15-49 and 50-69, which is 30% and 23.4% respectively (using GBD definition of 'Europe', i.e. the European region); <sup>2</sup>GBD 2017; <sup>3</sup>This figure has been calculated using cost estimates provided by the Eurolight study, which, on the basis of a 15% adult migraine prevalence (derived from a systematic review of studies), estimated that migraine costs Europe €50 billion per annum. Using these cost data, this figure was re-calculated using the GBD 2017 prevalence estimate (28%), resulting in an estimated cost of €95 billion per annum; <sup>4</sup>Linde, M., Gustavsson, A., Stovner, L. J., Steiner, T. J., Barré, J., Katsarava, Z., ... André, C. (2012). The cost of headache disorders in Europe: The Eurolight project. *European Journal of Neurology*, 19(5), 703–711; <sup>5</sup>Stovner, L. J., André, C., & André, C. (2008). Impact of headache in Europe: a review for the Eurolight project. *J. Headache Pain*, 9(3), 139–146; <sup>6</sup>At least four 'migraine days' a month; <sup>7</sup>Results from the 'My Migraine Voice' survey (for Europe), conducted between 2017-18 (comprising more than 11,000 people who had at least four 'migraine days' per month from 31 countries).



# Improving the Experience of Work for People with Migraine

## What is migraine?



Migraine is a **serious neurological condition** associated with recurrent and debilitating headaches of moderate to severe intensity that can **affect the ability to perform daily activities**<sup>1</sup>.

The Work Foundation has conducted research to explore how to **improve the experience of work for people living with migraine**. It had three aims:

**1**

Demonstrate that **migraine is a serious condition** with a substantial – **but addressable** – cost and impact on individuals' working lives.

**2**

Establish what a **'migraine friendly' workplace** looks like.

**3**

Recommend **what steps can be taken to make workplaces more migraine friendly** and thus improve the experience of work for people with migraine.

## What does a 'migraine friendly' workplace look like?

People with migraine can benefit from **'good' work and 'high performance working'** practices<sup>2</sup>

- **increased autonomy and control** helps manage workload and perceived triggers
- **manageable demands** reduces the risk of stress (a trigger)
- **social support** from managers and colleagues helps with condition management
- **workplace flexibility** to manage hours more easily and work from home

An effective **workplace health management** system



**promote good health and wellbeing** educating employees on how to live a healthy lifestyle and manage health conditions



take **preventative action** which enables early identification of a health issue and referral to a specialist if needed and intervene



ongoing **health management** to sustain performance over time ensuring effective case management

Access to **reasonable adjustments**<sup>3</sup>



disregard disability-related **sickness absence**



promote **flexible working** practices



provide access to **drinking water**



access to a **quiet room**



**Time off** work for medical appointments

## How to improve work-related outcomes for people with migraine in Europe

A **range of policy options** can be deployed (in different ways and/or adapted) by policymakers at EU and/or Member State level to improve the experience of work for people living with migraine.



**Making laws** compelling or obliging different actors (e.g. employers) to act more responsibly. European standards set a minimum legal 'duty of care' safeguarding workers' rights.



**Advice and guidance** through the sharing of good practice, information and training to secure better work practices by influencing employee and employer behaviour, equipping them with tools to manage migraine in the workplace effectively.



**EU and national strategies** and targets, supporting data collection, monitoring and reporting, provide overall coordination, oversight of national policies and help track progress to ensure better employment outcomes.



**Specific employment programmes** delivering better working practices job retention and/or specific support to aid a quick – and sustained – return to work.



**Awareness raising and campaigning** to promote high standards in working conditions, promoting 'migraine literacy' among employers and supporting a 'culture of care', risk prevention, and better health management at work.

Read the full report at  
[www.theworkfoundation.com](http://www.theworkfoundation.com)

