

MIGRAINE AT WORK

About the Employer Leadership Council for Migraine Progress

The Employer Leadership Council for Migraine Progress is an organization of large employers that have an interest in supporting employees living with migraine disease. The council will provide members with recognition for their support and action related to migraine disease and will create opportunities for best practice sharing—among both members and nonmembers—to help create more migraine-friendly work environments.

Value for Council Members:

The Council will provide members with value on numerous levels including:

- Tools to support employees with migraine disease and help workplaces across the country advance their goals to recruit and maintain top female talent.
- Opportunities for best practice sharing across a diverse group of industries.
- Recognition for your company's support and action related to migraine disease, such as a blog post on spotlighting progressive efforts (e.g., how the company lifts up women in the workplace, supports chronic disease prevention, or cares for employees with invisible diseases in a distinctive way).
- Monthly content that features members' efforts shared through our website, listserv and other communications channels such as case studies, press releases spotlighting innovations in the workplace, LinkedIn articles, and social content/toolkits.
- Quarterly best practices phone briefings, featuring a guest speaker on a key innovation topic (e.g. gender pain disparity, health and women in the workplace, invisible diseases).
- Best practices packaged in a compelling way and pitched to health and wellness focused media.
- End-of-year report featuring council efforts and member best practices/relevant initiatives.

Member Responsibilities:

- Participation in the above activities
- Provision of information about their best practice approach to supporting employees living with migraine disease
- Review of employer-focused materials (fact sheets, best practices, etc.)
- Distribution of council materials as appropriate across their various networks

One Representative Each Core Industry:

- | | | |
|-----------------------|-----------------|-------------------|
| 1. Financial Services | 6. Construction | 11. Technology |
| 2. Insurance | 7. Travel | 12. Media |
| 3. Manufacturing | 8. Consulting | 13. Healthcare |
| 4. Retail | 9. Real Estate | 14. Life Sciences |
| 5. Arts/Entertainment | 10. Grocery | 15. Academia |

Ready to learn more? Say hello at contact@migraineatwork.org.

MIGRAINE AT WORK

Who We Are

Migraine at Work is a project of the Headache and Migraine Policy Forum. Our steering committee includes Migraine Again, the National Headache Foundation, the American Migraine Foundation, CHAMP, and the Association of Migraine Disorders.



Migraine disease impacts 39 million Americans, including roughly one in five women.ⁱ With positive support at work, including access to appropriate treatment and resources, employees facing migraine disease can maintain a high quality of life and deliver strong value to their employers. Without effective medical treatment and support, the disease can lead to serious health consequences, decreased productivity, and increased health care expenses.

Productivity

- Employers are often unaware of the “silent” costs of presenteeism—the phenomenon where employees show up for work but don’t perform at full capacity. But these costs are significant—an **estimated 25% of annual U.S. workplace productivity may be lost to presenteeism.**ⁱⁱ
- A recent study on presenteeism found that **allergies and migraines or severe headaches are two greatest drivers behind presenteeism costs.**ⁱⁱⁱ

Prevalence

- Migraine disease impacts 39 million Americans.^{iv}
- Americans between the ages of 25-55 (prime working years) are the demographic most likely to experience migraine disease.^v

Women with Migraine Disease

- About one in five women in the U.S. suffer from migraine disease.^{vi}
- 85% of chronic migraine sufferers are women.^{vii}
- Women with migraine disease are 41% more likely to be depressed than women without a history of migraines.^{viii}

ⁱ <https://migraineresearchfoundation.org/about-migraine/migraine-facts/>.

ⁱⁱ <https://www.ehstoday.com/safety-leadership/presenteeism-costs-business-10-times-more-absenteeism>

ⁱⁱⁱ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6234777/>

^{iv} Ibid.

^v Lipton, RB; Stewart, WF; von Korff, M. 1997. Burden of migraine: societal costs and therapeutic opportunities. Abstract. *Neurology* 48, no. 3:(suppl 3):S4-S9

^{vi} <https://migraineresearchfoundation.org/about-migraine/migraine-facts/>

^{vii} <https://migraineresearchfoundation.org/about-migraine/migraine-in-women/>

^{viii} <https://headaches.org/2012/04/15/migraine-increases-risk-of-depression-among-women/>