

THE BURDEN OF MIGRAINE ON WOMEN AT WORK



According to the World Health Organization (WHO), **MIGRAINE ATTACKS** are the **SECOND LEADING CAUSE OF DISABILITY WORLDWIDE**¹

Migraine attacks are a neurological condition that can cause intense:

- HEAD PAIN
- SENSITIVITY TO LIGHT
- SENSITIVITY TO SOUND
- NAUSEA & VOMITING

MIGRAINE AFFECTS **1 in 4 AUSTRALIAN HOUSEHOLDS**²



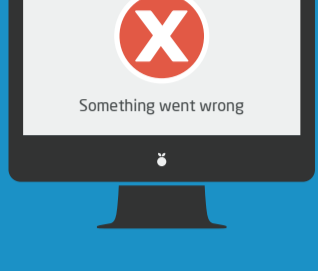
75% of employees



with frequent and severe headaches have **never received treatment** for their condition³

90%

are **unable to work** normally during a migraine attack³



MIGRAINE is a BARRIER to WOMEN'S participation & EQUITY in the WORKFORCE

People with frequent migraine attacks are more likely to be **underemployed** or on **disability support pensions**.



There are **over 14,100 people** with chronic migraine on **disability support pensions (DSPs)** in Australia.

costing \$300 million per annum⁴

WOMEN MAKE UP 72% OF MIGRAINE SUFFERERS



... and often face **stigma** and **misconceptions** that **affect** their **career advancement** opportunities.



62.7 million

workforce person/days are lost each year due to migraine resulting in ...

\$16.3 billion

in **lost productivity** each year.²



When **migraine is allowed to persist** without effective management, it can **progress in severity** and can be associated with a range of **costly comorbidities** including:

- ANXIETY
- DEPRESSION
- OBESITY
- SLEEP DISORDERS
- FIBROMYALGIA
- ALLODYNIA
- ARTHRITIS
- HYPERTENSION
- HEART DISEASE
- ENDOMETRIOSIS

Most of this BURDEN to AUSTRALIANS and COST to the economy is PREVENTABLE

There are proven **strategies** to effectively **address migraine** in the **workplace**, increase productivity and improve migraine management.

EMPLOYERS CAN ...

Minimize migraine triggers through:

- Implementing **fragrance-free** workplace policies
- Swapping out **fluorescent lights**
- Offering **anti-glare** computer screen shields
- Providing a **dark room**

PRODUCTIVITY PROGRAMS

A **WORKPLACE PRODUCTIVITY PROGRAM** is a proven way to **reduce the loss of productivity** caused by migraine and has **benefits** for **both the workforce** and the **economy**.



1/2 **MIGRAINE-SPECIFIC WORKPLACE PRODUCTIVITY PROGRAMS** have been shown to **halve** the number of migraine-related **absences** and **significantly increase productivity**.

Having a **workplace environment** that properly supports people with migraine can prevent them from leaving the workforce during their most productive years and

SAVE

\$30 million

if **10%** of people on disability support pensions re-enter the workforce.

AWARENESS CAMPAIGN

There has also been evidence from similar areas, such as mental health (Beyond Blue, RUOK and Head to Health) and endometriosis (Let's Talk Periods), that have shown the potential of **TARGETED AWARENESS CAMPAIGNS** to **address stigma**, **encourage diagnosis** and **improve health outcomes**.

If **30%** of people with chronic migraine more effectively managed their condition to episodic migraine, it would

SAVE

\$4,922

in health costs **PER INDIVIDUAL** and ...



\$547 million

PER YEAR IN AUSTRALIA²

The benefits of addressing migraine include:

	GREATER SENSE OF WELLBEING		HIGHER QUALITY OF LIFE		HIGHER WORKFORCE PARTICIPATION RATE
MORE TAX REVENUE		LOWER DISABILITY & SOCIAL SERVICE COSTS		LOWER HEALTHCARE COSTS	

HIGHER ECONOMIC PRODUCTIVITY



Learn more about the burden of migraine on women at work

CONTACT THE BRAIN FOUNDATION TO REQUEST A MEETING WITH:

Carl Cincinnato
carl@brainfoundation.org.au
+61 2 9437 5967

REFERENCES:
(1) Vos, Theo, et al. "Global burden of 369 diseases and injuries in 204 countries and territories, 1990-2019: a systematic analysis for the Global Burden of Disease Study 2019." The Lancet 396.10258 (2020): 1204-1222. (2) Deloitte Access Economics Report. Migraine in Australia Whitepaper. Oct 2018. (3) Gifford, Brian Ph.D. Sharing the Pain: The Productivity of Employees With Migraines and Chronic Severe Headaches. Integrated Benefits Institute. October 2013. https://www.ibiweb.org/ibi-research-director-speaks-at-a-congressional-briefing-on-the-prevention (4) Australian Government Department of Human Services (Accessed Dec 2022)