

THE STATE OF MIGRAINE DISEASE IN THE WORKPLACE 2021

How organizations perceive migraine disease, provide accommodations, and incorporate practices to help improve the chances of success



Many managers and HR professionals lack knowledge about migraine disease



60% of HR professionals **agree or strongly agree** that migraine disease can be considered a disability in their organization

Further, **71%**

of **direct supervisors** lack knowledge about migraine disease

21%

say they **themselves** lack knowledge



Does migraine disease carry a stigma?



40% of participants say direct supervisors think that employees who report migraine attacks are "faking it" or "exaggerating"

39%

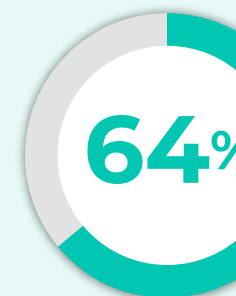
also say supervisors do not think migraine attacks are a **valid reason** for missing work

36%

say direct supervisors do not view the disease as **debilitating**

In short, yes!
Especially among direct supervisors.

Employee well-being and company productivity is affected by migraine disease



64% report that employees with migraine disease have worked even while suffering attacks **sometimes, very often, or always**

86%

say migraine attacks sometimes or always **impair** employees' ability to work

75%

say employees with migraine disease use **paid or unpaid sick days** sometimes or more often

How do employers accommodate employees with migraine disease?



Only **56%** of HR professionals agree or strongly agree that their organization does a good job of **helping and accommodating** employees with migraine disease

The three accommodations organizations offer to employees with migraine disease are:

56%

Flexibility in schedules/breaks

51%

Ability to telecommute

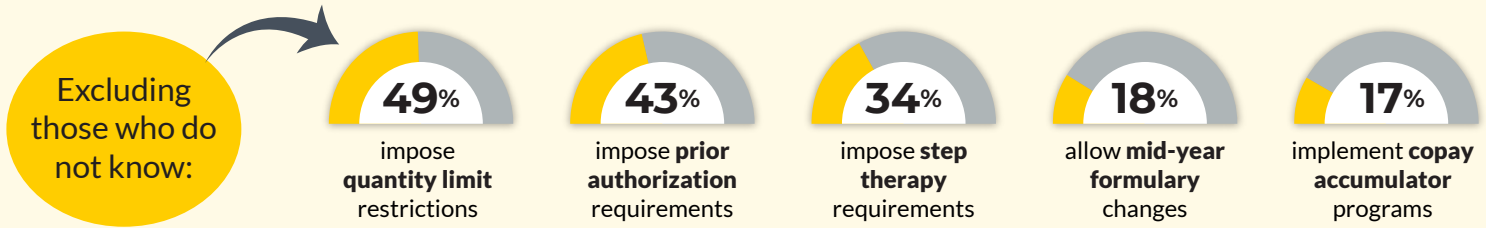
50%

Alternative lighting (e.g., replace fluorescent lights)

What health coverage restrictions are imposed on medications used to treat migraine disease?



Some HR professionals believe that their organizations' health plans impose restrictions on care*



What types of support are organizations most inclined to offer in the future?



What do migraine management leaders* do differently?



Consider these strategies

- Create** a training program to educate managers about migraine disease, associated stigmas and disability law
- Review and update** the organization's culture
- Review** or consider offering benefit plans and wellness programs
- Consider** a migraine management awareness campaign
- Take** actions to minimize stress in the workplace
- Provide** personalized accommodations (when needed and within reason) to those with migraine disease
- Stay** up-to-date on regulations, policies and procedures
- Incorporate** non-stigmatized terminology
- Offer** comprehensive health coverage with sufficient access to medications, treatments, and health care providers

About the Survey



The "Migraine in the Workplace 2021" survey ran from July to October 2020, and was produced in partnership with Aimed Alliance. Aimed Alliance received sponsorship from Amgen and Novartis. There were 309 usable complete and partial responses gathered from U.S.-based HR professionals in virtually every industry vertical.

The participants represent a broad cross-section of employers by number of employees, ranging from small businesses with fewer than 50 employees to enterprises with 20,000+ employees.

The HR Research Institute tracks human resources trends and best practices. Learn more at hr.com/featuredresearch

Established in 2013 and based in Washington, D.C., Aimed Alliance is a nonprofit health policy organization that works to protect and enhance the rights of health care consumers and providers. Aimed Alliance achieves this mission by conducting legal research and analysis; developing sound, patient-centered policy recommendations; and disseminating its findings to inform policymakers and increase public awareness. Learn more at aimedalliance.org



Read the full research report
The State of Migraine Disease in the Workplace 2021

[Read Full Report](#)

* **Migraine management leaders:** respondents who strongly agree or agree that their organization does a good job at helping and accommodating employees with migraine disease
 * **Migraine management laggards:** respondents who strongly disagree, disagree, or neither agree nor disagree that their organization does a good job at helping and accommodating employees with migraine disease
 * In actuality, these numbers may be much higher