

All the *Answers.*



migraine
friendly
workplace

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EMHA

1 What is Migraine Friendly *Workplace?*

Migraine Friendly Workplace is an initiative of the European Migraine and Headache Alliance (EMHA) that aims to normalise and raise the profile of the migraine in the workplace and to eliminate its stigmatisation, both among migraine sufferers and in the workplace.

This project is aimed at companies, as well as public bodies and associations.

**“TO NORMALISE AND TO
RAISE THE PROFILE
OF MIGRAINE
IN THE WORKPLACE”**



2 How long has *MFW* existed?

The idea started in 2018, when we implemented a questionnaire to find out about the situation of workers suffering from migraine.

The study was conducted throughout 2019 and in 2020 the results were promoted at events among politicians and other stakeholders with over 3,350 responses from 8 different countries.



HOW LONG HAS MFW EXISTED?

In 2021, in collaboration with KPMG, we developed a “Stamp” to distinguish companies that meet the requirements of respect, environment and improvement of working conditions for workers with migraine.

In 2022, after having implemented the “Stamp” at more than 15 companies and having obtained significant feedback from the business community, we decided to evolve the “Stamp” concept to a broader “Migraine Friendly Workplace – MFW” Project, due to the lack of prior knowledge of migraine in many of the companies and the need for EMHA to raise awareness and explain more in depth the situation of workers suffering from migraine which has been better received by the business community as a whole.



2021-2022



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2022 ▶

3 What type of companies is the *MFW* project aimed at?

Bearing in mind that one in seven workers suffer from migraine, any company is likely to participate in the project.

Consequently, both small businesses and large companies can help their employees (approximately 12%) to improve their lives and work expectations while feeling the pride of working at a modern company that cares about its employees.

In addition, companies will be able to adhere to the ESG (Environmental, Social and Governance) benefits associated with providing migraine-friendly work environments for employees suffering from migraine.

**“1 IN 7 WORKERS
SUFFER FROM
MIGRAINE”**



WHAT TYPE OF COMPANIES IS THE MFW PROJECT AIMED AT?

At EMHA we have established two types of company depending on their commitment to the project:

Supporters and Collaborators.

Supporters

Supporter companies are those that acknowledge the reality of migraine in the workplace and wish to learn more about it in order to be friendlier to their employees.

Collaborators

Collaborator companies are those that acquire a greater commitment to their Corporate Social Responsibility and support our project to keep it alive and active.



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4 What does EMHA and its *MFW* offer to the company that joins the *project*?

To all the companies that join the MFW project, both Collaborators and Supporters, we provide them with informative materials through our website, we send them regular e-mails with relevant information, and we give them visibility on our networks and website, as well as giving them the right to use EMHA's image in their public communications, e-mail signatures or information leaflets. We also give them a plaque of recognition as a migraine-friendly company.



We also provide collaborator companies with tools that we'll be developing as far as we are able, such as:

- Physiotherapy programmes.
- Surveys designed to find out the impact that migraines have on their staff and be able to measure the knowledge that exists within the company about the disease.
- Hold conferences at their headquarters.
- We offer them the possibility to hold events with neurologists who collaborate with the project.
- Mindfulness programmes.
- Information about the ideal migraine friendly workplace.

Naturally, collaborator companies are featured prominently on our website and our networks.

In addition to the identification plaque, these companies receive a diploma that distinguishes them within the project.

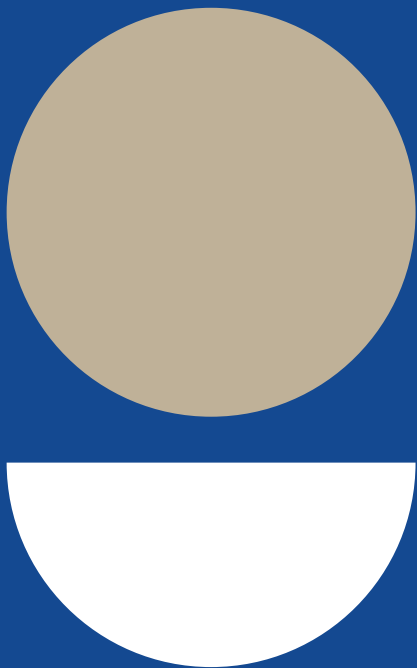


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5 What do we ask of them?

We ask **Supporter** companies to give visibility to the project within the company and start to normalise it among their staff. We also invite them to take the step to become a Collaborator company in the next phase.



We ask **Collaborator** companies for financial support, depending on their size, to help us to keep the project alive and make it bigger every day.

We also invite them to implement simple measures that improve development of work for migraine sufferers.



Measures

Teleworking

Felxibility

Silence

Relaxing spaces

Specialist referal protocols

Medical care

Prevent dehydration

Use soft colours in the workspace

Natural ventilation

Natural light or diffused artificial light

Control light, noise and odours

Fitness activities at work

Ergonomic awareness courses

Inclusive, non-discriminatory programmes

General information on healthy living

Migraine counselling within the company

Isolated space



6 How can a company join the *MFW* project?

It's as simple
as *writing to us* at:

migrainefriendlyworkplace@emhallenge.org

Or going to
the *website*:

emhallenge.org

Where you will find how to apply to join the project. EMHA will contact you immediately to facilitate your incorporation.



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7 Is EMHA's *MFW* project limited to *partner countries*?

The aim of this project is to give visibility and normalise Migraine among workers. To get Migraine to be respected as any other disease or condition and to give tools to sufferers, workers and employers to support those affected, reduce crises and prevent absenteeism or presenteeism, thus improving productivity.

**WE WOULD LIKE TO SEE
THIS IMPROVEMENT FOR
ALL WORKERS WORLDWIDE.**

Obviously, we would like to see this improvement for all workers worldwide without distinction. Although EMHA's field of action is Europe, we put all our know-how at the service of anyone who may need it.



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Any migraine patient association,
European or otherwise,
can count on all our *support*
and *experience* to replicate
this project in their country.





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