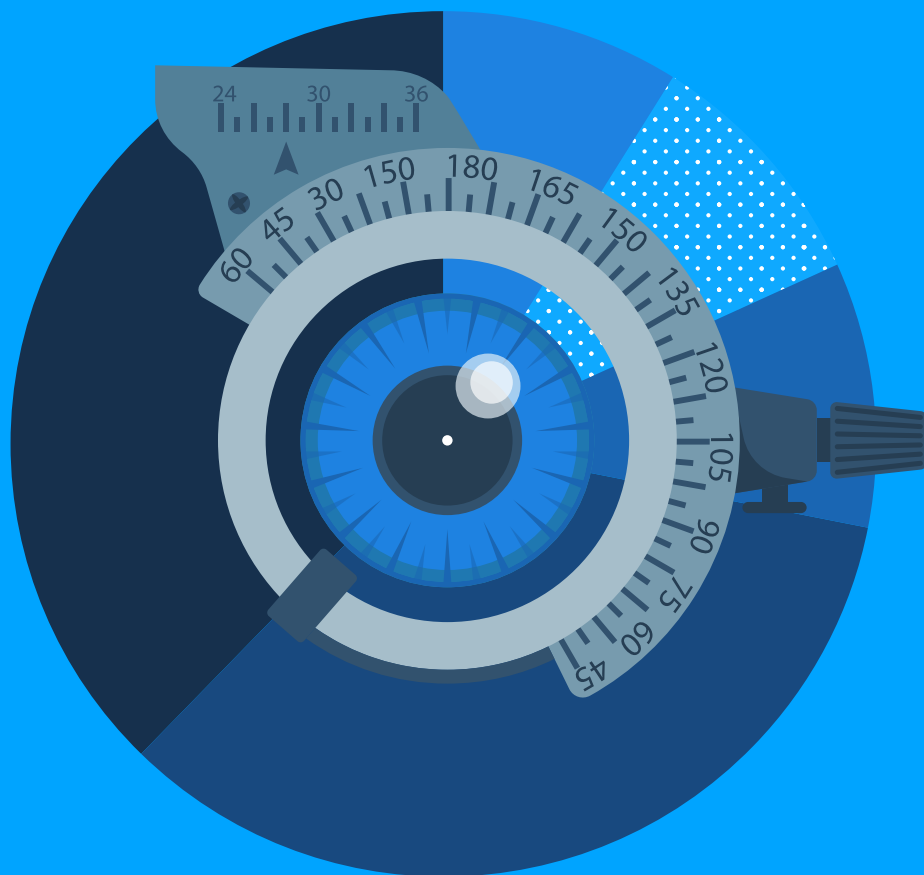


VISION HEALTH AND THE FUTURE OF WORK:

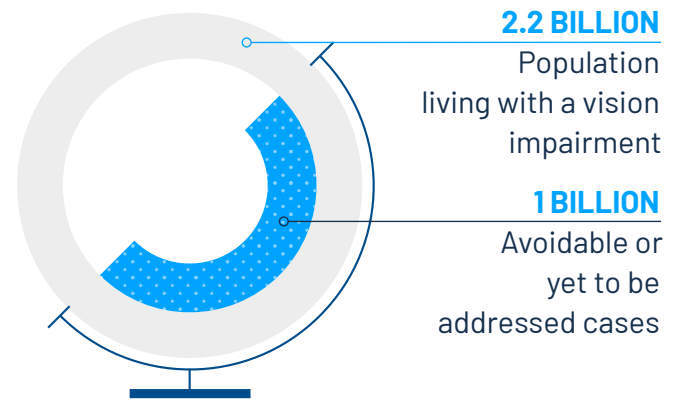
An Underrecognized Priority for Governments and Employers in the 21st Century



Impaired vision is a major challenge around the globe.

More than 2 billion people around the world have a vision impairment, and for nearly half of this population, this issue could have been avoided or has yet to be addressed.¹

Visual Impairment Worldwide



Preventable visual impairment is a missed opportunity that is growing in prevalence as the population ages. Left unaddressed, it will have cascading impacts across healthcare and the workplace.

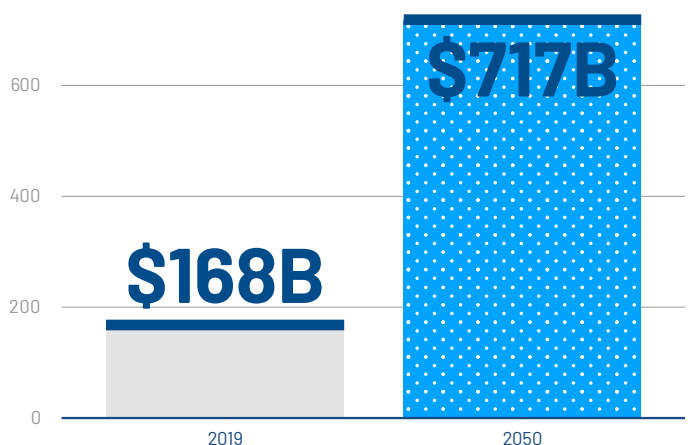
It is estimated that as many as 33% of workers around the world have uncorrected vision that could be improved.²

In 2019 the US spent \$168 billion on direct medical costs for visual impairment and loss. Experts expect that by 2050, this number will skyrocket to \$717 billion US dollars.^{3,4}

Worldwide Impact of Visual Impairment



US Visual Impairment Direct Costs



The workplace of the future is already here.

People are working differently and working longer. Widespread unaddressed visual impairment has important implications for workplace productivity. Failure to address age-related visual impairments will increasingly define and limit the future of work.

The Working World is Changing

A survey of workers in 15 countries found that 66% of workers did not envision immediately stopping work and entering retirement.⁵

66%

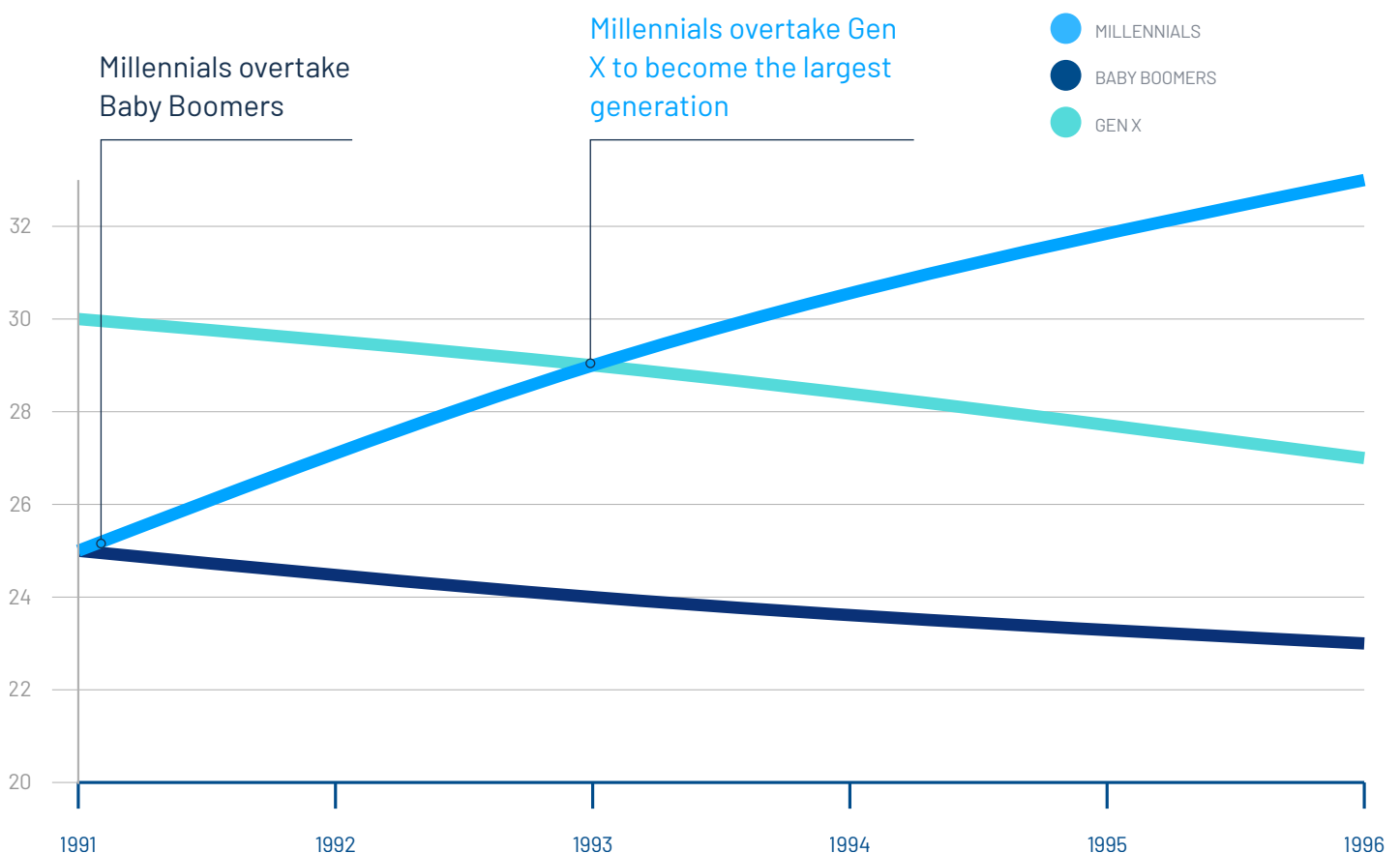
Workers not
planning to enter
retirement
immediately



This loss of productivity stemming from uncorrected visual impairment will grow even more significant with the Millennial generation now reaching age 40 and more workers remaining in the workplace past traditional retirement age.

Millennials are the largest global generation at 1.8 billion people—surpassing Baby Boomers and Generation X.⁶

Millennials represent a quarter of the world's population and the largest proportion of the global workforce.^{7,8}





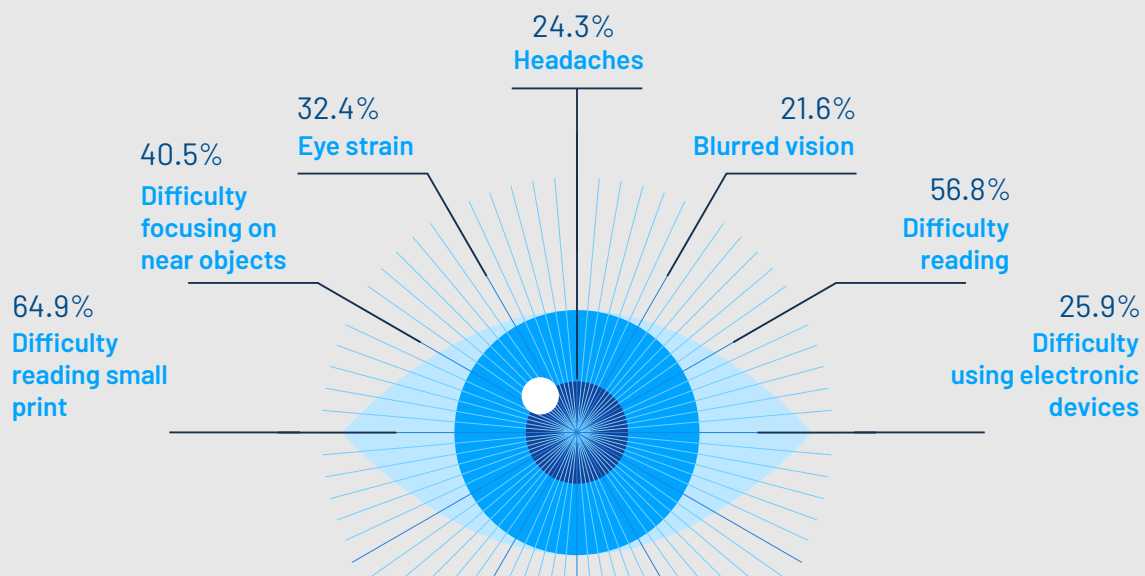
Presbyopia is a common and often unaddressed visual impairment that worsens with age and results in an inability to focus at near distances.

The effects of presbyopia and other age-related visual impairments often begin around age 40, when many people are in the prime of their working lives.⁹



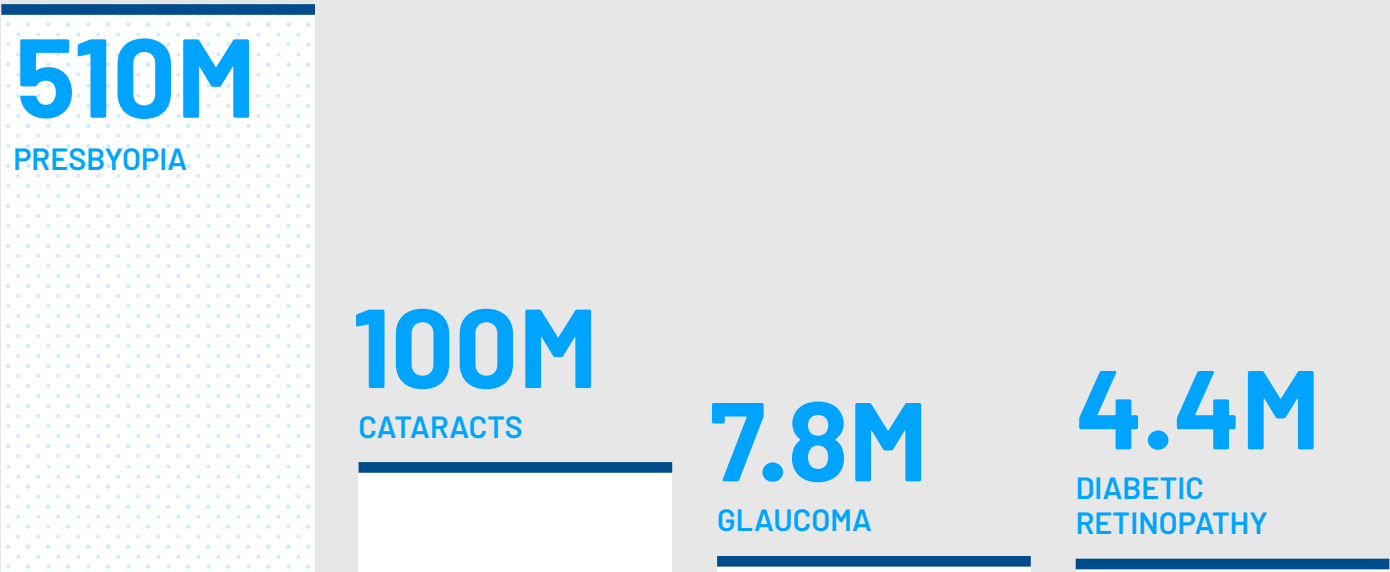
Impacts of Presbyopia on Daily Living¹⁰

As Reported on Social Media



Avoidable Vision Impairments¹¹

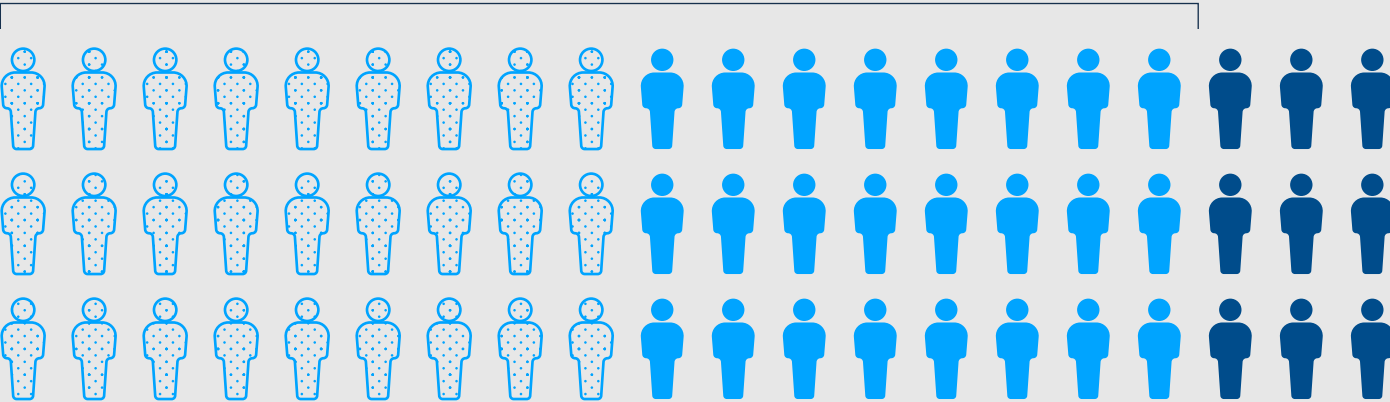
Out of 1 billion people with a preventable or unaddressed visual impairment, 510 million have unaddressed presbyopia.



Lack of awareness is a major contributing factor

85% of people aged 40 years or older will develop presbyopia, yet an estimated 45% of global presbyopia is uncorrected.^{12,13}

85% People Aged 40 or Older With Presbyopia



45% Unmanaged Cases of Presbyopia

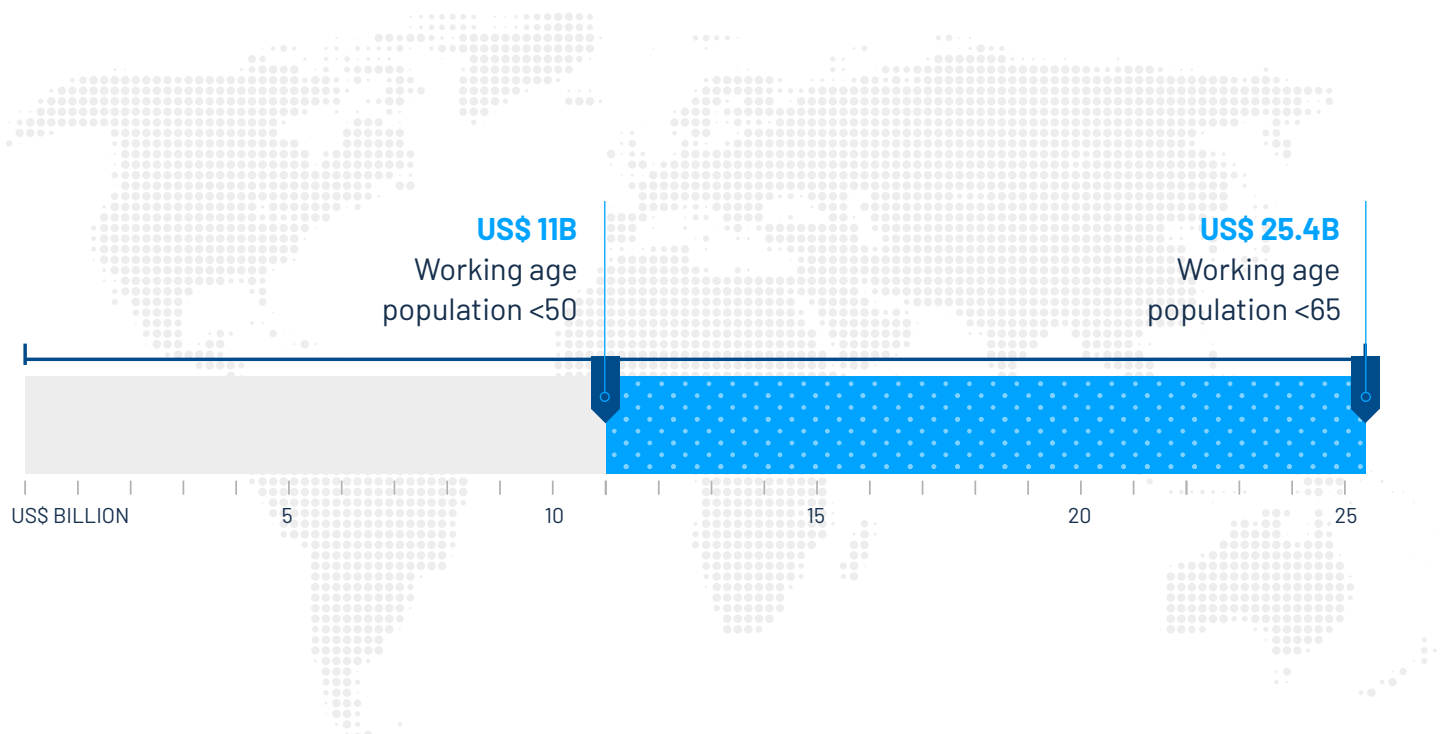
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“Presbyopia affects an individual’s ability to enjoy and carry out a range of near vision activities—from reading, writing to precision tasks required in the workplace.”¹⁴

Annual global productivity losses due to uncorrected presbyopia in working-age population (<50 years) were estimated at US\$ 11 billion in 2011, which increases to US\$ 25.4 billion if all people aged <65 years were assumed to be productive.

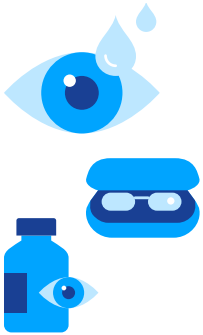
Uncorrected presbyopia led to a 2-fold increased difficulty in near-vision-related tasks.¹⁵

2011 Annual Global Productivity Losses



“”

“I used to be able to read the Sunday comics from across the room. Actually, I can still do that. What I can’t do is read them if they’re right in front of me. Dang presbyopia!”¹⁶



Preventing avoidable visual impairments like presbyopia will help enable the participation of adults of all ages across society, in the workplace, and at home, thereby supporting fiscal sustainability and continued economic growth.

To achieve this, countries need:

1.

greater action by policymakers and employers to support employee eye health, including through ensuring access to sight tests and affordable treatments, thereby boosting productivity and economic growth,

2.

greater awareness by employees about their own vision health and the importance of prevention, early diagnosis and care,

3.

more research on the impacts of age-related visual impairments like presbyopia on employee productivity, labor participation, and quality of life.

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