

Adult Immunization for Healthy Workforces and Healthy Economies in an Aging World

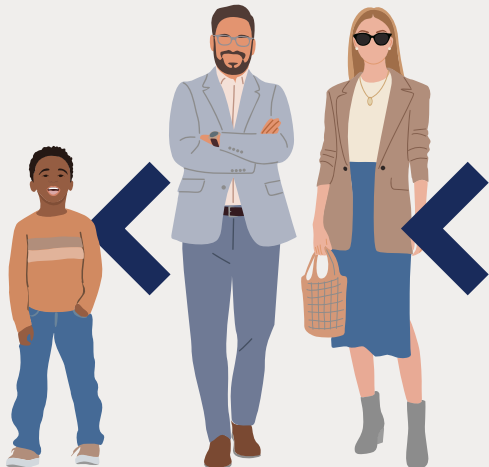
The world is at a demographic turning point with more old than young

Across OECD countries

2026

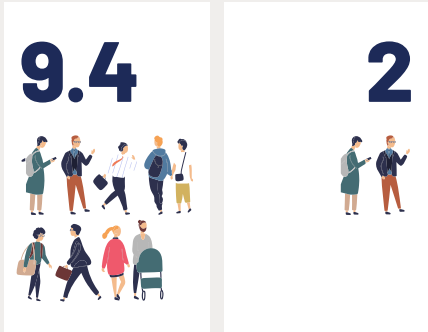
2050

Older adults outnumber children.^{1,2}



1950 —————> 2050

If traditional retirement age is held constant, the number of working-age people to support each retiree will decrease by 4/5ths over a century.⁴



2060



Meanwhile, healthy-life expectancy lags total life expectancy by ≈11 years, limiting later-life productivity.³

Health and employment are intertwined

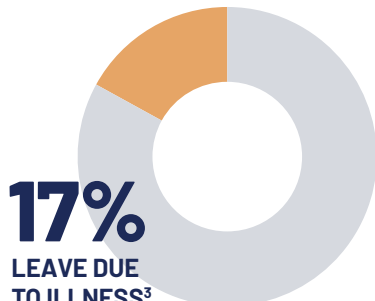
Employment loss

Adults 50-64³



Workforce loss

Between 2018 and 2023, in European OECD countries, workers aged 55-64:



Productivity loss

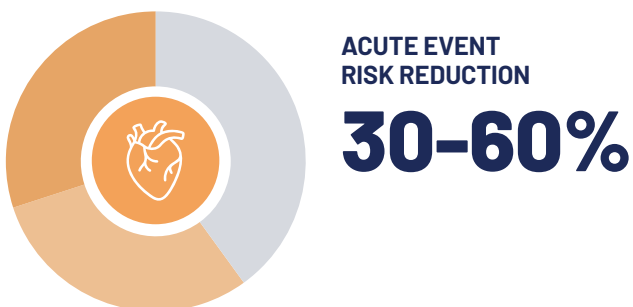
Preventable diseases cause G20 economies to lose more than USD 1 trillion annually in productivity among people aged 50 to 64.^{3,5}



Reduced infections and complications increase productivity

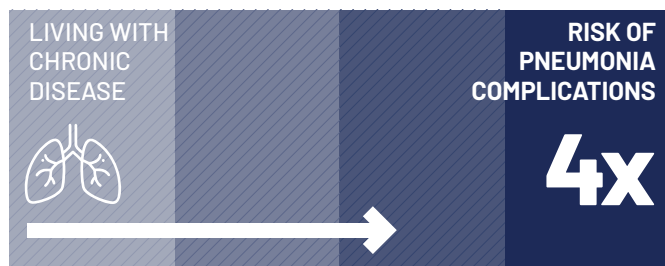
Fewer acute events

Preventing infections such as flu or pneumonia reduces heart attack and stroke risk by 30-60% for those with preexisting conditions such as cardiovascular disease (CVD), supporting workforce longevity.^{3,4,6}



Avoided complications

People with chronic disease face up to 4x higher risk of complications from pneumonia.⁷⁻⁹ The shingles vaccine, indicated for the prevention of herpes zoster, has shown a potential link in reducing the risk of dementia, per emerging evidence.^{*10}



*More research is needed to explore whether the association is causal.

Productivity benefits

Covid-19 vaccination and boosters are important preventive measures. Covid-19 vaccination reduces the risk of long Covid and cuts the risk of acute cardiovascular complications by ~41%.¹¹⁻¹⁴

Workplace vaccination programs reduce sick leave by ~25%, raising productivity and worker retention.⁶

COVID-19 VACCINATION:



WORKPLACE VACCINATION PROGRAMS:



Workforce benefits

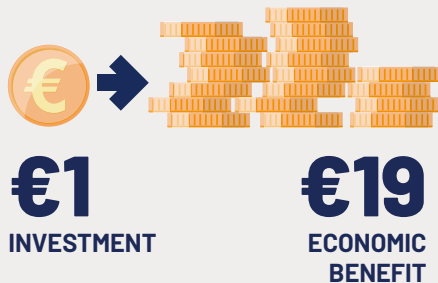
In Europe, reaching 75% flu vaccination would prevent ~883 800 lost workdays and save up to €226 million annually in just target groups.¹⁵



Vaccination is an economic infrastructure

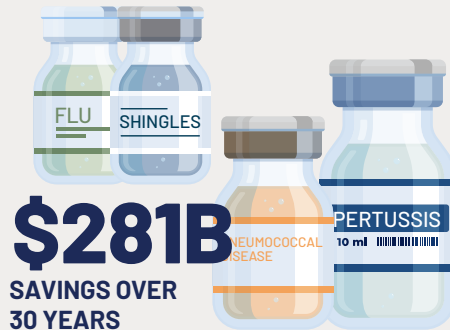
Adult immunization ROI

Prevention is one of the highest return on investment (ROI) health investments.¹⁶



Immunization savings

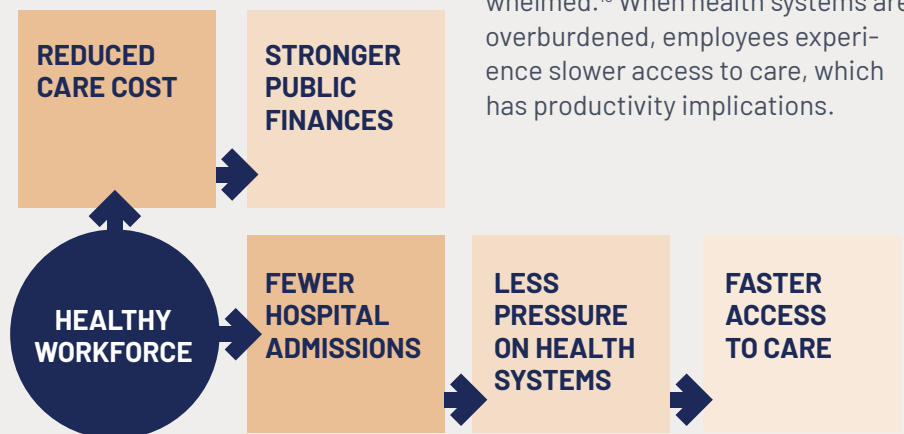
In the U.S., vaccinating adults 50+ against four diseases could lead to¹⁷



Retained functional ability and labor force participation

Keeping workers healthy reduces care costs and long-term dependency—a direct return to public finances.³

By preventing hospital admissions, vaccination alleviates pressure on already strained health systems where scarce resources can be overwhelmed.¹⁸ When health systems are overburdened, employees experience slower access to care, which has productivity implications.



ENDNOTES

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We call on governments to:

1.

Reframe vaccination as economic infrastructure, not a cost in policy discussions and decision making.³

2.

Integrate adult immunization into workforce and national health strategies, including non-communicable disease (NCD) prevention efforts.¹⁹

3.

Expand on-site and pharmacy access, including with paid leave and flexible workplace policies and expanding who is authorized to administer vaccinations and where this can take place.⁶

4.

Track ROI of adult immunization and other prevention strategies through productivity and retention metrics.¹⁶

5.

Strengthen surveillance and data systems to monitor vaccination uptake, disease burden. Limited data impacts ability to plan and invest appropriately.²⁰



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