

2026 Workplace Vision Health Report

Cultivating an
Eye-friendly Workplace

Presented by

vsp
vision care





The state of workforce eye health

Each year, VSP® Vision Care partners with research firm Workplace Intelligence to survey HR leaders and employees at U.S. organizations. In previous years, we focused only on desk workers—those who spend the majority of their day working at a computer.

This year, we expanded our audience to include non-desk workers, such as medical professionals, teachers, construction or manufacturing workers, retail and hospitality staff, public safety officers, and others whose roles occur outside a traditional office setting. These workers can face unique eye safety risks, including exposure to the elements as well as physical hazards—factors employers must consider when striving to create an eye-friendly workplace for all employees.

For the third year in a row, our findings revealed an increase in eye issues among desk workers, along with a troubling rise in screen time. In fact, desk workers report spending nearly 100 hours a week looking at screens. However, non-desk workers are struggling with too much screen time as well—underscoring the need for inclusive, eye-friendly workplace strategies that extend beyond desk-based roles.

We also examined other influences on workforce eye health, including seasonal eye discomfort, work-related factors, and the widespread availability of online misinformation. Notably, our research surfaced clear disconnects between employees and leaders on whether their company truly supports workers' eye comfort and health.

Finally, we explored the role vision benefits play in supporting a more eye-friendly workplace. We found that quality, affordable vision coverage remains highly desirable among today's employees, yet many aren't completely satisfied with their vision carrier or aren't making the most of their benefits.

By enhancing vision coverage, managing the factors contributing to worsening eye health, and promoting regular eye care, employers can play a key role in safeguarding employee well-being. This commitment can also bolster workforce loyalty, boost productivity, and support organizational efforts to attract the best talent.

“As the way we work continues to evolve, so do the demands on our vision. This year's findings highlight a powerful opportunity for employers. By rethinking vision care and fostering healthy vision routines, organizations can better support every employee—whether they work behind a screen or on their feet—while driving engagement, productivity, and long-term well-being.”

– Dr. Valerie Sheety-Pilon
Senior Vice President of Clinical
and Medical Affairs at VSP Vision Care





In this report, we highlight key findings around:

- **The Growing Eye Health Crisis:** 66% of employees have at least one eye issue. For desk workers, this number continues to increase each year, highlighting a concerning trend.
- **The Year-round Challenge of Seasonal Eye Discomfort:** Nearly three-quarters of workers struggle with this often overlooked issue, and most report impacts to their focus and productivity at work.
- **How Work Affects Eye Health:** Nearly half of employees (48%) feel their job has a negative impact on their eye health, citing factors such as excessive screen time, poor workplace set-up, and safety concerns.
- **The Impact of Rising Screen Time:** With total screen time increasing to nearly 100 hours per week for desk workers, it's no surprise that over two-thirds report they are struggling with digital eye strain.¹
- **How Online Sources Harm Eye Health:** 43% of workers turn to the internet for information about eye health, but some say their eye conditions have worsened after following bad advice.
- **The Benefits of Vision Coverage:** Offering vision benefits doesn't just improve well-being—it also supports recruitment and retention efforts. 78% of employees say they'd be more likely to take a job with a company that offers vision benefits.
- **The Future of Vision Care:** Around half of workers would like their vision care provider to use Artificial Intelligence (AI), highlighting a growing interest in technology-based solutions.

¹ Computer Vision Syndrome. <https://www.aoa.org/healthy-eyes/eye-and-vision-conditions/computer-vision-syndrome>

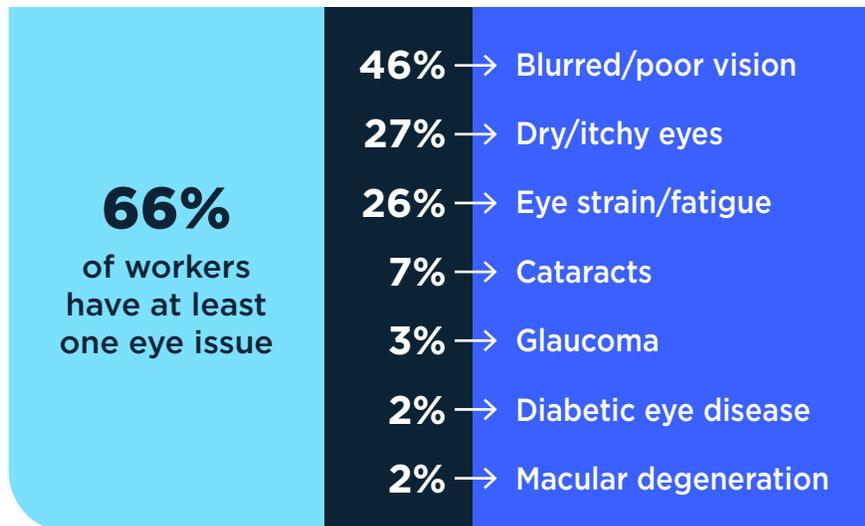




Eye health: a growing workplace crisis

Year-over-year, the prevalence of workforce eye issues continues to increase.

Two-thirds of employees—including 67% of desk workers and 64% of non-desk workers—say they have at least one eye issue. **For desk workers, this number is up from 63% last year and 50% the year before, signaling a concerning trend.***



* Note: All year-over-year comparisons are for desk workers only. Non-desk workers were not surveyed in previous years.

The number of desk workers who report struggling with the top three issues—blurred or poor vision, dry or itchy eyes, and eye strain or fatigue—also increased over last year and the year prior.

Aside from eye strain, which is more prevalent among desk workers, both groups report experiencing all of these eye issues at similar rates.

In addition, 73% of employees report that they wear contact lenses or glasses. Around half (51%) require corrective eyewear for myopia/nearsightedness, while 23% are addressing farsightedness. Another 12% of respondents suspect they have a vision issue that could be corrected with glasses or contacts. Uncorrected or under corrected vision problems can be major contributing factors to eye strain, visual fatigue, headaches, and other issues.²

**More than one in 10
employees are living with
uncorrected vision problems.**

² Computer vision syndrome. <https://www.aoa.org/healthy-eyes/eye-and-vision-conditions/computer-vision-syndrome>



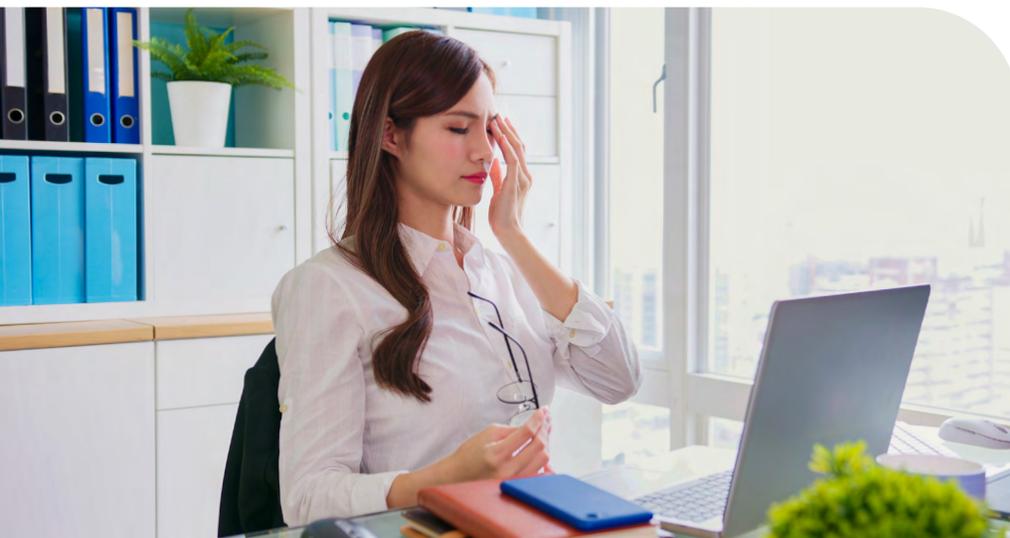
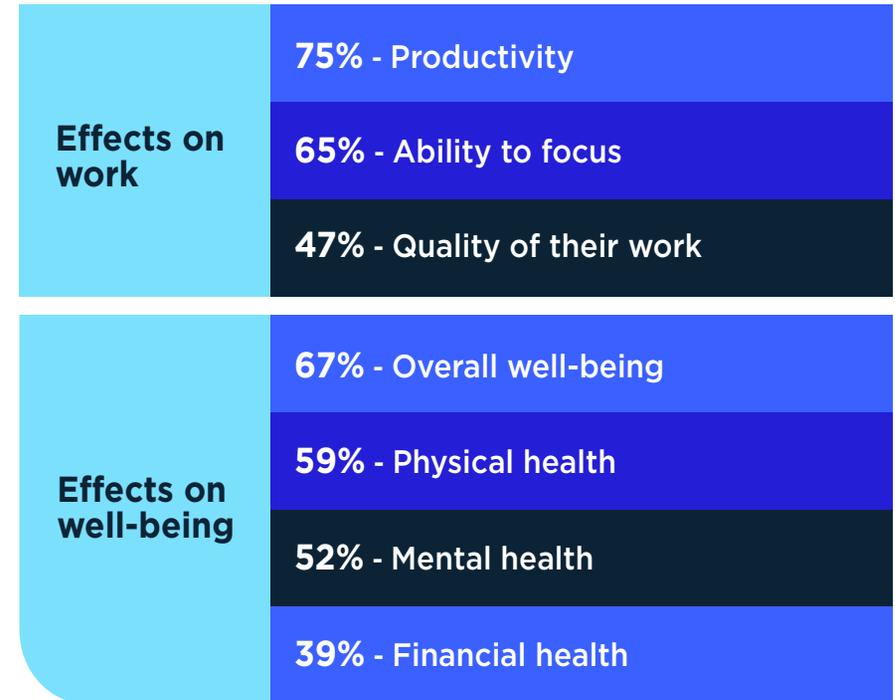
Similar to previous years, employees say their eye issues have worsened their productivity, ability to focus, and the quality of their work.

In addition, over half report impacts to their physical health (e.g., fatigue, headaches) as well as their mental health (e.g., stress, anxiety, depression). Nearly four out of 10 respondents say their eye issues have negatively affected their financial health, noting that it's impacted their ability to make a living or burdened them with medical bills.

These findings are remarkably similar across desk workers and non-desk workers. However, nearly all of these numbers have risen significantly for desk workers, showing that eye issues are growing in prevalence as well as impact. Most notably, this year 66% of desk workers say their eye issues negatively affect their overall well-being and quality of life, up from 56% last year.

In the remainder of this report, we'll examine the factors that could be contributing to the growing eye health crisis. We'll also suggest steps companies can take to help address these factors and create an eye-friendly workplace that benefits their people and their business.

Workers say their eye issues have negatively affected them, both personally and professionally:





Seasonal eye discomfort: a year-round challenge

This year, we explored the impact of seasonal eye discomfort, an important but often overlooked issue that affects millions of people each year.³

Seasonal eye discomfort can include itchy, red, burning, watery, or dry eyes, as well as blurred vision or eye fatigue. It often occurs during spring and fall when pollen counts are high, during winter months when the air is dry, and during summer months due to increased sun exposure.

Nearly three-quarters of employees (72%) report experiencing seasonal eye discomfort, and 53% say it affects their ability to focus or be productive at work. Nearly a quarter (23%) take time off work due to this issue, including 12% who take off at least two weeks per year.

Desk workers were slightly more likely to say they deal with seasonal eye discomfort and are experiencing negative impacts. Still, non-desk workers—some of whom work outdoors—are also susceptible to the effects of seasonal changes.

Companies, meanwhile, may be underestimating this issue. In fact, HR leaders believe that less than half (48%) of their employees are affected by seasonal eye discomfort.

Seasonal eye discomfort is taking a measurable toll on employees:

72% of employees experience seasonal eye discomfort

53% say it affects their focus and productivity at work

23% take time off each year due to this issue

Even though most workers struggle with seasonal eye discomfort, few have sought out treatment from an eye doctor (20%) or primary care doctor or allergy specialist (14%). Just 26% have self-treated (i.e., purchased over-the-counter medication).

Beyond encouraging employees to seek out treatment, employers can offer their support in other ways. It's promising that 58% of HR leaders say their company already provides resources and reasonable accommodations for employees who experience seasonal eye discomfort. However, the other 42% recognize their company could be doing more.

³ Eye Allergy. <https://acaai.org/allergies/allergic-conditions/eye-allergy/>



How work is affecting eye health

Nearly half of workers (48%) say their job has a negative impact on their eye health.

Work-related factors are a major contributor to declining eye health. For example, employees report that too much screen time at work, poor lighting, and improper computer or digital display set-up are either causing or worsening eye strain for them. They also say factors related to their workplace setup—for example, a lack of ergonomic furniture or uncomfortable temperature/humidity levels—are affecting them.

Desk workers are more likely to say they're subjected to these impacts. In particular, 73% believe excessive screen time at work is worsening their eye health, compared to 34% of non-desk workers.

HR leaders were also asked to indicate whether they think their employees are affected by these factors. Although some leaders recognize that screen time and poor lighting are impacting their team members, less than half are aware that workers might be struggling with improper workplace setup.

Employees say several workplace factors are contributing to eye strain:

Too much screen time at work	73% of desk workers	34% of non-desk workers
Excessively dim or bright lighting	48% of desk workers	41% of non-desk workers
Poor screen or digital display setup	39% of desk workers	25% of non-desk workers
Poor workplace setup	26% of desk workers	16% of non-desk workers

Safety is another issue affecting workers. In fact, 89% of employees say there are eye risks or hazards in their workplace, and 61% feel their company could be doing more to address this. Over half of HR leaders (54%) agree their company could be doing more to prevent eye injuries or improve safety measures.





The impact of rising screen time

Screen time has increased to nearly 100 hours per week for desk workers.

One of the primary factors affecting workforce eye health is excessive screen time. This includes time spent on a computer for work as well as time using devices for personal reasons (e.g., cell phone, television, personal computer).

This year, desk workers report getting on average 99.2 hours of total screen time each week—up from 97 hours last year and 96.1 hours the year before.

Notably, non-desk workers are getting nearly as much screen time—87.6 hours per week—largely because they spend more time on their phone and watching television. Still, these workers are spending more than 21 hours each week on a computer for work.

In fact, all employees report getting far more screen time on workdays. On a typical weekday, desk workers spend 93% of their waking hours on screens and non-desk workers spend 78% of their waking time on screens.

In addition, almost all employees (96%) say they look at a screen before they go to bed, with 75% admitting that they do so every evening. In our survey, 73% of workers say they believe late-night screen time disrupts their sleep, and 53% think it affects their productivity at work the next day.



Screen time is soaring—even for workers who don't sit at a desk all day:

	Desk workers	Non-desk workers
Total weekly screen time	99.2 hours	87.6 hours
Hours on a computer for work	37.3	21.1
Hours on a cell phone	23.5	28.0
Hours watching television	20.8	23.4
Hours on a computer for personal use	17.6	15.1



Screen-related eye issues aren't just worker problems—they're bottom-line risks.

With screen time at an all-time high, it's no surprise that over two-thirds of workers (67%) say they struggle with digital eye strain. This includes 71% of desk workers and 59% of non-desk workers.

Digital eye strain is caused by using computers, smartphones, and other electronic devices for extended periods of time. Symptoms include dry or irritated eyes, headaches, blurred or double vision, and eye discomfort. These symptoms can be exacerbated by poor lighting, screen glare, improper viewing distances, poor posture, and other factors.⁴

Employees report that digital eye strain impacts them both personally and professionally. For example, all workers who say they experience digital eye strain (67%) report that it reduces their productivity at work. Nearly half say it negatively affects their well-being and overall quality of life (48%), makes them too tired to socialize or pursue their hobbies (47%), and causes them to be more irritable at work (46%).

⁴ Computer Vision Syndrome. <https://www.aoa.org/healthy-eyes/eye-and-vision-conditions/computer-vision-syndrome>

Workers say digital eye strain negatively affects the following for them:

67%
Productivity
at work

48%
Well-being
and quality
of life

47%
After work
activities

46%
Irritability
at work



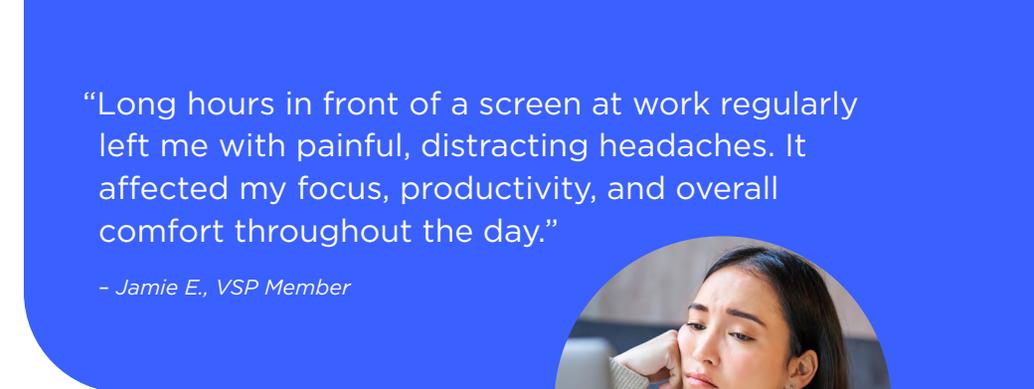


The business impacts of screen-related eye issues extend to desk and non-desk workers.

Workers who say they struggle with digital eye strain report that it reduces their productivity at work by 18.6% on average. This equates to 7.4 hours a week of lost time, or nearly one full workday.

Meanwhile, one out of four employees say they have taken time off from work due to digital eye strain. On average, these workers say they took 4.5 days off last year. **This means a 100-person company is losing 5.6 months each year due to absenteeism caused by screen-related eye issues.**

The productivity toll:

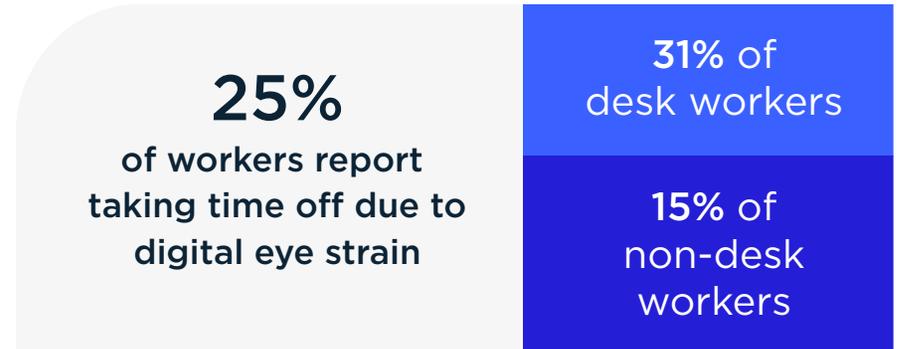


“Long hours in front of a screen at work regularly left me with painful, distracting headaches. It affected my focus, productivity, and overall comfort throughout the day.”

- Jamie E., VSP Member



The absenteeism impact:





The risks of online health information

Workers aren't just spending more time looking at screens—they're also becoming increasingly reliant on the internet for health advice.

Similar to last year, many employees (43%) say they rely on online sources for information about eye health, including social media, AI tools, or search engines. An alarming 25% believe they've received bad advice (i.e., false or inaccurate information) about eye health or vision care from these sources.

According to our research, workers' dependence on online sources could be fueling worsening eye health. **In fact, 14% of workers have had an eye condition deteriorate after following advice from sources other than an eye doctor.**

Unreliable internet sources are contributing to worsening eye health for employees:

43% rely on online sources for advice about eye health

25% have received bad advice from these sources

14% have had an eye condition get worse as a result

Notably, over half of Gen Z (53%) and Millennial (55%) employees say they rely on online sources—far more than Gen X (34%) and Baby Boomers (28%)—and about one in five have experienced negative consequences as a result. Even for these tech-savvy workers, it's becoming increasingly difficult to distinguish trustworthy information from misinformation online.

It's not that employees don't recognize the value of professional eye care. Most likely find it more convenient to consult online sources, or they may worry about the costs of seeing a provider. However, the survey results show that online tools can't replace the expertise of in-person eye care, especially for serious issues.



How employers can support workforce eye health



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Cultivate an eye-friendly workplace

Just one out of four employees feel their employer truly cares about their eye health.

Most employees are regularly exposed to digital or physical eye hazards, making it essential that they feel their employer is actively safeguarding their eye comfort and health. Yet many workers don't feel this way. In fact, only 25% believe their company cares a great deal about their eye health.

There's also a clear disconnect between employees and leaders on how well their organization supports eye health. While 82% of leaders feel their workplace is eye-friendly, only 56% of employees agree.

Our research revealed several other disconnects as well. It's possible that employees aren't noticing their employer's efforts—or that leaders are overestimating them. Regardless, it's critical that companies address these disconnects head-on.

Most leaders feel they have an eye-friendly workplace, but employees aren't seeing these efforts:

Feel their company has an eye-friendly workplace	82% of HR leaders	56% of employees
Say their company encourages the use of protective eyewear	81% of HR leaders	45% of employees
Say their company encourages eye breaks	73% of HR leaders	34% of employees
Say their company provides education about how to minimize eye strain	70% of HR leaders	32% of employees



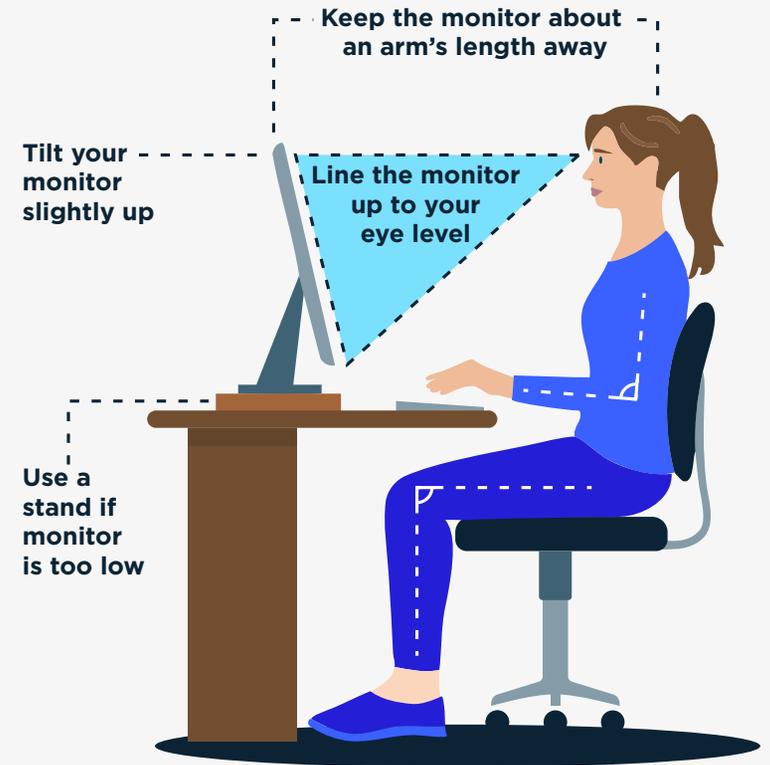


Leaders can start by taking the following steps:

- **Encourage protective eyewear:** Just 45% of workers say their company promotes the use of protective eyewear, such as safety glasses, sunglasses, or glasses designed to reduce glare from screens or bright lights.
- **Support eye breaks:** Only around a third of workers (34%) say their company encourages eye breaks—short pauses from screens or close-up work that can help reduce eye strain and fatigue.
- **Provide education:** Less than a third of workers (32%) say their company offers information on optimizing the workplace to minimize eye strain, for example guidance on computer setup, lighting, ergonomic furniture, temperature, or humidity.

Closing these gaps is key to building trust and a healthier workforce. When leaders take visible action to protect eye health, employees feel supported, engaged, and better able to perform at their best.

How to correctly position your monitor⁵



“It’s essential for us to support a healthy workplace from a truly holistic standpoint. We’ve been intentional about creating an environment that encourages proper lighting, ergonomic screen setup, and healthy daily habits. For example, we remind staff to take a brief break every hour to refocus their eyes and reduce strain. These simple steps add up, making a meaningful difference in employee energy levels, comfort, and focus throughout the day.”



- Katy Gozalka, PhD, CEBS
CEO at Heartland Health & Wellness Fund

⁵ Office ergonomics: Your how-to guide. <https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/office-ergonomics/art-20046169>



Take the strain out of screen time

Managing eye strain from excessive screen time is a shared responsibility.

When it comes to screen-related visual discomfort—one of the top issues affecting the eye health of today’s workforce—employees and companies both have a role to play.

Sixty-six percent of workers acknowledge that they need to do a better job of managing their digital eye strain, for example by taking more frequent breaks. However, 46% feel their employer doesn’t care whether digital eye strain affects them, and 62% think their employer needs to do more to address this issue.

HR leaders say they are largely aware that workers are struggling with digital eye strain. The vast majority (95%) believe digital eye strain reduces employee productivity and effectiveness, and 92% say it negatively affects workforce well-being and quality of life.

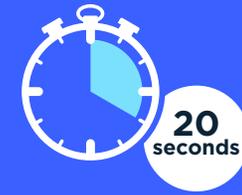
In addition, 87% of leaders feel their company should do more to help employees reduce digital eye strain. Beyond encouraging workers to take eye breaks, companies can promote the use of anti-glare screen protectors and other products that can help soften glare, reduce harsh brightness, and support visual comfort. Nearly two-thirds of leaders (62%) say their company already provides financial assistance for these (and other) tools.



Leaders should keep in mind that non-desk workers need support as well, especially those who frequently use digital displays at work. In fact, these workers were nearly 2X more likely to report struggling with digital eye strain compared to those who don’t use digital displays or screens (66% vs. 36%, respectively).

The American Optometric Association recommends the 20-20-20 rule:⁶

Every 20 minutes, take a 20-second break to look at something 20 feet away.



⁶ American Optometric Association. 20/20/20 to Prevent Digital Eye Strain. <https://www.aoa.org/AOA/Images/Patients/Eye%20Conditions/20-20-20-rule.pdf>



Ensure employees have access to high-quality vision benefits

Providing vision benefits is a key driver of employee well-being, satisfaction, recruitment, and retention.

A vital component of fostering an eye-friendly workplace is ensuring employees have access to comprehensive vision benefits, including coverage for eye exams, contact lenses, and glasses. Beyond providing routine care, eye doctors can help employees manage seasonal eye discomfort, screen-related eye issues, and other challenges they might be facing.

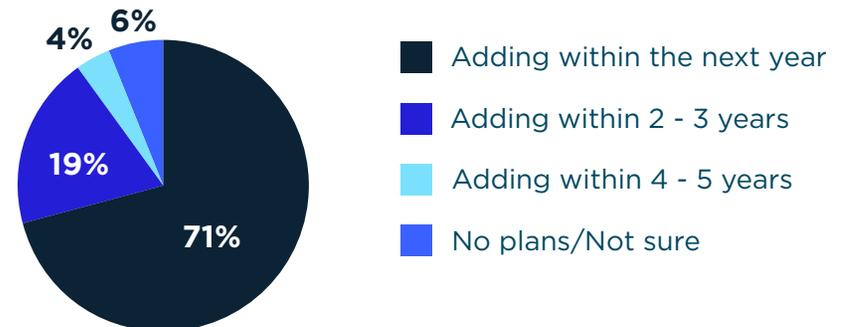
Eye exams also play an important role in overall health. In fact, an eye doctor can detect signs of more than 270 health conditions, including diabetes, hypertension, high cholesterol, stroke, cancer, thyroid disease, multiple sclerosis, and arthritis.⁷ **In our survey, 11% of respondents say an eye doctor has alerted them to signs of a non-eye-related medical condition they were previously unaware of.**

78% of employees say they'd be more likely to take a job with a company that offers vision benefits.

Offering vision benefits can also enhance organizational recruitment and retention efforts. **Nearly all employees (94%) say vision benefits are important to them**, and 78% would be more likely to take a job with a company that offers this coverage. Among workers whose companies don't offer a vision plan, 60% say they're seriously considering finding a job with a company that does offer these benefits.

Encouragingly, the majority of leaders surveyed (84%) say they already offer a vision plan. At companies that don't offer vision insurance, nearly all HR leaders (94%) say their organization plans to offer it, with 71% indicating that they intend to add these benefits within the next year.

At companies that don't offer vision coverage, 94% plan to add this benefit:



⁷ See the Full Picture of Your Health with an Annual Comprehensive Eye Exam. <https://www.aoa.org/healthy-eyes/caring-for-your-eyes/full-picture-of-eye-health>



Simply offering vision benefits isn't enough. Employers need to make sure these benefits provide real value.

Among respondents whose companies offer vision benefits, 81% of employees and 90% of HR leaders say they're not completely satisfied with their vision insurance carrier. Nearly a third of employees (32%) are seriously considering finding a job with a company that offers better vision benefits.

Respondents identified several enhancements they'd like to see. For the third year in a row, employees said their top priority is for their vision carrier to lower their costs. Workers also noted their desire for a better selection of plan options, a larger network, and more ways to customize their coverage.

For employers, therefore, the goal is to strike the right balance between affordability and offering stronger benefits—driving improved employee satisfaction and reducing the risk of talent loss.

32% of employees are seriously considering finding a job that offers better vision benefits.



Employees and HR leaders say they'd like to see the following improvements from their vision carrier:

- 1** Lower costs
- 2** A better selection of plan options
- 3** A larger network
- 4** Increased customization
- 5** Faster and more convenient access to care
- 6** More innovative product offerings
- 7** Higher-quality doctors and facilities



Help workers make the most of their benefits

Although employees recognize the value of regular vision care, more than a third aren't getting annual eye exams.

Nearly all employees (94%) and HR leaders (98%) believe vision care is just as important as other forms of healthcare. In addition, at least 90% of respondents agree that getting regular eye exams can improve overall health, boost productivity, and play a role in preventive healthcare. Employees and leaders also recognize that regular vision care can lower healthcare costs, both for workers (73% of employees agree) and companies (87% of HR leaders agree).

HR leaders estimate that the majority of their employees (70%) are signed up for their company's vision insurance plan. However, they say just 62% of enrolled employees used their benefits last year, either for themselves or a family member.

This aligns with what employees report as well: just 65% say they get an eye exam every year. This means more than a third of workers (35%) aren't getting regular vision care.

The primary reason workers aren't getting annual exams is because they think going every few years is enough (39%). Others feel they don't need to because they have good vision (22%), say they're too busy (22%), or think it's too expensive (18%).

Workers were also asked if their dependents are getting regular vision care. Encouragingly, most say their dependent children (75%) and spouses/partners (66%) get annual eye exams. However, there's room for improvement here as well.

Employees recognize that they're underutilizing their vision coverage, with 55% admitting they aren't making the most of these benefits. At the same time, many are looking to their employer for help navigating their coverage. Fortunately, a growing number of companies are stepping up to meet this need, as we'll discuss next.

Employee feedback points to a need for better employer support:

59% wish their employer would help simplify their vision benefits for them

58% want their employer to communicate more about their vision care benefits

55% don't think they're making the most of their vision benefits

37% say their vision benefits are complex and difficult to navigate



Companies are taking a multi-pronged approach to boost vision benefits utilization.

Many companies are taking steps to drive utilization, such as simplifying complex benefits information and emphasizing the value of vision care. For those not yet doing so, most plan to make these changes soon. The right vision insurance carrier can help guide this process and ensure employees receive the care and clarity they need.

Some companies are also offering incentives to encourage workers to use their benefits. For example, 66% of HR leaders say their company offers paid time off for preventive care, and 68% report that they match employee contributions to HSAs or FSAs. Nearly a third (32%) say they offer gift cards or coupons for eye exams, glasses, or contact lenses.

Companies are taking the following steps to educate employees about their vision benefits and drive benefits utilization:

Simplifying complex benefits information **74%**

Highlighting the value of vision care **74%**

Streamlining the enrollment process **73%**

Using multiple communication channels **72%**

Leveraging technology (e.g., a benefits hub) **68%**

Training managers to promote utilization **65%**

Personalizing communications **63%**

Providing year-round communication **62%**

Providing real-world testimonials **50%**





Improve communication efforts

The right communication strategy can dramatically increase vision benefits utilization.

Communication should be a core part of any vision health strategy. It's encouraging that some leaders are already placing greater emphasis on improving communication, and 84% acknowledge that more frequent outreach is needed.

However, the data tells another story: 74% of leaders say their company communicates with employees about their vision benefits just twice a year or less. This is up from 67% last year, signaling a concerning trend toward less frequent communication, not more.

Workers say emails and e-newsletters are the most effective ways for their employer to educate them about their vision benefits or encourage them to use these benefits. However, they note that other communication methods would be valuable as well.

Notably, desk workers are more likely to prefer emails and virtual sessions compared to their non-desk counterparts. Non-desk workers, on the other hand, are more interested in in-person sessions.

HR leaders report communicating with employees via many of these channels. For example, the majority say they send emails and e-newsletters or offer in-person sessions. But they could be doing more to reach workers, especially those who prefer other forms of communication.

Employees prefer a mix of communication methods and channels, including the following:



Emails or e-newsletters



Company intranet or benefits portal



In-person sessions (e.g., benefit fairs, meetings)



Printed materials (e.g., brochures, fliers)



Virtual sessions (e.g., webinars, Q&A sessions)



Mobile apps



Text messaging or SMS



Videos or podcasts



Navigate the future of vision care



Companies should thoughtfully embrace technology's expanding role in vision care.

The majority of workers (69%) already own or would consider purchasing smart eyewear, which includes glasses that integrate augmented reality displays or health monitoring features. This number is up from 63% last year and 54% the year before, highlighting a growing excitement around wearable devices.

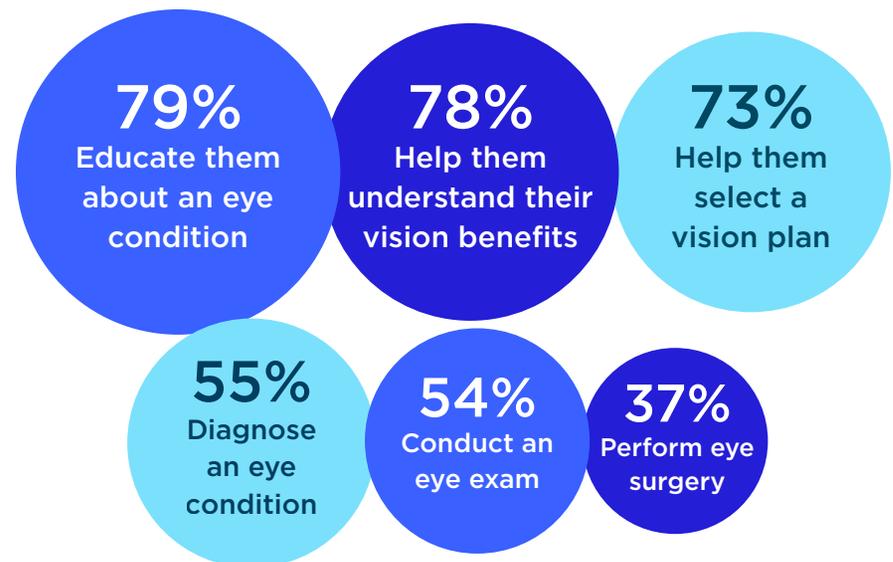
Workers also expressed greater receptiveness this year to having artificial intelligence (AI) play a role in their vision care. More than seven in 10 say they'd be open to having AI educate them about an eye condition, help them understand their vision care benefits, or help them select a vision care plan. More than half would support having AI diagnose an eye condition or conduct an eye exam, and 37% would be willing to have AI perform eye surgery.

In addition, 49% of employees would like their vision care provider to use AI, and 37% say they'd be more likely to get regular vision care if their provider did so. Even more striking, 29% of employees would prefer for all aspects of their vision care to be handled by AI.

The majority of HR leaders believe their company would be open to having AI support employees' eye health. Right now, however, just 46% say their vision insurance carrier uses AI-powered technologies to support employees' vision care experience.

Despite rising interest in artificial intelligence, employers should move forward carefully. Many AI tools designed to support patient care are still in the early stages of development and should be seen as aids that enhance—not replace—the expertise of qualified eye care professionals.

Workers are open to having AI support their eye health in the following ways:





Our call to employers

The insights from our third annual report point to a concerning trend: year-over-year, employees are experiencing a steady decline in eye health. They're also increasingly struggling with the negative effects of their eye issues, including poor performance at work, diminished well-being, and a lower overall quality of life.

Rising screen time, workplaces that are not designed to be eye-friendly, and insufficient employer support are contributing to declining workforce eye health. Seasonal eye discomfort and the growing influence of online misinformation further compound these issues.

This moment presents employers with an important opportunity to strengthen their commitment to employee well-being while improving performance, recruitment, and retention along the way. By addressing the impacts of screen time, improving workplace conditions, encouraging regular vision care, and offering high-quality vision benefits, organizations can help cultivate a healthier, more productive, and more loyal workforce.



“Healthy vision is foundational to how people show up and perform at work. Our research reinforces that when employers invest in creating an eye-friendly workplace, they’re not just protecting sight—they’re supporting the whole person and building a stronger, more resilient workforce.”

– Dave Plevyak
Chief Insurance Officer and President at VSP Vision Care





Research methodology

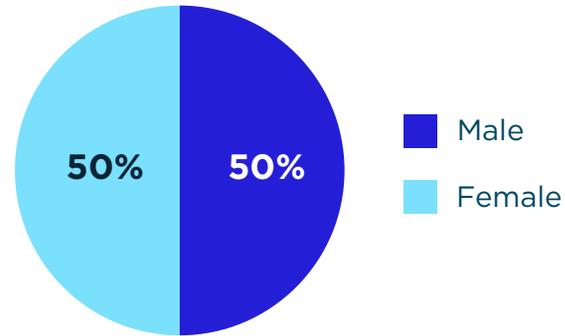
Research findings are based on a survey conducted by Workplace Intelligence and VSP between September 12 – 30, 2025. The survey audience included 800 human resource or employee benefit leaders and 1,200 employees—both desk-based and non-desk-based—who were working full-time, between the ages of 21 – 67 years old, and living in the U.S.

Employees were required to be using their employer’s medical plan and needed to be involved in making healthcare decisions for their household. Desk workers included respondents who said they spend more than half of their workday at a desk and use a computer or laptop for their work at least “sometimes.”

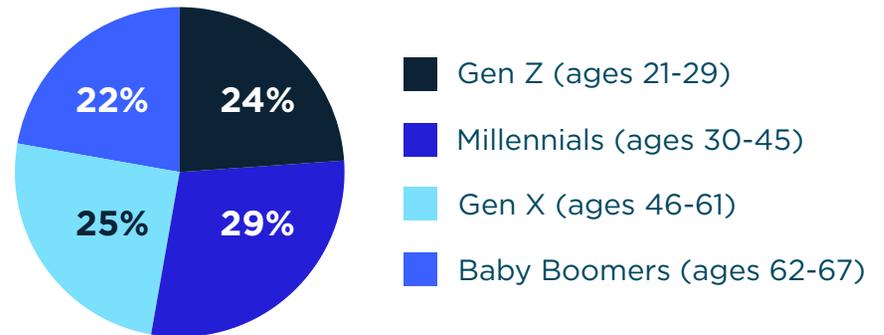
HR leaders were required to work at a company that offers a medical plan, and they needed to be involved in their company’s decision-making around employee benefits. They also had to be working at an organization where at least some employees are desk-based and require a computer for their work.

The survey included an even mix of male and female employees, and respondents from four generations were evenly represented. The survey also sampled a mix of employees with hybrid, remote, and on-site work arrangements.

Employees - Gender



Employees - Age





About the research sponsors



About VSP Vision Care

Celebrating 70 years in business, VSP was founded in 1955 as the first not-for-profit eye health company. At VSP Vision Care, we believe in providing vision care that goes beyond just correcting eyesight. We're dedicated to offering comprehensive eye care solutions that enhance not only our members' vision but also their overall well-being. As a leading vision insurance provider, we aim to foster eye care connections for a lifetime of well-being.

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About Workplace Intelligence

Workplace Intelligence is an award-winning thought leadership and research agency focused on the world of work. We help companies, and their executives, tell their workplace story in a meaningful, relevant, and impactful way using primary data, insights, and interviews. For more information go to our [website](#) and subscribe to our [Insider newsletter](#).

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