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INDIA WORKPLACE WELLBEING REPORT 2025

From Access to Outcomes: A deep dive into the health patterns of today's workforce, uncovering the hidden risks that impact productivity and the strategies leaders can use to build resilience.



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FOUNDER'S NOTE

When we started Truworth Wellness over a decade ago, employee health was largely reduced to medical insurance. Companies had few tools to strengthen workplace health and wellbeing. That gap sparked our mission to redefine corporate wellness in India. Since then, a lot has changed over the last ten years; wellness has moved out of the HR department, into the business and the boardroom. What began as an initiative to improve health grew into a movement.

But the movement has struggled to sustain itself. On the business side, companies are still struggling to clearly demonstrate the return on their investments. On the employee side, the promised health outcomes haven't materialised at scale. The financial stakes have never been higher.

With healthcare costs rising 15-20% annually and productivity losses from chronic conditions now reaching $530 billion globally, wellness is no longer a nice-to-have benefit; it's a business imperative that directly impacts the bottom line. [1][2]

We've learned that merely launching strategies and rolling out programs will not contribute to success. Companies must use the right data points consistently to shape the future of employee health. The impact must show up not only in business metrics, productivity, retention, and satisfaction, but also in tackling the root causes of employees' health that they face every day.

This report surfaces those challenges and points to the opportunities ahead. Organisations that act on these insights will not only build healthier workforces but also stronger and more resilient businesses. To embrace this new paradigm of organisational success, leaders must pay close attention to the granular issues of health, because that is where transformation begins.



Rajesh Mundra

Founder and Executive Chairman, Truworth Wellness

FOREWORD

The way we think about employee wellness needs to change fundamentally. Since the pandemic, employee health has moved to the centre of business conversations. Yet most companies are still struggling to turn the strategy on employee health into meaningful change. Businesses have rolled out preventive health checks, fitness apps, and enhanced medical coverage. But the reality is that the outcomes haven't kept pace with the investment

This gap between access and outcomes is the starting point of our study on the state of corporate health in India. Based on insights from more than 46,000 employees across industries, the report highlights where organisations are falling short and how they can begin to close the disconnect in employee health. This report argues that employee health isn't just about reducing insurance costs or ticking compliance boxes. It's about building the foundation for sustained business performance in an increasingly competitive and demanding work environment.

Companies that will lead the race for tomorrow will not just be companies that boast the best of technology, strategy, and transformation roadmaps. It will be companies that feature a workforce that is not just healthy, but resilient, energising and impactful at the same time. For every rupee invested in wellness programs, companies typically realise a return of approximately ₹289 through lower healthcare expenses and around ₹241 from decreased absenteeism. However, many organisations still lack robust measurement systems to track and quantify these financial benefits accurately. [3]

The organisations that crack the wellness code will gain a decisive competitive advantage. Companies with highly effective wellness programs report 28% lower sick leave rates, 26% reduction in healthcare costs, and 11% higher revenue per employee. [4]

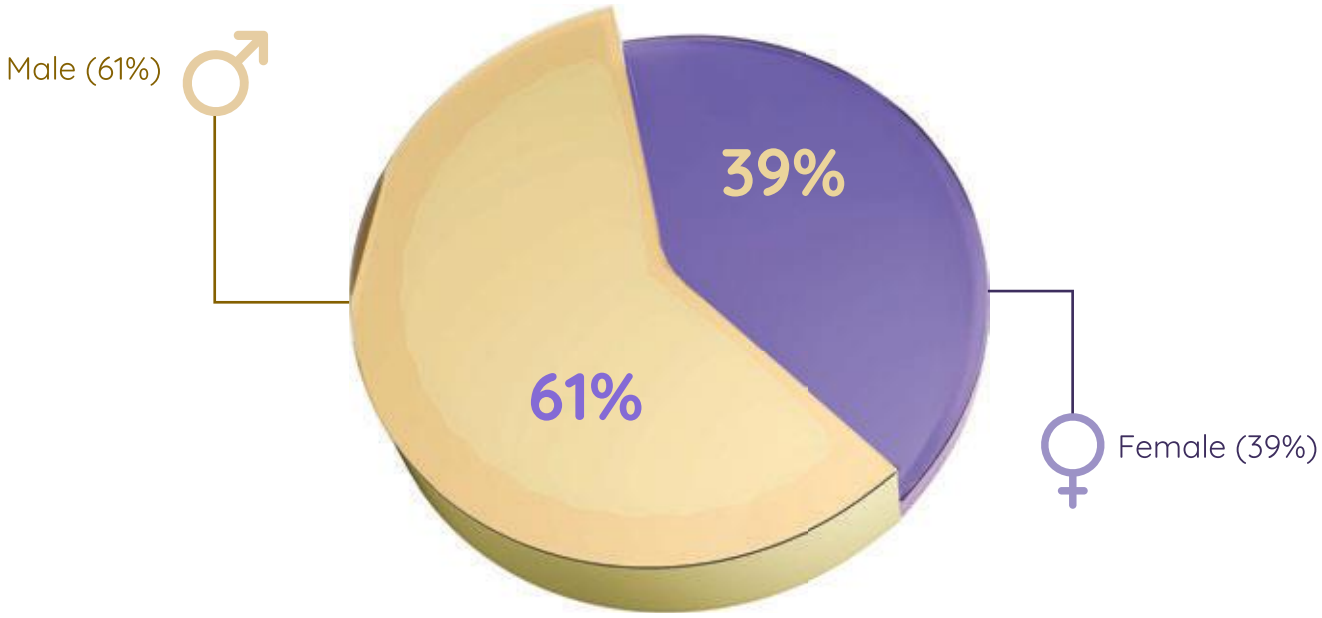
As you review the insights from the report, we invite you to consider how your own wellbeing programs can sit at the core of building business capability. Join us on a journey to transform wellness and wellbeing from a nice-to-have to a tangible, measurable impact.

METHODOLOGY

Data for this study is based on the Health Risk Assessment (HRA) survey taken on the Truworth Wellness platform and application. It covers over 46000+ respondents across a range of demographic indicators covering diverse age groups, background and gender. The data captures self-reported health conditions (in the form of multi-select questions on chronic and day-to-day disorders). The analysis combined descriptive statistics with demographic cross-tabulations to uncover both the scale and the distribution of health risks in the workforce.

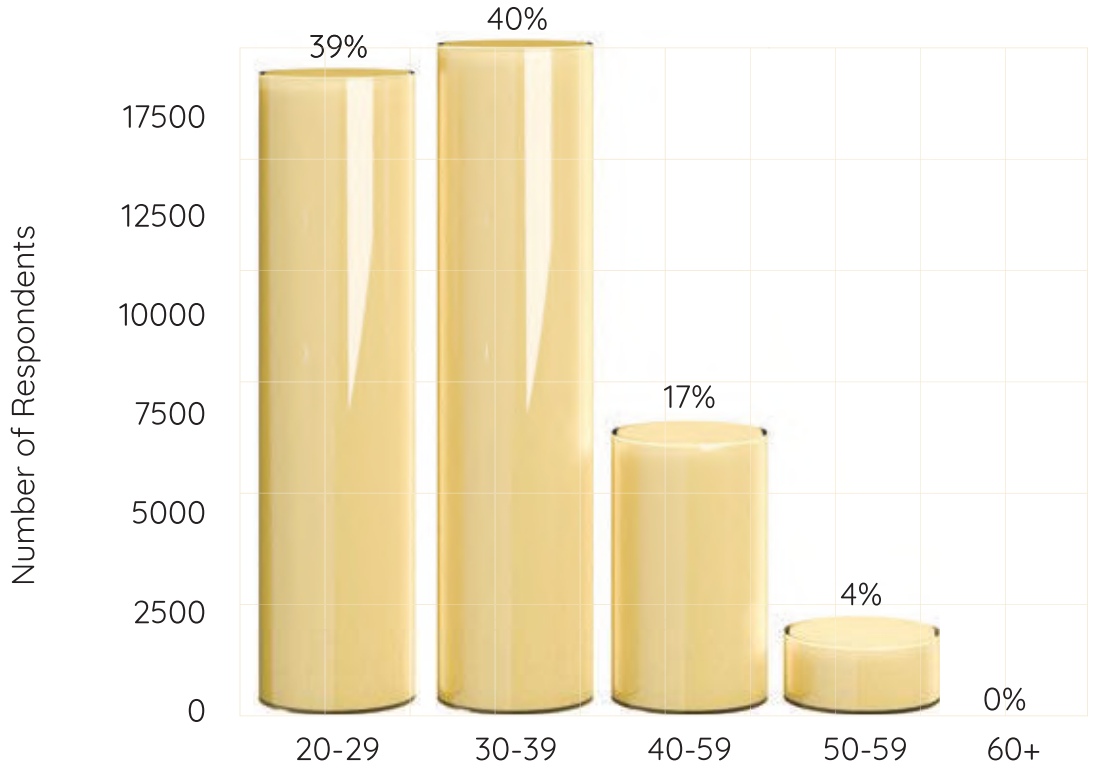
The study is subject to the limitations of all self-reported survey data. Respondents may sometimes underreport or even misreport sensitive health conditions, leading to possible underestimation. Also, the population surveyed in the data set may not precisely define the distribution of the larger workforce in the economy.

RESPONDENTS' GENDER SPLIT



Gender Split of Respondents

AGE GROUP DISTRIBUTION OF RESPONDENTS



Age Group

EXECUTIVE SUMMARY

We're seeing a health transformation of India's workforce. The data from the HRA survey shows that a number of factors are leading to workplace health decline, including sleep deprivation, stress-induced lifestyle disorders, and early onset of chronic diseases, which are becoming more commonplace in what should be the most productive years of an employee's life.

Peak Performance Years Meet Peak Exhaustion

Nearly 1 in 10 professionals suffer from sleep disorders, with the highest rates among 20-39 year-olds. This isn't just about fatigue; poor sleep is a gateway to stress, weakened immunity, and the development of chronic diseases.

The Rise And Rise of Chronic Diseases

What once appeared in the 50s now seems to occur in the 30s, starting as early as the 20s. Over half of cardiac cases and significant portions of thyroid disorders now occur before age 40, hitting employees during their supposed peak performance years.

A One-Size-Fits-All Wellness Is A Recipe To Fail

Women face a 4x higher rate of thyr id disorders (12% vs 3% in men) and elevated reproductive health challenges. Men, on the other hand, show double the diabetes risk. Companies need to account for these challenge areas.

The Prevention Gap That Compounds Health Issues

Younger employees, those most at risk for developing chronic conditions, are least likely to engage in preventive health checks, creating a dangerous blind spot in early intervention. 70% in the age bracket between 20-29 said they don't do a preventive health check-up.

The current workforce health challenge is fundamentally a crisis of productivity and talent. Employees struggling with chronic conditions, sleep deprivation, and stress perform below their potential, which in turn leads to more sick days, higher turnover, and negative impacts on their teams.

Organisations that act now have a competitive advantage window. By shifting from generic wellness perks to targeted, data-driven interventions focused on sleep, stress, and early chronic disease prevention, employers can build healthier, more resilient, and more productive workforces.

THE HIDDEN COST OF SLEEP DEPRIVATION AT WORK

Sleep is the foundation of wellbeing and performance. Yet for many employees, it's disrupted by work pressures, late-night screens, and unhealthy coping habits. Doomscrolling, caffeine, and stress eating only deepen fatigue. When it's left unaddressed, poor sleep drains health, resilience, and creativity at work. According to the Harvard Medical School, sleep-deprived employees cost companies an average of 11.3 days of lost productivity annually, translating to ₹2.1 lakhs per employee in reduced output. [5]

Sleep ranks among the top three health concerns. Nearly one in ten employees experiences sleep disorders, and unlike many other conditions, the problem begins early and persists across the career span. Younger employees (20–29) already report the highest prevalence, showing that sleep deprivation is not just a midlife challenge but an early-career reality..

Gender patterns deepen the concern around sleep disorders. Women report higher rates overall, with younger female professionals being the most affected group. This points to the compounded pressures of biological health factors combined with stress from the workplace and home.

If left unaddressed, poor sleep can lead to significant consequences:

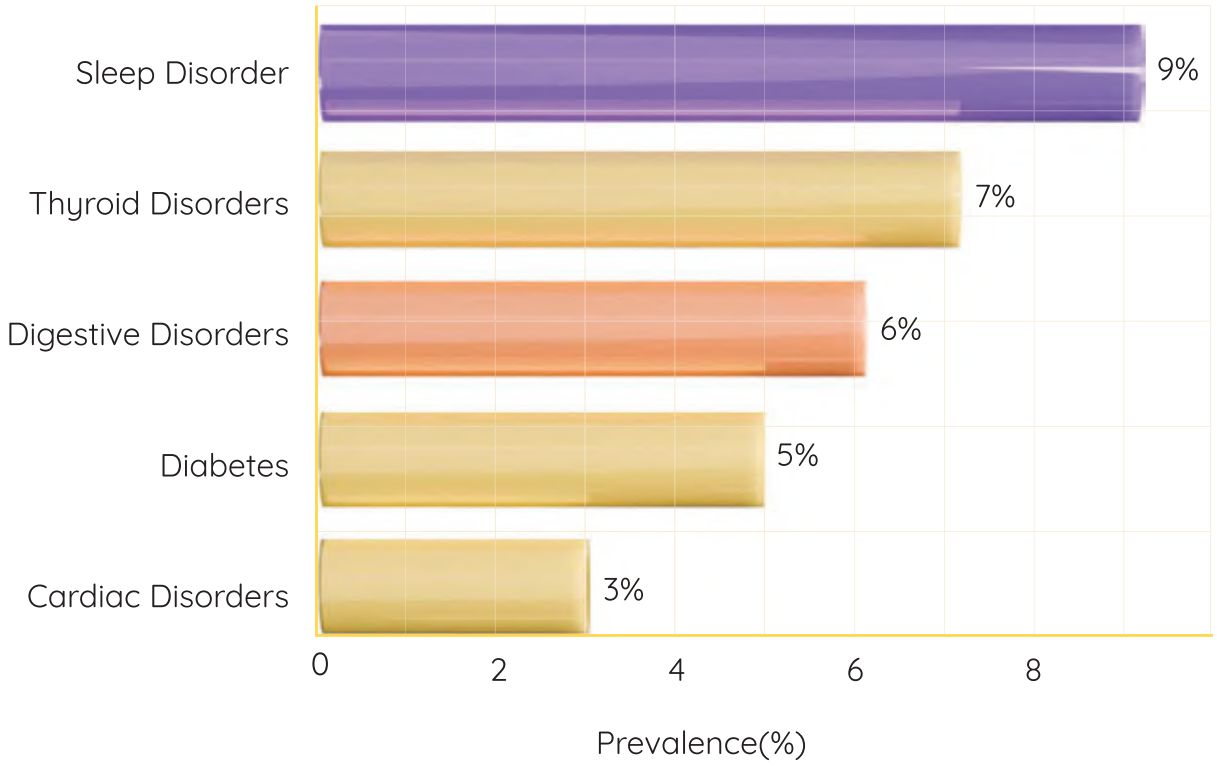
- It undermines the immune system.
- It quietly erodes workplace productivity.
- It drives the risk of developing chronic diseases.

Dr. Advait sharma

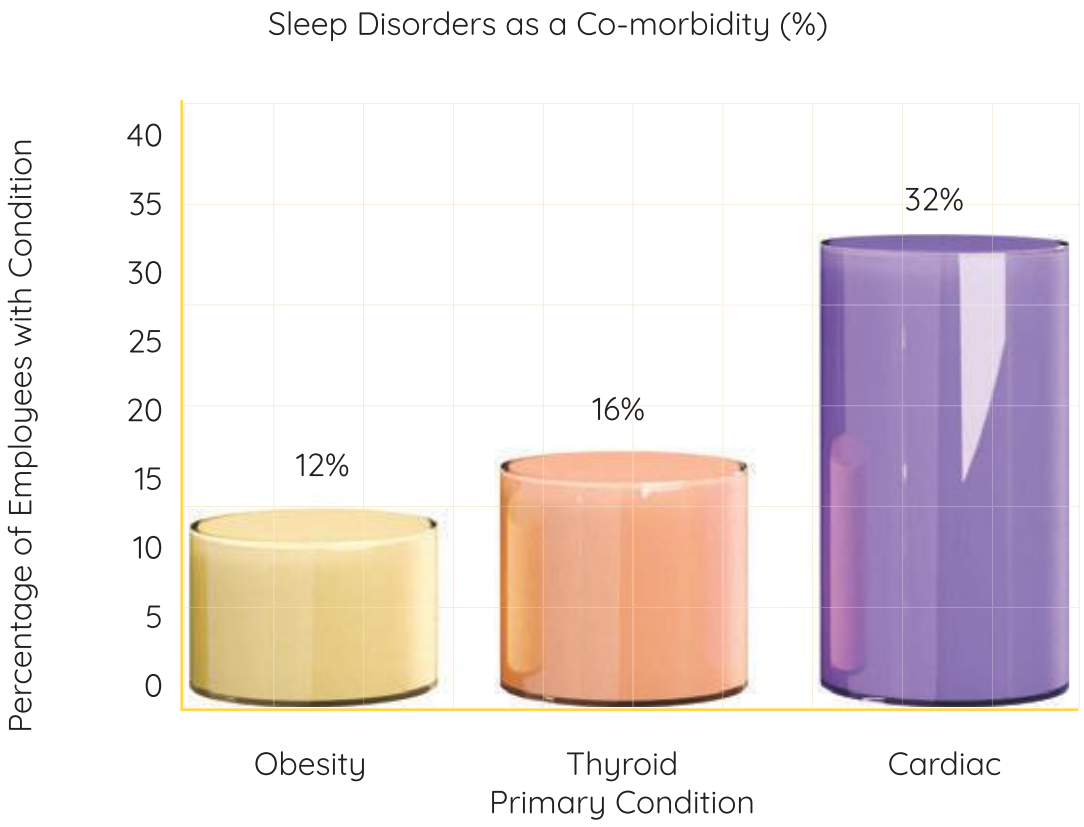
Chief medical officer, truworth, notes that sleep is a multi-factorial issue.

"Stress is at the centre of this, creating a vicious cycle where high stress triggers sleep issues, and poor sleep amplifies stress. Add to this the impact of lifestyle choices like excess caffeine or alcohol, erratic diets, and demanding work cultures, and you have the perfect storm driving widespread sleep deprivation"

THE TOP FIVE WORKFORCE HEALTH ISSUES



SLEEP DISORDERS AND CO-MORBIDITIES ISSUES



KEY HIGHLIGHTS

Sleep is an issue at every age level: ~**9%** of employees report sleep disorders, placing sleep among the top three most common health problems.

Young and sleepless: One in ten young professionals aged **20–29** report sleep issues,
indicating that challenges begin at entry-level career stages.

Career pressures in 30s: Rates remain high through the **30s (9%)**, coinciding with rising family and professional demands

Sleep Shortfall: Average sleep hovers at ~**6.2** hours for younger groups but falls below **6** hours after **50**.

WHEN 30 BECOMES THE NEW 50: THE EARLY ONSET OF LIFESTYLE RISKS

Diseases once associated with middle age and beyond are now infiltrating the prime working years, creating unprecedented challenges for both individual careers and organisational sustainability. The survey reveals a ticking time bomb in workforce health: lifestyle-related chronic conditions such as diabetes, cardiac, thyroid, and digestive disorders are appearing much earlier than expected and increasingly in clusters.

The data reveals clear patterns in how chronic diseases affect the workforce:

Thyroid Issues: These These disproportionately affect younger women, with a large share of cases occurring before age 40.

Diabetes and Cardiac Conditions: Cases scale rapidly with employee age. The prevalence of diabetes, for instance, climbs from 2% in the 20s to 19% in the 50s.

Digestive Problems: This is a persistent issue found across all age groups.

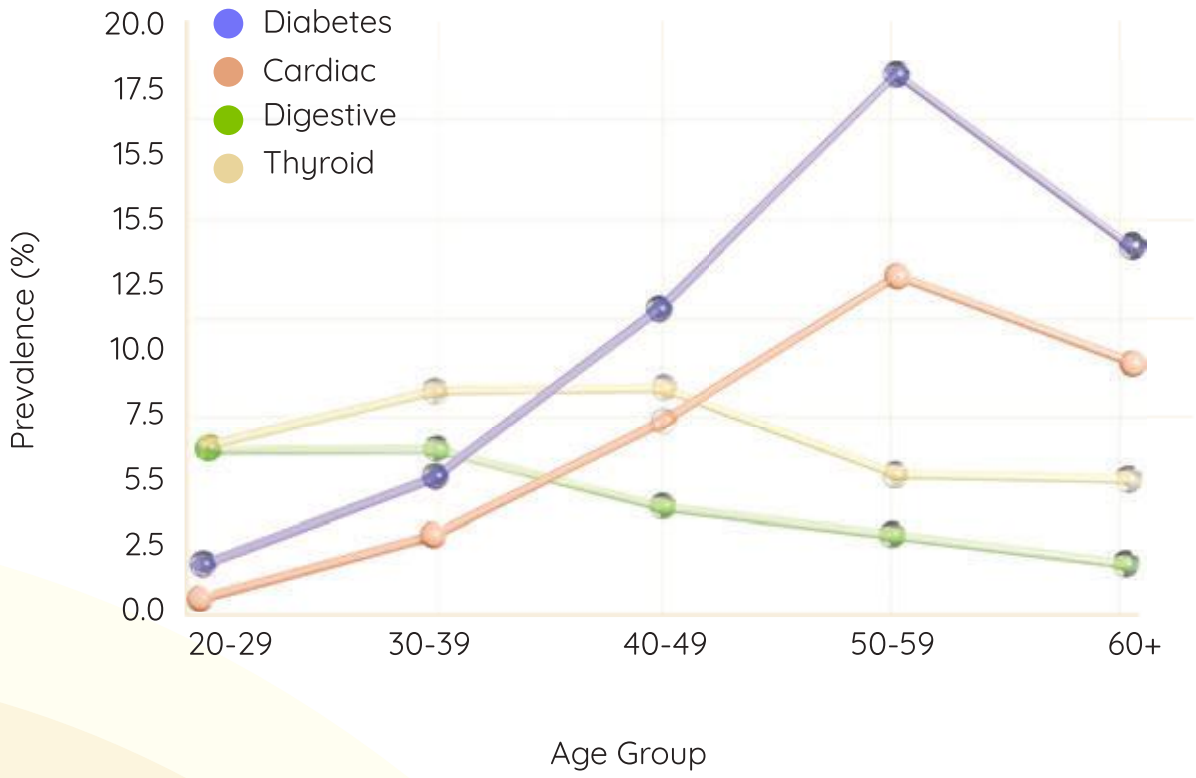
These conditions form an interconnected web of risks. The data suggests a chain reaction where foundational issues like stress and sleep disruption lead to thyroid and metabolic dysfunction, which in turn cascade into diabetes and cardiac disease. Left unchecked, these compounding health issues will escalate costs, erode productivity, and shift the workforce burden from short-term ailments to long-term chronic care management.

Dr. Advait Sharma

Chief Medical Officer, notes that

“The danger is not just the early onset of these conditions but the way they cluster together, creating a far heavier health burden during what should be the most productive years of a career. Without timely intervention, organisations will find themselves grappling with escalating healthcare costs and a workforce that is ageing biologically far earlier than chronologically.”

CHRONIC LIFESTYLE DISEASES BY AGE GROUP



KEY HIGHLIGHTS

The Ticking Bomb: Lifestyle conditions (diabetes **5%**, cardiac **3%**, thyroid **7%**, digestive **6%**) are among the most reported chronic issues. In fact, **71%** of obese employees were in the age range of **25–35**, putting them at risk for early.

Early Onset, Prime Years: Over half of cardiac cases (~**53%**) and a large share of thyroid disorders occur before **40**, hitting employees in their so-called "prime productivity years."

Diabetes Doubling Each Decade Prevalence climbs steeply from **2%** in the **20s** to **19%** in the **50s**, with men nearly twice as affected as women (**7% vs 3%**).

Heart Health at Risk Sooner: Cardiac issues are no longer confined to older age; cases start in the **20s**, rise in the **30s (3%).**

THE DOMINO EFFECT: CO-MORBIDITIES AND CHRONIC LIFESTYLE DISEASES

Chronic conditions rarely exist in isolation. Instead, they form clusters of risks where one condition accelerates the likelihood of another. This interconnectedness amplifies both the human and business impact of lifestyle-related health challenges. Employees with multiple chronic conditions cost 3.5x more in healthcare expenses and take 60% more sick days than healthy workers. Early obesity intervention programs deliver ₹8 in healthcare savings for every ₹1 invested, compared to ₹23 in treatment costs for each untreated obese employee. [8]

Obesity Disorders

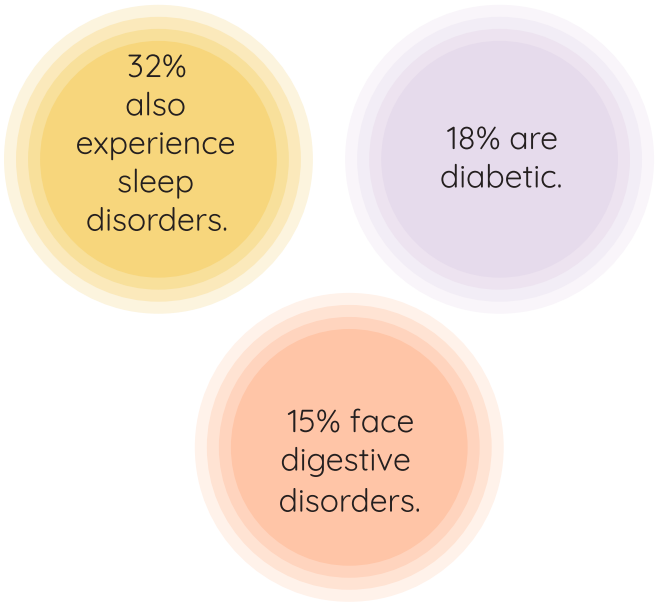
Obesity often acts as the starting point of the risk chain, while cardiac disorders represent the end stage of compounded health burdens. Together, they underscore the need for early interventions in weight and lifestyle management to prevent progression into more severe, multi-condition risks. Obesity affects 14% of employees and emerges as a critical gateway condition: onset of risks during prime working years.



The burden is especially concerning in the 25–35 age group (71% of obese employees), signalling early onset of risks during prime working years.

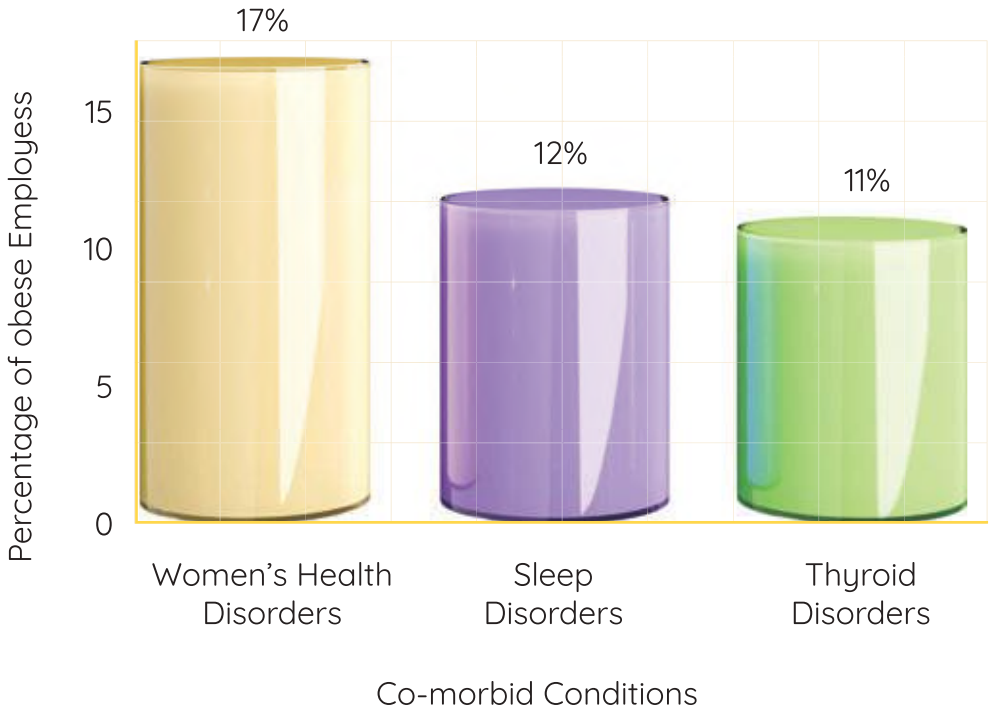
Cardiac Disorders

While smaller in overall prevalence, cardiac disorders carry a heavier co-morbidity load:

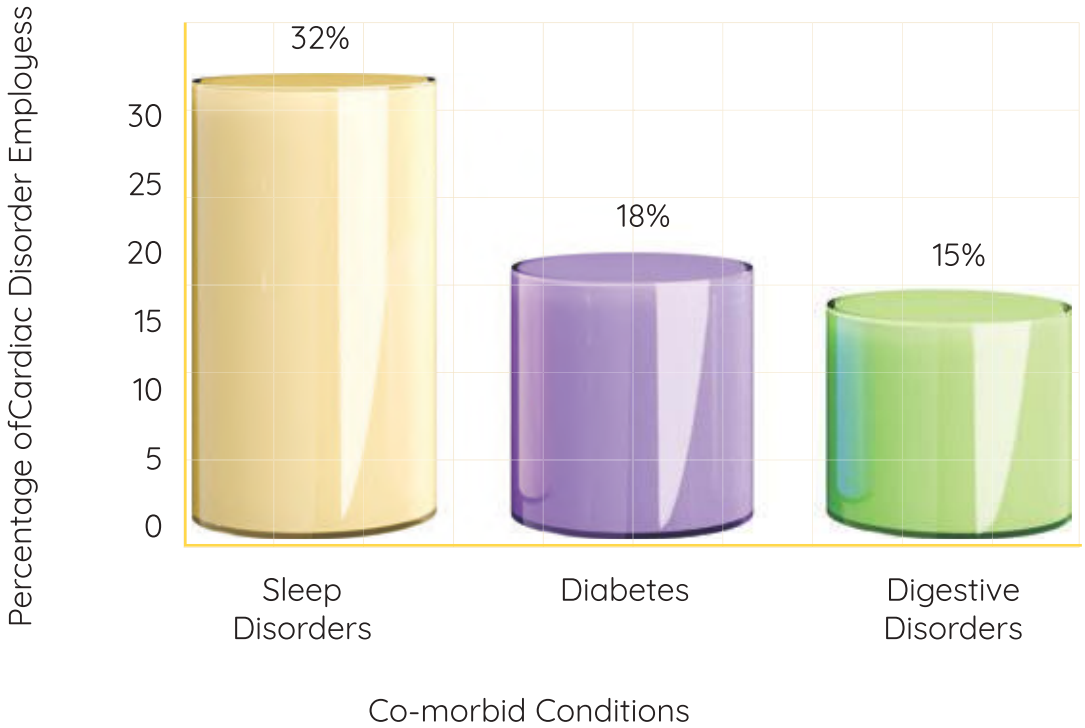


This shows that cardiac issues, though less frequent, are markers of advanced health deterioration with multiple linked risks.

OBESITY AND ASSOCIATED CO-MORBIDITIES (%)



CARDIAC DISORDERS AND ASSOCIATED CO-MORBIDITIES (%)



KEY HIGHLIGHTS

Obesity is appearing early : 14% of employees are obese, with **7 in 10** cases concentrated in the **25–35** age group, signalling risks striking at the prime of working life.

Comorbidity is the rule, not the : Among obese employees, **17%** also have women's health disorders, **12%** have sleep issues, and **11%** struggle with thyroid problems.

Cardiac disorders are fewer, but more severe : Fewer employees report cardiac disorders, yet **32%** of them also have sleep disorders, **18%** have diabetes, and 15% face digestive issues.

Obesity as the gateway– Obesity often triggers metabolic imbalances (thyroid, women's health), while cardiac disorders reflect advanced multi-condition risks (diabetes, digestive issues), together forming a progression of worsening health.

THE PREVENTION PARADOX: YOUNGER WORKERS SKIP HEALTH CHECKS

Younger workers are skipping preventive health screenings while reporting the highest stress levels. It seems like this generation prioritises quick and convenient healthcare that provides instant feedback, yet the current system demands time investments they feel they can't afford during their career-building years. Nearly 3 in 4 employees report no or irregular exercise, signalling a critical lifestyle gap that underpins rising obesity and chronic health risks. Organisations with high preventive screening participation rates reduce their total healthcare spend by 26% and see 19% fewer emergency medical claims. [7]

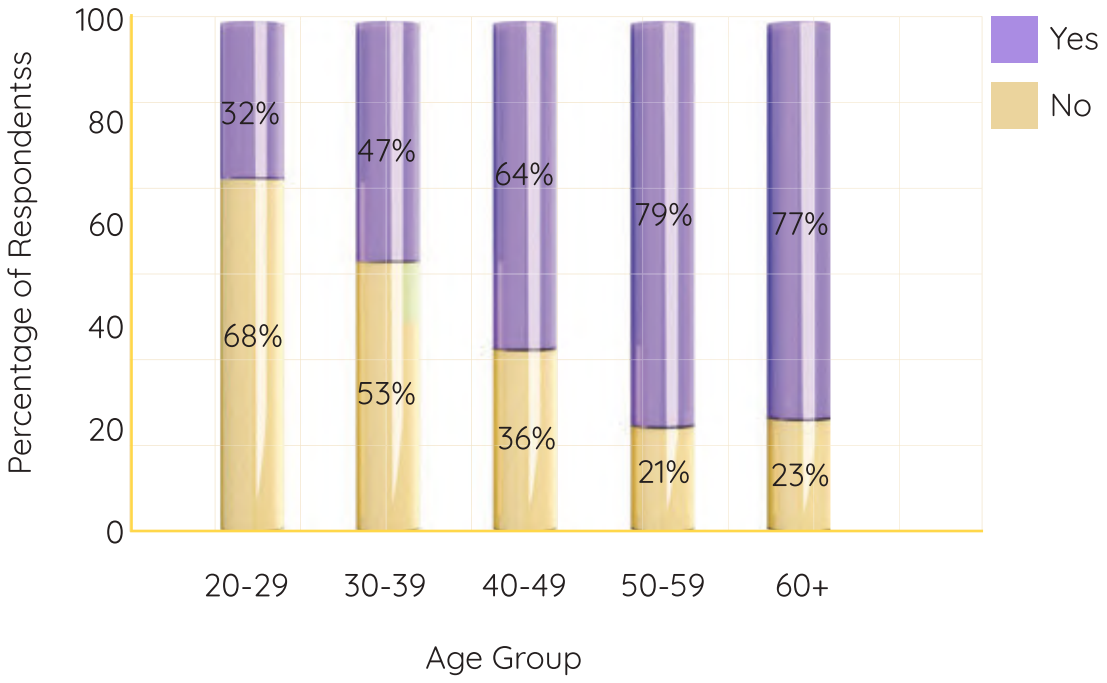
The survey reveals that everyday lifestyle habits, from regular health checks to stress levels, antibiotic use, and sleep patterns, have a direct impact on workforce wellbeing. Younger employees are less likely to prioritise preventive care, while also reporting the highest levels of stress and more frequent antibiotic use. Sleep, meanwhile, averages just over six hours across the workforce and declines with age, leaving older employees with less restorative rest.

The most pronounced gender difference in the data relates to stress. Women report higher levels of daily stress, even though their average hours of sleep are almost identical to those of men. This finding is part of a larger picture of a workforce under pressure, defined by behaviors that include:

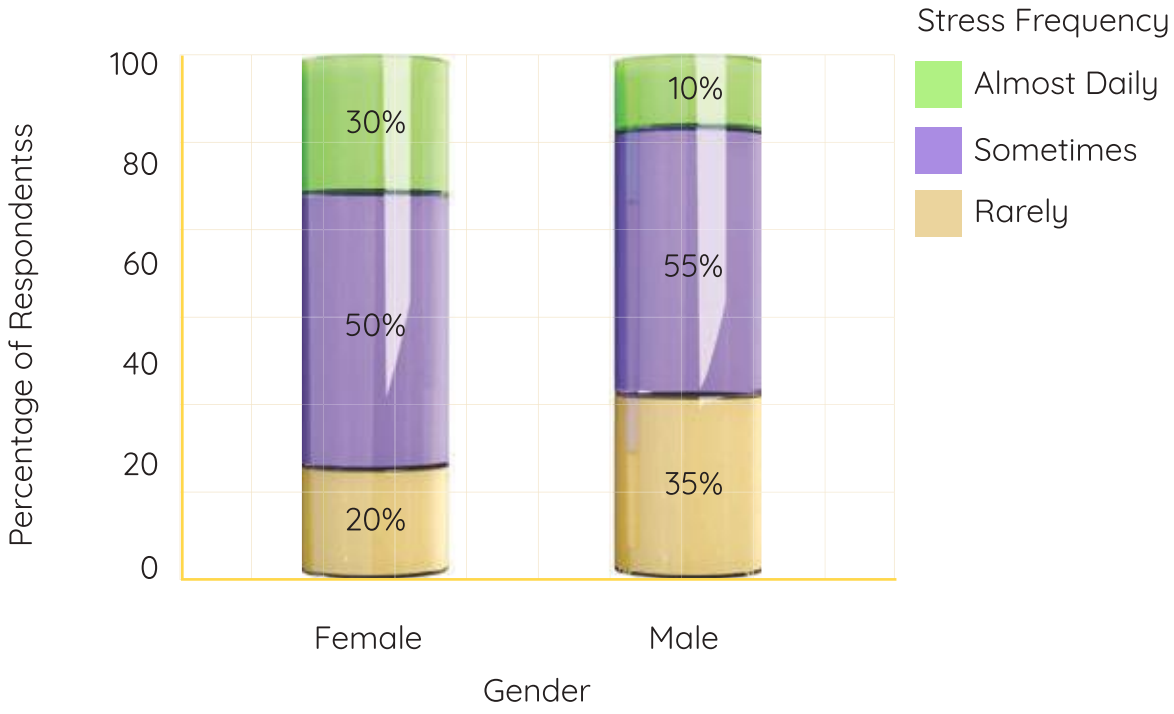
- Skipping preventive checks is a habit most common among younger employees
- Battling daily stress, which disproportionately affects women and those in the 20-39 age group.
- Leaning on antibiotics, with younger employees showing a higher reliance.
- Sleeping less with age, as average rest declines throughout a career.

Dr. Advait Sharma
Chief Medical Officer, Truworth Wellness, notes that
"Most lifestyle diseases develop silently over the years before symptoms appear, and by the time they are clinically evident, significant damage is often already done. Regular screenings help detect risks like high blood pressure, thyroid dysfunction, or elevated sugar levels early, when intervention is simpler and outcomes are far better. Unfortunately, many young professionals skip annual checks, assuming serious conditions are a 'midlife concern.' The reality is that early detection through preventive care can delay or even prevent the onset of chronic disease, protecting both individual well-being and organisational productivity."

REGULAR HEALTH CHECKS BY AGE GROUP (%)



STRESS, ANXIETY & RESTLESSNESS BY GENDER (%)



KEY HIGHLIGHTS

Prevention Gap - Regular health checks rise with age but remain under-practised overall, especially among employees under **40.**

Young and Stressed - Stress and restlessness are most common in the **20–39** age group, with women more likely to report feeling stressed almost daily.

Antibiotic Reliance - Younger employees show higher antibiotic use, pointing to over-reliance and weaker immunity, building habits.

EVERYDAY HEALTH ISSUES: YOUNGER STAFF FACE TRANSIENT ISSUES, OLDER GROUPS CARRY CHRONIC RISKS

Workforce health is not defined by chronic disease alone; it is also shaped by the everyday issues employees carry into work. From recurring headaches and seasonal infections to persistent digestive troubles, these "small" ailments add up to significant discomfort and lost productivity. Over time, they evolve differently across age and gender, revealing a layered picture: what begins as transient health irritants in younger employees often progresses into more complex, chronic risks in mid- and later life. Recurring headaches alone cost companies 4.2 productive hours per employee monthly, equivalent to ₹18,000 in lost output annually. [8 9]

Younger groups struggle with transient issues like colds and headaches, while older employees increasingly face musculoskeletal and respiratory challenges. Digestive problems remain a consistent concern across the board, signalling lifestyle and dietary stressors that cut across demographics. Women, particularly in mid-life, report higher burdens of recurring headaches and joint pain, underscoring the need for targeted interventions.

Dr Evelyn Raghel Thomas

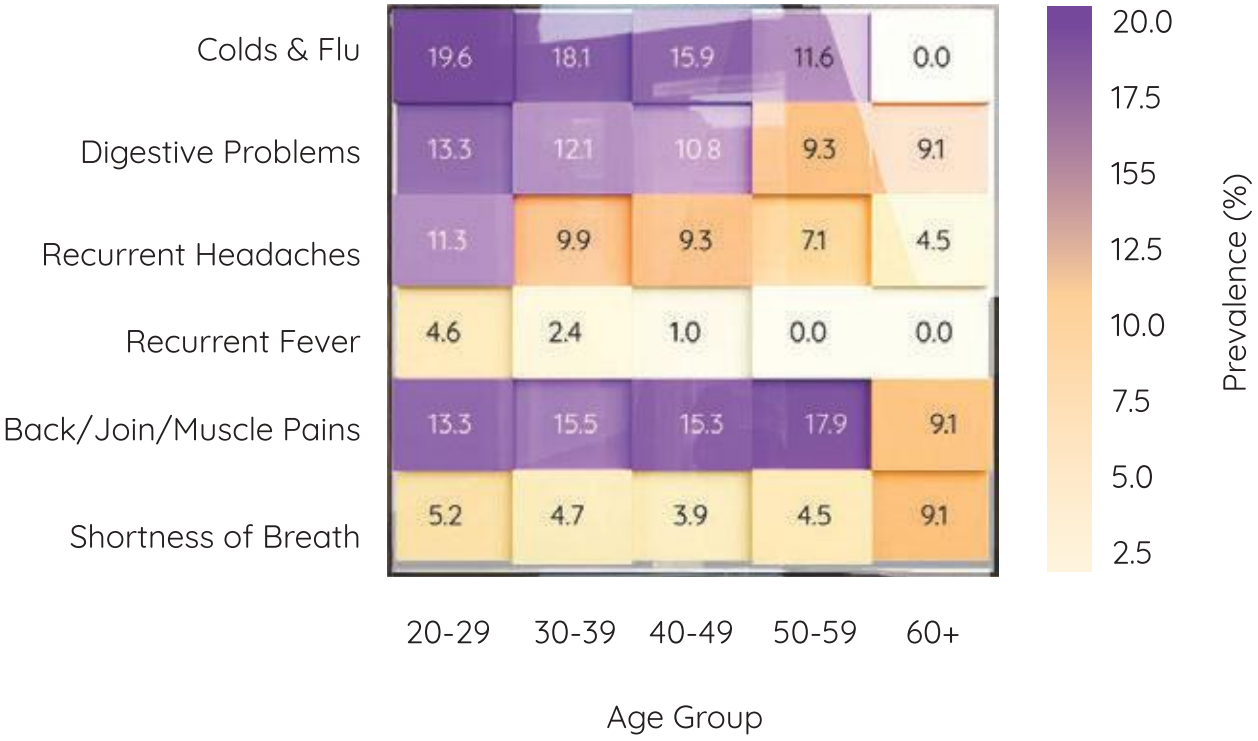
Clinical Head - EAP, Truworth Wellness, notes,

"For younger women, the burden is even heavier. Hormonal shifts across the menstrual cycle and reproductive stages make them more biologically vulnerable to insomnia. Studies confirm that women are about 1.4 times more likely than men to report poor sleep. Add to this the emotional load of juggling multiple roles, professional,personal, and caregiving and sleep quality suffers further. Research also suggests women's circadian rhythms run slightly shorter, making rigid work schedules harder to align with their natural cycles. Encouraging cycle-aware sleep tracking, providing gender-sensitive support, and introducing

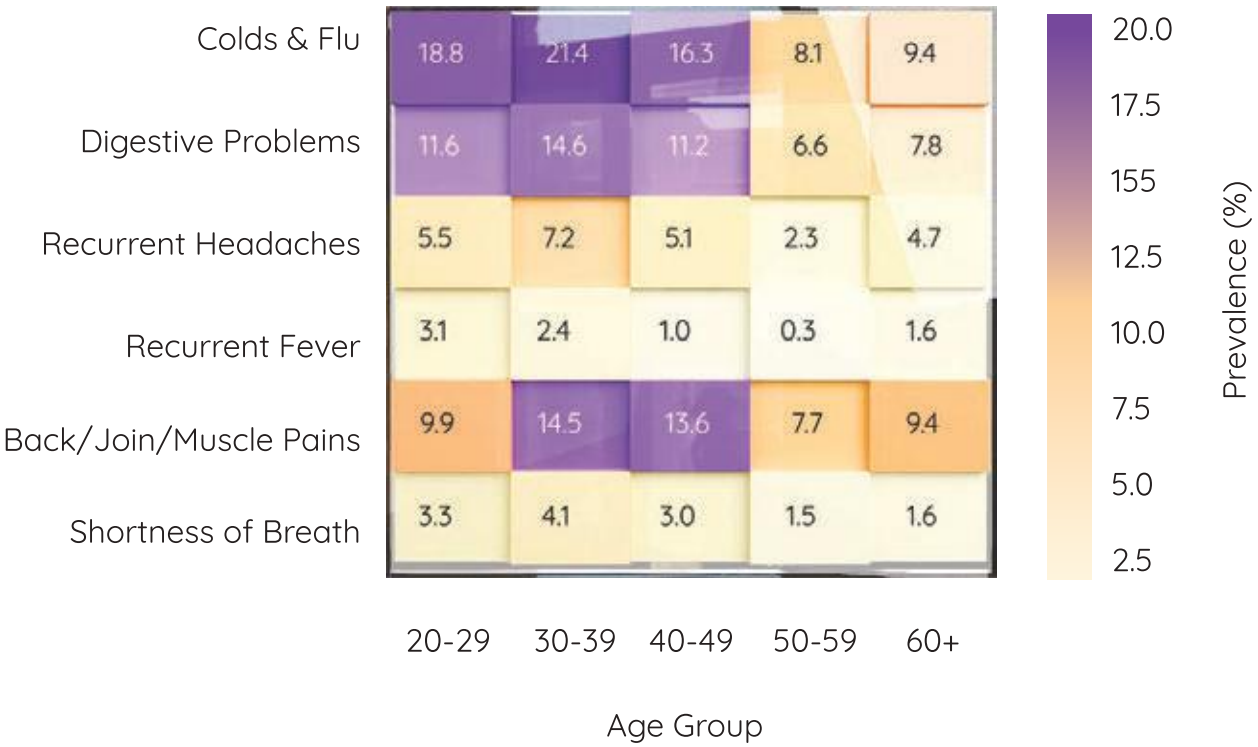
organisational policies that reduce role overload can make a

measurable difference for women's sleep health."

AGE X ISSUE PREVALENCE HEATMAP - FEMALE



AGE X ISSUE PREVALENCE HEATMAP - MALE



KEY HIGHLIGHTS

Everyday issues dominate youth: Colds & flu are common in younger employees but drop sharply after **40.**

Lifestyle burden spans all ages: Digestive problems remain steady across groups, pointing to diet and stress factors.

Headaches hit younger women harder: More frequent in ages **20–39**, with women disproportionately affected.

Musculoskeletal pain escalates with age: Back, joint, and muscle pain rise steadily, peaking in the **50s**.

Hidden chronic risks emerge: Shortness of breath and fever clusters are rare overall but appear in older women.

KEY RECOMMENDATIONS

1. Make Sleep and Stress the Wellness Foundation

Sleep disorders and chronic stress are often the first signals in the progression toward long-term health risks. Addressing them early reduces the likelihood of more serious conditions developing downstream.

Findings from **Truworth Wellness's health risk assessment database** consistently highlight sleep and stress as leading predictors of overall health risk. Drawing on this evidence, organisations should:

- Integrate sleep hygiene education and awareness into wellness programmes.
- Introduce policies that protect recovery time, such as meeting-free mornings, limits on after-hours emails, and designated quiet spaces.
- Track sleep and stress indicators as part of regular wellness reporting, not just engagement data.
- Allow for flexible work schedules that accommodate different recovery needs.

2. Build Gender- and Age-Responsive Health Pathways

Different demographic groups face distinct health challenges, and programmes that acknowledge these differences can be more effective. Truworth's HRA analysis of gender- and age-segmented risk clusters shows clear variation: thyroid and reproductive health challenges are more prevalent among women, while men report earlier onset of cardiac and diabetes risks.

Organisations can respond by:

- **Women (20–40)**: Expanding access to thyroid screening, reproductive health support, and stress management tailored to work-life integration.
- **Men (30+)**: Strengthening cardiac and diabetes prevention through regular risk assessments and targeted nutrition guidance.
- **Younger Employees**: Embedding prevention into career development by offering personalised health assessments and early interventions during onboarding.

3. Shift from Activity Metrics to Health Outcomes

Participation rates in wellness initiatives do not reliably indicate whether health risks are being reduced. A shift towards outcome-based measures is needed.

Truworth has developed **proprietary scoring frameworks (Lifestyle Score, Immunity Score, and Risk Grades)** that help organisations track improvements in employee health more directly. Building on such models, organisations should:

- Replace activity counts with **risk reduction indicators** (e.g., prevalence of high-risk groups, changes in risk grade distribution).
- Use annual **health risk assessments** as a baseline to measure progress over time.
- Apply **predictive analytics** to identify at-risk groups before conditions escalate.
- Provide managers with data linking wellbeing outcomes to team performance, ensuring accountability extends beyond HR.

4.Establish Early Warning Systems

Most chronic conditions are detected only after they have already progressed, when prevention is no longer possible. Early-warning systems can improve detection and support timely interventions.

Several organisations are already applying practices developed through Truworth's workplace wellness programmes, such as:

- Conducting quarterly pulse surveys on stress, sleep, and energy levels.
- Allowing for wearable integration to capture early indicators of fatigue and recovery.
- Training managers and HRBPs to recognise early warning signs and connect employees to support.
- Creating clear escalation pathways from risk identification to clinical or counselling resources.



CONCLUSION

While these health challenges are significant, they also present an unprecedented opportunity. Organisations that shift their perspective, recognising employee health as a strategic business driver rather than just a benefit, can build a significant competitive advantage. This advantage is achieved by creating teams that are healthier, more resilient, and more productive.

Establish Early Warning Systems



Move towards predictive:
Stop waiting for health problems to emerge. Use data to identify and address risks before they become costly chronic conditions.



From generic to personal:
Abandon one-size-fits-all wellness programs. Build targeted interventions that address the specific health risks facing different demographic groups within your workforce.



From activities to outcomes: Measure success not by program participation but by actual health improvements, productivity gains, and risk reduction.

The workforce health crisis is real, but it's not inevitable. Organisations that act decisively on sleep, stress, and early chronic disease prevention will not only protect their employees' well-being but also secure their own competitive position in an increasingly challenging business environment. The choice is simple: invest in workforce health now, or pay the much higher costs of workforce decline later. The data shows the path; the question is whether leadership will take it.

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ABOUT

TRUWORTH WELLNESS

Truworth Wellness is India's leading digital health and wellness platform, dedicated to helping organisations build healthier, more resilient, and more productive workforces. With a presence across industries and geographies, Truworth has partnered with hundreds of enterprises to transform employee wellbeing from a benefit into a measurable business advantage.

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