

New Research from Reward Gateway | Edenred Reveals the State of Workplace Wellbeing in 2025

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[Reward Gateway | Edenred](#), a global leader in employee experience and HR technology, recently released its 2025 report on wellbeing in the workplace. The survey identifies the primary causes of workplace stress, what companies are doing to prioritise employee wellbeing and what further actions can be taken.

Reward Gateway | Edenred surveyed 3,000 employees, managers and executives in every functional area, from marketing to IT, and gathered insights from all ages and levels of tenure. The [survey asked employees their opinions](#) on what's going well, what isn't and how to fix what's broken in today's workplaces.

Findings revealed a workplace wellbeing crisis, with stress posing a persistent challenge:

- 32% of employees frequently feel stressed at work, with 26% feeling overwhelmed and 25% experiencing burnout.
- Employees reported that their stress is heightened by external sources, with 47% citing that the rising cost of living is a key stressor.

Despite these challenges, wellbeing is still a top priority for employees:

- 50% of employees stated that a company that cares about their wellbeing is more important than a

10% pay raise.

- This number is even higher than 50% for employees younger than 45.

“As we navigate an ever-evolving workplace landscape, prioritising employee wellbeing and connection is not just an option, it’s a business necessity,” said Anthony Knierim, Managing Director of the Americas at Reward Gateway | Edenred. “We’re working to help teams understand the connection between wellbeing and success, and equipping our customers with the tools needed to enact change in their workplaces.”

Managers play a crucial role in improving workplace wellbeing, with 71% reporting that they feel responsible for their teams’ wellbeing. However, only about half of managers are actively practicing strategies such as fair workload distribution, recognition and promoting work-life balance, whether it be due to bandwidth constraints, or managers feeling overwhelmed or stressed themselves.

Reward Gateway | Edenred’s [Employee Engagement Platform](#) is designed to help managers better support their teams, providing them with the tools and programs needed to improve workplace culture and alleviate the stress felt in today’s workplace. The platform gives leaders the ability to follow templated programs, or customise them to their organisations’ specific needs, to foster cultures of recognition, appreciation and wellbeing.

For more information about [Reward Gateway | Edenred](#) and the Employee Engagement Platform, please visit [this page](#).