



# Global Work Wellbeing Report 2024

**Leveraging the world's largest  
dataset on work wellbeing<sup>1</sup>**

<sup>1</sup>2024 Indeed.com Data, Based on number of survey responses globally.



**indeed**

## About Indeed

Indeed is the No. 1 job site in the world<sup>2</sup> with over 350M+ Unique Visitors every month from around the globe.<sup>3</sup> Indeed strives to put job seekers first, while providing quality matches for employers, fast, to support their hiring needs.

Every day, we connect millions of people to better work to create better lives, combining the latest in AI technology and the power of human judgment and connection.

Source: <sup>2</sup>Comscore, Total Visits, March 2024

Source: <sup>3</sup>[Indeed Internal Data, average monthly Unique Visitors October 2023 – March 2024](#)

**350M+**  
global  
monthly  
Unique  
Visitors

[Indeed Internal Data, average monthly Unique Visitors October 2023 – March 2024](#)

**11**  
jobs added  
every second,  
worldwide

**5.5M**  
new jobs  
added each  
month, in  
the US

**#1**  
job search app  
on iPhone or  
Android in 25  
countries

Business Category,  
SimilarWeb, June 2023

**60+**  
countries  
reached where  
Indeed has  
sites and  
**28**  
languages

**5.9M**  
Indeed Apply  
applications  
completed  
each day  
on mobile,  
worldwide.

**32.5M**  
total jobs  
on Indeed

**23.6M**  
phone  
interviews on  
Indeed  
worldwide

January 2022 -  
July 2024

A message from

**LaFawn Davis,**

Chief People & Sustainability Officer, Indeed

It's essential to reflect on the evolving needs and challenges of the workforce. No matter where they live or work, people's ability to thrive in their jobs is linked to their overall health, happiness, and satisfaction. So, what can you do as employers to foster an inspiring and engaging environment? And as job seekers, what kind of benefits or work environment keeps you happy? The insights from the fifth annual and first global Indeed Work Wellbeing Report offer a unique perspective on the must-have metrics that can re-energize and strengthen organizational cultures.

With over 250M data points on wellbeing from more than 25M survey participants, we've learned that despite our efforts, the state of work wellbeing has not rebounded to pre-pandemic levels. In fact, over the past four years, we have observed a concerning decline. This trend underscores an urgent need to redouble our efforts in fostering workplaces where employees can thrive. But what will it take to restore a sense of wellbeing?

Employers should strive to create harmonious environments where people can balance their purpose, careers, and personal lives in meaningful ways that bring lasting contributions at work and in society. The combined impact of belonging, positive energy, and inclusion are universally influential, demonstrating that social capital at work creates employees who are more likely to be engaged, productive, and committed.

We're seeing the benefits of how high-scoring companies view their employee health and happiness responsibilities. They recognize the multifaceted nature of wellbeing—encompassing human health, work-life balance, purpose, and personal development. Through innovative practices incorporating AI and skills-first hiring, and policies rooted in DEIB (diversity, equity, inclusion, and belonging), they have not only recognized the intrinsic value of a flourishing workforce. They have also reaped the tangible benefits of increased productivity, enhanced creativity, and greater employee satisfaction.

For the second year in a row, we are publishing what we call, “The Business Case for Work Wellbeing,” which includes an analysis run by our partners at Oxford showing that companies with higher Work Wellbeing Scores outperform in the stock market. And for the first time, we are unveiling the names of these companies in the launch of the Work Wellbeing 100. The data shows that when we invest in our people, we invest in our success.

We hope this report inspires you to take meaningful action to invest in work wellbeing for your employees. Doing so will help build professional communities of growth, fulfillment, and booming potential. Together, let's create better work for a brighter future.



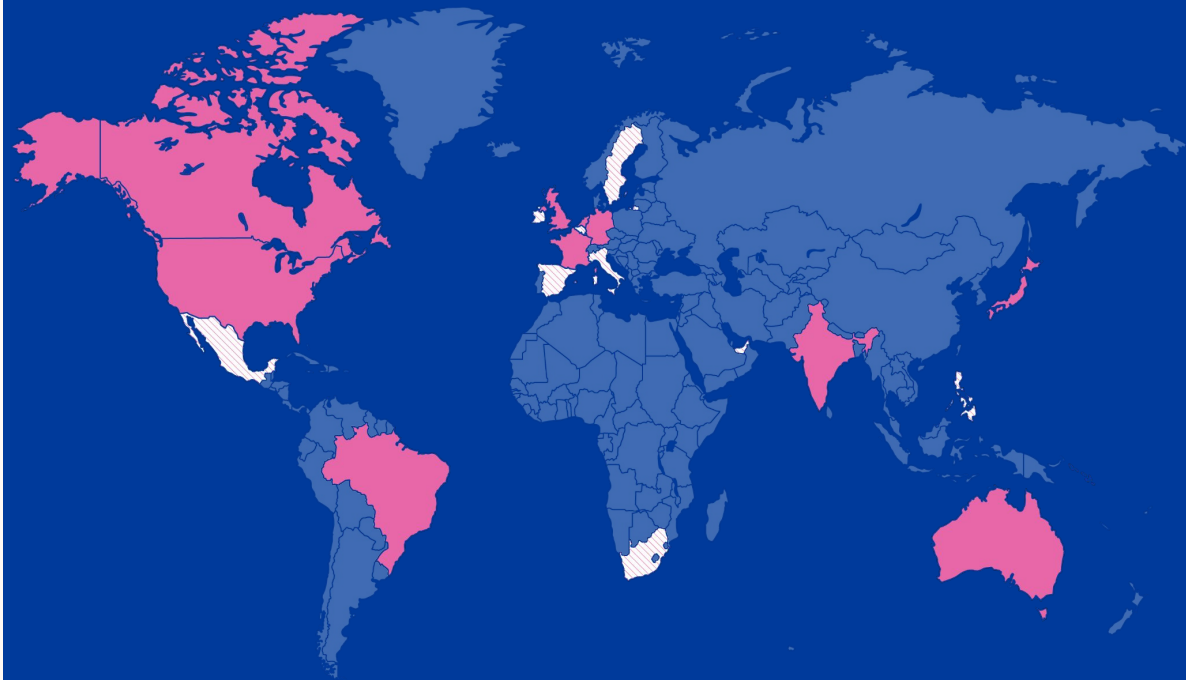
*LaFawn Davis*

## Indeed Work Wellbeing Initiative Global Reach

Indeed's work wellbeing data collection spans 19 countries, with over 250 million data points collected and surveys completed by more than 25 million individuals. This is the **world's largest dataset on work wellbeing**.<sup>1</sup>

The data is displayed publicly on [Indeed company pages](#) in the US, CA, and UK where the [Work Wellbeing Score](#) has launched.

**Source:** <sup>1</sup>2024 Indeed.com Data, Based on number of survey responses globally.



■ Data being collected and included in report  
(Australia, Canada, Germany, France, the United Kingdom, India, Japan, Brazil, the Netherlands, the United States)

■ Data being collected but not included in report

## Methodology

This report delves into insights from ten markets—Australia, Canada, Germany, France, the United Kingdom, India, Japan, Brazil, the Netherlands, and the United States.

The data, collected through the Indeed Work Wellbeing Survey from October 2019 to January 2024, was analyzed in partnership with the University of Oxford Wellbeing Research Centre, with support and guidance from Dr. Jan-Emmanuel De Neve and Dr. George Ward.

When referencing this research, please use the following citation: **Indeed Global Work Wellbeing Report 2024, analyzed by the University of Oxford Wellbeing Research Centre with Dr. Jan-Emmanuel De Neve and Dr. George Ward.**

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## Methodology



**Measuring work wellbeing:** with guidance from leading happiness and wellbeing experts, we have identified the key the indicators of work wellbeing: happiness, purpose, stress, and satisfaction. Additionally, we measure the 11 drivers that influence these indicators.

-

*"A composite of these four items is the perfect holistic measure of employee wellbeing. This approach aligns with how policy-makers and statistical agencies across the OECD measure varying dimensions of general wellbeing."*



**Dr. Jan-Emmanuel De Neve**

Professor of Economics & Behavioral Science, Director of the Wellbeing Research Centre at the University of Oxford

## Key Findings

Amidst ongoing challenges, work wellbeing levels among survey respondents have been on a persistent decline since the pandemic, remaining unresolved over the past four years.

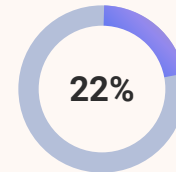
A striking minority, just 1 in 5 respondents, are thriving at work, revealing widespread struggles across all four work wellbeing indicators, particularly stress.

Social factors at work emerge as the most influential drivers but there is a gap as these critical needs are not being met.

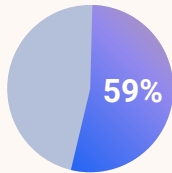
This report goes deeper into these findings, reveals the advantages for companies prioritizing work wellbeing, and shares next steps for taking action within your organization.



Work wellbeing levels of survey respondents haven't rebounded from the pandemic and have continued to decline over the past four years.



Just 1 out of 5 of survey respondents are thriving at work.<sup>4</sup>



The majority of respondents are struggling with all four key work wellbeing indicators, with nearly 60% reporting they feel stressed at work most of the time.<sup>5</sup>

Belonging



Energized

Inclusion

Belonging, inclusion, and energy drive work wellbeing, but globally, employers are failing to meet these needs.



In an Oxford analysis, a simulated portfolio of the top 100 publicly traded companies on Indeed with high Work Wellbeing Scores outperformed stock market benchmarks.




The Work Wellbeing 100 [an index of the top companies for work wellbeing] collectively outperforms stock market benchmarks – proving investing in wellbeing is better for people and business.

<sup>4</sup>Note: Respondents rated agreement on a 5-point scale where 5 = Strongly Agree, 1 = Strongly Disagree. Thriving is defined as answering a 4 or 5 across all four work wellbeing indicators (happiness, purpose, satisfaction, stress-free).

<sup>5</sup>Note: Respondents rated agreement on a 5-point scale where 5 = Strongly Agree, 1 = Strongly Disagree. These results include those who answered 1, 2, or 3.

Source: Indeed Work Wellbeing Survey, analyzed by University of Oxford Wellbeing Research Centre.

# The state of work wellbeing: a global opportunity

A short, horizontal line with a color gradient from orange to blue.



## Key Findings

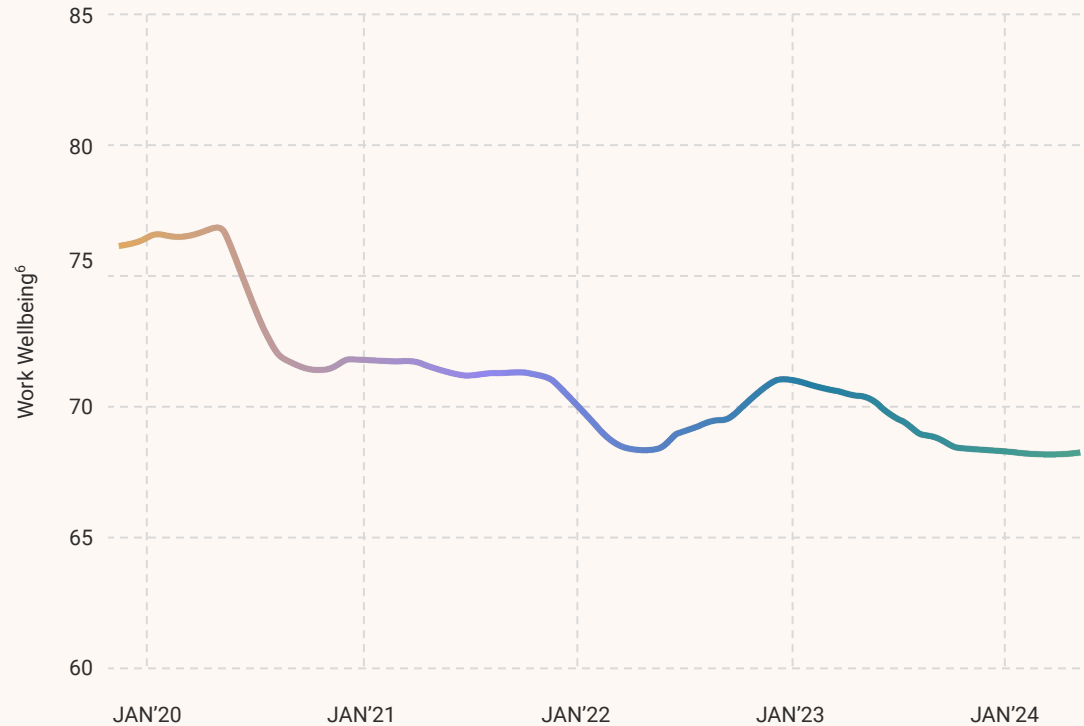
### Work wellbeing levels have not recovered from the pandemic

When looking at the state of survey respondents globally, today's workforce has not rebounded to pre-pandemic levels. In fact, over the last four years it has continued to decline.

Indeed began collecting wellbeing data in October 2019, just before the onset of COVID-19. This timing offers a view of wellbeing trends before, during, and after the pandemic which now reveals its lasting impacts.

While this graph illustrates *how* people are feeling, this report will delve into *why* (work wellbeing drivers), *implications* (the business case), and specific intervention *strategies* (Work Wellbeing Playbook).

## Global work wellbeing over time (based on survey respondents)



**Note:** Data has been smoothed to highlight overall trends

<sup>6</sup>Composite metric of happiness, satisfaction, purpose, stress (on a 40-100 scale)

**Source:** Indeed Work Wellbeing Survey, analyzed by University of Oxford Wellbeing Research Centre.

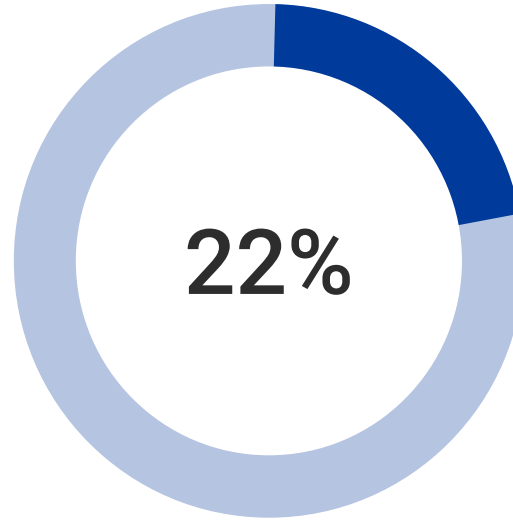
## Key Findings

### Globally, 4 out of 5 survey respondents are *not* thriving at work

A large majority — 78% — of survey respondents are not thriving at work, revealing a significant wellbeing challenge across the global workforce.

An employee is "thriving" at work if they indicate having high ratings across the four work wellbeing indicators: happiness, satisfaction, purpose, and low stress.

By definition, those not thriving aren't performing at their highest potential, impacting both individual employee experience and company performance.



**of survey respondents are thriving at work**

**Note:** Respondents rated their agreement on a 5-point scale where 5 = Strongly Agree and 1 = Strongly Disagree. Thriving is defined as answering a 4 or 5 across all four work wellbeing indicators (happiness, purpose, satisfaction, stress-free).

**Source:** Indeed Work Wellbeing Survey, analyzed by University of Oxford Wellbeing Research Centre.

## Key Findings

### Globally, stress stands out as a leading cause of low work wellbeing levels

An analysis of the four work wellbeing indicators reveals that the majority of respondents are struggling in several key areas. Nearly 60% report they feel stressed at work most of the time and 57% are neither happy at work most of the time nor completely satisfied with their job.

While only 22% of respondents are thriving at work, these higher individual scores suggest many excel in specific areas but struggle to maintain high levels across all four indicators consistently.

## Global levels of work wellbeing indicators (based on survey respondents)



**Note:** Respondents rated their agreement on a 5-point scale where 5 = Strongly Agree and 1 = Strongly Disagree. These results include those who answered 1, 2, or 3.

**Source:** Indeed Work Wellbeing Survey, analyzed by University of Oxford Wellbeing Research Centre.

## Key Findings

### Work wellbeing indicators vary by region highlighting the need for tailored strategies

**Purpose leads:** purpose is the highest scoring indicator in every region.

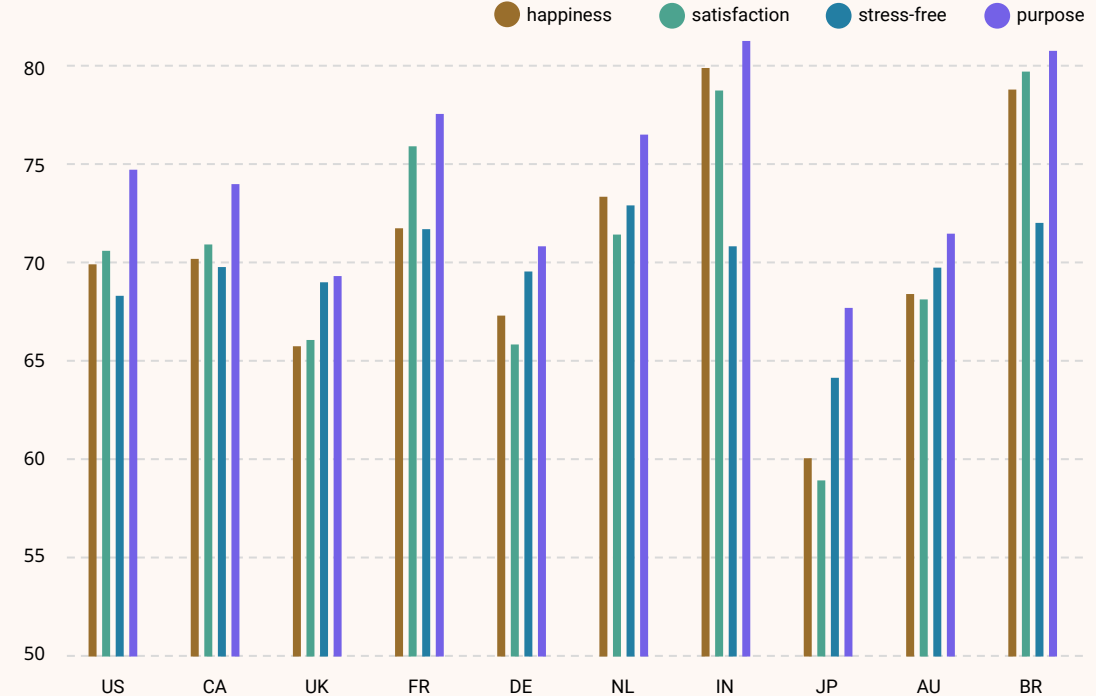
**Stress varies:** stress-free work environments vary but ultimately lag behind the other indicators.

**Happiness and satisfaction appear closely linked:** happiness levels vary across regions and tend to be linked with satisfaction.

These variations imply that a global, one-size-fits-all approach won't work. Tailoring wellbeing programs to fit regional needs and cultural contexts is essential.

## Regional levels of work wellbeing indicators (based on survey respondents)

Note: Data is not directly comparable across countries due to variations in survey sample composition in different Indeed markets.



Source: Indeed Work Wellbeing Survey, analyzed by University of Oxford Wellbeing Research Centre.

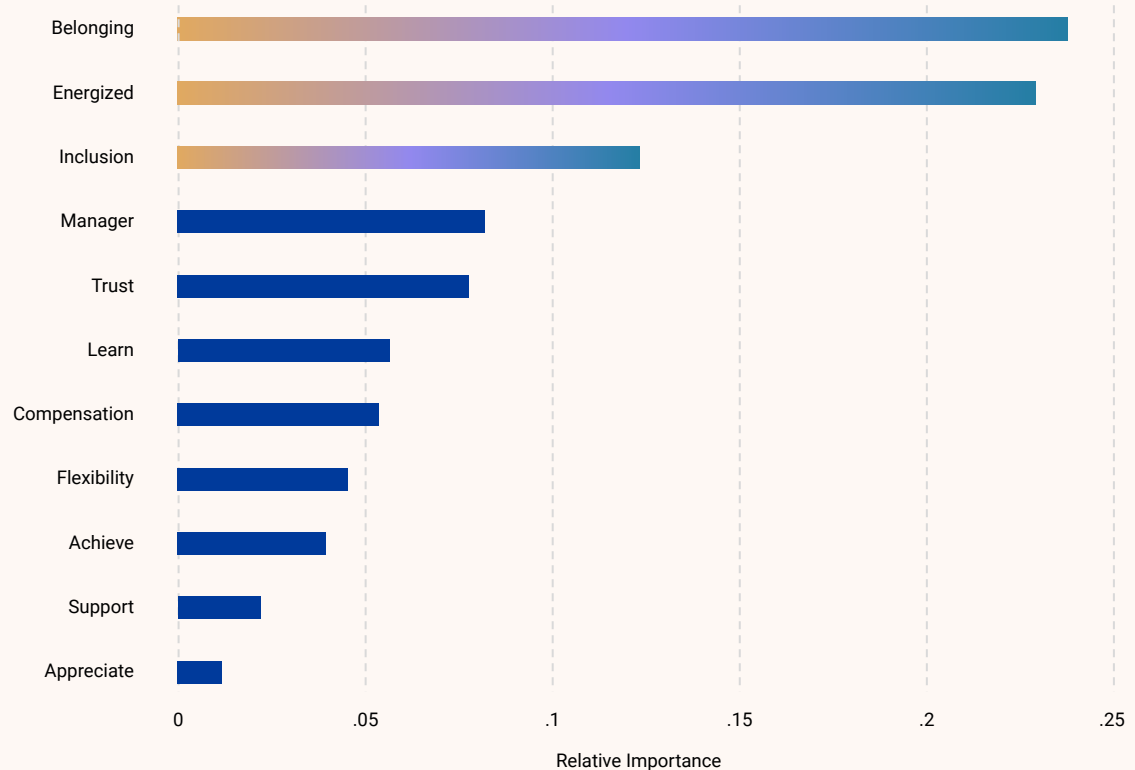
## Key Findings

### Social factors are critical to work wellbeing globally

The 11 drivers explain why people feel the way they do at work and can offer prescriptive guidance on where to focus for maximum impact on overall work wellbeing levels.

Contrary to common assumptions, factors such as compensation and flexibility rank lower in their influence on work wellbeing. Instead, it's the social elements, particularly belonging and inclusion, that are the most influential factors.

### Global work wellbeing driver analysis (based on survey respondents)



**Note:** Relative importance based on a beta coefficient from a multivariate regression where work wellbeing is the dependent variable.

**Source:** Indeed Work Wellbeing Survey, analyzed by University of Oxford Wellbeing Research Centre.

Key Findings

Globally, we are falling short on key work wellbeing drivers

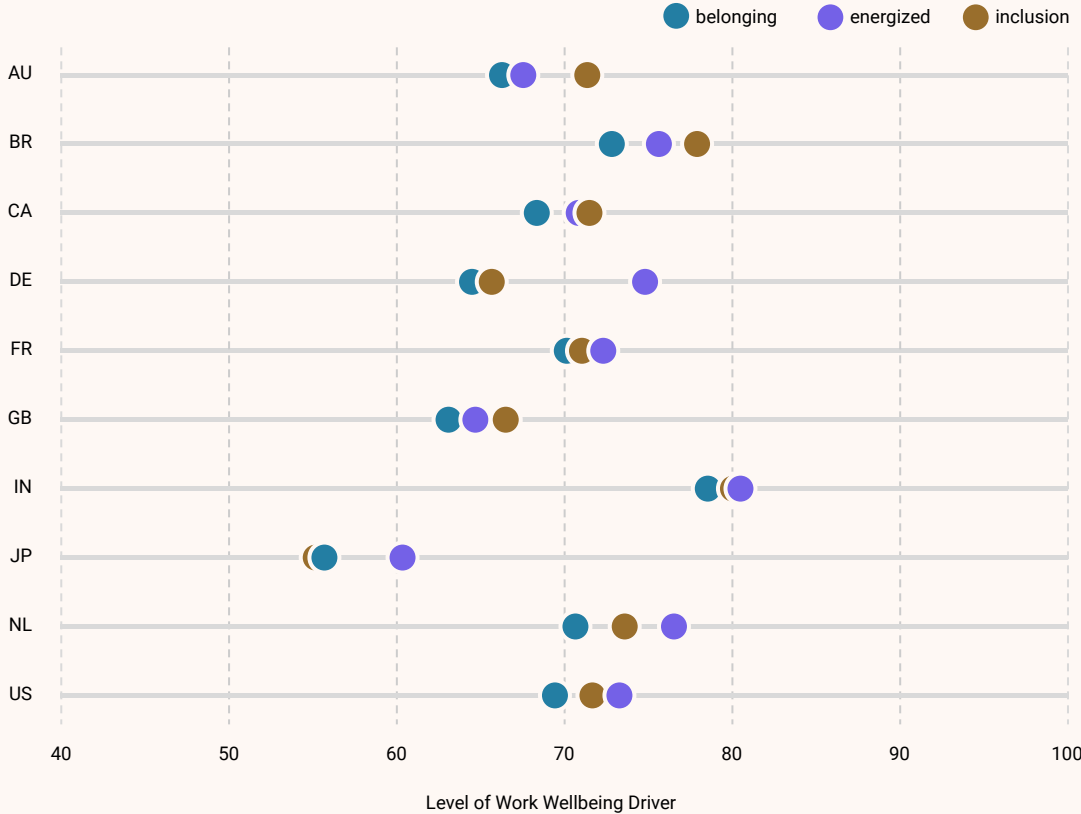
There is a notable gap between the top drivers of work wellbeing - belonging, energy, inclusion - and employees' actual experiences.

Specifically, in the critical area of belonging, only India scores higher than 72, indicating a global shortfall.

Addressing these gaps doesn't have to be costly. Simple strategies like removing gender-biased language from job postings and offering flexible work enhance inclusivity and belonging, particularly for underrepresented groups, caregivers, and individuals with disabilities by reducing unique work-related stressors.<sup>6</sup>

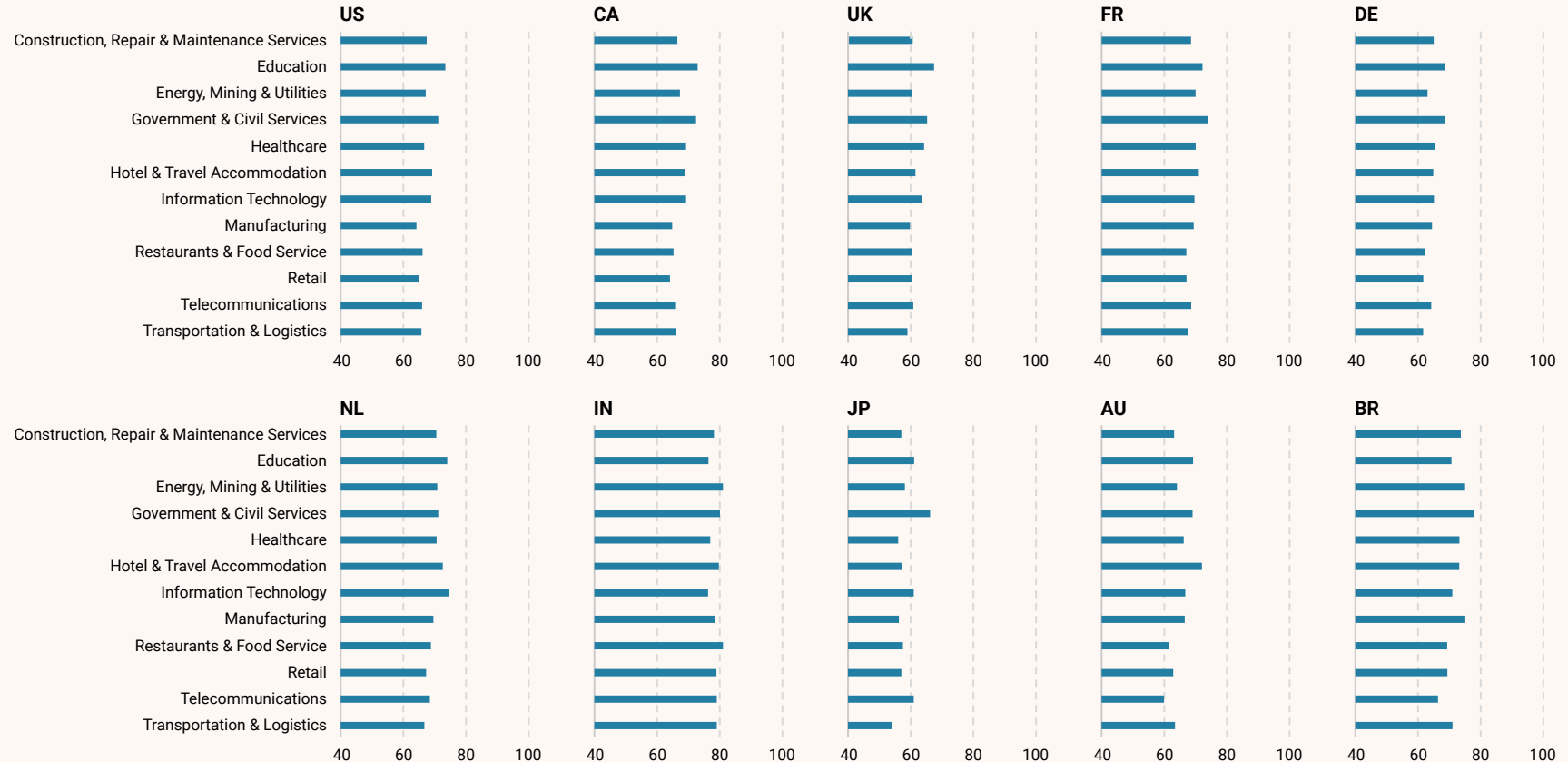
Source: <sup>6</sup>Cunningham, S., Fleming, W., Regier, C., Kaats, M., & De Neve, J. (2024) Work Wellbeing Playbook: A Systematic Review of Evidence-Based Interventions to Improve Employee Wellbeing. World Wellbeing Movement

Top 3 work wellbeing drivers performance by country (based on survey respondents)

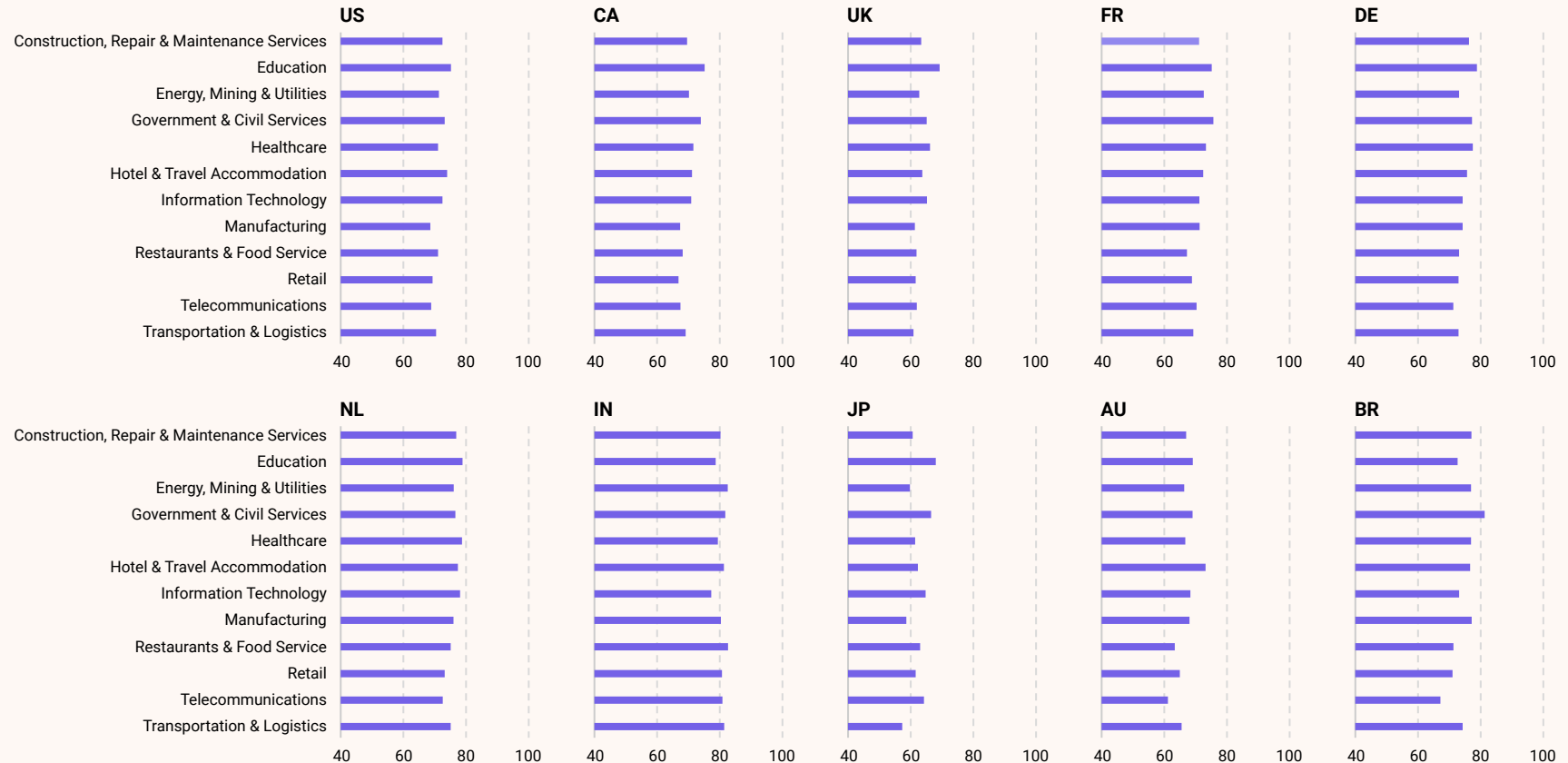


Source: Indeed Work Wellbeing Survey, analyzed by University of Oxford Wellbeing Research Centre.

## Examining the top drivers of work wellbeing across industry (based on survey respondents): **Belonging**

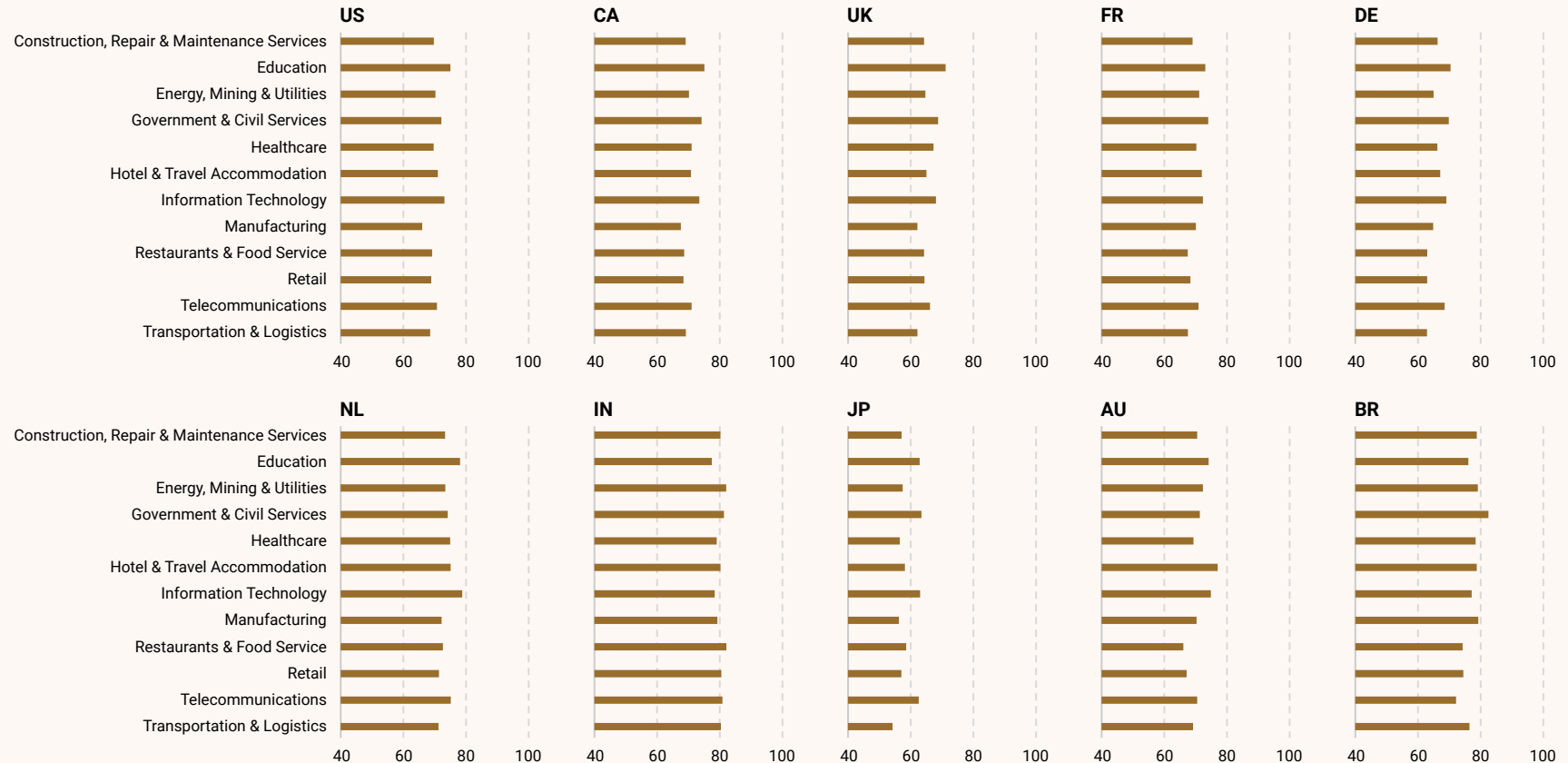


## Examining the top drivers of work wellbeing across industry (based on survey respondents): **Energy**





## Examining the top drivers of work wellbeing across industry (based on survey respondents): [Inclusion](#)



## Defining the key drivers: Belonging and Inclusion

Diversity describes the demographic composition of a group.

*Inclusion* is the degree to which all diverse groups are involved, heard, and considered in organizational processes and decisions.

*Belonging* happens when people feel accepted, secure, and supported as their true, authentic selves.

Click [here](#) for strategies to improve belonging & inclusion at work.

### What makes you feel a sense of belonging?



### What makes you feel included at work?



**Note:** Respondents were able to select up to three items.

**Source:** *Indeed Workplace Happiness Report*, a commissioned study (n=4,033 US adults) conducted by Forrester Consulting on behalf of Indeed, 2021

## Defining the key drivers:

### Energy

*Energized* employees are more engaged, productive, and happy at work. Work-related stress is a common source of energy drain, so getting this under control is key to improving workplace wellbeing.

Click [here](#) for strategies to cultivate a more energized workforce.

## What makes you feel energized at work?

When I get excited about the work I do



When I feel inspired to do my best



When I feel challenged at work



When I get fully absorbed in the activities I do



When I look forward to my work environment



When I am inspired by people around me




**Note:** Respondents were able to select up to three items.

**Source:** *Indeed Workplace Happiness Report*, a commissioned study (n=4,033 US adults) conducted by Forrester Consulting on behalf of Indeed, 2021



# The impact: How work wellbeing connects to business success

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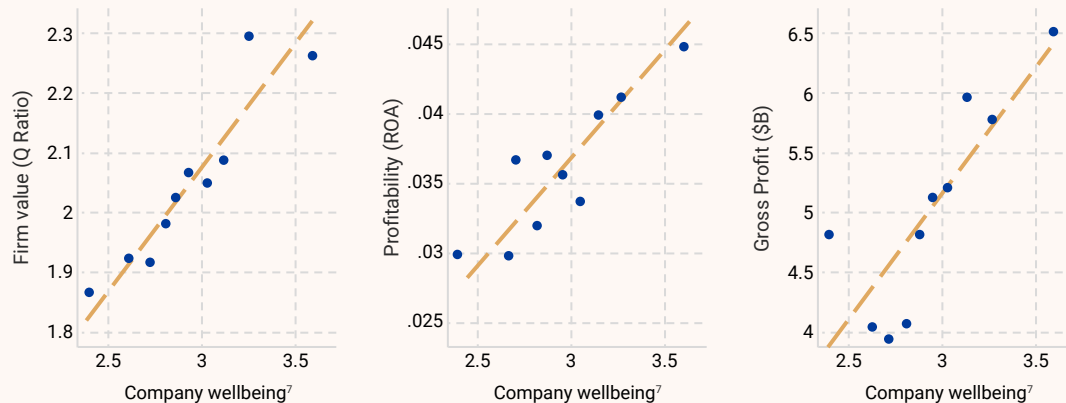
## Greater employee wellbeing is tied to higher company valuation, higher return on assets, and greater profits

Ultimately, employers should prioritize their workforce's wellbeing because it's the right thing to do. However, many still see it as a trade-off with other business objectives.

An Oxford analysis of Indeed's work wellbeing data now makes the business case for work wellbeing clear: Higher wellbeing is linked to improved firm valuation, return on assets, and gross profits.

The analysis looked at 1,782 publicly listed companies in the United States using data from around one million employee surveys across these organizations.

### Company wellbeing and business performance (based on US survey respondents)



<sup>7</sup>Composite metric of happiness, satisfaction, purpose, and stress

Source: [Workplace Wellbeing and Firm Performance](#); University of Oxford, July 2024.

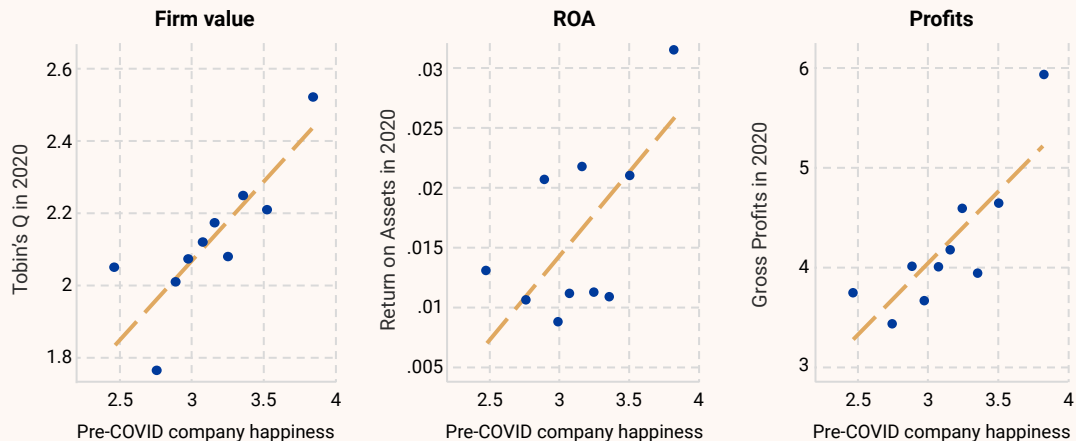
## Employee wellbeing levels are predictive of future business performance

Oxford also investigated whether happier employees today means better business results later.

As an example, Oxford used data from the beginning of 2020 through the prime of Covid. The results show that companies with happier workers before Covid performed better afterward in all three performance indicators.

This demonstrates that employee happiness can be a strong predictor of a company's success both now and in the future.

### Pre-Covid company happiness and Post-Covid business performance (based on US survey respondents)



Source: [Workplace Wellbeing and Firm Performance](#); University of Oxford, July 2024.

## Companies with higher levels of employee wellbeing outperform the stock market

Oxford simulated a portfolio of the public companies on Indeed with the top 100 Work Wellbeing Scores with at least 100 employee surveys in the last year.

This portfolio was compared to major benchmarks like the S&P 500, Russell 3000, and Nasdaq Composite. Results showed these companies consistently outperformed the indices.

**Put another way:** While the 2024 Work Wellbeing 100 isn't an investable index, if you invested in the Work Wellbeing 100 companies in January 2021, the return would be 11% greater than the return on the S&P 500 by July 2024.<sup>8</sup>

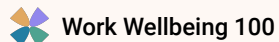
### Work Wellbeing 100 and Stock Performance



<sup>8</sup>A \$1,000 investment in the companies Work Wellbeing 100 companies in January 2021 would have grown to \$1,533 by July 2024 compared with \$1,479, \$1,408, and \$1,401 had they invested instead in the S&P 500, Nasdaq Composite, or Russell 3000, respectively.

**Note:** The Work Wellbeing 100 is not an investable index.

**Source:** [Workplace Wellbeing and Firm Performance](#); University of Oxford, July 2024.



## Introducing the Work Wellbeing 100

For the first time, Indeed is proud to reveal the companies who make up the Work Wellbeing 100.

Ranked by their Work Wellbeing Score, the Work Wellbeing 100 is an index that demonstrates public companies with higher work wellbeing scores collectively outperformed stock market benchmarks –proving investing in wellbeing is better for people and business.

This ranking spotlights the companies that are prioritizing work wellbeing and building towards a future of better work.

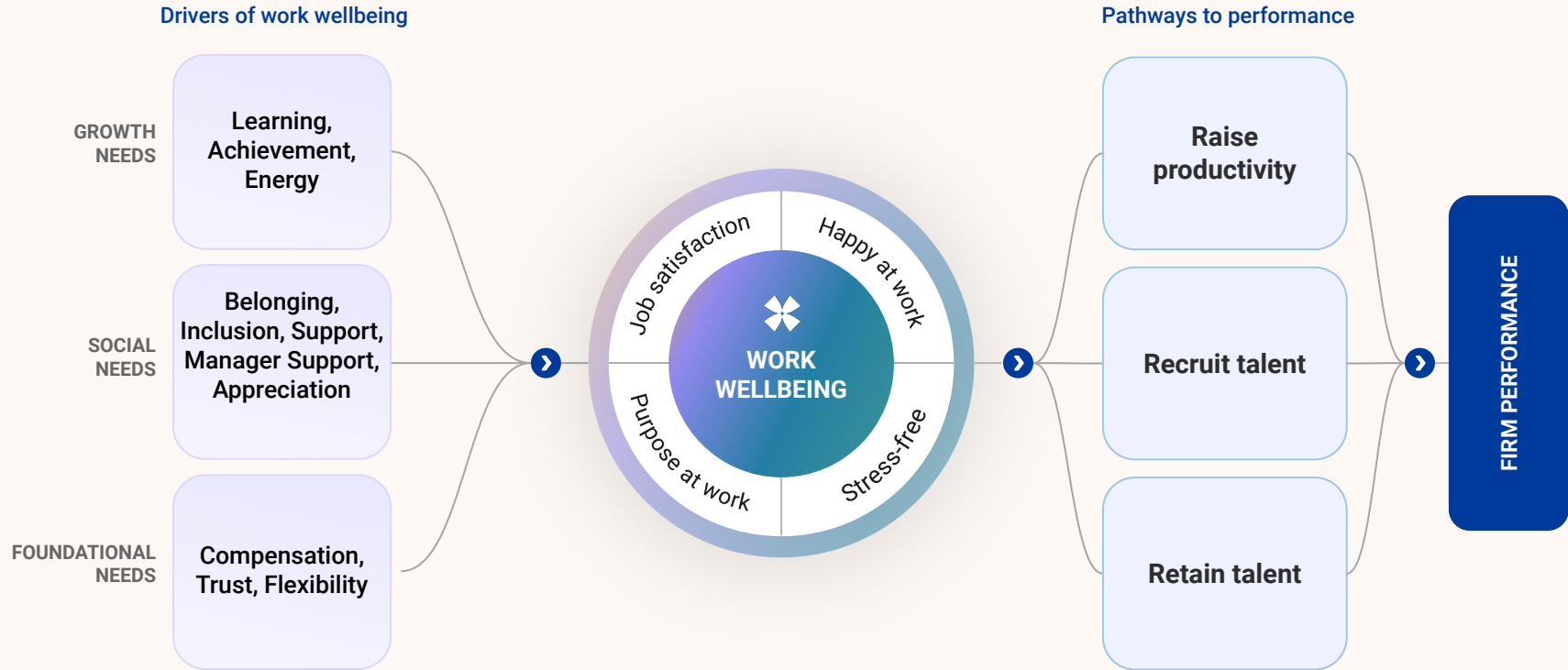
**Learn more about the Work Wellbeing 100 and see the complete ranking of companies [here](#).**



Ranking	Company Name	Stock Ticker	Sector
1	H&R Block	HRB	Retail & Wholesale
2	Delta Air Lines	DAL	Transportation & Logistics
3	L3Harris	LHX	Aerospace & Defense
4	Accenture	ACN	Information Technology
5	Nike	NKE	Retail & Wholesale
6	Tradesmen International	BX	Construction, Repair & Maintenance Services
7	Disney Parks, Experiences & Products	DIS	Arts, Entertainment & Recreation
8	Addus HomeCare	ADUS	Healthcare
9	IBM	IBM	Information Technology
10	Amazon Flex	AMZN	Transportation Management




## What explains the connection between wellbeing and performance?



Source: De Neve & Ward (2025) Why Workplace Wellbeing Matters. HBR Press.

# Taking action: Your strategy for enhancing work wellbeing

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## Conclusion

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Globally, work wellbeing levels are declining, even worse than during the pandemic, with stress at work emerging as a leading factor. This deficit has larger implications that go beyond the confines of work. How millions of people feel at work impacts how millions of people feel in life.

Now that we understand certain drivers - belonging, inclusion and energy - have the largest influence on wellbeing overall, we can work collectively to close the gap across the globe.

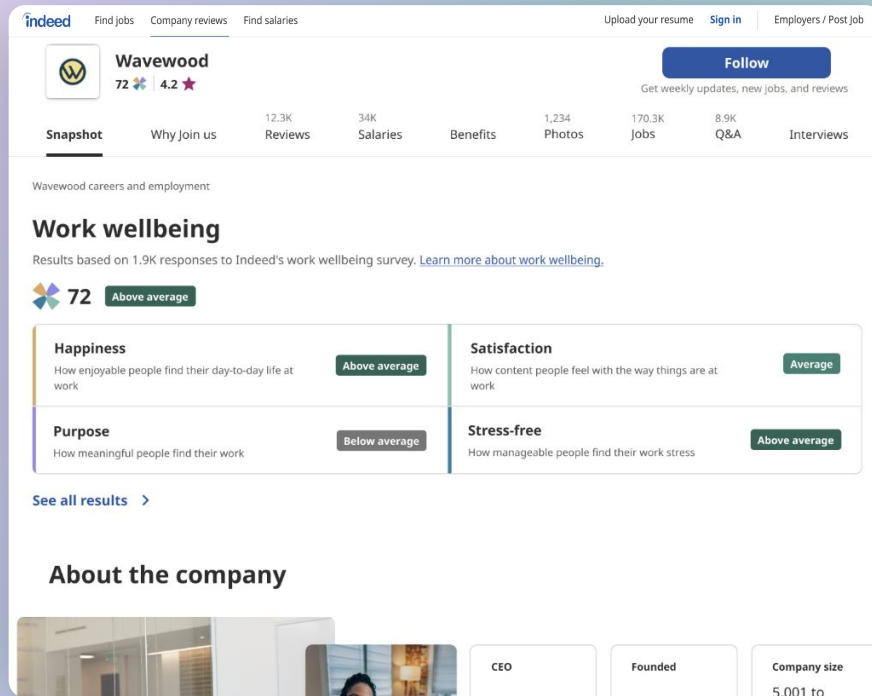
The Work Wellbeing Advantage: Our social capital is emerging as our greatest asset. Prioritizing people is more important than ever and as interest gains among investors, employers and society as a whole- we will continue to see that employee wellbeing is no longer nice to have. It's a business imperative.



## How Indeed Can Help

1. **Measure:** Understand your workforce by sharing the [work wellbeing survey](#) today.
2. **Check Your [Work Wellbeing Score](#):** Use this metric to understand your workforce and benchmark against others.
3. **Cultivate Wellbeing:** Enhance employee wellbeing by focusing on key drivers identified in this report or your own survey results. Maintain strengths, address weaknesses, and use the [Work Wellbeing Playbook](#) for actionable tactics.
4. **Build Your Brand Story:** Highlight your company's work wellbeing strengths in job descriptions and visuals on your Indeed Company page.

Indeed is here to help.  
[Discover more work wellbeing.](#)





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