ADP Canada Happiness@Work Index: Workers' Satisfaction in Canada Bounces Back in July

July sees workers in Canada say work-life balance and flexibility are more satisfying compared to June, driving an increase in the National Work Happiness Score.

TORONTO, July 26, 2023 /CNW/ - After falling in June, those working in Canada seem happier in July, with the ADP Canada monthly *Happiness@Work Index ("Index")* reporting an increase in happiness levels across generations and regions. Boomers, and those located in Québec and British Columbia were the only workers reporting a decrease in their Work Happiness Scores for July.

The *National Work Happiness Score* for July 2023 is 6.7/10, representing an increase of 0.1 points from June 2023.

"The increase in the overall happiness of workers in Canada, paired with greater satisfaction with work-life balance and flexibility in July affords the statement that workers are happier in the summer as it is also usually a time where many take a well-deserved break," says Heather Haslam, Vice President of Marketing, ADP Canada. "Additionally, to taking time-off and prioritizing activities outside of work, some companies may also implement summer policies, such as summer hours, or reduced hours on Fridays, potentially encouraging an increase in the *National Work Happiness Score* that we've seen this month."

July 2023 *Happiness@Work Index* Highlights

- **National Work Happiness Score**: 6.7/10 (+0.1) *
- **Indicator Breakdown**
  - **Primary Indicator:** 6.9/10 (+0.1) *
  - **Secondary Indicators:**
    - Work-Life Balance and Flexibility: 6.9/10 (+0.1) *
    - Recognition and Support: 6.5/10 (-0.1) *
    - Compensation and Benefits: 6.2/10 (+0.1) *
    - Options for Career Advancement: 6.0/10 (+0.1) *

The June *Index* reveals that the **primary indicator of worker happiness is at 6.9,** an increase from June (6.8/10), and means that 44 per cent of workers in Canada say they feel satisfied with their current role and responsibilities. The top secondary indicators continue to be work-life balance and recognition, although the latter decreased slightly from last month.

The July *Index* also reveals positive changes for most workers in Canada across generations and regions around their feelings of happiness in the workplace:

National Work Happiness Score: Generational Snapshot

- **Boomers (59+):** 7.2/10 (-0.1) *
- **Gen-Z (18-26):** 6.7/10 (+0.2) *
- **Millennials (27-42):** 6.7/10 (+0.1) *
- **Gen-X (43-58):** 6.6/10 (+0.2) *

Regional Work Happiness Score Snapshot

- **Québec**: 7.0/10 (-0.1) *
- **Sask/Manitoba**: 6.8/10 (+0.4) *
- **British Columbia**: 6.7/10 (-0.1) *
- **Alberta**: 6.6/10 (+0.2) *
- **Ontario**: 6.6/10 (+0.2) *
- **Atlantic Canada**: 6.5/10

"While workers in Québec continue to be the happiest across Canada for the third month in a row, Saskatchewan and Manitoba saw the greatest increase in the Regional Work Happiness Score with +0.4 points and achieved this month their highest score ever recorded," continues Haslam.

About the *Happiness@Work Index* Methodology

The *Happiness@Work Index* is measured monthly through a survey fielded by Maru Public Opinion on behalf of ADP Canada

and is undertaken by the sample and data collection experts at Maru/Blue. The survey is run in the first week of each reported month for consistency purposes and asks over 1,200 randomly selected employed Canadian adults (including both employees and self-employed individuals) who are Maru Voice Canada online panelists to rate workplace factors on a scale from 1 to 10. Discrepancies in or between totals when compared to the data tables are due to rounding.

The results are weighted by education, age, gender and region (and in Québec, language) to match the population, according to Census data. This is to ensure the sample is representative of the entire adult population of Canada. For comparison purposes, a probability sample of this size has an estimated margin of error (which measures sampling variability) of +/-2.8%, 19 times out of 20.

The *Index* will continue to be published on the last Wednesday of the month, with the next scheduled findings due for publication on Wednesday, August 30, 2023.

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For further information: Hayley Suchanek, Kaiser & Partners, 289-681-2477, hayley.suchanek@kaiserpartners.com

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