ADP Canada Happiness@Work Index: A Cloudy Forecast for Workplace Sentiment in April

While salary tops the list of career priorities, workers in Canada report that burnout, financial burdens and limited opportunities may hinder their professional growth.

The ADP Canada monthly *Happiness@Work Index ("Index")* for April reveals that overall worker sentiment has edged downward, as nearly one-third (30%) of workers in Canada claim burnout is the biggest challenge in pursuing their career goals.

The *National Work Happiness Score* for April 2025 is 6.7/10, a 0.1-point decrease from March 2025 andfrom April 2024.

"The latest results for April highlight the importance of taking a well-rounded approach to employee support," says Heather Haslam, vice president of marketing at ADP Canada. "As employers, we have an opportunity—and a responsibility—to create environments where employees feel supported, not just through pay, but also with compassion, flexibility, and meaningful paths for development. Investing in employee well-being is investing in the future of work."

April 2025 *Happiness@Work Inde*x Highlights

- **National Work Happiness Score**: 6.7/10 (-0.1) *
- **Indicator Breakdown**
  - **Primary Indicator:** 7.0/10 (NC) *
  - **Secondary Indicators:**
    - Work-Life Balance & Flexibility: 6.8/10 (-0.1) *
    - Recognition & Support: 6.6/10 (NC) *
    - Compensation & Benefits: 6.1/10 (-0.2) *
    - Options for Career Advancement: 6.0/10 (-0.1) *

The *Index* shows almost half (47%) of workers in Canada feel satisfied with their current roles and responsibilities, with*Work-Life Balance & Flexibility* as a key contributor to satisfaction.

Sentiment continues to thrive amongst Boomers (7.3/10) and workers in Québec, Alberta and Sask./Manitoba (6.8/10). However, record lows have been reported for Gen Z (6.5/10), matching their lowest score since June 2023 and the first time since April 2023 that Gen X surpasses them. Workers in Atlantic Canada (6.4/10) also record their lowest score to date.

National Work Happiness Score: Generational Snapshot

- **Boomers (61+):** 7.3/10 (+0.1) *
- **Gen-X (45-60):** 6.7/10 (+0.2) *
- **Millennials (29-44):** 6.7/10 (NC) *
- **Gen-Z (18-28):** 6.5/10 (-0.5) *

Regional Work Happiness Score Snapshot

- **Québec**: 6.8/10 (-0.2) *
- **Alberta:** 6.8/10 (NC) *
- **Sask./Manitoba**: 6.8/10 (+0.1) *
- **Ontario:** 6.7/10 (+0.1) *
- **British Columbia**: 6.6/10 (-0.2) *
- **Atlantic Canada**: 6.4/10 (-0.5) *

While the path to developing one's career can be a dynamic process, the*Index* has revealed consistency in the recurring priorities among workers across Canada, with salary (60%) in the top spot, followed by work-life balance (51%) and the element of job security (39%). However, three in ten workers in Canada feel that burnout, financial burdens and limited opportunities may impact their growth and career development.

"As these factors continue to influence career development in Canada, employers should remain engaged with their teams, understand their evolving goal and monitor their workload and capacity every week to be able to provide guidance, help alleviate stressors and give meaningful support through education, networking, and mentorship opportunities," concludes Haslam.

About the *Happiness@Work Index* Methodology

The *Happiness@Work Index* is measured monthly through a survey fielded by Harris Poll Canada on behalf of ADP Canada. 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 May 28, 2025.

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https://mediacentre.adp.ca/2025-04-30-ADP-Canada-Happiness-Work-Index-A-Cloudy-Forecast-for-Workplace-Sentiment-in-April