ADP Canada Happiness@Work Index: Workplace Happiness Blossoms Through May

Workers in Canada indicate that respect, transparency, flexibility and extended health coverage help them feel supported at work.

The ADP Canada monthly *Happiness@Work Index ("Index")* for May reveals workers in Canada value a respectful workplace (70%). When it comes to added benefits, extended health coverage (Dental, Vision, etc.) (56%) and flexible work options (42%) are particularly favoured by respondents.

The *National Work Happiness Score* for May 2025 is 6.8/10, a 0.1-point increase from April 2025 anda 0.2-point increase from May 2024.

"Workers in Canada are increasingly seeking benefits that support their well-being both on and off the job," says Heather Haslam, vice president of marketing at ADP Canada. "To attract and retain top talent, this month's Index highlights the ways employers can go beyond the basics to empower their employees to thrive and perform at their best, such as providing extended health coverage or flexible work options."

May 2025 *Happiness@Work Index* Highlights

- **National Work Happiness Score**: 6.8/10 (+0.1) *
- **Indicator Breakdown**
  - **Primary Indicator:** 7.1/10 (+0.1) *
  - **Secondary Indicators:**
    - Work-Life Balance & Flexibility: 6.9/10 (+0.1) *
    - Recognition & Support: 6.6/10 (NC) *
    - Compensation & Benefits: 6.3/10 (+0.2) *
    - Options for Career Advancement: 6.1/10 (+0.1) *

The *Index* suggests 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 this month.

Boomers (7.5/10), remain the happiest generation. Meanwhile, Millennials and Gen-X are on par at 6.8/10, within Gen-Z workers (6.7/10) reporting a modest rise in sentiment, all while still trailing behind. Regionally, Atlantic Canada (7.0/10) sees a strong bounce back with a 0.6-point increase from April. Alberta and Sask./Manitoba (6.7/10) are tied as the least happiest regions in Canada for May.

National Work Happiness Score: Generational Snapshot

- **Boomers (61+):** 7.5/10 (+0.2) *
- **Gen-X (45-60):** 6.8/10 (+0.1) *
- **Millennials (29-44):** 6.8/10 (+0.1) *
- **Gen-Z (18-28):** 6.7/10 (+0.2) *

Regional Work Happiness Score Snapshot

- **Atlantic Canada**: 7.0/10 (+0.6) *
- **Québec:** 6.9/10 (+0.1) *
- **British Columbia**: 6.8/10 (+0.2) *
- **Ontario:** 6.8/10 (+0.1) *
- **Alberta**: 6.7/10 (-0.1) *
- **Sask./Manitoba**: 6.7/10 (-0.1) *

"As respect, transparency, and flexibility, continue to shape employee expectations, employers should strive to cultivate workplace cultures that reflect these values," concludes Haslam. "This means enabling open communication, that are not just top-down messages but integrate feedback loops, providing intentional support, and embracing the human experience at work. When benefits and policies align with these priorities, employers create a strong foundation for trust, well-being, and sustained employee engagement."

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 Co. 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 June 25, 2025.

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