

# ADP Canada Happiness@Work Index: Workplace Happiness Stabilizes as Summer Kicks Off

Most workers in Canada say that positive workplace relationships and summer initiatives, such as summer hours, contribute to employee experience.

The ADP Canada monthly *Happiness@Work Index* ("Index") for June reveals nine in ten (91%) workers in Canada say that positive workplace relationships are important when deciding to stay with their current employer. When it comes to summer perks, half of workers in Canada (50%) identify flexible summer hours and encouragement to take vacation time to fully disconnect (47%) as the most impactful initiatives in creating a positive employee experience.

**The National Work Happiness Score for June 2025 is 6.8/10, unchanged from last month and a 0.1-point increase from June 2024.**

"Workers in Canada are clear – supporting workplace relationships or offering meaningful summer perks, supports well-being at work," says Heather Haslam, vice president of marketing at ADP Canada. "If employers align to some of these priorities, they can support environments where people feel valued and heard – ultimately encouraging a stronger employee experience."

## June 2025 Happiness@Work Index Highlights

- **National Work Happiness Score:** 6.8/10 (NC) \*
- **Indicator Breakdown**
  - **Primary Indicator:** 7.0/10 (-0.1) \*
  - **Secondary Indicators:**
    - Work-Life Balance & Flexibility: 6.8/10 (-0.1) \*
    - Recognition & Support: 6.6/10 (NC) \*
    - Compensation & Benefits: 6.3/10 (NC) \*
    - Options for Career Advancement: 6.1/10 (NC) \*

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

Boomers (7.3/10), remain the happiest generation, despite recording a 0.2-point decrease in happiness compared to last month. Regionally, Sask./Manitoba (7.0/10) climbs to the top spot after being at the bottom last month. Meanwhile, Atlantic Canada (6.7/10) is tied for last place with Ontario after leading the regions last month.

## National Work Happiness Score: Generational Snapshot

- **Boomers (61+):** 7.3/10 (-0.2) \*
- **Millennials (29-44):** 6.8/10 (NC) \*
- **Gen-Z (18-28):** 6.7/10 (NC) \*
- **Gen-X (45-60):** 6.6/10 (-0.2) \*

## Regional Work Happiness Score Snapshot

- **Sask./Manitoba:** 7.0/10 (+0.3) \*
- **Alberta:** 6.9/10 (+0.2) \*
- **Québec:** 6.8/10 (-0.1) \*
- **British Columbia:** 6.8/10 (NC) \*
- **Atlantic Canada:** 6.7/10 (-0.3) \*
- **Ontario:** 6.7/10 (-0.1) \*

The *Index* also reveals that when it comes to workplace relationships, nearly half (48%) feel that the responsibility for creating these positive relationships is shared equally among everyone. This is followed by managers (17%) and senior leadership (15%), who are viewed as the next most significant contributors to fostering positive relationships.

## 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 July 30, 2025.

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<https://mediacentre.adp.ca/2025-06-25-ADP-Canada-Happiness-Work-Index-Workplace-Happiness-Stabilizes-as-Summer-Kicks-Off>