

ADP Canada Happiness@Work Index: Workers in Canada Feel Optimistic About the Year Ahead

Workers in Canada feel confident in taking time off and effectively managing their workload this year, yet have mixed feelings about a salary increase in 2026.

ADP Canada Co. ("ADP Canada")'s monthly *Happiness@Work Index* ("*Index*") shows a rise in worker happiness as the new year begins.

The *National Work Happiness Score* for January 2026 is 6.9/10, representing a 0.1-point increase from the previous month and January last year (6.8/10).

With the new year underway and financial pressures remaining top of mind for workers in Canada, the latest *Index* explores their optimism around work-related outcomes for 2026. Most workers feel confident in taking time off this year (68%) and effectively managing workload and responsibilities (64%). However, these levels of confidence are lower than last year, when 78 per cent and 74 per cent of workers, respectively, reported feeling optimistic. When it comes to compensation and advancement, workers are torn, with about half saying they feel hopeful about receiving a salary increase (52%) or getting ahead on career goals (51%), while around four-in-ten express pessimism.

"As the year gets underway, it's encouraging to see that workers in Canada feel confident about taking time off and managing their workload effectively," says Heather Haslam, vice president of marketing at ADP Canada. "However, the latest *Index* also shows that they are less optimistic when it comes to salary increases in 2026. This contrast highlights how important it is for employers to continue supporting both well-being and long-term financial confidence in the workplace."

January 2026 *Happiness@Work Index* Highlights

- **National Work Happiness Score:** 6.9/10 (+0.1) *
- **Indicator Breakdown**
 - **Primary Indicator:** 7.1/10 (+0.1) *
 - **Secondary Indicators:**
 - Work-Life Balance & Flexibility: 7.0/10 (NC) *
 - Recognition & Support: 6.7/10 (NC) *
 - Compensation & Benefits: 6.3/10 (NC) *
 - Options for Career Advancement: 6.3/10 (NC) *

The January *Index* reports that half (50%) of workers in Canada are satisfied with their current role and responsibilities, and *Work-Life Balance & Flexibility* remains the top contributor to overall satisfaction.

Despite a 0.2-point decrease, Boomers (7.2/10) remain the happiest generation. Millennials (6.9/10) see a rise in sentiment, moving them into a tie for second place, alongside Gen Z. Regionally, Atlantic Canada (7.2/10) emerges as the happiest region this month, recording a 0.3-point increase. Notably, both Ontario and Manitoba/Saskatchewan (7.0/10) share second place, posting gains of 0.2 and 0.4 points, respectively.

National Work Happiness Score: Generational Snapshot

- **Boomers (61+):** 7.2/10 (-0.2) *
- **Gen-Z (18-28):** 6.9/10 (+0.1) *
- **Millennials (29-44):** 6.9/10 (+0.2) *
- **Gen-X (45-60):** 6.8/10 (NC) *

Regional Work Happiness Score Snapshot

- **Atlantic Canada:** 7.2/10 (+0.3) *
- **Sask./Manitoba:** 7.0/10 (+0.4) *
- **Ontario:** 7.0/10 (+0.2) *
- **British Columbia:** 6.9/10 (-0.1) *
- **Québec:** 6.9/10 (NC) *
- **Alberta:** 6.6/10 (-0.1) *

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 Harris Poll 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 February 25, 2026.

<https://mediacentre.adp.ca/2026-01-28-ADP-Canada-Happiness-Work-Index-Workers-in-Canada-Feel-Optimistic-About-the-Year-Ahead>