ADP Canada Happiness@Work Index: Workers' happiness in Canada slips as tax season arrives

Tax season is contributing to rising stress among workers in Canada.

ADP Canada Co. ("ADP Canada")'s monthly *Happiness@Work Index ("Index*") for March decreases as spring begins.

The *National Work Happiness Score* for March 2026 is 6.8/10, reflecting a 0.1-point decrease from last month, but unchanged from March last year (6.8/10).

The latest *Index* also shows that tax season is a source of stress for many workers in Canada, with six-in-ten (62%) agreeing that tax season increases their stress levels.

When asked about the resources and support employers provide to help workers manage financial stress, almost a third (31%) report receiving retirement benefits or employer contributions to retirement plans. A quarter (24%) say their employers offer bonuses or performance incentives to support their financial well-being, while just under a fifth (18%) say financial wellness programs or workshops are available to them.

"The latest *Index* shows that tax season can be a significant source of stress for many workers in Canada," says Heather Haslam, vice president of marketing at ADP Canada. "The findings also highlight an opportunity for employers to support their teams. From retirement benefits and performance incentives to financial wellness programs and educational resources, organizations that provide practical tools can help people feel more confident managing their finances throughout the year."

March 2026 *Happiness@Work Inde*x Highlights

- **National Work Happiness Score**: 6.8/10 (-0.1) *
- **Indicator Breakdown**
  - **Primary Indicator:** 7.0/10 (-0.1) *
  - **Secondary Indicators:**
    - Work-Life Balance & Flexibility: 6.9/10 (NC) *
    - Recognition & Support: 6.7/10 (NC) *
    - Compensation & Benefits: 6.4/10 (NC) *
    - Options for Career Advancement: 6.3/10 (NC) *

The March *Index* reports that almost half (48%) of workers in Canada are satisfied with their current role and responsibilities, and *Work-Life Balance & Flexibility* remains the top contributor to overall satisfaction.

Boomers (7.4/10) remain the happiest generation, despite recording a decrease, while Gen X (6.7/10) remains at the bottom. Regionally, Québec (7.0/10) joins Atlantic Canada (7.0/10) as the happiest region this month. Alberta and Manitoba/Saskatchewan (6.7/10) tie as the least happy regions this month.

National Work Happiness Score: Generational Snapshot

- **Boomers (61+):** 7.4/10 (-0.1) *
- **Millennials (29-44):** 6.9/10 (NC) *
- **Gen-Z (18-28):** 6.7/10 (-0.1) *
- **Gen-X (45-60):** 6.7/10 (NC) *

Regional Work Happiness Score Snapshot

- **Québec**: 7.0/10 (NC) *
- **Atlantic Canada:** 7.0/10 (-0.1) *
- **British Columbia**: 6.9/10 (+0.1) *
- **Ontario**: 6.8/10 (NC) *
- **Sask./Manitoba:** 6.7/10 (+0.1) *
- **Alberta**: 6.7/10 (-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 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 April 29, 2026.

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https://mediacentre.adp.ca/2026-03-25-ADP-Canada-Happiness-Work-Index-Workers-happiness-in-Canada-slips-as-tax-season-arrives