

ADP Canada Happiness@Work Index: Workplace Happiness Holds Steady Heading into Summer

Just over half of workers in Canada feel that a single full-time job is sufficient to support their lifestyle comfortably.

ADP Canada Co. ("ADP Canada")'s monthly *Happiness@Work Index* ("*Index*") for June holds steady as summer closes in.

The *National Work Happiness Score* for June 2026 is 6.9/10, unchanged from last month and up 0.1-point compared to June last year.

The latest *Index* suggests that many workers in Canada continue to face financial pressures despite being employed full-time. Over half (55%) of workers in Canada feel that a single full-time job is sufficient to comfortably support their lifestyle, while 42 per cent say it is not.

The findings suggest that a growing number of workers are seeking additional sources of income to help make ends meet. Nearly a quarter (24%) of the Canadian workforce say they currently hold a gig or part-time job, while four in ten (40%) have considered doing so. Among those considering additional employment, the leading motivations are covering everyday living expenses (16%) and paying down debt (16%), underscoring the ongoing financial challenges facing many workers across the country.

"The latest *Index* highlights the financial pressures many workers in Canada continue to face, even while employed full-time," says Heather Haslam, vice president of marketing at ADP Canada. "Only half of workers feel a single full-time job is enough to comfortably support their lifestyle, and many are considering additional sources of income to help cover everyday expenses and manage debt. For employers, these findings underscore the importance of offering competitive compensation, meaningful benefits and opportunities for financial well-being."

June 2026 Happiness@Work Index Highlights

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

The June *Index* reports that almost half (47%) 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 (7.2/10) remain the happiest generation this month, while Millennials and Gen X (both 6.8/10) rank as the least happy. Québec (7.0/10) once again tops the list as the happiest region in Canada, while Alberta (6.6/10) falls 0.2-point after finishing tied for second place last month, making it the lowest-ranked region this month.

National Work Happiness Score: Generational Snapshot

- **Boomers (61+):** 7.2/10 (-0.4) *
- **Gen-Z (18-28):** 6.9/10 (+0.1) *
- **Millennials (29-44):** 6.8/10 (NC) *
- **Gen-X (45-60):** 6.8/10 (NC) *

Regional Work Happiness Score Snapshot

- **Québec:** 7.0/10 (-0.1) *
- **Ontario:** 6.9/10 (+0.2) *
- **Sask./Manitoba:** 6.9/10 (NC) *
- **British Columbia:** 6.8/10 (NC) *
- **Atlantic Canada:** 6.8/10 (NC) *
- **Alberta:** 6.6/10 (-0.2) *

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. This month 1,804 randomly selected employed Canadian adults (including both employees and self-employed individuals) who are online panelists participated 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 +/-2.3%, 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 28, 2026.

<https://mediacentre.adp.ca/2026-06-24-ADP-Canada-Happiness-Work-Index-Workplace-Happiness-Holds-Steady-Heading-into-Summer>