ADP Canada Media Centre

# ADP Canada Happiness@Work Index: Worker Happiness Cools as Summer Begins

*The latest Index suggests that opportunities for lighthearted social interaction at work remain relatively infrequent for many workers in Canada.*

Worker happiness edges down slightly in July according to ADP Canada Co. ("ADP Canada")'s monthly*Happiness@Work Index ("Index*").

**The *National Work Happiness Score* for July 2026 is 6.8/10, down 0.1-point from June and unchanged from July last year.**

The latest *Index* finds that half (50%) of workers in Canada report their company organizes lighthearted social events at least quarterly, while one in five (21%) report these events take place only once or twice a year.

When organizations do bring employees together, team lunches or meals (29%) and holiday or seasonal events (22%) are the most commonly reported social activities. These moments appear to have a meaningful impact on workplace relationships, with nearly half (48%) of workers saying they help strengthen relationships with colleagues. Workers also cite a greater sense of belonging at work (40%), better teamwork and collaboration (38%) and improved morale (37%) among the key benefits of these social interactions.

"The latest *Index* shows that creating opportunities for employees to connect in meaningful ways can have a lasting impact on the workplace," says Heather Haslam, vice president of marketing at ADP Canada. "Although lighthearted social events are relatively infrequent for many workers, employees consistently associate these moments with stronger relationships, a greater sense of belonging, improved teamwork and higher morale. As organizations continue to focus on attracting and retaining talent, fostering genuine social connections can be a simple yet effective way to strengthen employee engagement and contribute to a more positive workplace culture."

**July 2026 *Happiness@Work Inde*x Highlights**

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

The July *Index* finds that almost half (46%) 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 this month, while Gen Z (6.7/10) is the least happy. Québec, Ontario, British Columbia and Atlantic Canada (6.9/10) top the list as the happiest regions in Canada, while Alberta (6.5/10) falls 0.1-points compared to last month and remains the lowest-ranking region in July.

**National Work Happiness Score: Generational Snapshot**

- **Boomers (62+):** 7.4/10 (+0.2) *
- **Millennials (30-45):** 6.8/10 (NC) *
- **Gen-X (46-61):** 6.8/10 (NC) *
- **Gen-Z (18-29):** 6.7/10 (-0.2) *

**Regional Work Happiness Score Snapshot**

- **Québec:** 6.9/10 (-0.1) *
- **British Columbia:** 6.9/10 (+0.1) *
- **Ontario**: 6.9/10 (NC) *
- **Atlantic Canada:** 6.9/10 (+0.1) *

- **Sask./Manitoba:** 6.8/10 (-0.1) *
- **Alberta:** 6.5/10 (-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. This month 1,822 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 August 26, 2026.

---

https://mediacentre.adp.ca/2026-07-29-ADP-Canada-Happiness-Work-Index-Worker-Happiness-Cools-as-Summer-Begins