ADP Canada Happiness@Work Index: Worker Happiness Improves as Summer Reaches its Peak

The latest Index suggests that the back-to-school season increases workplace stress for nearly one-third of workers in Canada.

Worker happiness slightly improves in August according to ADP Canada Co. (“ADP Canada”)’s monthly*Happiness@Work Index ("Index*").

The *National Work Happiness Score* for August 2026 is 6.9/10, up 0.1 points from 6.8/10 in both July 2026 and August 2025.

The latest *Index* find that three in ten (30%) workers in Canada say that the back-to-school season increases their stress levels at work either a great deal or somewhat. However, more than a quarter (27%) say the season does not affect their stress levels at all.

The findings suggest that, among workers affected by back-to-school season, the biggest impacts are on increased workloads and responsibilities (24%), changes to daily commutes or routines (21%) and higher financial expenses (18%). When asked which workplace support would be most helpful during this period, workers cite flexible working hours (29%) would be most helpful, followed by remote or hybrid work options (17%) and additional paid or unpaid flexibility to manage family responsibilities (16%).

“The back-to-school season can add pressure to an already busy time for many workers, as shifting routines, workloads and financial demands compete for their attention,” says Heather Haslam, vice president of marketing at ADP Canada. “The findings point to flexibility as an important way employers can support their people through periods of transition. Whether through flexible hours, remote or hybrid work options, or greater flexibility for family responsibilities, practical measures can help employees manage competing demands while staying engaged at work. Being responsive to these seasonal pressures can help foster employee well-being and a supportive workplace culture.”

August 2026 *Happiness@Work Inde*x Highlights

- **National Work Happiness Score**: 6.9/10 (+0.1) *
- **Indicator Breakdown**
  - **Primary Indicator:** 7.2/10 (+0.2) *
  - **Secondary Indicators:**
    - Work-Life Balance & Flexibility: 7.0/10 (NC) *
    - Recognition & Support: 6.8/10 (+0.1) *
    - Compensation & Benefits: 6.5/10 (+0.2) *
    - Options for Career Advancement: 6.3/10 (NC) *

The August *Index* finds that half (51%) of workers in Canada are satisfied with their current role and responsibilities, while*Work-Life Balance & Flexibility* remains the top contributor to overall workplace happiness.

Boomers (7.6/10) remain the happiest generation this month, while Gen Z and Gen X (6.8/10) record the lowest scores. Atlantic Canada (7.1/10) tops the list as the happiest region in Canada, while both Manitoba/Saskatchewan and British Columbia (6.7/10) each decline 0.2-points from last month, and record the lowest regional scores in August.

National Work Happiness Score: Generational Snapshot

- **Boomers (62+):** 7.6/10 (+0.2) *
- **Millennials (30-45):** 7.0/10 (+0.2) *
- **Gen-Z (18-29):** 6.8/10 (+0.1) *
- **Gen-X (46-61):** 6.8/10 (NC) *

Regional Work Happiness Score Snapshot

- **Atlantic Canada:** 7.1/10 (+0.2) *
- **Ontario**: 7.0/10 (+0.1) *
- **Québec:** 7.0/10 (+0.1) *
- **Alberta:** 6.9/10 (+0.4) *
- **British Columbia:** 6.7/10 (-0.2) *
- **Sask./Manitoba:** 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. This month 1,832 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 September 30, 2026.

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https://mediacentre.adp.ca/2026-08-25-ADP-Canada-Happiness-Work-Index-Worker-Happiness-Improves-as-Summer-Reaches-its-Peak