

# in the **know** empowering futures with smart money moves

**T**his November marks the 15th anniversary of Financial Literacy Month (FLM), led by the Financial Consumer Agency of Canada (FCAC), which has worked to improve Canadians' financial well-being through financial literacy. Every November, the FCAC collaborates with partners across various sectors to promote financial literacy through education and outreach initiatives. This milestone is marked by encouraging news: The financial health of working Canadians may be improving, according to a new survey by the National Payroll Institute.

The survey revealed that the proportion of financially stressed workers decreased from 41% in 2024 to 36% in 2025. The number of financially comfortable workers also rose from 28 to 30%.

"It may be that the increased rates of savings that we're seeing are a byproduct of the same headlines that suggest the financial health of Canadians should be floundering," said Peter Tzanetakis, president and CEO of the National Payroll Institute, in a press release. "Filled with uncertainty rooted in the rising costs of living, and the impacts of tariffs on both job security and the economy, savings are one way that Canadians may be preparing for future challenges."

The survey highlights a shift toward saving, with 51% of respondents reporting that they actively tried to save more in 2025, up from 42% the previous year. Additionally, 29% reported saving \$10,000 or more in the past year, compared to 23% in 2024.

Although these improvements are a positive sign, half of the respondents admit that they spend at least 15 minutes per day thinking about their finances on the job, compared to 45% who did so last year. Six percent reported spending more than 90 minutes daily on such concerns, and nearly one in four said financial stress affected their job performance. Financial stress can lead to a host of workplace challenges, such as decreased motivation, strained relationships at work and needing to take time off.

"Focusing on improving the financial health of workers is something every employer should consider a strategic priority," Tzanetakis said in a prepared statement.

To support this, the International Foundation of Employee Benefit Plans offers resources on its Financial Education/Retirement Security Toolkit, which provides retirement security strategies, learning resources, news, research and information on national and provincial financial literacy initiatives. Users can also find webcasts on financial wellness programs, as well as videos designed to alleviate the effects of financial stress.

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