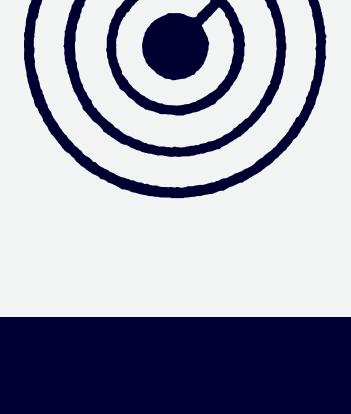


TOP HR TRENDS SHAPING THE CANADIAN WORKPLACE IN 2026

Employers want to enhance the employee experience

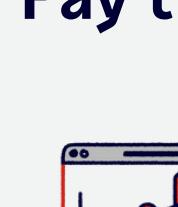
Organizations of all sizes agree there is a need for improvement in foundational HR processes like hiring, onboarding and offboarding.¹ **What's next?** Evaluate your current processes to identify gaps and create smooth employee interactions.



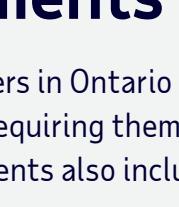
Organizations are affirming their commitment to employee well-being



of employers agree they have a responsibility to ensure employees' **physical** well-being.¹



of employers agree they have a responsibility to ensure employees' **mental** well-being.¹



of employers agree they have a responsibility to ensure employees' **financial** well-being.¹

Pay transparency requirements are expanding



Starting January 2026, employers in Ontario will need to embrace changes in pay transparency regulations, requiring them to include compensation ranges in job postings. The new requirements also include disclosing the use of artificial intelligence (AI) in the hiring process.

Across Canada, various jurisdictions have already paved the way with their own pay transparency and pay equity laws, including British Columbia, Prince Edward Island, Nova Scotia and Newfoundland and Labrador. As requirements evolve, employers must stay informed, align with these regulations and train their workforce to meet compliance obligations.

Agentic AI is emerging as a core HCM capability

Agentic AI is being used in some capacity at businesses of all sizes. While small businesses report relatively low usage at 17%, 68% of small businesses said they're familiar with agentic AI.¹ To harness the full potential of agentic AI, it's crucial to align its deployment with your organization's strategic goals.

36%
of large orgs report using agentic AI

26%
of midsized orgs report using agentic AI

17%
of small orgs report using agentic AI

Ethical management of employee and company data is rising in importance



of organizations prioritize managing employee and company data ethically, with this emphasis intensifying as business size grows.¹



of organizations have policies and guidelines for the ethical management of data, with a notable increase to 81% in larger businesses.¹

HR and IT are increasingly reliant upon each other



of IT leaders predict a complete HR-IT merger will happen within five years.²

Learn more: [Canada workplace trends for 2026](#)

Survey methodology

Commissioned by ADP Canada, Earnings Strategies conducted an online survey with 1,008 Canadian businesses. The sample was drawn from Leger's panel of Canadians. The survey was in the field from September 4 to 16, 2025. Respondents were asked about their perceptions on current and future HR trends, data security, advances in AI, as well as economic and business outlook.

Small business: 1-49 employees

Midsized business: 50-999 employees

Large business: 1,000+ employees

¹ ADP Canada, [Canada workplace trends for 2026 survey, internal analysis, 2025](#)

² Nextthink, IT's New Mandate: The Science of Productivity Report, Part 2: The Experience Silo: HR, IT, and the Digital Workplace, 2025

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