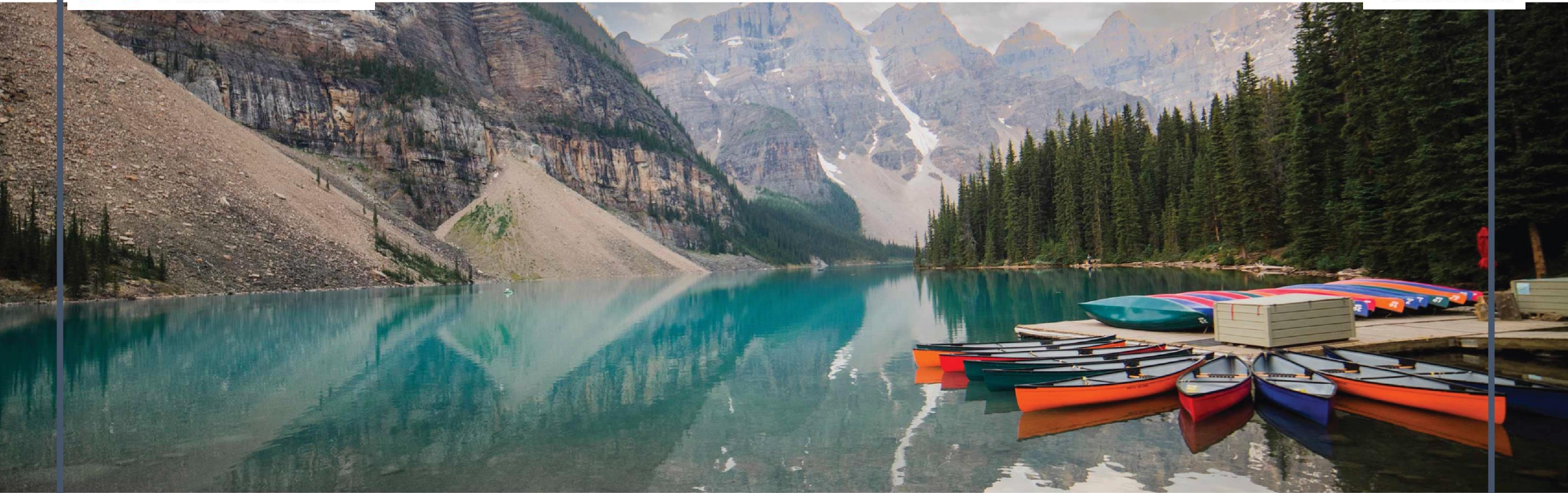




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2023 to 2024 Departmental Sustainable Development Strategy Report

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ESDC's 2023 to 2024 Departmental Sustainable Development Strategy Report

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, ESDC supports the goals laid out in the FSDS through the activities described in ESDC's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This report shares ESDC's progress on its DSDS commitments for fiscal year 2023 to 2024. ESDC's 2023 to 2024 report also encompasses the activities of the Canada Employment Insurance Commission (CEIC), which oversees ESDC's delivery of numerous high-profile employment programs and services.

The [Federal Sustainable Development Act](#) sets out [7 principles](#) that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in ESDC's DSDS and 2023 to 2024 DSDS Report. To promote coordinated action on sustainable development across the Government of Canada, Employment and Social Development Canada's departmental strategy reports on Canada's progress towards implementing the 2030 Agenda and advancing the SDGs, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The Report also now captures progress on SDG initiatives that fall outside the scope of the FSDS.



Commitments for Employment and Social Development Canada

ESDC contributes to the following Federal Sustainable Development Strategy (FSDS) Goals and Sustainable Development Goals (SDGs):



ESDC also contributes to the following SDGs:





GOAL 1: REDUCE POVERTY IN CANADA IN ALL ITS FORMS

FSDS Context:

ESDC works to lift Canadians out of poverty by ensuring basic needs are met and to protect Canadians from falling into poverty by supporting income security and resilience.

Looking ahead, the department will continue its work to reduce poverty by implementing Opportunity for All: Canada's First Poverty Reduction Strategy. This includes working with partners to address key gaps in poverty measurement in Canada as well as measuring progress towards the strategy's poverty reduction targets. Between 2023 and 2025, ESDC will collaborate with Statistics Canada to refine and update Canada's official poverty line to gain a greater understanding of the disposable income required to achieve a modest, basic standard of living in communities across the country. The department will also continue its work with First Nations, Inuit and Métis communities to better understand and address poverty among Indigenous populations in Canada.

Owing to its programs and services, ESDC continues to make important investments that make life more affordable for Canadians. ESDC's improvements to access Old Age Security and Guaranteed Income Supplement benefits will ensure a minimum income for seniors as Canada's population ages. The department will also continue its work to improve services for groups disproportionately affected by poverty, via initiatives such as the new Canada Disability Benefit, which will reduce poverty and support the financial security of working-age persons with disabilities. Persons with disabilities experience poverty at twice the rate of working-age persons without disabilities.

Through investments in innovative programs such as the Social Finance Fund, the department is also working to enhance the capacity of social purpose

organizations across the country, including charities, not-for-profit organizations, co-operatives, and for-profit social enterprises, who play a fundamental role in tackling persistent challenges like access to affordable housing, food insecurity, and poverty.

Target theme: Poverty Reduction

Target: By 2030, reduce the poverty rate by 50% from its 2015 level (Minister of Families, Children and Social Development)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Improve the measurement of poverty</p>	<p>ESDC will continue to lead the implementation of Opportunity for All: Canada's First Poverty Reduction Strategy on behalf of the Government of Canada.</p> <p>Initiative: Opportunity for All: Canada's First Poverty Reduction Strategy</p>	<p>Performance indicator: Canada's poverty rate, as measured by Canada's Official Poverty Line. This indicator is available from the Canadian Income Survey and is published annually.</p> <p>Starting point: The 2015 poverty rate was 14.5%.</p> <p>Target: The strategy sets targets for poverty reduction that align with SDG 1: a 20% reduction in poverty by 2020, and a 50% reduction in poverty by 2030, relative to 2015 levels.</p>	<p>Opportunity for All: Canada's First Poverty Reduction Strategy introduced the Dimensions of Poverty Hub, a dashboard of 12 indicators available online for Canadians to track progress on deep income poverty as well as aspects of poverty other than income, including indicators of material deprivation, lack of opportunity and resilience.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 1.1 Ambition - Reduce poverty in Canada in all its forms Target - By 2030, a 50% reduction in the rate of poverty, compared to the 2015 level.</p> <p><i>CIF Indicator:</i> Poverty rate, as measured by Canada's official poverty line.</p>	<p>Indicator result: Canada's poverty rate was 9.9% in 2022.</p> <p>Notes: This result represents a 32% decrease in the overall poverty rate compared to 2015 (14.5%), which is the baseline year for Canada's legislated poverty reduction targets. Data from the Canadian Income Survey is usually released with a 1.5-year lag. This data, released in April 2024, represents the latest data available for the 2022 reference year.</p>

			<i>GIF Target:</i> 1.2 by 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.	
Improve the measurement of poverty	<p>In partnership with Statistics Canada, ESDC will lead the policy direction of the third comprehensive review of the Market Basket Measure (MBM), Canada’s Official Poverty Line. Statistics Canada is responsible for launching and conducting the comprehensive review as well as for the statistical methodology of the MBM, and ESDC is responsible for setting the scope of the review and for the policy direction of the MBM. The MBM reflects the combined costs of a basket of goods and services that individuals and families require to meet their basic needs and achieve a modest standard of living.</p> <p>In addition, Statistics Canada is expected to finalize Nunavut’s official MBM methodology by the end of 2023, fulfilling a key commitment made by Canada’s First Poverty Reduction Strategy to develop Canada’s Official Poverty Line in all territories.</p> <p>Initiative: Third Comprehensive Review of the Market Basket Measure (MBM)</p>	<p>Performance indicator (1): A new 2023-base Market Basket Measure (MBM) is created.</p> <p>Starting Point: 2018-base MBM.</p> <p>Target: New 2023-base MBM is expected to be finalized by December 31, 2025.</p> <p>Performance indicator (2): The creation of an official MBM methodology for Nunavut.</p> <p>Starting point: There is currently no official poverty measure for Nunavut.</p> <p>Target: The official MBM methodology for Nunavut is expected to be finalized by December 31, 2023.</p>	<p>The Market Basket Measure (MBM) was adopted as Canada’s Official Poverty Line in 2018 following the release of Opportunity for All – Canada’s First Poverty Reduction Strategy. The third comprehensive review of the MBM will contribute to the key objectives of the Poverty Reduction Strategy by ensuring that Canada’s official poverty line continues to reflect a modest, basic standard of living over time, using the latest available standards and data. Through planned engagement sessions, the review will also ensure that updates to Canada’s official poverty measure are informed by feedback from a wide range of experts and stakeholders. The official MBM methodology for Nunavut will capture the spirit of Canada’s Official Poverty Line, while accounting for adjustments to reflect the realities of life in Nunavut.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 1.1 Ambition - Reduce poverty in Canada in all its forms Target - By 2030, a 50% reduction in the rate of poverty, compared to the 2015 level. <i>CIF Indicator:</i> Poverty rate, as measured by Canada’s official poverty line.</p> <p><i>GIF Target:</i> 1.2: by 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all</p>	<p>Indicator result (1): A new 2023-base MBM is in development and on track to be delivered in 2025.</p> <p>Notes: The Third Comprehensive Review of the MBM was launched in June 2023. Activities completed as part of the engagement phase of the review included the development, testing and implementation of a public online survey (June-September 2023), the collection of initial proposals from experts (July 2023), public information sessions (November-December 2023) as well as expert workshops (February 2024).</p> <p>Indicator result (2): The official MBM methodology for Nunavut was completed in November 2023.</p> <p>Notes: The MBM methodology for Nunavut was finalized by Statistics Canada with the closing of the methodology’s review period. The MBM is now available for all three territories.</p>

			its dimensions according to national definitions.	
Make investments to reduce poverty	<p>Through the Social Finance Fund, ESDC will facilitate investments into a range of diverse social purpose organizations that are led by or serving diverse equity deserving groups. \$50 million of the Social Finance Fund was allocated to the Indigenous Growth Fund (IGF), which provides access to capital for Indigenous Financial Institutions and Indigenous small and medium-sized enterprises (SMEs). The National Aboriginal Capital Corporations Association (NACCA) independently manages and administers the IGF.</p> <p>Program: Social Finance Fund - Social Innovation and Social Finance Strategy (SI/SF).</p>	<p>Performance indicator: Percentage of Social Finance Fund (SFF) investments that contribute to the entrepreneurship and economic well-being of equity-deserving groups, including Indigenous peoples and Indigenous communities.</p> <p>Starting point: New program (2023)</p> <p>Target: At least 35% of SFF funding (excluding the IGF*) will be allocated to investments that target advancing social equity by March 31, 2039 (end of the program).</p> <p>* Note that the IGF is independently managed by NACCA, which has its own set of targets.</p>	<p>The Social Finance Fund (SFF) will support investment to reduce poverty by providing funds to social finance intermediaries and social purpose organizations focused on diverse initiatives that support social and environmental goals. The program is particularly focused on supporting investment into organizations led by and serving underrepresented groups and diverse equity deserving communities as part of its social equity and inclusion lens. The SFF contributes to Canada’s 2030 Agenda National Strategy by leveraging new financing opportunities to invest in the SDGs and supporting SDG 1.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> By 2030, a 50% reduction in the rate of poverty, compared to the 2015 level.</p> <p><i>CIF Indicator:</i> Percentage of Canadians below Canada’s Official Poverty Line <i>GIF Target:</i> 1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</p>	<p>Indicator result: This is a new program. Results are not yet available.</p> <p>Notes: Data for this performance indicator is expected to be available in 2025 to 2026.</p>
Make investments to reduce poverty	<p>ESDC will make investments to help support the long-term financial security of Persons with disabilities through the Canada Disability Savings Program (CDSP). The CDSP includes the Registered Disability Savings Plan. To help savings grow, ESDC provides federal disability savings incentives (the Canada Disability</p>	<p>Performance Indicator (1): Percentage of Canadians approved for the Disability Tax Credit who have a Registered Disability Savings Plan. Starting point: 35% in December 2021 (2021-2022 results not yet available)</p> <p>Target: 35% by December 2023</p>	<p>The Canada Disability Savings Program supports the reduction of poverty in Canada by providing savings incentives such as the Canada Disability Savings Bond and the Canada Disability Savings Grant to persons with disabilities. The grant and bond respond to long-standing and ongoing needs identified by persons with disabilities, their families, and</p>	<p>Indicator result (1): 34.9% as of December 2023.</p> <p>Notes: The result represents the percentage of Canadians approved for the Disability Tax Credit, aged 0-49, who have a Registered Disability Savings Plan.</p>

	<p>Savings Bond and the Canada Disability Savings Grant).</p> <p>Program: Canada Disability Savings Program (CDSP)</p>	<p>Performance indicator (2): Percentage of Registered Disability Savings Plan beneficiaries that have been issued a grant and/or a bond.</p> <p>Starting point: 78% in December 2021. Target: 77% by December 2023</p>	<p>organizations supporting them to reduce barriers to saving for the future.</p> <p>The CDSP contributes to advancing SDG 1: No Poverty as well as SDG 3: Ensure healthy lives and promote well-being for all at all ages. Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target: 1.1 "Reduce poverty in Canada in all its forms."</i></p>	<p>Indicator result (2): 75% as of December 2023.</p> <p>Notes: The result represents the percentage of registered Disability Savings Plan beneficiaries (aged 0-49) that have been issued a grant and/or a bond in 2023.</p>
<p>Work with partners to reduce poverty</p>	<p>ESDC will continue to support data sharing, knowledge creation and engagement with Canadians by facilitating the work of the National Advisory Council on Poverty, enshrined into law.</p> <p>Initiative: National Advisory Council on Poverty –Opportunity for All: Canada’s first Poverty Reduction Strategy.</p>	<p>Performance indicator: An annual report on Canada’s progress towards its poverty reduction goals with advice and recommendations for poverty reduction is presented to Parliament annually.</p> <p>Starting point: 3 reports tabled since the establishment of the National Advisory Council on Poverty (2020, 2021, 2022).</p> <p>Target: 3 additional reports tabled by March 31, 2026.</p>	<p>The National Advisory Council on Poverty brings together persons with lived experience, leaders, experts, academics, and practitioners that work in the field of poverty reduction. The advice and recommendations of the Advisory Council contribute to the goal and poverty reduction target by maintaining a dialogue with Canadians on poverty and helping the Government of Canada stay accountable to Canadians for lowering poverty.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> SDG Global Indicator Framework target 1.b. Create sound policy frameworks at the national, regional, and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.</p>	<p>Indicator result: Blueprint for Transformation: The 2023 Report of the National Advisory Council on Poverty was tabled in Parliament on October 26, 2023.</p> <p>Notes: To inform its fourth (2023) report, the Council undertook both in-person and virtual engagement with individuals and organizations from across Canada. In Winter 2023, the Council hosted nine virtual small-group sessions with organizations working in the poverty space.</p> <p>The Council has concluded its most recent engagement process and is currently drafting its fifth report, which will be tabled in Parliament in Fall 2024.</p>
<p>Additional implementation strategy in support of goal 1</p>	<p>ESDC will provide income security to Canadians in their senior years by ensuring that Canadians aged 65 or over who meet the residence and legal status requirements have access to a basic Old Age Security (OAS) Pension and provide additional assistance to low-income OAS</p>	<p>Performance indicator (OAS): Percentage of seniors receiving the Old Age Security Pension in relation to the estimated total number of eligible seniors.</p> <p>Starting point: Actual results: 96.8% (2019) *</p>	<p>ESDC’s statutory Old Age Security (OAS) program plays a significant role in providing income security to Canadians in their senior years. The OAS pension and the income-tested Guaranteed Income Supplement (GIS), ensure that the overall income of seniors does not fall below a</p>	<p>Indicator result (OAS): 96.7% as of March 2020.</p> <p>Notes: There is a 3-year time lag in the availability of data for this OAS pension indicator, which applies specifically to</p>

	<p>pensioners through the income-tested Guaranteed Income Supplement (GIS).</p> <p>Program: Old Age Security (OAS) and Guaranteed Income Supplement (GIS).</p>	<p>Target: 97% by March 2022</p> <p><i>Note: there is a 3-year time lag in the availability of data.</i></p> <p><i>*The actual result can be impacted by the fact that seniors can delay the receipt of their Old Age Security pension up to age 70, in exchange for a higher pension.</i></p> <p>Performance indicator (GIS): Percentage of seniors receiving the Guaranteed Income Supplement in relation to the estimated total number of eligible seniors.</p> <p>Starting point: Actual results 92.2% (2019)</p> <p>Target: 90% by March 2022</p> <p><i>Note: There is a 3-year time lag in the availability of data.</i></p> <p>Performance indicator (Poverty): Percentage of seniors living in poverty</p> <p>Starting point: N/A (ongoing) Actual results: 3.1% (2020)</p> <p>Target: At most 6.1% by December 2030</p> <p>Note: This indicator is based on Canada’s Official Poverty Line. Data is collected by Statistics Canada through the annual <u>Canadian Income Survey</u>.</p>	<p>specified threshold, providing seniors with a minimum income guarantee.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadian Indicator Framework ambition of 1.1: “End Poverty in all its forms everywhere” and the target for this ambition: “50% reduction in the poverty rate for 2015 by 2030.”</p> <p><i>GIF Target:</i> Global Indicator Framework target 1.2: “By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.”</p> <p><i>Global Indicator Framework target 1.3:</i> “Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.”</p> <p>The program also advances SDG 5: “Achieve gender equality and empower all women and girls” as well as SDG 8: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.”</p>	<p>seniors at age 65. The indicator result can be impacted by the fact that seniors can delay the receipt of their Old Age Security pension up to age 70.</p> <p>Indicator result (GIS): 91.9% as of March 2020</p> <p>Notes: There is a 3-year time lag in the availability of data for this indicator.</p> <p>Indicator result (Poverty): 6.0% as of 2022</p> <p>Notes: This indicator is based on Canada’s Official Poverty Line. Data is collected by Statistics Canada through the annual Canadian Income Survey.</p>
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Initiatives advancing Canada’s implementation of SDG 1 – No Poverty

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs and supplements the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The Canada Pension Plan (CPP) provides partial income replacement for Canadian workers and their families in the event of retirement, disability or death. The CPP enhancement that began in 2019 will reduce the number of families at risk of not having adequate income in retirement by a quarter and, over time, increase the maximum retirement pension by more than 50 percent. This promotes economic inclusion for retirees, survivors, persons with disabilities and their dependants.</p>	<p>The Canada Pension Plan (CPP) contributes to advancing:</p> <p><i>Global Indicator Framework target 1.3: “Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.”</i></p>	<p>In 2023 to 2024, ESDC provided \$50.0 billion in retirement benefits to 6.2 million pensioners through the Canada Pension Plan. Additionally, the department issued \$5.4 billion in survivor’s pensions to 1.2 million widows and widowers, and \$4.6 billion in disability benefits to 310,000 recipients.</p>



GOAL 3: SUPPORT MENTAL HEALTH AND ADOPT HEALTHY BEHAVIOURS

Initiatives advancing Canada’s implementation of SDG 3 – Good Health and Well-Being

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The New Horizons for Seniors Program provides funding for projects that increase the social participation and inclusion of seniors in their communities. Increased social inclusion is directly linked to improved mental health.</p>	<p>The New Horizons for Seniors Program contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 3.6: “Canadians have healthy and satisfying lives” and the associated indicator: “Percentage of Canadians who perceived their overall health and social well-being as very good to excellent.”</i></p>	<p>The 2021 Call for Proposals under the New Horizons for Seniors Program's Community-Based Stream, which ended in March 2023, funded 3,002 projects (carried out in fiscal year 2022-2023) to help seniors improve their quality of life and feeling of social inclusion. In total, 926,890 seniors participated in these Community-Based projects either as volunteers or beneficiaries.*</p> <p>Under the New Horizons for Seniors Program's Pan-Canadian Stream, 22 projects were underway using a collective impact approach which brings multiple community organizations together to achieve common goals. The current cohort of Pan-Canadian projects are anticipated to be completed by 2025, with results available in 2026.</p> <p>*Represents the latest results available. Results for 2023-2024 will be shared during the next progress report.</p>

<p>The Social Development Partnerships Program funds projects that improve the quality of life of persons with disabilities, children and families, Black Canadian communities, and other vulnerable populations facing physical, economic and social pressures.</p>	<p>The Social Development Partnerships Program contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 3.6: “Canadians have healthy and satisfying lives” and associated indicator: “Percentage of Canadians who perceived their overall health and social well-being as very good to excellent.”</i></p>	<p>In 2023-2024, ESDC continued to fund projects that support the social inclusion of persons with disabilities, by means of the Social Development Partnerships Program.</p> <p>Following the National Operating Funding (NOF) Call for Proposals (CFP) in Fall 2022, 30 agreements were signed with national disability organizations starting in 2023. These agreements support the capacity building of national disability organizations who work with persons with disabilities to increase their social inclusion in all aspects of Canadian society.</p> <p>In Fall 2023, the Program launched an open competitive CFP to fund projects that will support the organizational and intersectional capacity building of national disability organizations.</p>
<p>The Enabling Accessibility Fund (EAF) funds projects that make Canadian communities and workplaces more accessible for persons with disabilities. For example, past EAF-funded projects have included multisensory rooms, which support people with cognitive and/or mental health disabilities. These rooms support the provision of mental health services in community spaces</p>	<p>The Enabling Accessibility Fund (EAF) program contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 3.5: “Canadians have healthy and satisfying lives” and associated indicator: “Percentage of Canadians who are satisfied or very satisfied with their life.”</i></p> <p>The Enabling Accessibility Fund also contributes to advancing other sustainable development goals, including:</p> <p><i>Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</i></p> <p><i>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</i></p> <p><i>Global Indicator Framework Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</i></p> <p><i>Global Indicator Framework 10.3: “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.”</i></p>	<p>In 2023-2024, 437 projects were funded through the EAF to make community spaces and workplaces more accessible. This supports the advancement of multiple Global Indicator Framework targets and contributes to Canada’s Disability Inclusion Action Plan by fostering more accessible and inclusive communities.</p>

	<i>Global Indicator Framework target 11.7: “By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.”</i>	
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GOAL 4: PROMOTE KNOWLEDGE AND SKILLS FOR SUSTAINABLE DEVELOPMENT

FSDS Context:

FSDS Context: ESDC’s commitments in support of FSDS Goal 4 focus on making early learning and child care more affordable across the country and helping Canadians access the education, skills and training needed to participate in a changing labour market.

In 2021-22, the department reached Canada-wide Early Learning and Child Care (ELCC) agreements with every province and territory on behalf of Canada. These agreements have already led to reductions in average fees for regulated child care across the country. Looking ahead, the department will continue its work with provinces and territories to increase access to high-quality, affordable, flexible, and inclusive early learning and child care and meet the federal target to reduce regulated child care fees towards an average of \$10-a-day by March 2026. Guided by the codeveloped Indigenous ELCC Framework, the department will also continue to collaborate with First Nations, Inuit and Métis Nation governments and organizations to support distinctions-based Indigenous-led Early Learning and Child Care (IELCC) programs.

Ensuring young people have the financial supports they need to complete their studies and successfully transition from school to the workforce will also continue to be an important focus for ESDC in support of FSDS Goal 4. The permanent elimination of interest for Canada Student Loans and Canada Apprenticeship Loans, effective April 1, 2023, will support this ambition.

Target theme: Child care

Target: By March 31, 2026, regulated child care fees will be reduced to \$10 a day, on average, everywhere outside of Quebec (Minister of Children, Families and Social Development)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Work with provincial, territorial, and Indigenous partners to build a Canada-wide, community-based system of quality child care</p>	<p>ESDC will continue to work with provinces, territories, and Indigenous partners to build and maintain a Canada-wide early learning and child care system, ensuring that all families have access to high-quality, affordable, flexible, and inclusive early learning and child care.</p> <p>Program: Canada-wide early learning and child care system</p>	<p>Performance indicator: Number of provinces and territories with \$10-a-day average regulated child care costs.</p> <p>Starting point: 2 provinces/territories as of July 2021</p> <p>Target: 10 provinces and 3 territories by March 31, 2026.</p>	<p>The Canada-wide early learning and child care system will help ensure access to high-quality, affordable, flexible, and inclusive child care is widely available in Canada. Canada-wide early learning and child care supports parents, particularly mothers, to enter or re-enter the workforce, pursue education or open a new business. It also promotes quality early education and learning for young children, preparing them for school. This program directly supports SDG 4 (Quality Education) through target 4.2.</p> <p>With the exception of Quebec, these agreements include commitments from provinces and territories to fund and develop a plan to ensure that vulnerable communities, including vulnerable children within Indigenous communities, have equitable access to regulated child care spaces. Some jurisdictions also made the additional commitment to develop a collaborative plan with relevant Indigenous organizations and governing bodies to ensure Indigenous children will have access to affordable, quality and</p>	<p>Indicator result: 8 provinces and territories are delivering regulated child care for an average fee of \$10-a-day as of April 2024.</p> <p>Notes: Both Yukon and Quebec had achieved \$10-a-day or less child care prior to the implementation of the Canada-wide Agreements. By the end of 2022, all provinces and territories had achieved fee reductions of at least 50 per cent. The above indicator result reflects the ongoing work toward delivering \$10-a-day regulated child care in all provinces and territories by 2026.</p>

			<p>culturally appropriate early learning and childcare.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 4.1 Canadians have access to inclusive and quality education throughout their lives;</p> <p><i>GIF Target:</i> 4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care, and pre-primary education so that they are ready for primary education.</p>	
<p>Work with provincial, territorial, and Indigenous partners to build a Canada-wide, community-based system of quality child care.</p>	<p>ESDC will enable horizontal coordination of federal investments in Indigenous early learning and child care through flexible, Indigenous-led approaches in support of the Government of Canada’s co-developed Indigenous Early Learning and Child Care Framework which reflects the unique cultures and needs of First Nations, Inuit, and Métis children across Canada.</p> <p>Program: Indigenous Early Learning and Child Care Transformation Initiative</p>	<p>Performance indicator: Number of National Partnership Tables established.</p> <p>Starting point: 2 as of March 2021 to 2022.</p> <p>Target: At least 3 established by March 2024.</p>	<p>The Indigenous Early Learning and Child Care Transformation Initiative supports greater Indigenous governance, capacity and self-determination in the early learning and child care (ELCC) sector. Through the initiative’s National Partnership Tables, federal investments in Indigenous early learning and child care are coordinated in alignment with the IELCC framework and best practices in early learning and child care are shared. This initiative directly supports progress towards Canada’s 2030 Agenda under SDG 4, ensuring Canadians have access to inclusive and quality education throughout their lives.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 4.1 Canadians have access to inclusive and quality education throughout their lives;</p> <p><i>GIF Target:</i> 4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care, and pre-primary education so that they are ready for primary education.</p>	<p>Indicator result: 3 national partnership tables, in addition to several regional and bilateral relationships, have been established as of March 2024.</p> <p>Notes: The Assembly of First Nations convenes the National Expert Working Group on First Nations ELCC; the Inuit Tapiriit Canada Kanatami guides the Inuit National Partnership Table; and the Métis National Council leads the Métis National Partnership Table to advance Métis ELCC goals and priorities. These joint efforts, along with various regional and bilateral partnerships, underscore the Government of Canada’s commitments to deliver inclusive early learning and child care initiatives across diverse communities.</p>

Target theme: Training and skills in sustainable development

Target: By December 2025, Canada’s pool of science talent grows by 175,000 science, technology, engineering and mathematics (STEM) graduates (Minister of Innovation, Science and Industry)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Support youth skill development in environmental sectors</p>	<p>ESDC will continue to support the creation of work placement opportunities for post-secondary students in all academic disciplines, including STEM, by supporting employers who offer work experiences to post-secondary education students across Canada.</p> <p>Program: The Student Work Placement Program-Innovative Work Integrated Learning Initiative.</p>	<p>Performance indicator: Number of Work Integrated Learning opportunities created for post-secondary students.</p> <p>Starting Point: 50,000 opportunities in 2021 to 2022.</p> <p>Target: 40,000 opportunities by March 2024</p>	<p>The Student Work Placement Program supports a variety of work-integrated learning opportunities for post-secondary students, including opportunities in STEM. These opportunities help students to develop the “work ready” skills sought by Canadian employers. The Innovative Work-Integrated Learning Initiative of the Program offers opportunities for students to build on work ready skills by accessing new and emerging types of opportunities including hackathons and micro-internships.</p> <p>In support of the 2030 Agenda Global Indicator Framework, the Student Work Placement Program helps post-secondary education students develop “work ready” skills to make a successful transition into the labour market.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> 4.4 By 2030 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<p>Indicator result: In 2023 to 2024, the Program supported the creation of 57,467 Work Integrated Learning Opportunities for post-secondary students.</p> <p>Notes: In 2023 to 2024, the SWP Program surpassed its annual target of 20,000 work placements and 20,000 Innovative work-integrated learning opportunities, by supporting the creation of a total 57,467 work placement opportunities.</p>

Initiatives advancing Canada’s implementation of SDG 4 – Quality Education

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>Canada Student Financial Assistance (CSFA) Program and Canada Apprentice Loans. The CSFA Program provides non-repayable grants, interest-free loans, and repayment assistance to help Canadian students pay for their post-secondary education. Canada Apprentice Loans help participants complete their apprenticeship in a designated Red Seal trade. With Canada Apprentice Loans, participants can get up to \$4,000 in interest-free loans per period of technical training for up to 5 training periods.</p> <p>In fiscal year 2023 to 2024, the CSFA Program will increase loan forgiveness for family doctors and nurses working in eligible underserved rural or remote communities. Nurses may qualify for up to \$30,000 in loan forgiveness and doctors up to \$60,000. The CSFA Program will also expand the reach of Canada Student Loan Forgiveness to more rural and remote communities, including all communities with populations of 30,000 or fewer. The CSFA Program provides targeted, non-repayable grants to disadvantaged groups such as low-and middle-income students, students with disabilities and low-and middle-income students with dependants. To help make post-secondary education more affordable following the COVID-19 pandemic, these grants are temporarily increased by 40% over base amounts for 2023-2024. Supports for students with disabilities were recently expanded to students and borrowers with persistent or prolonged disabilities, in addition to those already eligible with permanent disabilities.</p> <p>The CSFA Program provides repayment assistance to borrowers facing financial difficulties through the Repayment Assistance Program. Single borrowers are not required to start repaying their loans until they earn at</p>	<p>The Canada Student Financial Assistance (CSFA) Program and Canada Apprentice Loans contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 4.1: “Canadians have access to inclusive and quality education throughout their lives.”</i></p> <p><i>Global Indicator Framework target 4.3: “By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.”</i></p> <p><i>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</i></p>	<p>In 2023 to 2024, the Canada Student Financial Assistance (CSFA) Program increased federal student loan forgiveness for doctors and nurses in underserved rural/remote communities. As of November 2023, loan forgiveness amounts increased to up to \$30,000 for nurses and \$60,000 for doctors over 5 years.</p> <p>In Budget 2023, the Canadian government temporarily increased student grants by 40% over base 2019-2020 amounts for the 2023/2024 academic year. Full-time students can get up to \$4,200, part-time students up to \$2,520, students with disabilities up to \$2,800, and full-time students with dependants up to \$2,240 per dependant, for an 8-month study period. This measure is estimated to have helped 592,000 students.</p> <p>In Budget 2023, the Canadian government temporarily increased the weekly Canada Student Loan (CSL) limit from \$210 to \$300 for the 2023-2024 academic year. This is estimated to have helped 323,000 students afford post-secondary education.</p> <p>The CSFA Program also provides repayment assistance through the Repayment Assistance Plan (RAP). For the 2023-2024 academic year, single borrowers could start repaying loans when earning at least \$42,720 annually, adjusted for family size and inflation. Enhancements to RAP are estimated to have benefited approximately 180,000 borrowers.</p>

<p>least \$40,000 per year, with this threshold being adjusted upwards based on family size.</p> <p>The CSFA Program has helped reduce the burden of student and apprentice loan repayment for young Canadians so they can invest in building their futures by permanently eliminating the accrual of interest on Canada Student Loans and Canada Apprentice Loans including those currently being repaid. As of July 2023, the average student loan borrower will save \$610 per year because of their loan being interest-free.</p>		<p>The CSFA Program also eliminated interest on CSLs and Canada Apprentice Loans, aiding about 1.2 million borrowers.</p> <p>Detailed data results for the academic year 2023-2024 will be available in the corresponding CSFA Program Annual Report and Statistical Review, which are expected to be released in Summer 2025.</p>
<p>The Canada Education Savings Program helps make post-secondary education more affordable and accessible for Canadians by encouraging early planning and savings.</p> <p>The Government offers education savings benefits deposited in Registered Education Savings Plans, specifically the Canada Education Savings Grant as well as the Canada Learning Bond for children and youth from low-income households. Over the coming years, the Department will continue to advance outreach and partnership initiatives to increase program access and enable post-secondary education, in particular from underserved harder-to-reach populations, including Indigenous Peoples.</p>	<p>The Canada Education Savings Program contributes to:</p> <p><i>Canadian Indicator Framework ambition for SDG 4: “Canadians have access to inclusive and quality education throughout their lives.”</i></p> <p><i>Global Indicator Framework target 4.3: “By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.”</i></p>	<p>ESDC took several measures to increase awareness and take-up of the Canada Learning Bond (CLB) in fiscal year 2023-2024. Over 600,000 mailings were sent to the primary caregivers of children and youth eligible for the CLB. These mailings informed caregivers of the amounts their children were eligible to receive in a Registered Education Savings Plan (RESP), and of the process of opening a RESP and requesting the benefit. This is estimated to help 39,000 new CLB beneficiaries, through the payment of \$29 million in benefits.</p> <p>The department continued to collaborate with Service Canada and the Canada Revenue Agency (CRA) on mailings to eligible households and in support of community outreach events to increase awareness of financial supports available when aspiring to access post-secondary education. In fall 2023 and winter 2024, CESP supported 13 CLB outreach initiatives led by Service Canada and CRA officials, particularly in rural and remote communities. These events were held in Manitoba, Ontario, and New Brunswick. Early results have shown that these events unlocked CLB payments for 925 children and youth totaling approximately \$800,000.</p> <p>ESDC also implemented Budget 2023 commitments of increasing RESP withdrawal limits and allowing separated or divorced parents to open a joint RESP for their children. Overall, in 2023, 3.1 million children received \$1.1 billion in payments of the Canada Education Savings Grant, and over 701,000 children received \$167 million from the CLB.</p>
<p>The Supports for Student Learning Program (SSLP) funds youth-serving organizations to provide supports to help underserved youth, including Indigenous youth and youth from low-income households, to succeed in school and successfully transition to post-secondary education (PSE) and the</p>	<p>The Supports for Student Learning Program contributes to:</p> <p><i>Canadian Indicator Framework Ambition 4.1: “Canadians have access to inclusive and quality education throughout their lives.”</i></p>	<p>The Supports for Student Learning Program (SSLP) helps equity-deserving youth by funding organizations to provide supports such as scholarships, bursaries, tutoring, mental health programming, and access to technology.</p>

<p>labour market. The SSLP includes a range of targeted learning interventions under two program streams:</p> <ul style="list-style-type: none"> • Afterschool and student supports offered outside of the education system, help youth facing barriers to graduate high school and transition successfully to PSE and the labour market. • The Outbound Student Mobility Pilot (also known as the Global Skills Opportunity) is funded as part of Canada’s International Education Strategy, to help Canadian post-secondary students participate in study abroad and work opportunities. 	<p><i>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous peoples and children in vulnerable situations.”</i></p> <p><i>Global Indicator Framework target 4.7: “By 2030 ensure all learners acquire knowledge and skills needed to promote sustainable development, including among others through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture’s contribution to sustainable development.”</i></p>	<p>The SSLP’s Outbound Student Mobility Pilot, also known as Global Skills Opportunity (GSO), aims to increase participation of underrepresented students, by dedicating 50% of funding to low-income students, Indigenous students, and students with disabilities, who are eligible to receive up to \$10,000 in financial supports. Since the program’s launch, more than 11,600 students participated in GSO in over 100 destination countries with 82% in non-traditional countries (all countries other than the United States, United Kingdom, France, and Australia). For fiscal year 2023-2024, 5,705 students participated in study/work abroad experiences. This included 73% underrepresented students, including 11% Indigenous students, 62% low-income students, and 19% students with a disability.</p> <p>The SSLP’s after-school program stream aims to support learners facing barriers to education. In 2023-2024 fiscal year, 152,000 learners received supports in the after-school space through close to 20 youth serving organizations. This included 18% Indigenous learners, 10% racialized learners, 13% learners with disability, 6% learners from low-income households and 7% learners identifying as 2SLGBTQIA+.</p>
<p>The Canada Service Corps works with third-party organizations to promote civic engagement among youth aged 15 to 30 by providing them with funding to offer service placements and micro-grants. The program aims to create, promote, and facilitate access to volunteer service opportunities that are meaningful to youth, support lasting civic engagement, and provide youth with skills and experience.</p> <p>CSC volunteer service opportunities are open to Canadian citizens, permanent residents, and youth with a granted refugee status and aims to engage at least 50% Indigenous and underserved youth in programming. This includes Indigenous youth; Black and racialized youth; youth with disabilities; youth living in rural or remote areas; 2SLGBTQI+ youth; youth from low-income families; newcomer youth; and Official Language Minority Community (OLMC) youth.</p>	<p>The Canada Service Corps contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 4.2: “Canadians have access to inclusive and quality education throughout their lives.”</i></p> <p><i>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</i></p> <p><i>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.”</i></p>	<p>The Canada Service Corps (CSC) program continued to support the delivery of service opportunities in 2023-2024, advancing SDG 4 goals to provide meaningful volunteer and skill building opportunities for youth.</p> <p>The opportunities provided by the CSC support youth in their lifelong learning journeys, particularly those from Indigenous and underserved populations. These service opportunities have allowed youth to contribute meaningfully to their communities while developing valuable skills and experiences.</p> <p>CSC will be able to report on results for 2023-2024 in December 2024, once the Final Survey is completed and analyzed.</p>
<p>The Opportunities Fund for Persons with Disabilities provides skills training and employment supports for persons with disabilities to help them prepare for, obtain and maintain employment, and advance in their careers. It supports persons with disabilities in overcoming barriers to participation in the Canadian labour market, and it supports employers to hire persons with disabilities and make workplaces more accessible and inclusive. The</p>	<p>The Opportunities Fund for Persons with Disabilities contributes to advancing:</p> <p><i>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</i></p>	<p>In 2023-2024, ESDC initiated a pilot project aimed at addressing learning disabilities in skills training programs through the intermediary of the Opportunities Fund for Persons with Disabilities (OF) and the Skills for Success program. This project will run until March 31, 2027.</p> <p>ESDC leveraged the partnership between the Opportunities Fund (OF) and the Accessible Canada Directorate to support projects aimed at enhancing</p>

<p>program assists persons with disabilities receive the essential skills training needed to enhance their employability.</p>	<p><i>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.”</i></p>	<p>access to professional sign language interpretation, addressing a shortage in Canada.</p> <p>Capitalizing on the Opportunities Fund (OF), the department strengthened its collaboration with community organizations to better understand the barriers faced by Indigenous and racialized persons with disabilities. To address their unique needs, OF launched a targeted initiative funding seven projects. These projects offer customized pre-employment, employment, career development, and culturally relevant support to help these groups fully participate in Canada’s labour market.</p> <p>Results for 2023-2024 weren’t available at the time of publication because reporting requirements changed. Funded organizations are adjusting and will provide results in the next progress report.</p> <p>In 2022-2023, the program helped 4,632 people with disabilities. Out of these, 2,706 found jobs or started their own businesses, and 457 went back to school to improve their skills.</p>
<p>The Skills for Success Program supports the development and delivery of training opportunities and training resources for adult Canadians to improve their foundational and transferable skills, including reading, numeracy, digital and adaptability skills.</p>	<p>The Skills for Success Program contributes to advancing: <i>Global Indicator Framework target 4.6: “By 2030, ensure that all youth and substantial proportion of adults, both men and women, achieve literacy and numeracy.”</i></p>	<p>In 2023-2024, ESDC took advantage of the Skills for Success Program to fund 85 projects to design and deliver, develop assessment tools and training resources to help Canadians develop their foundational and transferable skills, including literacy and numeracy. In 2023-2024, the program funded training opportunities for over 78,000 Canadians. Over 40 projects provide training in literacy and/or numeracy.</p>
<p>Under the Labour Market Development Agreements (LMDAs) and the Workforce Development Agreements (WDAs) with provinces and territories (PTs), the department helps people across the country prepare for, find, and keep employment.</p> <p>The Government of Canada provides approximately \$3 billion for skills and employment programs and services through the LMDAs and the WDAs with provinces and territories. More than a million training and employment services and supports are offered to individuals and employers under these agreements each year. The LMDAs are complemented by the WDAs, which include specific funding targeted for persons with disabilities. These agreements allow more Canadians, including members of other equity-deserving groups such as women, youth, Indigenous peoples, and visible minorities, to have access to training and supports to find and maintain employment.</p>	<p>The Labour Market Development Agreements and the Workforce Development Agreements contribute to advancing: <i>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</i> <i>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.”</i> <i>Global Indicator Framework target 4.6: “By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.”</i></p>	<p>LMDAs and WDAs facilitate skills development by providing training and employment supports to youth and adults. By investing in training programs and initiatives, LMDAs and WDAs help increase the number of individuals with the skills needed to succeed in various sectors of the economy, thereby contributing to the attainment of target 4.4.</p> <p>For WDA/LMDA, there is a one-year lag on data availability; as such results for 2023-2024 will only be available in 2025.</p> <p>In 2022-2023, 264,000 youth (15-24) received training and employment supports under LMDAs and WDAs, and 1,195,000 Canadians were served across the country. These agreements enhance skills development for youth and adults through training and employment supports, contributing to target 4.4. They prioritize all Canadians, including persons with disabilities, Indigenous peoples, and other equity-deserving groups, providing tailored support. LMDAs and WDAs also support the</p>

		improvement of literacy and numeracy through basic skills programs, advancing target 4.6 by ensuring proficiency in reading, writing, and numeracy for all.
<p>Through the Indigenous Skills and Employment Training Program (ISET), a distinctions-based program delivered by Indigenous service delivery providers, Indigenous participants will be provided with skills training, and employment-related and career development assistance to improve their skills and meet their long-term career goals.</p>	<p>The Indigenous Skills and Employment Training Program contributes to advancing:</p> <p><i>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</i></p>	<p>In 2023-2024, through ISET, training and other supports were provided to 54,015 Indigenous Peoples, including 29,711 Indigenous youth. This led to 19,401 Indigenous Peoples finding jobs, including 8,199 Indigenous youth.</p>



GOAL 5: CHAMPION GENDER EQUALITY

FSDS Context:

ESDC recognizes the importance gender equality plays in the Canadian economy and is actively looking to reduce systemic barriers that exist for women, girls and gender-diverse people in the labour market. To do so, ESDC will continue to modernize the Employment Equity Act to promote equality and diversity and help identify and eliminate barriers to employment opportunities in federally regulated workplaces. The department will also advance new pay transparency measures that will shine a light on pay gaps experienced by women, Indigenous peoples, persons with disabilities and members of visible minorities.

At the same time, ESDC is investing in programs and initiatives that focus on creating new and improving existing opportunities for women in this sector of the economy. The first example is the Women’s Employment Readiness Pilot Program, delivered under the Skills for Success program, which funds organizations to provide and test pre-employment and skills development supports for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce detachment. The pilot also tests ways to improve employer inclusivity. The target for this program has been set at up to 5,000 participants over a two-year period and will use the results to inform systemic changes to how skills and employment programming for women is delivered.

Secondly, the Women in Skilled Trades Initiative was created to focus on funding projects that recruit, retain, and help women apprentices succeed in trades predominately found in the construction and manufacturing sectors. ESDC will fund organizations such as women’s groups, community colleges, unions, and employers for activities that will recruit women, create outreach tools, offer mentorship supports, and create a welcoming space where women can feel comfortable and safe in the training and work sites. With a target of supporting 10,900 women over the next 4 years, this initiative will reduce the difference in gender representation while increasing opportunities for women in, not only leadership roles, but also in the broader economy.

Target theme: Take Action on Gender Equality

Target: By 2026, at least 37% of employees in the environmental and clean technology sector are women (Minister of Innovation, Science and Industry)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Reduce systemic barriers to gender equality	ESDC will support federally regulated private-sector employers in achieving progress towards creating equitable workplaces. Program: Workplace Equity Program	Performance indicator: Percentage of Legislated Employment Equity Program employers whose representation equals or surpasses Canadian labour market availability for 2+ designated groups or who demonstrated progress towards representation since the previous reporting period. Starting point:	Through the Employment Equity Act which governs the Federal Contractors Program and the Legislated Employment Equity Program, the Workplace Equity Program supports the gender equality goal by promoting employment equity outcomes for federally regulated private-sector employers. These two federal programs seek to encourage the establishment of working conditions that are free from barriers and remove conditions of disadvantage experienced by members of four designated groups under the Act – women, Indigenous peoples, persons	Indicator results: 76.6% of Legislated Employment Equity Program employers met the target for 2023.

		<p>2021 to 2022 actual results: 74%</p> <p>Target: At least 65% by September 2023</p>	<p>with disabilities, and members of visible minorities.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 5.2 “Gender equality in leadership roles and at all levels of decision-making.” <i>GIF Target:</i> 5.a: “undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources.”</p> <p>5.5 “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.”</p>	
<p>Reduce systemic barriers to gender equality</p>	<p>ESDC will continue to work with provinces, territories, and Indigenous partners to build and maintain a Canada-wide early learning and child care system, ensuring that all families have access to high-quality, affordable, flexible, and inclusive early learning and child care.</p> <p>Program: Canada-wide early learning and child care system.</p>	<p>Performance indicator: Number of provinces and territories with \$10-a-day average regulated child care costs.</p> <p>Starting point: 2 provinces/territories as of July 2021</p> <p>Target: 10 provinces and 3 territories by March 31, 2026.</p>	<p>Access to child care is a significant support for women to participate in political, economic, and public life fully and effectively. Research shows that child care availability and affordability strongly impact mothers’ ability to enter or remain in the labor market or school, if they wish. Furthermore, the Canada-wide Early Learning and Child Care Agreements provide the flexibility for provinces and territories to support early childhood educators, the majority of whom are women. In turn, this supports the growth of a Canada-wide early learning and child care system and promotes the overall higher valuing of care work.</p> <p>The Canada-wide early learning and child care system supports progress towards SDG 5, through GIF targets 5.4 and 5.5.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target 5.2.1:</i> Gender equality in leadership roles and at all levels of decision-making.</p> <p><i>CIF Ambition / Target 5.3.1:</i> Canadians share responsibilities within households and families.</p> <p><i>GIF Target 5.4:</i> Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies</p>	<p>Indicator result: 8 provinces and territories are delivering regulated child care for an average fee of \$10-a-day as of April 2024.</p> <p>Notes: Both Yukon and Quebec had achieved \$10-a-day or less child care prior to the implementation of the Canada-wide Agreements. By the end of 2022, all provinces and territories had achieved fee reductions of at least 50 per cent. The above indicator result reflects the ongoing work toward delivering \$10-a-day regulated child care in all provinces and territories by 2026.</p>

			<p>and the promotion of shared responsibility within the household and the family as nationally appropriate.</p> <p><i>GIF Target 5.5:</i> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	
Invest in women’s skills, employment, and leadership	<p>ESDC will provide and test pre-employment and skills development supports for women facing multiple barriers, test models to improve employer inclusivity, and use the results to inform systemic changes to how skills and employment programming is delivered.</p> <p>Program: The Women’s Employment Readiness Pilot Program.</p>	<p>Performance indicator: Number of women served in the reporting year.</p> <p>Starting point: New time-limited program (Projects running from 2022 to 2024.</p> <p>Target: 5,000 participants by the end of the pilot, March 31, 2024.</p>	<p>The Women’s Employment Readiness (WER) Pilot Program funds organizations to provide and test preemployment and skills development supports for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce detachment. The pilot also tests ways to improve employer inclusivity. Results will inform systemic changes to skills and employment programming for women. In this way, the WER Pilot Program supports the SDG to champion gender equality.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 5.3 Ambition: “Canadians share responsibilities within households and families”; Target: “Equal sharing of parenting roles and family responsibilities.”</p> <p><i>CIF Indicator:</i> 5.3.1 Proportion of time spent on unpaid domestic and care work.</p> <p><i>GIF Target:</i> 5.1: “End all forms of discrimination against all women and girls everywhere.”</p>	<p>Indicator result: Results not available at the time of publication and will be provided at the next progress report.</p> <p>Notes: The Women’s Employment Readiness (WER) Pilot Program ended March 31, 2024. Results will be made public in a “What We Heard” report expected Fall 2024.</p>
Additional implementation strategy in support of goal 5.	<p>ESDC will support the recruitment, retention, and success of women apprentices in 39 eligible Red Seal trades found predominately in the construction and manufacturing sectors.</p> <p>Program: Women in the Skilled Trades (WST) Initiative under the Canadian Apprenticeship Strategy.</p>	<p>Performance indicator: Number of individuals in funded projects that participate in skills training activities.</p> <p>Starting point: New program started in 2022-23</p> <p>Target: 10,500 individuals by March 31, 2027</p>	<p>The Women in the Skilled Trades focuses on funding projects that recruit, retain, and help women apprentices succeed in the 39 eligible Red Seal trades found predominately in the construction and manufacturing sectors.</p> <p>The Women in Skilled Trades Initiative delivered under the Canadian Apprenticeship Strategy contributes to the FSDS goal 5 of increasing Canadian women’s representation in leadership roles and participation in the broader economy.</p> <p>Relevant targets or ambitions:</p>	<p>Indicator result: Results not available at the time of publication and will be provided at the next progress report.</p>

			<p><i>CIF Ambition/Target: 5.2</i> Greater representation of women in leadership roles</p> <p><i>CIF Indicator: 5.2.1</i> Proportion of leadership roles held by women.</p> <p><i>GIF Target: 5.5</i> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.</p>	
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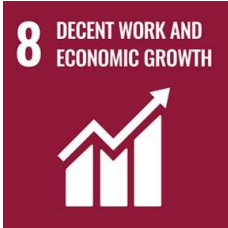
Initiatives advancing Canada’s implementation of SDG 5 – Gender Equality

The following initiatives demonstrate how ESDC’s programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The Employment Equity Act is being reviewed and recommendations will be developed on how best to modernize the legislative framework.</p> <p>The Act currently supports equality and diversity in workplaces for the four designated groups: women, Indigenous peoples, persons with disabilities and members of visible minorities. It also covers women in intersection with the three other designated groups.</p> <p>In 2021, the Act was amended to include Pay Gap Reporting requirements aimed at reducing wage gaps in federally regulated organizations. Making pay gap information publicly available can help to shift business culture and expectations towards greater equality.</p> <p>Under the Act, federally regulated private sector employers are required to report their salary data in a way that shows aggregate pay gaps for each of the four designated groups. This information is included in employers’ annual submissions to the Minister of Labour. The data is then published on a dynamic, public-facing website (to be launched by fall 2023) where data on</p>	<p>The <i>Employment Equity Act</i> contributes to advancing:</p> <p><i>Global Indicator Framework target: 5.a:</i> “Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.”</p> <p><i>Canadian Indicator Framework ambition:5.2</i> “Gender equality in leadership roles and at all levels of decision-making.”</p> <p><i>Global Indicator Framework target: 5.5</i> “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.”</p> <p>Pay Gap Reporting contributes to advancing:</p>	<p>In 2023- 2024, the Government of Canada continued to advance SDG 5 goals by demonstrating its commitment to reducing the gender pay gap, measure progress, and build accountability mechanisms through the continuous advancement of our legal frameworks and indicators.</p> <p>On December 11, 2023, the Government released the <i>Employment Equity Act</i> Review Task Force’s report, entitled A Transformative Framework to Achieve and Sustain Employment Equity. This comprehensive report includes 187 recommendations on how to modernize the Employment Equity Act. In response, the Government announced its commitments to modernize the <i>Act</i>, which includes the creation of two new designated groups for 2SLGBTQI+ people and Black people, as well as updated terminology and definitions related to designated groups.</p> <p>On February 2, 2024, the Labour Program launched Equi’Vision, a government website that provides accessible information on the representation rates and pay gaps of designated groups (i.e., women,</p>

<p>employer representation and pay gaps can be reviewed and compared by the public. It will include information in the form of aggregated percentages for each employer, overall and for each Employment Equity Occupational Group showing the:</p> <ul style="list-style-type: none"> • Representation, • Mean and median hourly wage gaps, • Mean and median bonus pay gaps, and, • Mean and median overtime pay and hours gaps. <p>In addition, the Minister of Labour’s Employment Equity Act - Annual Report presents an analysis of employers consolidated employment equity submissions. This report is tabled in Parliament and shared publicly.</p>	<p><i>Canadian Indicator Framework ambition: 5.2</i> “Gender equality in leadership roles and at all levels of decision-making.”</p> <p><i>Global Indicator Framework target: 5.c</i> “Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.”</p>	<p>Indigenous peoples, persons with disabilities and members of visible minorities) for private-sector employers subject to the <i>Employment Equity Act</i>. It tracks progress by providing access to year over year data for each employer. With Equi’Vision, Canada becomes the first country in the world to make this level of information publicly available.</p>
<p>The Employment Insurance parental and caregiving benefits provide financial assistance to people who are away from work:</p> <ul style="list-style-type: none"> • because they’re pregnant or have recently given birth, • to care for their newborn or newly adopted child, and/or, • providing care or support to a gravely ill or critically ill family member. 	<p>The Employment Insurance parental and caregiving benefits contribute to advancing:</p> <p><i>Canadian Indicator Framework ambition 5.3:</i> “Canadians share responsibilities within households and families.”</p> <p><i>Canadian Indicator Framework target 5.3.1:</i> “Equal sharing of parenting roles and family responsibilities.”</p> <p><i>Global Indicator Framework target 5.4:</i> “Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.”</p>	<p>Results for 2023-2024 are not yet available due to a 1-year lag in data availability; results will be available in 2025. The latest results are from 2022-2023.</p> <p>From April 2022 to March 2023, the total number of new Employment Insurance parental benefit claims established was 236,140. Women represented 71% of these claims compared to roughly 29% for men, which represents a 1.3 percentage point increase in the share of parental claims established by men from the previous fiscal year. This higher proportion can be attributed to the additional weeks of benefits available to parents of a child born or adopted on or after March 17, 2019, who share parental benefits.</p> <p>In the same fiscal year, there were 6,775 new Compassionate care benefit claims, 13,272, Family Caregiver benefit for adult claims, and 5,855 Family Caregiver benefit for children claims. Women represented 69.4%, 65.9%, and 75.3% of these claims respectively, while men represented 30.6%, 34.1%, and 24.7%, which represents an increase of 1.2%, 1.4%, and 0.6% percentage point for men from the previous year.</p>
<p>The Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative funds projects that aim to recruit, retain, and help women apprentices succeed in 39 eligible Red Seals trades found predominantly in the construction and manufacturing sectors. Projects are anticipated to be implemented in fiscal year 2023 to 2024.</p>	<p>The Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative contributes to advancing:</p> <p><i>Global Indicator Framework target 5.5:</i> “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.”</p>	<p>In 2023-2024*, 15 projects were launched under the Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative valued at \$28.9M over four years. Projects support key priorities such as reconciliation and increasing the participation of equity-deserving groups in the skilled trades, including women (e.g., Flat Bay Band Inc.’s project titled K’Taqmuk: Women In Trades Initiative).</p>

		*Results for 2023-2024 are expected to be available in fall 2024. As such, these results will be reported in the next progress report.
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GOAL 8: ENCOURAGE INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH IN CANADA

FSDS Context:

In support of *FSDS Goal 8*, ESDC is taking steps to ensure that a fully representative Canadian workforce gets the skills, training and opportunities necessary to transition to net-zero and help Canadians thrive in a changing global economy. Owing to various programs, ESDC is focused on collaboration with employers as well as directly with Canadians to promote skills development and economic diversification in Canada’s environmental and clean technology sector.

For example, ESDC’s Apprenticeship Service helps apprentices get the hands-on experience they need for a career in the skilled trades. As part of the Canadian Apprenticeship Strategy, the initiative encourages small and medium-sized employers by offering a financial incentive for each first-year apprentice hired in one of 39 eligible Red Seal trades found predominately in the construction and manufacturing sectors. They can get an additional incentive when the apprentice hired is from an equity-deserving group - specifically, women, persons with disabilities, Indigenous people, and members of 2SLGBTQI+ communities, racialized communities, and newcomers. The department has also scaled up programs like the Youth Employment and Skills Strategy (YESS) that provides wraparound supports and job placements for young people facing employment barriers such as Indigenous, racialized youth, youth with disabilities, recent youth immigrants and youth in rural or remote areas.

Similarly, the Opportunities Fund (OF) for Persons with Disabilities will support the implementation of Canada’s Employment Strategy for Canadians with Disabilities. The OF program intends to increase labour market participation for Persons with Disabilities by providing participants with employment supports to help them find and keep jobs. The program will also help participants advance in their careers and help employers create inclusive, accessible and welcoming workplaces for persons with disabilities. Training will also be provided to those with or without disabilities who are in occupations that support persons with disabilities such as sign language interpreters. With a target of 3,355 participants by March 2024, the Opportunities Fund contributes to advancing the 2030 Agenda through its work to support increasing access to the labour market and improving the economic inclusion and quality of life for persons with disabilities.

ESDC’s Sectoral Workforce Solutions Program (SWSP) helps key sectors of the economy implement solutions to address their current and emerging workforce needs. SWSP supports projects that focus on a range of industry-driven activities such as training and reskilling workers, helping employers retain and attract a skilled and diverse workforce, and labour market information and tools to help sectors address needs. This year, the program intends to connect up to 30,000 Canadians with the training they need to access good jobs. The program will help address workforce needs across many sectors including, but not limited to: agri-food and agriculture, construction, health, information and communications technologies, manufacturing, natural resources and environment, tourism, and transportation.

ESDC is also testing a community-based approach via its Community Workforce Development Program. This program is advancing regional and national priorities through local leadership in areas such as decarbonization, technology adoption and blue economy. With an initial target of 25 communities, the program encourages diversity and inclusion with 75% of project participants from one or more underrepresented groups in the labour market. Evidence gathered through the program trial will assess the effectiveness of the model to drive results in a diversity of labour markets and help inform future directions of skills policy and programs. This includes, for example, decarbonization and supporting a “just transition” for workers so that they are prepared to work in transforming sectors like energy.

In addition, the Enabling Fund for Official Language Minority Communities will aim to enhance the development and vitality of official language minority communities (OLMCs). These communities consist of Francophones who reside outside of Quebec or English-speaking residents of Quebec. The Program funds fourteen not-for-profit OLMC organizations to engage in economic and human resources development activities for their community. The agreements will last for a five-year period and were signed in March 2023.

Implementation strategies supporting the goal

This section is for implementation strategies that support the goal ‘Encourage inclusive and sustainable economic growth in Canada’ but not a specific FSDS target

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Increase labour market participation of Persons with Disabilities</p>	<p>ESDC will continue to support activities designed to provide skills training and employment support to help persons with disabilities find and retain good jobs and advance in their careers and provide support to employers to make workplaces accessible and inclusive for persons with disabilities.</p> <p>Program: Opportunities Fund for Persons with Disabilities Program (OF).</p>	<p>Performance indicator: Number of participants employed or self-employed or returned to school after participating in the program.</p> <p>Starting point: 2,846 (latest results for 2022-2023). Data from Quebec is not available.</p> <p>Target: At least 3,355 by March 2024</p>	<p>Under the Opportunities Fund for Persons with Disabilities Program, programming assists persons with disabilities to prepare for, obtain and maintain good jobs and advance in their careers. It supports a wide range of services, including job search supports, pre-employability services, wage subsidies, and work placements, through third-party service providers in partnership with organizations in the community.</p> <p>The OF advances the 2030 Agenda through its work to support increasing access to the labour market, improving the economic inclusion and quality of life for persons with disabilities.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians have access to quality jobs.</p> <p><i>CIF Indicator:</i> 8.1.1 Unemployment rate.</p> <p><i>GIF Target:</i> 8.5: By 2030, achieve full and productive employment and decent work</p>	<p>Indicator result: Results were not available at the time of publication as requirements have changed, and funded organizations are in a transition year to implement and collect results from 2023-2024.</p> <p>Results for that year will be provided at the next progress report. However, in 2022-2023, the program supported 4,632 individuals with disabilities, of which 2,706 became employed or self-employed, and 457 returned to school to further enhance their skills following participation in the program.</p>

			for all women and men, including for young people and persons with disabilities.	
Take a sector-by-sector approach to investing in workforce support	<p>ESDC will support key sectors of the economy implement solutions to current and emerging workforce needs through the Sectoral Workforce Solutions Program (SWSP).</p> <p>Program: Sectoral Workforce Solutions Program (SWSP).</p>	<p>Performance indicator: Number of participants who access or participate in training and transition initiatives.</p> <p>Starting point: FY 2023-2024 will be the baseline year as SWSP is currently implementing a new data collection process and awaiting a decision on ongoing program funding beyond March 31, 2024.</p> <p>Target: 30,000 individual participants by the end of 2023-24.</p>	<p>The Sectoral Workforce Solutions Program (SWSP) helps key sectors of the economy implement solutions to address their current and emerging workforce needs. The Program supports projects that focus on a range of industry-driven activities such as training and reskilling workers, helping employers retain and attract a skilled and diverse workforce, including those from equity-deserving groups, and developing workforce solutions, labour market information and tools to address sector-specific labour market needs.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians contribute to and benefit from sustainable economic growth.</p> <p><i>CIF Indicator:</i> 8.6.1 Canadians contribute to and benefit from sustainable economic growth.</p>	<p>Indicator result: Program results for 2023-2024 will be available in Fall 2024. As such, Results will be provided in the next progress report.</p> <p>Notes: SWSP reports from project recipients will include target numbers and will be received by early Fall 2024. After which performance baselines will be identified once all project results reports are received and validated by program officials.</p>
Test community-based approaches to national and regional priorities	<p>ESDC will support local economic development and growth that advances national and regional priority areas like decarbonization through testing community-based approaches to workforce planning and skills training.</p> <p>Program: Community Workforce Development Program.</p>	<p>Performance indicator: Number of participating communities responding to national or regional priorities.</p> <p>Starting point: New Program-Announced in Budget 2021 with projects anticipated to start spring/summer 2023.</p> <p>Target: 25 communities by March 31, 2024.</p>	<p>The Community Workforce Development Program advances regional and national priorities through local leadership in areas such as decarbonization, technology adoption and blue economy. It encourages diversity and inclusion with 75% of project participants from one or more underrepresented groups in the labour market.</p> <p>Relevant targets or ambitions: <i>CIF Target/Ambition:</i> 8.1 Canadians have access to quality jobs.</p>	<p>Indicator result: Approximately 100 participating communities in 2023 to 2024.</p> <p>Notes: The achieved indicator result surpassed the target of 25 communities.</p>

			<p>8.6 Ambition: Canadians contribute to and benefit from sustainable economic growth. Target: Achieve an 8% growth in jobs in the clean technology products sector by March 31, 2024.</p> <p><i>CIF Indicator:</i> 8.1.1 Unemployment rate.</p> <p>8.6.1 Jobs in the clean technology products sector.</p> <p><i>GIF Target:</i> 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high value added and labour-intensive sectors.</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p>	
<p>Test community-based approaches to national and regional priorities</p>	<p>ESDC will enhance the development and vitality of official language minority communities (OLMCs). Through its Enabling Fund for Official Language Minority Communities (EF-OLMC) program funds OLMC organizations to increase their capacity and services for community economic development (CED), human resources development (HRD) and promoting partnerships.</p> <p>Program: Enabling Fund for Official Language Minority Communities (EF-OLMC).</p>	<p>Performance indicator: Amount invested, including in-kind, by non-EF-OLMC program funded partners (not-for-profit groups, private sector organizations other federal departments and levels of government) for every dollar invested by the EF-OLMC program funded organizations.</p> <p>Starting point: Baseline year: 2018, based on the Action Plan for official languages 2018-2023.</p> <p>Target: Invest at a ratio of 2 to 1 by March 2024</p>	<p>The EF-OLMC program is one of ESDC’s main programs that support meeting the Department’s legal obligations under the <i>Official Languages Act</i> (OLA) to enhance the vitality of OLMCs. In line with the spirit of the OLA, the EF-OLMC program is centred on the “by and for” approach, supporting OLMC organizations to identify and respond to the needs of their communities. New 5-year agreements with the program’s 14 OLMC organizations (funding recipients) were signed in spring 2023.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 8.5 - Canadians contribute to and benefit from sustainable economic growth.</p>	<p>Indicator result: The program exceeded its target as it achieved an investment ratio of 2.38 by March 31, 2024.</p>

			<p><i>CIF Indicator:</i> 8.5.1 - Gross domestic product per capita.</p>	
<p>Additional implementation strategy in support of goal 8.</p>	<p>ESDC will continue to help young people (aged 15 to 30 years) make a successful transition into the labour market, including jobs and skills training programs with a focus on innovation, Science Technology Engineering and Math (STEM) as well as green jobs and the environment.</p> <p>Program: The Youth Employment and Skills Strategy (YESS).</p> <p>YESS includes two programs:</p> <p>1) The Youth Employment and Skills Strategy Program (YESSP), which is an ESDC-led horizontal initiative involving 11 other federal departments, agencies, and crown corporations; and 2) The Canada Summer Jobs (CSJ).</p>	<p>Performance indicator: Number of youth served.</p> <p>Starting point: 97,359 (2019-2020)</p> <p>Target: 75,240 by March 2024. Target breakdowns per program: YESSP: Target to serve 5,240 youth CSJ: 70,000 opportunities</p>	<p>In support of Canada’s 2030 Agenda National Strategy, the Youth Employment and Skills Strategy helps young people (aged 15 to 30 years), particularly those who are facing barriers to employment, get the information and gain the skills, work experience and abilities they need to make a successful transition into the labour market.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 8.1 Canadians have access to quality jobs.</p> <p><i>CIF Indicator:</i> 8.1.1 Unemployment rate. 8.3.1 Proportion of youth not in education, employment, or training.</p> <p><i>GIF Target:</i> 8.6 By 2020, substantially reduce the proportion of youth not in employment, education, or training.</p>	<p>Indicator result: 93,330 youth served by March 2024.</p> <p>Notes: In 2023-2024, CSJ served 74,527 youth and ESDC YESSP served 18,803, surpassing the annual established targets of 70,000 and 5,240 respectively.</p>
<p>Additional implementation strategy in support of goal 8.</p>	<p>ESDC will encourage economic growth by supporting small and medium-sized employers to create first-year apprenticeship positions in trades found predominantly in the construction and manufacturing sectors, with a focus on improving the participation of equity-deserving groups.</p> <p>Program: Apprenticeship Service (AS) initiative under the CAS</p>	<p>Performance indicator: Number of employers who access supports to hire apprentices.</p> <p>Starting point: New Program, started in 2021-2022.</p> <p>Target: Between 25,000-55,000 employers over the duration of the program until the end of 2023-2024 when the Apprenticeship Service sunsets.</p>	<p>The Apprenticeship Service helps apprentices get the hands-on experience they need for a career in the skilled trades. Under the Apprenticeship Service, small and medium-sized employers can get a financial incentive for each first-year apprentice hired in one of 39 eligible Red Seal trades found predominately in the construction and manufacturing sectors. They can get an additional incentive when the apprentice hired is from an equity-deserving group (specifically, women, persons with disabilities, Indigenous peoples, and members of 2SLGBTQI+</p>	<p>Indicator result: In 2022-2023*, 1,950 employers accessed supports to hire apprentices, including those from equity-deserving groups.</p> <p>*2022-2023 results reflect the most recent results available. Results for 2023-2024 will be available by the next progress report.</p> <p>Note: The Apprenticeship Service has sunsetted and is now a component of the Canadian Apprenticeship Strategy.</p>

			<p>communities, racialized communities, and newcomers). In addition, the Apprenticeship Service provides other supports to employers that will make it easier for them to hire first-year apprentices, such as help on navigating the apprenticeship system and welcoming workplace training.</p> <p>The initiative contributes to Goal 8 of the FSDS by encouraging small and medium-sized employers to hire first-year apprentices in Red Seal trades.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians have access to quality jobs.</p> <p><i>CIF Indicator:</i> 8.1.1 Unemployment rate.</p> <p><i>GIF Target:</i> 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro, small, and medium-sized enterprises, including through access to financial services.</p>	
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Initiatives advancing Canada’s implementation of SDG 8 – Decent Work and Economic Growth

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The Accessible Canada Act requires entities that are subject to the <i>Act</i> to identify, remove and prevent barriers to accessibility in seven priority areas including employment. When barriers to employment are removed, Canadians with disabilities have increased skill development and employment opportunities. In addition, workplaces are more accommodating and persons with disabilities can participate more fully in the labour market economy. This helps communities and Canada’s economy thrive so that all Canadians benefit.</p> <p>In 2023 to 2024, the department will fund projects aimed at increasing capacity in the professional sign language interpretation sector across Canada. Eligible funding recipients may include entities such as sign language education institutions, professional associations representing interpreters, and community organizations representing sign language users.</p> <p>In 2023 to 2024, the department will continue its work on the development of Information and Communication Technologies (ICT) accessibility regulations. ICT is a major gateway to employment. Once finalized, the ICT accessibility regulations will contribute towards removing barriers in federally regulated workplaces.</p> <p>The program also hosted a virtual career fair as part of the Canadian Congress on Disability Inclusion (CCDI) in 2022 and 2023, These career fairs connected persons with disabilities with employment opportunities.</p>	<p>The <i>Accessible Canada Act</i> contributes to advancing:</p> <p><i>Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</i></p> <p>Performance indicators that support measuring progress in the removal of barriers to employment will be finalized in 2023 to 2024.</p>	<p>In 2023-2024, the department continued working on commitments under the <i>Accessible Canada Act</i> to remove barriers to employment.</p> <p>In August 2023, performance indicators for measuring progress in removing accessibility barriers in transportation and Information and Communication Technologies were published. Indicators for the built environment will be published in 2024.</p>
<p>The Temporary Foreign Worker (TFW) Program has launched the new Migrant Worker Support Program to help workers better understand and exercise their rights. This is achieved by supporting community-based organizations in the provision of migrant worker-centric programs and services, which includes on-arrival orientation services, educational</p>	<p>The TFW Program will contribute to advancing:</p> <p><i>UN Global Indicator Framework target 8.8: “Protect labour rights and promote safe and secure working environments for all workers, including</i></p>	<p>The Migrant Worker Support (MWS) Program, which is part of the Government of Canada’s broader commitment to protecting temporary foreign workers from mistreatment and abuse, continued to strengthen protections for workers in 2023-2024. As of December 31, 2023, there were over 300,000 service interactions with temporary foreign workers.</p>

<p>activities and/or materials and assistance in emergency and at-risk situations.</p> <p>The TFW Program is responsible for employer inspections, which help to protect temporary foreign workers from abuse and exploitation, and to protect the integrity of the Canadian labour market by encouraging employers to comply with program conditions. The Department is also focusing its efforts on rebuilding the compliance regime to ensure inspections are delivered with a renewed focus on increased quality, timeliness and reach to protect the health and safety of temporary foreign workers. In addition, Budget 2023 announced funding to include more TFW Program inspectors and maintain the <u>worker protection tip line</u>, which offers workers a personalized service in over 200 languages to report allegations of abuse or mistreatment to agents answering the phone five days per week (with weekend voicemail service).</p> <p>These initiatives support the horizontal core theme of 'Leaving No One Behind'. Improving the quality, timeliness and reach of inspections, and the supports delivered through Migrant Worker Support Program, are expected to be of particular benefit to higher-risk groups, including workers in racialized communities.</p>	<p>migrant workers, in particular women migrants, and those in precarious employment.”</p>	<p>Budget 2024 proposed \$41 million over-two years, starting in 2024/2025, to protecting temporary foreign workers through the MWS Program.</p> <p>TFW Program launched a survey to assist ESDC in evaluating whether organizations funded through the Migrant Worker Support Program are helping temporary foreign workers to understand and exercise their rights while in Canada. The survey will allow ESDC to strengthen its understanding of Program impacts, and of the temporary foreign workers population, including data about gender, geographic location, language, and nationality.</p> <p>TFW Program conducted 2,122 employer inspections and reviewed nearly 8,500 tips. The Program saw a 39% increase in tips and allegations compared to the previous year. This rise is due to ongoing efforts to continue increasing stakeholders and workers awareness of the tip line, and stronger ties with source countries and migrant support groups, and more ways to report issues.</p>
<p>Canada-wide Early Learning and Child Care Agreements With the support of over \$27 billion provided through the Canada-wide Early Learning and Child Care Agreements, provinces and territories have announced new investments in the early childhood workforce in areas such as hiring, retention, training, and wage increases. Further, in March 2023, the employment rate for women aged 25-54 in Canada was 82.0%. The employment rate for women with a child under 6 was 76.2%, a 1.7% increase from a year prior. The Bank of Canada’s recent analysis suggests a rise in the labour market participation rate among women could be due to lower average fees for regulated childcare under the Canada-wide early learning and childcare system.</p>	<p>The Canada-wide Early Learning and Child Care Agreements contribute to advancing:</p> <p><i>Canadian Indicator Framework Indicator 8.1.1:</i> Unemployment rate and Labour force characteristics.</p> <p><i>Canadian Indicator Framework Indicator 8.2.1:</i> Proportion of employees earning less than 66% of the median hourly wage for permanent full-time employees.</p> <p><i>Global Indicator Framework Indicators:</i></p> <p>8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.5.1 Average hourly earnings of employees, by sex, age, occupation, and persons with disabilities</p> <p>8.5.2 Unemployment rate, by sex, age, and persons with disabilities</p> <p>8.6.1 Proportion of youth (aged 15–24 years) not in education, employment, or training</p>	<p>Canada-wide Early Learning and Child Care Agreements have been signed with all provinces and territories. As of April 2024, 8 provinces and territories are delivering regulated child care for an average fee of \$10-a-day. Both Yukon and Quebec had achieved \$10-a-day or less child care prior to the implementation of the Canada-wide Agreements.</p>

<p>Under the Labour Market Development Agreements (LMDAs) and the Workforce Development Agreements (WDAs) with provinces and territories, the department helps people across the country prepare for, find, and keep employment. Under the LMDAs, employment benefits enable eligible unemployed individuals to gain skills and work experience through programming such as skills training and wage subsidies. Programs delivered under the Programs delivered under the LMDAs and WDAs provide skills training and employment programming with a focus on those further removed from the labour market and those wishing to upskill. Both the LMDAs and WDAs support a culture of lifelong learning to equip Canadians with skills to thrive in an evolving labour market.</p>	<p>The Labour Market Development Agreements and the Workforce Development Agreements contribute to advancing:</p> <p>Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p>	<p>In 2022-2023*, the Labour Market Development Agreements (LMDAs) and the Workforce Development Agreements (WDAs) provided 1,195,000 Canadians with training and employment supports, including diverse groups such as, 381,000 persons with disabilities, 176,000 visible minorities, 1074,000 Indigenous Peoples, 151, 000 older workers (55+), 264,000 youth (15-24), and 561,000 women.</p> <p>Participants in these skills training programs have seen their annual earnings increase each year, especially younger individuals, Indigenous Peoples, visible minorities, women, recent immigrants, and persons with disabilities.</p> <p>*2022-2023 results reflect the most recent results available. Results for 2023-2024 will be available by 2025.</p>
<p>The Indigenous Skills and Employment Training Program is a distinctions-based labour market program designed to support First Nations, Inuit, Métis and Urban/non-affiliated Indigenous people improve their skills and meet their long-term career goals to reduce the skills and employment gaps between Indigenous and non-Indigenous people. These supports are provided by an Indigenous service delivery network, supporting reconciliation and self-determination as priorities are set by Indigenous communities.</p>	<p>The Indigenous Skills and Employment Training Program and the Skills and Partnership Fund contribute to advancing:</p> <p><i>Global Indicator Framework Target 8.5:</i> “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> <p><i>Canadian Indicator Framework ambition 8.1:</i> “Canadians have access to quality jobs.”</p> <p><i>Global Indicator Framework Target 8.6:</i> “By 2020, substantially reduce the proportion of youth not in employment, education or training.”</p>	<p>Through the Indigenous Skills and Employment Training Program, training and other supports were provided to 54,015 Indigenous Peoples in total in 2023-2024, including 29,711 Indigenous Youth, 6,425 Indigenous persons with disabilities and 26,618 women. This led to 19,401 Indigenous Peoples finding jobs, including 8,862 women.</p> <p>Through the Skills and Partnership Fund, training and other supports were provided to 1,871 Indigenous Peoples in total, including 970 Indigenous youth, and led to 495 Indigenous Peoples finding jobs in 2023-2024.</p>
<p>The Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative funds projects that aim to recruit, retain, and help women apprentices succeed in 39 eligible Red Seal trades found predominantly in the construction and manufacturing sectors. Projects are anticipated to be implemented in 2023 to 2024.</p>	<p>The Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative contributes to advancing:</p> <p><i>Global Indicator Framework target 8.5:</i> “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”.</p>	<p>In 2023-2024, 15 projects were launched under this initiative valued at \$28.9M over four years. Projects support key priorities such as reconciliation and increasing the participation of equity-deserving groups in the skilled trades, including women (e.g., Flat Bay Band Inc.’s project titled K’Taqmuk: Women In Trades Initiative).</p> <p>Results for 2023-2024 are expected to be available in fall 2024. As such, these results will be reported in the next progress report.</p>
<p>The Women’s Employment Readiness Pilot Program, run under the Skills for Success Program, funds organizations to provide and test pre-employment and skill development supports for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce</p>	<p>The Women’s Employment Readiness Pilot Program also contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 8.1</i> “Canadians have access to quality jobs.”</p>	<p>The Women’s Employment Readiness Pilot Program helps organizations support four groups of women: racialized and Indigenous women, women with disabilities, women from the 2SLGBTQI+ community, and women who have been out of work for a long time. The program also looks at ways to make workplaces more inclusive. The results will help improve job and</p>

<p>detachment. The pilot also tests ways to improve employer inclusivity. Results will inform systemic changes to skills and employment programming for women.</p>	<p><i>Global Indicator Framework target 8.5</i> “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p>	<p>skills programs for women, supporting inclusive and sustainable economic growth in Canada.</p> <p>The Women’s Employment Readiness Pilot Program ended March 31, 2024. Results will be made public in a “What We Heard” report expected Fall 2024.</p>
<p>The new Union Training and Innovation Program sustainable jobs funding stream under the Canadian Apprenticeship Strategy announced in the 2022 Fall Economic Statement will support unions in leading the development of green skills training for 20,000 apprentices and journeypersons in the trades. This new stream is expected to support the Greening Government Strategy as well as the DSDS goals and targets.</p>	<p>The new Union Training and Innovation Program sustainable jobs stream under the Canadian Apprenticeship Strategy will contribute to advancing:</p> <p><i>Canadian Indicator Framework ambition 8.6</i>: “Canadians contribute to and benefit from sustainable economic growth”.</p> <p><i>Canadian Indicator Framework target 8.6</i>: “Achieve an 8% growth in jobs in the clean technology sector by March 31, 2024.”</p> <p><i>Global Indicator Framework target 8.3</i>: “Promote policies to support job creation and growing enterprises.”</p>	<p>The new Union Training and Innovation Program sustainable jobs funding stream launched an intake process in the summer of 2024.</p> <p>This initiative is expected to support 20,000 apprentices and journeypersons upskill through green skills training in the trades. This new stream is expected to support the Greening Government Strategy and 2030 Agenda and the SDGs, including the transition to a net-zero economy.</p> <p>Preliminary results are expected to be available in fall 2025.</p>
<p>The Skills for Success Program funds organizations to deliver training, and to develop assessment tools and training resources to help Canadians to improve their foundational and transferable skills. This helps them to learn other skills (technical and job specific) so that they can adapt and thrive in a rapidly changing labour market.</p>	<p>The Skills for Success Program funds organizations to design and deliver foundational and transferable skills training that contributes to advancing:</p> <p><i>Global Indicator Framework target 8.5</i> “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p>	<p>In 2023-2024, the Skills for Success Program funded training opportunities for over 78,000 Canadians. This included training for a large proportion of underrepresented groups, such as women (22,300); persons identifying as men (15,400, visible minorities (16,500), young people (10,382 between 18-34 yrs. old), and persons with disabilities (7,100).</p>
<p>The Skills and Employment Branch has developed a gender-based analysis plus strategy to strengthen skills programs and policies’ ability to tackle the barriers limiting the full participation of diverse groups of women, men, non-binary and other gendered people in the labour market. This is done by building the internal analytical capacity of staff and improving GBA plus data quality to ensure Skills programs promote gender equality, diversity, and inclusion data, through three main pillars, which are:</p> <ul style="list-style-type: none"> • Capacity Building • Data Investments • Policy Guidance and Support 	<p>The Skills and Employment Branch GBA+ Strategy contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 8.5</i>: “Canadians contribute to and benefit from sustainable economic growth.”</p>	<p>In 2023-2024, GBA Plus Strategy contributed to advancing the 2030 Agenda by supporting SEB to reach under-represented groups in the labour market.</p> <p>The SEB GBA Plus Strategy strengthened the Branch’s capacity to better measure, monitor and address gender disparity and promote access of under-represented groups across skills programming, with a view to increasing labour market participation.</p>
<p>Provide 10 days of paid sick leave for employees in federally regulated private sector that affords them job protection and income security while taking medical leave for personal health, illness or mental health reasons, and addiction treatment.</p>	<p>Provide 10 days of paid sick leave for federally regulated workers contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition: 8.5</i>: “Canadians contribute to and benefit from sustainable economic growth.”</p>	<p>Since December 2022, the Canada Labour Code stipulates that employees in the federally regulated private sector are entitled to earn and take up to 10 days of medical leave with pay per calendar year. As a result of this policy, workers experiencing illnesses will no longer be forced to choose between staying home and not getting paid or going to work sick.</p>

<p>Providing 10 days of paid sick leave to all employees in federally regulated private sector supports Leaving No One Behind as it ensures that workers can take paid sick leave, thereby providing income and protection to workers who may experience inequalities and vulnerabilities.</p>	<p><i>Global Indicator Framework target: 8.3:</i> “Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.”</p> <p><i>Global Indicator Framework target: 8.5:</i> “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p>	
<p>Negotiation and implementation of labour provisions of free trade agreements. As an ongoing activity, Canada negotiates enforceable labour commitments in free trade agreements to effectively implement their labour laws, which should in turn reflect and embody internationally recognized labour standards. Additionally, this supports the compliance of partner countries with international labour standards, including freedom of association and collective bargaining.</p>	<p>Negotiation and implementation of labour provisions of free trade agreements contributes to advancing:</p> <p><i>Global Indicator Framework: 8.8:</i> “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p>	<p>In 2023-2024, Canada launched new technical assistance projects in the Indo-Pacific and the Americas, aiming to support ASEAN Member States, the Philippines, Mexico, Costa Rica, Panama, and Peru in fulfilling their labour commitments. Concurrently, Canada engaged in labour negotiations with ASEAN, Indonesia, India, the United Kingdom, and Ukraine to modernize the 2017 FTA. These initiatives build on ongoing capacity-building efforts in Colombia, Mexico, Jordan, Indonesia, and other developing countries. Canada’s approach ensures that free trade agreements (FTAs) include enforceable labour provisions, fostering compliance with fundamental labour rights and preventing labour exploitation in partner countries and global supply chains.</p>
<p>Forced Labour in Global Supply Chain initiatives. The department is working with key federal departments on the Government’s commitment to introduce legislation to eradicate forced labour from Canadian supply chains. The department also supports a range of other initiatives including the Canada Border Services Agency (CBSA)’s operationalization of the prohibition on the importation of goods produced in whole or in part by forced labour under the <i>Customs Tariff</i>.</p> <p>In addition, comprehensive and enforceable labour provisions are included in Canada’s free trade agreements to uphold labour protections, including addressing forced labour and child labour, and capacity-building funding to assist partner countries in meeting these obligations is provided.</p>	<p>Forced Labour in Global Supply initiatives contributes to advancing:</p> <p><i>Global Indicator Framework target: 8.7:</i> “Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025, end child labour in all its forms.”</p>	<p>The department’s Labour Program negotiates labour provisions in Free Trade Agreements (FTAs) and manages technical assistance projects abroad to support a rules-based trade system and prevent labour exploitation. As grant funding is allocated internationally, results are reported by Global Affairs Canada (GAC) through initiatives like the International Sustainable Development Goals and the upcoming Indo-Pacific Strategy. For 2023-2024, the Labour Program’s contributions to global sustainability are delivered by GAC.</p>
<p>Eradicate the misclassification of employees in the federally regulated road transportation industry. Employee misclassification happens when an employer does not consider, nor treats a person who is an employee, as an employee. As a result, the employee cannot access standards and benefits that they would normally be entitled to.</p>	<p>Eradicate the misclassification of employees contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition: 8.5</i> “Canadians contribute to and benefit from sustainable economic growth.”</p>	<p>In 2023, the Government of Canada established a national team within the Labour Program to combat employee misclassification in the road transportation sector, and provide education, outreach, and compliance services for employers and employees. By May 2024, this team actively engaged with federally regulated workplaces and stakeholders to raise industry awareness. They collaborated with the Canada Revenue Agency, Transport Canada, and the Temporary Foreign Workers Program, held</p>

<p>Addressing misclassification of employees in the federally regulated road transportation industry supports Leaving No One Behind, as it will ensure that all employees in the road transportation industry can benefit from their labour rights and protections equally.</p>	<p><i>Global Indicator Framework target: 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</i></p>	<p>regular meetings with key stakeholders like the Canadian Trucking Alliance, and participated in industry events such as the Women with Drive seminar (March 2024) and the Truck World Expo (April 2024). Additionally, a social media campaign was launched to inform about the risks of misclassifying workers.</p> <p>The team conducted educational sessions, inspections, and follow-ups, targeting over 8,000 employers and 260,000 employees in the sector. The Budget Implementation Act, 2024 (Bill C-69), introduced amendments to strengthen misclassification provisions, presuming workers to be employees unless proven otherwise. This bill received royal assent on June 20, 2024.</p>
<p>The Government of Canada plans to amend the Canada Labour Code to create a new stand-alone leave for workers in federally regulated sectors who experience a pregnancy loss.</p>	<p>Creating a new leave for pregnancy loss contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition: 8.3 “Canadians have access to quality jobs.”</i></p> <p><i>Global Indicator Framework target: 8.8 “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment”.</i></p>	<p>The Fall Economic Statement Implementation Act, 2023, which received Royal Assent on June 20, 2024, includes amendments to Part III (Labour Standards) of the <i>Canada Labour Code</i> and <i>An Act to amend the Criminal Code and the Canada Labour Code</i> (Bill C-3) that will provide employees in the federally regulated private sector with three days of leave following a pregnancy loss, and eight weeks in the event of a stillbirth. Three days of leave will be paid for employees who have completed three consecutive months of continuous employment with their employer.</p> <p>The new leave related to pregnancy loss will come into force on a day to be fixed by order of the Governor in Council, but no later than December 2025.</p>
<p>The Government of Canada committed to strengthen provisions in the Canada Labour Code to better support working women who need to be accommodated or reassigned during pregnancy and while breastfeeding.</p>	<p>Supporting working women who need to be reassigned during pregnancy and while breast-feeding contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition: 8.3 “Canadians have access to quality jobs.”</i></p> <p><i>UN Global Indicator Framework target: 8.8 “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</i></p>	<p>Policy development on this initiative is ongoing.</p>
<p>The Government of Canada is also proposing regulations to provide menstrual products in federally regulated workplaces to support and ensure all employees’ participation at work, including gender-diverse employees.</p>	<p>Provide menstrual products contributes to advancing:</p> <p><i>UN Global Indicator Framework target: 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</i></p>	<p>On December 15, 2023, regulatory amendments to Part II of the <i>Canada Labour Code</i> came into effect, requiring employers in federally regulated workplaces to provide menstrual products in all washrooms or other private, accessible locations.</p>

		<p>Employers are now required to provide access to menstrual products in all workplace washrooms they control, regardless of gender.</p> <p>This initiative advances the Government’s commitment to a more inclusive Canada by ensuring all employees’ participation in healthy and safe workplaces.</p>
<p>The Government of Canada proposes to amend the <i>Canada Labour Code</i> to improve job protections for federally regulated gig workers by strengthening prohibitions against employee misclassification. This will help ensure all federally regulated workers receive the protections and employer contributions to which they are entitled.</p>	<p>Amending the <i>Canada Labour Code</i> to improve job protections for federally regulated gig workers contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition: 8.5:</i> “Canadians contribute to and benefit from sustainable economic growth.”</p> <p><i>UN Global Indicator Framework target: 8.5:</i> “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> <p><i>UN Global Indicator Framework target: 8.8</i> “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p>	<p>In 2023-2024, the Labour Program completed draft legislation to extend employment protections to independent contractors, including those employed by digital platforms. The proposed amendments would classify these workers as employees with full rights unless employers can prove they are independent contractors. This legislation was introduced through the <i>Budget Implementation Act 1</i> on April 30, 2024.</p>
<p>The Government of Canada proposes to introduce amendments to the <i>Canada Labour Code</i> to improve eligibility for leave related to the death or disappearance of a child for workers in federally regulated sectors.</p>	<p>Improving access to the leave related to the death or disappearance of a child contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition: 8.3</i> “Canadians have access to quality jobs.”</p> <p><i>Global Indicator Framework target: 8.8</i> “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p>	<p>Legislation to improve access to leave related to the death or disappearance of a child was passed in 2023-2024. This legislation increased the maximum duration of the leave from 104 weeks to 156 weeks and repealed the exception to eligibility that disentitles an employee to the leave if their child of 14 years or older was a party to the crime which led to their death. These changes align with corresponding changes made to the Canadian Benefit for Parents of Young Victims of Crime and came into force on June 6, 2023.</p>



GOAL 9: FOSTER INNOVATION AND GREEN INFRASTRUCUTRE IN CANADA

Initiatives advancing Canada’s implementation of SDG 9 – Industry, Innovation and Infrastructure

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>As part of the Future Skills Initiative, ESDC funds the Future Skills Centre, an independent innovation and applied research centre. The Centre prototypes, tests, and evaluates innovative approaches to skills assessment, training, and development. One of the Centre’s areas of focus is Skills for a Net-Zero Economy. So far, the Centre has implemented 240 innovation and research projects spanning over 20 industries that will directly benefit from the Centre’s work. To date, these projects have helped over 50,000 Canadians access skills training and/or employment. In addition, over 79% of the Centre’s funding supports underrepresented groups including women, racialized groups, Indigenous Peoples, and persons with disabilities.</p>	<p>The Future Skills Centre’s work contributes to advancing: <i>Canadian Indicator Framework ambition 9.1: Canada fosters sustainable research and innovation.</i></p>	<p>As of March 2024, the Future Skills Centre (the Centre) had developed over 430 research and learning products to address diverse needs across Canada. To date, the Centre participated in more than 250 events to share insights from 378 innovation and research projects. Around 91,000 Canadians have received training or employment interventions, and over 20 industries have been engaged. In addition, over 73% of the Centre’s funding supports underrepresented groups including women, racialized groups, Indigenous peoples, and persons with disabilities (surpassing the minimum committed target of 50%).</p>
<p>The Accessible Canada Act requires entities identify, remove and prevent barriers to accessibility in seven priority areas. These include areas that support inclusive industrialization, such as transportation, the built environment, and information and communications technologies (ICT). As barriers in these areas are removed over time and it becomes the norm to consider accessibility from the start, it will be easier for persons with</p>	<p>The Accessible Canada Act contributes to advancing: <i>Global Indicator Framework target 9.1: “Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.”</i></p>	<p>In 2023-2024, the department continued its work in advancing commitments under the <i>Accessible Canada Act</i> in support of removing barriers to employment.</p> <p>In August 2023, performance indicators for measuring progress in removing accessibility barriers in transportation and Information and Communication Technologies were published. Indicators for the built environment will be published in 2024.</p>

<p>disabilities to access information, public buildings and use public transportation systems.</p>	<p>Performance indicators that support measuring progress in the removal of barriers to accessibility in the areas of transportation and ICT will be published in 2023.</p>	
<p>Alternate Format Business Technology Challenge</p> <p>ESDC joined forces with Innovation, Science and Economic Development (ISED) to create the Alternate Format Business Technology Challenge. The purpose of the challenge is to encourage innovation. This helps increase access to alternate format materials for Canadians with print disabilities. This project will develop an assistive voice app that would include new software and the use of smart speakers.</p>	<p>The Alternate Format Business Technology Challenge contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 10.1:</i> “Canadians live free of discrimination and inequalities are reduced.”</p> <p><i>Global Indicator Framework target 10.2:</i> “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p>	<p>The Alternate Format Business Technology Challenge, created by ESDC and ISED, encourages innovation and increased access to alternate format materials for Canadians with print disabilities.</p> <p>In 2023-2024, the challenge focused on the development of a prototype for an assistive voice application. This app aims to make regional news, academic texts, and government websites more accessible by converting text to audio in real-time and allowing voice navigation. The project is on track for completion by October 2024.</p>



GOAL 10: ADVANCE RECONCILIATION WITH INDIGENOUS PEOPLES AND TAKE ACTION ON INEQUALITY

FSDS Context:

ESDC recognizes the importance of the *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDRIP), and actively supports the advancement of reconciliation with Indigenous Peoples via ongoing efforts in the development, design and implementation of its programs and services, as well as the department’s internal operations.

Co-developed with a network of Indigenous partners across Canada, the department's Indigenous Skills and Employment Training Program intends to serve and support skills development, training, and employment by way of a distinctions-based approach to better meet the needs of First Nations, Inuit, Métis, and Urban/Non-affiliated Indigenous people. By March 31, 2024, the Indigenous Skills and Employment Training Program intends to serve at least 40,000 new Indigenous participants and support at least 16,500 Indigenous people find employment. Looking ahead, ESDC will continue to work with Indigenous partners to test new approaches to investment coordination, priority setting and project and partnership development under the Skills and Partnership Fund. This Fund will also support sustainable employment and help ensure projects funded to provide skills training continue to meet the needs of Indigenous communities and employers.

The department will also work to reduce inequality by focusing its efforts on removing barriers faced by persons with disabilities, through its implementation of the Disability Inclusion Action Plan (DIAP). Persons with disabilities represent a diverse and significant portion of the Canadian population. Almost 1 in 3 Indigenous people have a disability—a much higher rate than that of the general population. ESDC will use GBA plus analysis to inform an intersectional approach to serve populations experiencing disability. To support the approach, the department is engaging with National Indigenous Organizations and holders of Modern Treaty and Self-Government Agreements to ensure the specific concerns of Indigenous populations are addressed in a culturally appropriate manner and meet all necessary modern treaty obligations and commitments.

And finally, ESDC will also work to reduce inequality through new funding models. Initiatives like the Black-led Philanthropic Endowment Fund demonstrate the department is creating long-term sustainable funding and self-sustaining resources for Black-led, Black-focused, and Black-serving organizations in Canada. The fund is led by Black communities in Canada and will support projects that seek to combat anti-Black racism and increase social and economic outcomes for Black communities.

Target theme: Advancing reconciliation with First Nations, Inuit, and the Métis communities.

Target: Between 2023 and 2026, and every year on an ongoing basis, develop and table annual progress reports on implementing *the United Nations Declaration on the Rights of Indigenous Peoples Act* (Minister of Justice and Attorney General of Canada)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Implement the United Nations Declaration on the Rights of Indigenous Peoples Act</p>	<p>ESDC will provide Indigenous cultural competency training and/or training on the United Nations Declaration on the Rights of Indigenous Peoples. All employees need to complete at least one Indigenous Awareness and Reconciliation learning activity which can be, for example, a course offered through the Canada School of Public Service (PSPC) or participating in an Indigenous Employees' Circle, or an Indigenous Learning Event hosted by the ESDC College.</p> <p>Initiative: ESDC Essential Training Curriculum for Employees.</p>	<p>Performance indicator: Percentage of staff who have completed Indigenous cultural competency training (internal or external).</p> <p>Starting point: Actual of staff trained for 2022-23: 81%</p> <p>Target: Achieve and maintain 100%, annually</p>	<p>As part of the ESDC Essential Training Curriculum for Employees, all indeterminate and term employees across ESDC, Service Canada and the Labour Program must complete Indigenous Awareness and Reconciliation learning activities. This is an ongoing, annual commitment.</p> <p>Relevant targets or ambitions: <i>GIF Target</i> - 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard.</p>	<p>Indicator result: In 2023-2024, 79% of ESDC employees have completed the Indigenous Awareness Reconciliation activity.</p>
<p>Implement the United Nations Declaration on the Rights of Indigenous Peoples Act.</p>	<p>ESDC will continue to support the skills development and employment of Indigenous Peoples through Indigenous labour market programs.</p> <p>Program: Indigenous Skills and Employment Training Program (ISET).</p>	<p>Performance indicator: Number of Indigenous participants who obtain employment following service interventions.</p> <p>Starting point: 16,339 (average of 2018-19 to 2020-21*)</p> <p><i>*Includes last year of predecessor program, Aboriginal Skills and Employment Training Strategy (ASETS)</i></p> <p>Target: At least 16,500 Annually</p>	<p>The Indigenous and Skills Training Program helps reduce the skills and employment gaps between Indigenous and non-Indigenous peoples by providing Indigenous peoples with opportunities to develop and improve their skills and attain employment. The Program funds and supports a network of Indigenous agreement holders (service delivery providers) across Canada that design and deliver a full suite of skills development and employment training and supports targeting all Indigenous people. Co-developed with Indigenous partners, the Program is founded in a distinctions-based</p>	<p>Indicator result: In 2023-2024, through the Indigenous Skills and Employment Training Program, 19,401 Indigenous participants obtained employment following training and other supports provided through the program. The program served 47, 898 new participants.</p>

			<p>approach to better meet the needs of First Nations, Inuit, Métis, and Urban/Non-affiliated Indigenous peoples.</p> <p>Relevant targets or ambitions:</p> <p>CIF Ambition/Target: 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p><i>CIF Indicator:</i> Gini Coefficient.</p> <p><i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p>	
<p>Support economic development and entrepreneurship in Indigenous communities</p>	<p>ESDC will continue to support economic development and entrepreneurship in Indigenous communities through partnerships between Indigenous communities/organizations and employers to support training to employment of Indigenous peoples.</p> <p>Program: Skills and Partnership Fund (SPF)</p>	<p>Performance indicator: Number of Indigenous participants who obtain employment following interventions under the SPF.</p> <p>Starting point: Performance Measurement Framework is currently being updated for a new round of investments. Starting Point is not yet available.</p> <p>Target: Performance Measurement Framework is currently being updated for a new round of investments. Target is not yet available.</p>	<p>The Skills and Partnership Fund contributes to the FSDS goal 10 and Canada’s 2030 Agenda as the SPF is a project-based fund that supports partnerships between Indigenous organizations and industry employers to provide skills training for Indigenous peoples linked to economic opportunities at the local, regional and national level. Funding recipients deliver supports and services to First Nations, Inuit and Métis peoples to help them develop the necessary skills and training to secure jobs which advances reconciliation with Indigenous peoples and takes action on inequality</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced.</p>	<p>Indicator result:</p> <p>In 2023-2024, the Skills and Partnership Fund helped 495 Indigenous participants find jobs after completing the program.</p>

<p>Support economic development and entrepreneurship in Indigenous communities.</p>	<p>In response to the Mandatory Procedures for Contracts Awarded to Indigenous Businesses, ESDC will continue to implement its Indigenous Procurement Strategy. This strategy helps business groups across the department support the requirement to allocate a target percentage of their assigned budgets to Indigenous spending.</p> <p>Initiative: ESDC Indigenous Procurement Strategy.</p>	<p>Performance indicator: Total Percentage of contracts with Indigenous businesses.</p> <p>Starting point: 4% (forecasted) in 2022-2023</p> <p>Target: 5% by March 31, 2024.</p>	<p>Through the implementation of its Indigenous Procurement Strategy, ESDC is supporting the Indigenous business community. To ensure the success of the strategy, the department is updating procurement documents and web pages, providing training and information sessions to procurement personnel as well as liaising with other government departments (ISC, TBS, PSPC). In 2023-24, the department will also be reaching out to the Indigenous business community by issuing a Request for Information (RFI) looking at increasing communications and/or opportunities for strategy implementation.</p> <p>Relevant targets or ambitions:</p> <p><i>GIF targets:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>	<p>Indicator result: In 2023-2024, 6.9% of the total value of all contracts was awarded to Indigenous businesses.</p> <p>Notes: ESDC published a Request for Information (RFI) on February 22, 2024, via the Government Electronic Tendering System (CanadaBuys). The RFI closing date is set for August 30, 2024. This initiative demonstrates ESDC's ongoing efforts to engage with Indigenous businesses and promote economic opportunities.</p>
<p>Implement the United Nations Declaration on the Rights of Indigenous Persons Act.</p>	<p>ESDC will support advancing accessibility on First Nations reserves. While the <i>Accessible Canada Act (ACA)</i> applies to First Nations band councils, they are currently not required to comply with the Act by virtue of an exemption in the <i>Accessible Canada Regulations</i> that were published in December 2021. The Government of Canada is currently</p>	<p>Performance indicator: Indicators to support measuring progress in advancing accessibility on First Nations reserves will be developed once the tailored approach has been developed.</p> <p>Starting point: New program.</p>	<p>The development and implementation of a tailored approach to implementation of the ACA on reserve directly supports FSIDS Goal 10: Advancing Indigenous Reconciliation and Take Action on Inequality through the identification and removal of barriers to accessibility in First Nations communities on reserve.</p>	<p>Indicator result: Performance indicators have not yet been developed because the tailored approach is still at an early stage.</p> <p>Notes: ESDC funded accessibility research and engagement activities led by the Assembly of First Nations, Indigenous Disability Canada (formerly BCANDS), and Native Women's Association of Canada from 2019- 2023.</p>

	<p>working with First Nations to identify options for a tailored approach to implementation of the ACA on reserve in line with the commitment included in the 2023 <i>United Nations Declaration for the Rights of Indigenous Persons Act (UNDA)</i> Action Plan. The Action Plan calls on the Government of Canada to ensure that the implementation of the ACA with respect to First Nations band councils is culturally appropriate and that First Nations are supported in building capacity and expertise to advance accessibility at the community level.</p> <p>Program: Accessible Canada Initiative</p>	<p>Target: New program.</p>	<p>It also contributes to SDG Goal 10: Reduce inequality within and among countries.</p> <p>Relevant targets or ambitions:</p> <p><i>GIF Targets:</i> 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> <p>10.3: “Ensure equal opportunity and reduce inequalities of outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.”</p>	<p>This work resulted in multiple reports that demonstrated high accessibility needs on reserve and a preference for community-led approaches to advancing accessibility. The accessibility knowledge and data captured from these preliminary reports will guide future engagement with First Nations on a culturally appropriate legislative or regulatory solution to the application of the ACA on reserve.</p>
<p>Support accessibility and employment opportunities for persons with disabilities.</p>	<p>ESDC will continue to remove employment barriers faced by persons with disabilities by supporting the public service commitment to hire 5,000 persons with disabilities by 2025 outlined in the Government of Canada Disability Action Plan released in October 2022.</p> <p>Program: Disability Inclusion Action Plan and 3-year ESDC Accessibility Plan.</p>	<p>Performance indicator: <u>Hiring of persons with disabilities</u> Number of new ESDC employees who self-identify as a person with disabilities as of April 1, 2022.</p> <p>Starting point: 424 as of April 2022.</p> <p>Target: 1,187 employees with disabilities by 2025.</p> <p>Performance indicator: <u>Promotion of persons with disabilities</u> Percentage of annual promotion rates of ESDC employees with disabilities as of April 1, 2022</p>	<p>In support of the Government of Canada’s Disability Inclusion Action Plan (DIAP) ESDC has developed its own departmental commitments through its ESDC 3-year accessibility plan. ESDC is also completing its Employment Systems Review by Fall 2023 to update its Diversity and Inclusion Action Plan by collaborating with the seven ESDC diversity networks, one of which is the Employees with Disabilities Network. Source: ESDC Letter on Implementation of the Call to Action on Anti-Racism, Equity and Inclusion</p> <p>To measure progress, ESDC contributes to the Accessibility Strategy for the Public Service of Canada by supporting promotional opportunities and workplace well-being of employees with disabilities. Source: Measuring progress: Accessibility</p>	<p>Indicator result (Hiring of persons with disabilities): 1,430 employees who self-identify as a person with disabilities were hired as of March 31, 2024.</p> <p>Notes: ESDC exceeded its 2025 target of hiring 1,187 employees with disabilities by over 20%.</p> <p>Indicator result (Promotion of persons with disabilities): 7.9% promotion rate of employees with disabilities as of March 31, 2024.</p> <p>Notes: ESDC has exceeded the target of 6.0% established by TBS for 2025.</p>

		<p>Starting point: 4.1% set by TBS in December 2020</p> <p>Target: 6.0% by 2025 set by TBS in December 2020</p> <p>Performance indicator <u>Retention of persons with disabilities</u> Percentage of employees with disabilities who state that accessibility or accommodation issues cause stress at work to a large or very large extent.</p> <p>Starting point: 20% set by TBS in December 2020</p> <p>Target: 10% by 2025 set by TBS in December 2020</p> <p>Source: ESDC Letter on Implementation of the Call to Action on Anti-Racism, Equity and Inclusion</p>	<p>Strategy for the Public Service of Canada - Canada.ca</p> <p>As one of the largest employers in Canada, to strengthen diversity and inclusion and to address systemic barriers and biases faced by equity-seeking groups in the public service including persons with disabilities, ESDC is implementing new legislative and regulatory amendments of the <i>Public Service Employment Act</i>, effective in July 2023. Our selection process for employment opportunities will look at assessment methods and tools to minimize biases and barriers towards hiring persons with disabilities.</p> <p>Dedicated training sessions on <i>Mitigating Biases and Barriers in Appointment Processes at ESDC</i> provide opportunities to recognize barriers and biases when selecting candidates.</p> <p>Relevant targets or ambitions:</p> <p><i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p><i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard.</p>	<p>Indicator result (Retention of persons with disabilities): In 2022-2023, the Public Service Employee Survey (PSES) revealed that 15% of employees stated that accessibility or accommodation issues cause stress at work to a large or very large extent.</p> <p>Notes: There is no specific indicator result available for ESDC.</p>
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<p>Support accessibility and employment opportunities for persons with disabilities.</p>	<p>ESDC will support accessible and inclusive communities by improving access to alternate format reading materials for persons with print disabilities.</p> <p>Programs: Social Development Partnerships Program-Disability (SDPP-D).</p> <p>Disability Inclusion Action Plan (Pillar 3 Accessible and Inclusive Communities</p>	<p>Performance indicator: Number of alternate formats documents produced.</p> <p>Starting point: Continued improvement of availability and access to alternate format print materials.</p> <p>Target: Launch new Equitable Access to Reading Program in 2024. Improved access to alternate format reading materials for persons with print disabilities through innovative partnerships.</p> <p>ESDC and Statistics Canada conducted a Survey on Accessible Print Materials to help understand the needs and challenges of persons who require printed reading materials in alternate formats. ESDC-led engagement with stakeholder organizations and persons with print disabilities.</p> <p>Funding provided to the Centre for Equitable Library Access (CELA) and National Network for Equitable Library Service (NNELS) in 2022-2023 and 2023-2024 to support the production of alternate format readings materials.</p>	<p>Through its implementation of the Disability Inclusion Action Plan (Pillar 3: Accessible and Inclusive Communities) addresses physical, communication, and attitudinal barriers that prevent persons with disabilities from fully participating in communities and the economy. Actions under this pillar include funding the production of alternate format reading materials in 2022-2023 and 2023-2024 through the Social Development Partnerships Program-Disability (SDPP-D).</p> <p>In addition, the Government has committed to creating a new Equitable Access to Reading Program that will launch in 2024 to boost the production of accessible format reading materials through innovative partnerships. ESDC is undertaking research and engaging with persons with print disabilities to inform the design of the new program.</p> <p>How action contributes to goals, strategy, and/or SDGs:</p> <p>The Disability Inclusion Action Plan (Pillar 3) contributes to advancing SDG 10: Reduced Inequalities.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> Ambition 10.1 “Canadians live free of discrimination and inequalities are reduced.”</p> <p><i>GIF Target:</i> 10.2 “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex,</p>	<p>Indicator result: In 2023-2024, the number of documents in alternate formats produced by NNELS was 5,515, and CELA produced 1,379,311 in alternate formats.</p> <p>Notes: This result includes Embossed Braille numbers from CELA (893,799) based on pages, not titles as indicated in the agreement. NNELS= National Network for Equitable Library CELA=Centre of Equitable Library Access.</p> <p>On April 1, 2024, ESDC launched the Equitable Access to Reading Program (EARP), exemplifying ESDC's proactive measures to address the significant challenges faced by Canadians with print disabilities.</p>
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			<p>disability, race, ethnicity, origin, religion or economic or other status.”</p>	
<p>Support accessibility and employment opportunities for persons with disabilities.</p>	<p>ESDC will fund projects that support Canadian communities and workplaces to be more accessible for persons with disabilities.</p> <p>Program: Enabling Accessibility Fund (EAF).</p> <p>There are 3 program components in the EAF:</p> <ol style="list-style-type: none"> 1. The youth innovation component encourages youth to find accessibility barriers in their communities. They work with local organizations to improve accessibility and safety in community spaces and workplaces. Grant funding can be up to \$10,000 per project. 2. The small projects component provides grant funding for small-scale construction and communication technology projects that improve accessibility in communities or workplaces. Grants can be up to \$100,000 per project. 3. The mid-sized projects component gives funding for larger construction projects. These projects must offer a holistic suite of programs and services that support the inclusion of persons with disabilities in their communities and the labour market. Contributions can be up to \$3 million per project. 	<p>Performance indicator: Number of completed projects (community spaces and workplaces that are more accessible due to Enabling Accessibility Fund funding).</p> <p>Starting point: 1,060 projects funded in fiscal year 2022-2023 (Note: this baseline is significantly higher than the target due to additional funding received through Budget 2021 for fiscal year 2022-2023).</p> <p>Target: 322 community spaces and workplaces by March 31, 2024.</p>	<p>The Enabling Accessibility Fund project funding supports Goal 9 by fostering innovation in accessible infrastructure and reducing accessibility barriers, ensuring Canadian community infrastructure such as workplaces and community organizations become more accessible for persons with disabilities.</p> <p>EAF funding contributes to:</p> <p>SDG 3: Ensure healthy lives and promote well-being for all at all ages SDG 8: Decent Work and Economic Growth SDG 9: Develop infrastructure with a focus on equitable access for all SDG 10 – Reduce inequality</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 3.5 “Canadians have healthy and satisfying lives” and associated indicator: “Percentage of Canadians who are satisfied or very satisfied with their life”; <i>CIF ambition 10.1:</i> “Canadians live free of discrimination and inequalities are reduced.”</p> <p><i>GIF Target:</i> 8.5 “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”;</p>	<p>Indicator result: In 2023-2024, ESDC funded 437 projects supporting the development of community spaces and workplace accessibility.</p> <p>Notes: These investments were made through the Enabling Accessibility Fund.</p>

			<p>10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”;</p> <p>10.3: “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard”; and</p> <p>11.7: “By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.”</p>	
<p>Support entrepreneurship and community development in Black communities</p>	<p>ESDC will support the Social Finance Fund which will facilitate investments into a range of diverse social purpose organizations (SPOs), that are led by or serving diverse equity deserving groups. The Social Finance Fund program is part of the Social Innovation and Social Finance (SI/SF) Strategy.</p> <p>Program: Social Finance Fund-Social Innovation and Social Finance Strategy (SI/SF).</p>	<p>Performance indicator: Percentage of SFF investments into social purpose organizations that target advancing social equity.</p> <p>Starting point: New program (2023)</p> <p>Target: 35% of investments target advancing social equity by March 31, 2039 (end of the program)</p>	<p>The Social Finance Fund (SFF) program will support investment to reach and support organizations that are led by or serve equity deserving groups. The program will provide flow-through flexible financing towards social purpose organizations (e.g., charities, non-profits, social enterprises, co-operatives) that have a dedicated social or environmental mission. The SFF is particularly focused on ensuring investment reaches social finance intermediaries (e.g., credit union, private equity), and social purpose organizations that are led by equity-deserving groups, which includes Black Canadians and support to Black communities. The program contributes to Canada’s 2030 Agenda National Strategy through its social equity focus that will emphasize investment into businesses and organizations that are led by and serve equity deserving groups.</p> <p>Relevant targets or ambitions:</p>	<p>Indicator result: This is a new program, and results are not yet available.</p> <p>Notes: Data for this performance indicator is expected to be available starting in 2025-2026.</p>

			<p><i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced</p> <p><i>CIF Indicator:</i> Median household after-tax income</p> <p><i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p>	
<p>Implement the 50-30 challenge.</p>	<p>ESDC will support the Social Finance Fund (SFF) which will implement the 50-30 Challenge.</p> <p>The SFF facilitates investments into a range of diverse SPOs through initial disbursements to wholesalers (investment managers) who in turn will invest into social finance intermediaries (e.g., credit union, private equity). The SFF will focus on SPOs that are led by or serving diverse equity deserving groups. The Social Finance Fund program is part of the Social Innovation and Social Finance (SI/SF) Strategy.</p> <p>Program: Social Finance Fund-Social Innovation and Social Finance Strategy.</p>	<p>Performance indicator: Percentage of women and/or gender diverse people and equity deserving groups in staffing at the senior management levels as well as in the board of directors, investment committee, advisory committee, and any future or subsequently formed or introduced governance body for the wholesaler(s) per fiscal year starting in 2025.</p> <p>Starting point: New program (2023)</p> <p>Target: 50% of women and/or gender diverse people (i.e., gender parity) in staffing at the senior management level as well as in composition of the board of directors, investment committee, advisory committee, and any other governance committees for the wholesaler (assessed for each individual body)</p> <p>30% equity deserving groups (i.e., significant representation) in staffing at</p>	<p>The Social Finance Fund (SFF) will provide repayable funds to a small number of investment managers known as wholesalers. As part of their funding agreement, wholesalers shall ensure that the composition of the board of directors, the advisory committee, the investment committee, and any future or subsequently formed or introduced governance body as well as staffing at the senior management level to meet what the SFF has named the 50-30 Requirement. The incorporation of the 50-30 Requirement into the Social Finance Fund is modelled off ISED's 50-30 Challenge and extends the definition by including all governance bodies of the recipient. This initiative within the SFF is a component of its social equity lens and supports SDGs #5 (gender equality) and #10 (reduced inequalities).</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced</p>	<p>Indicator result: This is a new program, and results are not yet available.</p> <p>Notes: Data for this performance indicator is expected to be available starting in 2025-2026.</p>

		the senior management level as well as in the composition of the board of directors, investment committee, advisory committee, and any other governance committees for the wholesaler (assessed for each individual body)	<p><i>CIF Indicator:</i> Median household after-tax income</p> <p><i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.</p>	
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Initiatives advancing Canada’s implementation of SDG 10 – Reduced Inequalities

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p><u>Supporting Black Canadian Communities Initiative (SBCCI)</u></p> <p>The SBCCI takes targeted measures to build capacity and foundational infrastructure in Black communities. For example, through Capital Assistance, SBCCI dedicates funds for technology adaptation, equipment purchases, and for renovations or retrofits of existing workspaces or community spaces. SBCCI also supports capacity-building of Black-led, Black-serving community-based organizations to improve their efficiency and reduce existing gaps in adequate funding for community organizations between Black-serving organizations and non-Black-serving organizations.</p> <p>An additional example of reducing inequality within Canada is the establishment of the SBCCI External Reference Group (ERG). The members reflect Canada’s ethnocultural, gender, regional and linguistic diversity and support the Minister of Diversity, Inclusion and Persons with Disabilities in ensuring the meaningful implementation of the SBCCI to help build capacity within communities by providing strategic advice, expertise and insight on the emerging priorities of Black Canadians, and to support the advancement</p>	<p>The Supporting Black Canadian Communities Initiative contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 10.1:</i> “Canadians live free of discrimination and inequalities are reduced.”</p> <p><i>Global Indicator Framework target 10.2:</i> “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p>	<p>The Supporting Black Canadian Communities Initiative (SBCCI) provides funding to help Black-led organizations build foundational infrastructure within Black communities. The SBCCI has contributed to goal 10 of the SDGs on reducing inequality through the following actions:</p> <p>Celebrating and sharing knowledge about People of African descent’s accomplishments in Canada. By highlighting these accomplishments, SBCCI contributes to reducing stereotypes and promoting a more equitable understanding of Black communities.</p> <p>Building capacity in vibrant Black communities across Canada. By strengthening community capacity, SBCCI helps empower Black communities to address their unique needs and challenges.</p>

<p>of the Government of Canada’s commitments related to the United Nations International Decade for People of African Descent.</p>		<p>Reflecting Black voices in policies and programs that affect their lives. By actively involving Black communities in decision-making processes, SBCCI contributes to reducing systemic barriers and promoting inclusivity.</p> <p>Removing barriers related to anti-Black racism and other systemic inequities. By supporting them to addressing these barriers, SBCCI contributes to creating a more just and equitable society.</p>
<p>COVID-19 Disability Advisory Group (CDAG)</p> <p>The COVID-19 Disability Advisory Group (CDAG) provides advice in relation to the disability inclusion and accessibility priorities of the Government of Canada. The Government of Canada established the CDAG, composed of experts in disability inclusion, in April 2020 to provide real-time expert advice on the lived experiences of persons with disabilities and ensure a disability-inclusive approach to the Government of Canada’s response to the pandemic, in keeping with a “Nothing Without Us” approach. The Minister of Employment, Workforce Development and Disability Inclusion has since renewed and expanded the CDAG’s mandate several times, most recently in November 2022. Its current mandate focuses on providing expert advice on disability inclusion within Government of Canada priorities and on implementation of programs and policies.</p>	<p>The CDAG contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 10.1:</i> “Canadians live free of discrimination and inequalities are reduced.”</p> <p><i>Global Indicator Framework targets:</i></p> <p>10.1 “By 2023, progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national average.”</p> <p>10.2 “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> <p>10.3: “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.”</p>	<p>In 2023-2024, the COVID-19 Disability Advisory Group provided advice to the Minister of Diversity, Inclusion and Persons with Disabilities and to Government of Canada officials on inclusion for persons with disabilities.</p>
<p>CRPD and its Optional Protocol</p> <p>Canada ratified the United Nations Convention on the Rights of Persons with Disabilities (CRPD) in 2010 and acceded to its Optional Protocol in 2018. The protocol is a separate treaty that established an international complaints mechanism for rights under the CRPD.</p> <p>Canada has submitted its combined second and third reports to the UN Committee on the Rights of Persons with Disabilities. Canada is scheduled to appear before the Committee in March 2025. The CRPD guided the development of Canada’s first-ever Disability Inclusion Action Plan.</p>	<p>Canada’s commitments under the CRPD contribute to advancing:</p> <p><i>Canadian Indicator Framework target 10.2.1:</i> “Proportion of population reporting discrimination or unfair treatment.”</p> <p><i>Global Indicator Framework targets:</i> 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”; 10.3: “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard”; and 10.4: “Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.”</p> <p>10.4: “Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.”</p>	<p>The Government of Canada continued to implement the United Nations Convention on the Rights of Persons with Disabilities (CRPD). The CRPD serves as the framework for the Government of Canada’s work on disability policy. Engagement with the disability community on the Government of Canada’s work on the CRPD helps to ensure the voices of persons with disabilities are considered.</p> <p>From March to June 2024, the Government of Canada engaged with a group of disability organizations in preparations for Canada’s participation at the United Nations Conference of States Parties to the CRPD.</p> <p>In March 2024, the Government of Canada provided additional funding to Indigenous Disability Canada to continue leading a group of disability organizations to participate in the international monitoring process of the Government of Canada’s implementation of the CRPD.</p>

<p><u>Social Development Partnerships Program (SDPP)</u></p> <p>Through the Social Inclusion call for proposals held in 2021, the Social Development Partnerships Program (SDPP) is funding projects that support the social inclusion and well-being of persons with disabilities, vulnerable children, and youth. It also invests in projects that support minority-language community health and economic development as part of the Social Partnerships Initiative through the Official Languages Action Plan.</p>	<p>The Social Development and Partnership Program contributes to advancing:</p> <p><i>Canadian Indicator Framework target 10.2: “Canadians live free of discrimination and inequalities are reduced.”</i></p>	<p>In 2023-2024, the Social Development Partnerships Program continued to support the wellbeing of persons with disabilities and vulnerable populations. Through its Social Inclusion and Financial Empowerment project cohorts, 11 projects are underway to support the financial empowerment of low-income adults (2022-2026) and 17 projects are underway to support the social inclusion of vulnerable children and youth (2022-2027).</p> <p>The Social Partnership Initiative (SPI), also delivered through the Social Development Partnerships Program - Children and Families stream, funded two intermediary organizations to support community groups serving Official Language Minority Communities (OLMCs). These funds aimed to enhance community capacity, meet the needs of OLMC individuals and families, and foster social inclusion. From 2019 to 2023, these projects benefited approximately 171,106 individuals.</p>
<p>The Youth Employment and Skills Strategy (YESS) helps young people (aged 15 to 30 years), particularly those facing barriers to employment, get the information and gain the skills, work experience and abilities they need to make a successful transition into the labour market.</p>	<p>The Youth Employment and Skills Strategy contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</i></p> <p><i>Global Indicator Framework Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</i></p>	<p>In 2023-2024, ESDC’s Youth Employment and Skills Strategy Program (YESS) and Canada Summer Jobs (CSJ) continued to support youth from GBA Plus equity groups. The YESS offered tailored supports and a range of skills and work experiences to help youth improve their employability and make a successful transition into the labour market.</p> <p>In 2023-2024, ESDC’s YESS Program and the CSJ provided quality work placements, employment, training and supports to 93,330 youth, including 8,153 Indigenous youth, 25,354 visible minority youth, 6,880 youth with disabilities and 54,272 women.</p>
<p>The Indigenous Skills and Employment Training Program (ISET) is a distinctions-based labour market program designed to support First Nations, Inuit, Métis and Urban/non-affiliated Indigenous people improve their skills and meet their long-term career goals to reduce the skills and employment gaps between Indigenous and non-Indigenous peoples. These supports are provided by an Indigenous service delivery network, supporting reconciliation and self-determination as priorities are set by Indigenous communities.</p> <p>Through ISET, continue to support principles of the United Nations Declaration on the Rights of Indigenous Peoples Act and implementation</p>	<p>The Indigenous Skills and Employment Training Program contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</i></p> <p><i>Global Indicator Framework Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</i></p>	<p>Through the Indigenous Skills and Employment Training Program, training and other supports were provided to 54,015 Indigenous peoples in total, including 29,711 Indigenous youth and 6,425 Indigenous persons with disabilities. This led to 19,401 jobs in 2023-2024.</p> <p>The Indigenous Skills and Employment Program supports Indigenous communities by addressing their needs in culturally relevant ways through Indigenous-led solutions and self-determination practices. This demonstrates the department’s commitment to advancing the theme of reconciliation by strengthening our relationships with Indigenous peoples.</p>

<p>through targeted Indigenous labour market programs to support skills development and employment of Indigenous people.</p> <p><i>UNDA principles have already been built into the ISET program since it is co-developed with Indigenous partners, and First Nations/Métis/Inuit/Urban-Unaffiliated Indigenous service delivery organizations set priorities and design and deliver training to meet the needs of their respective communities/clients</i></p>		
<p>Under the Labour Market Development Agreements (LMDAs) and the Workforce Development Agreements (WDAs) with provinces and territories (PTs), the Government of Canada provides approximately \$3 billion for individuals and employers to obtain skills training and employment supports. These agreements provide training and support to workers in obtaining the skills they need to capitalize on opportunities of an evolving labour market. More than a million training and employment supports are offered to individuals and employers under these agreements each year.</p>	<p>The Labour Market Development Agreements and the Workforce Development Agreements contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 10.2: “Canadians live free of discrimination and inequalities are reduced</i></p>	<p>In 2022-2023*, the Labour Market Development Agreements (LMDAs) and the Workforce Development Agreements (WDAs) provided 1,195,000 Canadians with training and employment supports, including diverse groups such as: 381,000 persons with disabilities, 176,000 visible minorities, 107,000 Indigenous peoples, 151,000 older workers (55+), 264,000 youth (15-24), and 561,000 women.</p> <p>*2022-2023 results reflect the most recent results available. Results for 2023-2024 will be available by the next progress report.</p>
<p>The Opportunities Fund for Persons with Disabilities provides annual funding to help persons with disabilities prepare for, obtain and maintain employment, and advance in their careers. It supports persons with disabilities of various demographic groups (that is, gender, age, visible minorities, Indigenous, etc.) in overcoming barriers to participation in the Canadian labour market. It also supports employers to hire and retain persons with disabilities and create more inclusive and accessible workplaces.</p>	<p>The Opportunities Fund for Persons with Disabilities contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</i></p> <p><i>Global Indicator Framework target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</i></p>	<p>In 2023-2024, ESDC signed and funded approximately 100 projects through the OF program, to support persons with disabilities across Canada prepare for, obtain and maintain employment, and advance in their careers.</p> <p>Of the 100 projects, 65 target Indigenous persons with disabilities and 68 target racialized persons with disabilities.</p> <p>ESDC leveraged OF and the Skills for Success program to launch a call for proposals to support a pilot to test new approaches to identify and address learning disabilities among participants in foundational and transferable skills programming.</p> <p>ESDC launched a call for concepts followed by a solicited call for proposals to support projects that will increase the number of trained sign language interpreters who can offer services to individuals who are deaf or hard of hearing and the professional that interact with them.</p> <p>Engagement with community organizations highlighted the intersecting barriers to labour market inclusion experienced by Indigenous peoples and racialized persons with disabilities and the organizations that serve them. Recognizing the unique needs of these populations, a targeted initiative was launched in 2024 to better address their uniqueness. The initiative is funding seven projects to provide tailored pre-employment,</p>

		<p>employment, career development, and culturally relevant wraparound supports to enable the full inclusion of Indigenous people and racialized persons with disabilities in Canada’s labour market.</p> <p>Results for 2023-2024 are not available at the time of publication and will be provided at the next progress report. However, of the 4,632 individuals who participated in program activities in 2022-2023, 54% were men and 43% were women, while (3.2%) listed their gender as ‘other’ or declined to answer. The program anticipates that recent interventions focusing on women with disabilities will further close this gap.</p> <p>Despite serving a higher number of men than women participants, the success rate is high among women program participants. A 2024 net impact analysis study found that women have higher average employment earnings post OF program participation (\$1,647), the highest incidence of employment (higher than average by 13.5%), and the least reliance on social assistance benefits (-\$158), compared to men.</p>
<p>The Enabling Fund for Official Language Minority Communities provides funding to non-profit organizations across Canada. This funding helps organizations to act within their communities to promote partnerships and leverage networks for united action. The program enhances the development and vitality of official language minority communities. It does this by strengthening capacity in the areas of human resource development and community economic development. It also promotes collaboration at all levels, including federal partners.</p>	<p>The Enabling Fund for Official Language Minority Communities contributes to advancing:</p> <p><i>Global Indicator Framework target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</i></p>	<p>The EF-OLMC program aims to promote the development and vitality of official language minority communities (OLMCs). The program funds a network of 14 organizations across Canada: a national French-speaking organization, a French-speaking organization in each province and territory outside Quebec, and an English-speaking organization for Quebec. These organizations offer various services to individuals, businesses and other groups that help strengthen local economies in OLMCs across Canada.</p> <p>The program adopts a “by and for” approach, which offers beneficiaries the flexibility to undertake activities that meet the unique needs of OLMCs across the country. Through the program, organizations work with their communities to establish the local leadership needed to identify and overcome barriers to workforce participation and to develop the full potential of their local economies through local solutions. Consequently, beneficiaries undertake a wide variety of activities, including offering services to members of OLMCs.</p> <p>ESDC continued to fund the 14 organizations as part of the Action Plan for Official Languages 2023-2028. Funding recipients delivered 95,883 services in OLMCs during this period. The following underrepresented populations received the most services in 2023-2024: youth (12,665),</p>

		immigrants (11,131), racialized individuals (5,470), and women (7,205). Some other groups were served to a lesser extent.
<p>The Women’s Employment Readiness Pilot Program, under the Skills For Success program, funds organizations to provide and test pre-employment and skills development supports for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce detachment. The pilot also tests ways to improve employer inclusivity. Results will inform systemic changes to skills and employment programming for women.</p>	<p>The Women’s Employment Readiness Pilot Program contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 10.1:</i> “Canadians live free of discrimination and inequalities are reduced”, as well as ambitions 10.2 and 10.4.</p> <p><i>Global indicator Framework Goal 10:</i> “Reduce inequality within and among countries”, and more specifically targets 10.1, 10.2, and 10.3.</p>	<p>ESDC drew upon the Women’s Employment Readiness (WER) Pilot Program to fund organizations providing skills development supports and pre-employment testing for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce detachment. The pilot also tests ways to improve employer inclusivity. Results will inform systemic changes to skills and employment programming for women. In this way, the WER Pilot Program supports the SDG on inequality.</p> <p>The Women’s Employment Readiness Pilot Program ended March 31, 2024. Results will be made public in a “What We Heard” report expected Fall 2024.</p>



GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

Initiatives advancing Canada’s implementation of SDG 11 – Sustainable Cities and Communities

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The Enabling Accessibility Fund (EAF) funds projects that make Canadian communities and workplaces more accessible for persons with disabilities. For example, past EAF-funded projects have included multisensory rooms, which support people with cognitive and/or mental health disabilities. These rooms support the provision of mental health services in community spaces.</p>	<p>The Enabling Accessibility Fund (EAF) program contributes to advancing: <i>Global Indicator Framework target 11.7</i>: “By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.”</p>	<p>In 2023-2024, 437 projects were funded through the Enabling Accessibility Fund to make community spaces and workplaces more accessible. The EAF supports the advancement of multiple GIF indicators and contributes to Canada’s Disability Inclusion Action Plan (2022) by fostering more accessible and inclusive communities.</p>



GOAL 12: REDUCE WASTE AND TRANSITION TO ZERO-EMISSION VEHICLES

FSDS Context:

ESDC recognizes the need to transition to a circular economy with net-zero carbon emissions to fight climate change and is working to incorporate Goal 12 strategies through a variety of programs. For example, the department has engaged with partners to reduce electronic landfill waste. ESDC's Computers to Schools program offers its unclassified digital devices to schools. Not only does this program extend the useful life of computer assets and parts, but remaining components are sent to provincially licensed recycling facilities instead of landfills.

ESDC has also shown a commitment to responsible consumption by transitioning to zero-emission vehicles. The department is actively collecting and analyzing vehicle usage data to help identify where replacing older vehicles with zero-emission light-duty vehicles would make the most impact. The department's transition towards net-zero emissions is made possible as a result of the strengthening of its green procurement criteria. By procuring only Energy Star or EPEAT certified devices, the department is encouraging major suppliers to improve while reducing its countrywide footprint at the same time.

Target theme: Federal Leadership on Responsible Consumption

Target: By 2030, the Government of Canada will divert from landfill at least 75% by weight of non-hazardous operational waste (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
Maximize diversion of waste from landfill	ESDC will offer departmental electronic equipment to the Computers for Schools Plus (CFS+) Program	<p>Performance indicator: Offer all unclassified digital devices to Computers for Schools Plus (CFS+) Program prior to e-waste.</p> <p>Starting point: 97% of digital devices offered to Computers for Schools Plus (CFS+) Program prior to e-waste.</p> <p>Target: Annually offer 100% of all unclassified digital devices to Computers for Schools Plus (CFS+) program prior to e-waste.</p>	<p>Computers for Schools Plus benefits the environment by ensuring that computer systems are refurbished and recycled, and by extending the useful life of computer assets. Non-working systems are disassembled, and functional parts are used to repair other systems. Remaining components are sent to provincially licensed recycling facilities.</p>	<p>Indicator Result: In 2023-2024, 97% of ESDC's digital devices were offered to the Computers for Schools Plus (CFS+) Program prior to e-waste.</p> <p>Notes: All the equipment targeted for surplus is sent to Computer for Schools (CFS); however, when devices get damaged in transit, ESDC discards these devices as they do not meet CFS' requirements.</p>

Target: The Government of Canada’s procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Transform the federal light-duty fleet</p>	<p>ESDC will optimize fleet management by replacing older vehicles with zero emission light-duty vehicles when possible and by applying telematics to collect and analyze vehicle usage data on vehicles scheduled to be replaced. ESDC is reporting this information to Treasury Board Secretariat on an annual basis.</p> <p>Program: Internal Services.</p>	<p>Performance indicators:</p> <p><u>Fuel consumption</u> Percentage (%) decrease in litres of fuel consumed per year from the baseline Year 2016 to 2017</p> <p><u>GHG emissions</u> Percentage (%) decrease in GHG emissions from fleet from fiscal year 2005 to 2006 to current reporting fiscal year = [1-Y/X] %</p> <p><u>Eco Driving training</u> Percentage (%) of fleet drivers will have completed NRCAN’s online ecoDriving course within one year of becoming a fleet driver.</p> <p><u>Telematics purchased.</u> Percentage (%) increase in number of telematics purchased from baseline year 2020.</p> <p>Starting point:</p> <p><u>Fuel consumption</u> Fuel consumption baseline Year 2016 to 2017 142,010 litres.</p>	<p>Most of ESDC’s fleet is used by the Service Canada Outreach programs. Community Outreach Liaison Service remove barriers and ensure substantive equality for all vulnerable Canadians. The Outreach program provides vulnerable populations with access to government services and benefits. Staff travel to over 604 in-person points of service across the country, some in extremely remote communities.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Target:</i> 12.1.1 Zero-emission vehicles represent 10% of new light-duty vehicle sales by 2025, 30% by 2030 and 100% by 2040.</p> <p><i>CIF Indicator:</i> 12.1.1 Proportion of new light-duty vehicle registrations that are zero-emission vehicles.</p> <p><i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>Indicator result (Fuel consumption): 46% decrease in fuel consumption compared to 2016-2017 baseline year as of March 31, 2024.</p> <p>Notes: The department decreased its fuel consumption from 142,010 litres in fiscal year 2016-2017 to 82,706 litres in fiscal year 2023-2024.</p> <p>Indicator result (GHG emissions): 86% decrease in fleet GHG emissions compared to baseline year 2005-2006 as March 31, 2024.</p> <p>Notes: The department decreased its fleets’ GHG emissions from 1.414 ktCO2e in fiscal year 2005-2006, down to 0.192 ktCO2e in fiscal year 2023-2024.</p> <p>Indicator result (Eco Driving training): 100% of fleet drivers have completed NRCAN’s online Eco Driving course as of March 31, 2024.</p> <p>Indicator result (Telematics purchased):</p>

		<p><u>GHG emissions</u> Emissions baseline 2005 to 2006 1.414 ktCO₂e.</p> <p><u>Eco Driving training</u> Eco Driving course – New program.</p> <p><u>Telematics purchased</u> Baseline 2 units purchased in 2020 to 2021.</p> <p>Targets:</p> <p><u>Fuel consumption</u> 90% decrease in fuel consumption for the fleet compared to the baseline year.</p> <p><u>GHG emissions</u> 95% reduction change in GHG emissions from fleet from fiscal year 2005 to 2006.</p> <p><u>Eco Driving training</u> 100% of fleet drivers will have completed NRCAN's online <u>Eco Driving</u> course within one year of becoming a fleet driver.</p> <p><u>Implementation of telematics</u> 5% increase in number of telematics purchased from baseline year 2020.</p>		<p>1,750% increase in the number of telematics purchased compared to 2020 baseline year as of March 31, 2024.</p> <p>Notes: In 2023-2024, ESDC increased their telematic purchases from 2 in fiscal year 2020-2021 to 35 telematics.</p>
<p>Strengthen green procurement criteria</p>	<p>ESDC will develop green procurement criteria for the purchase of goods and services that addresses environmental considerations such as greenhouse gas emissions reduction, plastics waste reduction and/or broader environmental benefits. This includes developing a Green Procurement Strategy as well as tools and training for ESDC employees.</p> <p>Program: Internal Services</p>	<p>Performance indicators:</p> <p><u>Contracts with Environmental considerations</u> Percentage (%) increase in total contracts with environmental considerations.</p> <p><u>Contracts with Greening declaration from vendors</u> Percentage (%) increase of procurement contracts for service/goods with greening declaration from vendors.</p>	<p>ESDC will continue to mature its approach to green procurement through the development of procurement tools and training as well as the development and implementation of a Green Procurement Strategy. This includes the integration of environmental considerations in new common-use procurement instruments (reviewed yearly) as well as inclusion in procurements valued over \$2 million.</p> <p>Relevant targets or ambitions:</p>	<p>Indicator result (Contracts with Environmental considerations): In 2023-2024, there has been a 4.41% percent increase in total contracts with environmental considerations compared to the previous fiscal year.</p> <p>Notes: In 2023-2024, the department managed a total of 1,879 contracts. 71% of the contracts incorporated environmental considerations: 14% for goods, and 57% for services. This represented a 4.41% percentage increase in total contracts with</p>

		<p><u>Completion of Green Procurement training</u> Percentage (%) of Procurement Specialists and Materiel Managers who have completed the Green Procurement Training course.</p> <p>Starting points:</p> <p><u>Contracts with Environmental considerations</u> 48% of total contracts with environmental considerations</p> <p><u>Contracts with Greening declaration from vendors</u> 68% of contracts with greening declaration from vendors</p> <p><u>Completion of Green Procurement training</u> 100% of Procurement Specialists and Material Managers have completed the Green Procurement Training course</p> <p>Targets:</p> <p><u>Contracts with Environmental considerations</u> 5 % increase change in total contracts with environmental considerations year over year</p> <p><u>Contracts with Greening declaration from vendors</u> 50% of procurement contracts for service/goods with greening declaration from vendors every year</p> <p><u>Completion of Green Procurement training</u></p>	<p><i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>environmental considerations compared to the previous fiscal year.</p> <p>Indicator result (Contracts with Greening declaration from vendors): In 2023-2024, there has been a 6.3% percent increase in procurement contracts with greening declarations compared to the previous fiscal year.</p> <p>Notes: In 2023-2024, 80% of procurement contracts for service/goods had greening declaration from vendors.</p> <p>Indicator result (Completion of Green Procurement training): 100% of Procurement Specialist, Materiel Managers, have completed the Green Procurement Training course as of March 31, 2024.</p> <p>Notes: This training was completed within one year of becoming a Procurement Specialist or Material Manager.</p> <p>A green procurement checklist was implemented for all NAP projects to inform on green procurement of goods. Used list of "preferred green Vendors/Suppliers" for use across 148 regional projects.</p>
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		<p>100 % of Procurement Specialist, Materiel Managers who have completed the Green Procurement Training course within one year of becoming a Procurement Specialist or Material Manager.</p>		
<p>Strengthen green procurement criteria</p>	<p>ESDC will select and operate IT and office equipment in a manner that reduces energy consumption and material usage.</p> <p>Program: ESDC Internal Services</p>	<p>Performance indicators:</p> <ol style="list-style-type: none"> 1. Ratio of mobile to desktop devices. 2. Ensure procurement focuses on vendors and products, such as mobile or print devices that are Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) certified. <p>Starting points:</p> <ol style="list-style-type: none"> 1. 89.54% of devices are mobile as of April 13, 2023. 2. Already at 100% for Procurement. <p>Targets:</p> <ol style="list-style-type: none"> 1. Increase the current ratio of mobile to desktop devices to 95% by 2026 2. Maintain 100% procurement of goods or services from vendors that have their product Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) certified. 	<p>Increasing the use of mobile devices (laptops/ tablets) facilitates reducing overall energy consumption within the department.</p> <p>Adopting clean technology and environmental considerations into purchasing decisions is expected to motivate suppliers to reduce the environmental impact of the goods and services they and their supply chains provide. By choosing electronic products that are Electronic Product Environmental Assessment Tool (EPEAT) certified consumers and organizations can help reduce their environmental impact by selecting products that are more energy-efficient, have a reduced use of hazardous materials, and are designed for easy recycling.</p>	<p>Indicator result (1): 9:1 mobile to desktop ratio as of March 31, 2024.</p> <p>Notes: 91.8% of ESDC employees are equipped with mobile devices as of May 1, 2024. 91.8% of ESDC employees represents 37,557 out of 40,907 equipped with mobile devices.</p> <p>Indicator result (2): 100% of ESDC IT procurement complied with green and Energy Star certification standards as of March 31, 2024.</p>

Initiatives advancing Canada’s implementation of SDG 12 – Responsible Consumption and Production

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The department has introduced an Environmental Considerations clause into its Request for Proposal (RFP) and Sole Source contract templates. This clause ensures that all requirements performed under ESDC’s authority are green, regardless of specific environmental requirements were included or not in the procurement.</p>	<p>The integration of Environmental Considerations clause contributes to advancing:</p> <p><i>Global Indicator Framework ambition 12.7</i> “Promote public procurement practices that are sustainable, in accordance with national policies and priorities”.</p>	<p>In 2023-2024, the department’s procurement process became more sustainable due to the inclusion of specific environmental clauses. These clauses complement any distinct environmental requirements that may be incorporated into each procurement, all in alignment with the Government of Canada’s green procurement policies and priorities. This ensures an eco-friendlier approach to the procurement practices.</p>
<p>The Sustainable Development Goals (SDG) Funding Program supports the work of partners to accelerate progress on all the SDGs. Partners include not-for-profit organizations, provinces and territories, municipalities, academia, the private sector, and Indigenous peoples. The program provides support to projects to increase public awareness of the SDGs, develop new partnerships and networks, improve knowledge, identify innovative approaches, and contribute to reconciliation with Indigenous peoples.</p> <p>Together Ensemble, is an ESDC funded project that provides an annual national conference that reunites stakeholders, including from the private sector, government, academia and civil society around the topic of the SDGs and on their advancement. This conference helps advance SDG 12 by creating a platform of information exchange and strengthening partnerships between attendees.</p>	<p>The Sustainable Development Goals (SDG) Funding Program contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 17.1</i> “Canada fosters collaboration and partnerships to advance the SDGs.”</p> <p><i>Global Indicator Framework Target: 17.2.1</i> “Total official support for sustainable development.”</p>	<p>The SDG Funding Program supports initiatives that align with the 2030 Agenda and the Sustainable Development Goals.</p> <p>Under SDG 12, the program promotes responsible consumption and production through various projects, such as Ulnooweg Development Group Inc’s efforts to enhance sustainability in Indigenous-owned Ocean food sectors in Atlantic Canada. The project connects Indigenous Ocean businesses and ocean technology companies to collaborate on innovative projects to improve the sustainability of our ocean and communities, which is key to sustaining the livelihoods of current and future generations. This initiative promotes environmental sustainability and integrates Indigenous knowledge and practices.</p>



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

ESDC acknowledges the urgency with which climate change needs to be addressed. We will work with Public Services and Procurement Canada to modernize via net-zero carbon buildings, adopt greener and more sustainable operations and reduce the risks posed by climate change to federal assets, services and operations. One such action has been by piloting a tree planting initiative for a real property project in British Columbia which will offset up to 25,000 tons of CO₂ emissions.

Similarly, ESDC has identified the oncoming wave of electric vehicles and has been including the installation of EV (Electric Vehicles) chargers where possible during National Accommodation projects to move its conventional fleet emissions towards a net-zero. As the Federal Government's fourth-largest employer, ESDC is also encouraging employees to use low-carbon forms of transportation for commuting as well as facilitating hybrid work arrangements to reduce daily travel.

Under the Emergency Management and Assistance program, ESDC is mitigating climate change impacts on the Department's services and benefits delivered to Canadians. This means that the department has been incorporating climate change factors into its departmental risk and business assessments, training, and planning. And while the department has successfully lowered its overall Greenhouse Gas emissions by 79% from 2005 levels, it will continue to explore new initiatives to further lead the way to reducing the impact of climate change in government operations.

Target theme: Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience

Target: The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All Ministers)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSIDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations</p>	<p>To further reduce its GHG emission and its overall environmental footprint, ESDC will explore new initiatives that cover fleet management practices, green procurement procedures, and information management and technology.</p> <p>These initiatives include:</p> <p>a) improving building infrastructure sustainability options through the implementation of tenant service projects, such as but not limited to:</p> <ul style="list-style-type: none"> -including refillable water fountains to encourage less single-use plastic; -installing EV chargers in the base building requirements at Service Delivery Spaces and for Fleet vehicle parking to encourage more sustainable modes of transportation; -including biophilia elements, such as Green/Live walls, within the scope of modernization projects; including automatic lighting, within the scope of projects, in alignment with IDS standards; -ensuring recycling programs are implemented in all ESDC occupied buildings by engaging the 	<p>Performance indicator: Percentage reduction of ESDC's overall GHG emissions compared to 2005 levels.</p> <p>Starting point: 79% reduction of GHG emissions compared to 2005 levels.</p> <p>Target: 80% reduction of GHG emissions by 2050 compared to 2005 levels.</p>	<p>ESDC activities in support of Greening Government strategy that contribute to the overall reduction of the department's greenhouse gas emissions and reduce its overall environmental footprint support the federal government goal and the net-zero carbon operations target.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 13.1 Canadians reduce their greenhouse gas emissions. 13.2 Canadians are well equipped and resilient to face the effects of climate change.</p>	<p>Indicator result: N/A. Result not available.</p> <p>Notes: ESDC is in the process of developing tools to measure the percentage-based reduction in GHG levels within the scope of its business activities. Data is still being compiled to support a year-over-year measurement.</p> <p>In 2023-2024, ESDC engaged in a series of initiatives to reduce its overall environmental footprint, including implementing Green Standards repurposing furniture, and panels from 11 decommissioned sites to 61 refit projects and replacing water fountains with water bottle filling stations. ESDC rolled out the national implementation of the green procurement checklist to confirm baseline of green procurement, helped implement training, procure through high proportion post-consumer materials, certified eco-labels and target green vendors. Further development of this tool is underway.</p>

	<p>Landlord/Service Provider in each location;</p> <p>-ensuring recycling programs are implemented in all ESDC occupied buildings by engaging the Landlord/Service Provider in each location.</p> <p>(b) Partnering with Natural Resources Canada, Trees Canada and Trees Ontario for national tree planting program to offset the carbon from modernized workplace projects.</p> <p>(c) Increasing training and support on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions to public service employees. Facilitate sharing of best practices and lessons learned.</p> <p>Program: Internal service</p>			
<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations.</p>	<p>ESDC will maintain/reduce the print devices ratio to employees set by Treasury Board Secretariat (TBS)</p> <p>Initiative: ESDC Internal Services</p>	<p>Performance indicator:</p> <ol style="list-style-type: none"> 1. Maintain/reduce user-to-print device ratios. 2. Maintain/reduce printers per floor for physical locations. 3. Number of print devices with mandatory Secure Print is installed. <p>Starting point:</p> <ol style="list-style-type: none"> 1. Current user-to-print device is 19:1. 2. Many physical locations have as many as 10 printing devices on a single floor. 	<p>Reducing printing devices and paper consumed by printing supports the goal to take action on climate change and its impacts by reducing paper waste, saving energy, and reducing carbon emissions, conserving water, reducing maintenance and replacement of digital devices used such as printers and copiers.</p> <p>In addition, implementing mandatory Secure Print on all printing devices will reduce unclaimed printouts, promote paperless habits, and reduce printing devices footprint.</p>	<p>Indicator result (1): 20:1 user-to-print device achieved as of March 31, 2024.</p> <p>Indicator result (2): Average of 4 printing devices per single floor achieved as of March 31, 2024.</p> <p>Indicator result (3): Mandatory Secure Print was implemented on all printers as of March 31, 2024, excluding exemptions for client service personnel in Service Canada Centres and Passport Offices.</p>

		<p>3. No devices have mandatory Secure Print.</p> <p>Target:</p> <p>1. Reduce user-to-print device ratios to fall within the 25:1 to 30:1 range by 2026.</p> <p>2. Reduce printer footprint to 3 printers per floor for physical locations by 2026</p> <p>3. Implement mandatory Secure Print on 90% of all printing devices by 2026.</p>	<p>Relevant targets or ambitions: <i>GIF Target:</i> 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>Notes: In addition to the above reductions, ESDC significantly reduced paper waste, cutting black and white print volumes by about 53% (from 119 million to 55 million copies) and colour print volumes by approximately 85% (from 21 million to 3 million copies) compared to pre-pandemic levels.</p>
<p>Modernize through net-zero carbon buildings.</p>	<p>ESDC will work closely with Public Services and Procurement Canada (PSPC) to modernize its work spaces in an effort to reduce the footprint of its buildings, operations and maintenance.</p> <p>Program/Initiative: ESDC Real Property in collaboration with Public Services and Procurement Canada (PSPC).</p> <p><i>Note: ESDC does not own its Real Property but works closely with Public Services and Procurement Canada (PSPC) in the management and operations of its buildings.</i></p>	<p>Performance indicator: Number of modernized work points in ESDC general office space.</p> <p>Starting point: 2,821 Modernized work points as of January 2023</p> <p>Target: 6,000 modernized work points by March 31, 2024</p>	<p>ESDC’s large physical footprint is an opportunity for the department to adopt greener and more sustainable operations. The department works closely with Public Services and Procurement Canada (PSPC) to ensure work spaces are modernized, incorporate climate-resilient design and green procurement as well as ensuring they are flexible, accessible, and inclusive.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>Indicator result: 5,129 work points modernized as of March 31, 2024.</p> <p>Notes: This result represents approximately 14% of the Department’s office space, which aligns with Budget 2024’s announcement on Office Reduction Portfolio Plan. The remaining footprint is being evaluated. Our Interior Design Standards were updated and published to incorporate sustainable designs elements such as motion sensor lighting, repurposed furniture, and refill water stations.</p>
<p>Reduce risks posed by climate change impacts to federal assets, services, and operations.</p>	<p>ESDC will continue incorporating climate change factors into departmental risk assessments, business planning and simulation exercise activities to mitigate the impacts of climate change on the Department’s services and benefits delivered to Canadians.</p> <p>Program: ESDC Emergency Management and Assistance to federally coordinated response.</p>	<p>Performance indicators:</p> <ol style="list-style-type: none"> 1) Increase percentage of climate change factors integrated into departmental exercises. 2) Increase percentage of climate change factors integrated into other Branch and regional Business Continuity Plans (BCPs) and Emergency Management (EM) exercises. <p>Starting points:</p>	<p>The Emergency Management and Business Continuity Program strengthens the Department’s ability to mitigate the risks of localized climate change events affecting service delivery. The Emergency Management system facilitates coordinated planning, implementation, testing and monitoring of business recovery, information technology service recovery and crisis/incident response to emergency events, including climate change-related events.</p>	<p>Indicator result (1): N/A. Indicator data will be available in 2024-2025.</p> <p>Notes: In 2023 to 2024, ESDC Emergency Management and Assistance began the planning phase of a Departmental-level tabletop (TTX) exercise to simulate major impacts to the department, including disruption of critical services from external events driven by environmental</p>

		<p>1) 25% of departmental exercises consider climate change factors. 2) 25% of other Branch and regional BCPs and EM exercises consider climate change factors.</p> <p>Targets:</p> <p>1) Climate change-related factors are incorporated in 75% of departmental exercises by FY23-24. 2) Climate change-related factors are incorporated into 75% of other Branch and regional BCPs and EM exercises by FY24-25.</p> <p><i>Note: Some exercises will not consider climate change factors which is why we are aiming for a target of 75%</i></p>	<p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.3 Canadians are well equipped and resilient to face the effects of Climate change.</p> <p><i>CIF Indicator:</i> Percentage of departmental business impact assessments and business continuity plans in place for all critical services.</p> <p><i>GIF Target:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p>factors. Evolving external risks such as climate change are also being incorporated into scenarios. The exercise will take place in 2024-2025.</p> <p>Indicator result (2): N/A. Indicator data will be available in 2024-2025.</p> <p>Notes: In 2023-2024, ESDC began developing tools to monitor and report on departmental business continuity and building-level emergency exercises, incorporating climate-change factors into these assessments for 2024-2025. ESDC procured a software application to centralize business continuity, IT continuity, and emergency management information. This tool will enhance coordination, decision-making, and monitoring of departmental testing, exercises, and climate-change assessments, minimizing impacts on ESDC services.</p>
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GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

Initiatives advancing Canada’s implementation of SDG 16 – Peace, Justice, and Strong Institutions

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The Government of Canada’s Internet presence supports Canadians by providing easy, fast and convenient access to information and services online. Through Service Canada, the department is the principal publisher for the Government of Canada website, Canada.ca. The site provides an enhanced user experience. It is focused on clients’ needs. The content is theme-based, there is a search function that allows the user to find content from anywhere on the Government of Canada site and tools tailored to specific program, such as chatbots.</p>	<p>The Government of Canada’s Internet presence contributes to advancing:</p> <p><i>Global Indicator Framework 16.6:</i> “Develop effective, accountable and transparent institutions at all levels.”</p> <p><i>Canadian Indicator Framework ambition 16.7:</i> “Canadians are supported by effective, accountable, and transparent institutions.”</p> <p><i>Global Indicator Framework target 16.10:</i> “Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.”</p>	<p>In 2023-2024, Service Canada communicated critical information through Canada.ca, which had 1.33 billion visits. This platform provides 24/7 access to reliable information on government services, benefits, and tools. Recent key initiatives include the Canadian Dental Care Plan, real-time wait times for the 1-800-0-Canada service, and Passport processing updates.</p> <p>To support Global Indicator Framework target 16.10, Service Canada used visitor survey feedback to improve its online presence, making it easier for users to complete tasks. The site features theme-based content, a comprehensive search function, chatbots for specific programs, and improved navigation and feedback mechanisms for better user interaction.</p>
<p>The Black-led Philanthropic Endowment Fund is led by Black communities in Canada and is for Black communities in Canada. It aims to create a sustainable source of funding for Black-led, Black-focused, and Black-serving charities and non-profits in Canada to help redress the systemic underfunding of these organizations, as well as support projects</p>	<p>The Black-led Philanthropic Endowment Fund contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 16.7:</i> “Canadians are supported by effective, accountable and transparent institutions.”</p> <p>The program also advances:</p>	<p>In 2023-2024, the first call for proposals supported by the Black-led Philanthropic Endowment Fund provided over \$9 million to more than 100 Black-led, Black-focused, and Black-serving organizations to deliver projects that address longstanding and systemic barriers to social and economic inclusion. These projects are designed by Black communities for</p>

<p>that seek to combat anti-Black racism and improve social and economic outcomes in Black communities. The Black-led Philanthropic Endowment Fund will support the diverse work that Black-led, Black-focused, and Black-serving organizations are doing to advance SDG 16 in communities across the country.</p>	<p><i>Canadian Indicator Framework ambition 10.1:</i> “Canadians live free of discrimination and inequalities are reduced.”</p> <p><i>Global Indicator Framework target 10.2:</i> “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p>	<p>Black communities and are committed to delivering community-led solutions.</p>
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GOAL 17: PARTNERSHIPS FOR THE GOALS

Initiatives advancing Canada’s implementation of SDG 17 – Partnerships for the Goals

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
<p>The Sustainable Development Goals (SDG) Funding Program supports the work of partners to accelerate progress on all the SDGs. Partners include not-for-profit organizations, provinces and territories, municipalities, academia, the private sector, and Indigenous peoples. The program provides support to projects to increase public awareness of the SDGs, develop new partnerships and networks, improve knowledge, identify innovative approaches, and contribute to reconciliation with Indigenous people.</p>	<p>The Sustainable Development Goals (SDG) Funding Program contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 17.1</i> “Canada fosters collaboration and partnerships to advance the SDGs.”</p>	<p>In 2023-2024, ESDC mobilized the SDG Funding Program to fund SDG 17 initiatives that focus on partnerships to advance the United Nations 2030 Agenda for Sustainable Development. The program includes funding for the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council to continue engaging on the SDGs and to ensure Indigenous voices, views and traditional knowledge are included in Canada’s work to advance the SDGs. This funding helps Canada to advance</p>

<p>Together Ensemble, operating under the auspices of the SDG Funding Program, is an annual conference that reunites a diversity of stakeholders, including from the private sector, government, academia and civil society around the topic of the SDGs and on their advancement. This conference helps advance SDG 17 by creating a platform of information exchange and strengthening partnerships between attendees.</p>	<p><i>Global Indicator Framework Target: 17.2.1</i> ‘Total official support for sustainable development’</p>	<p>its goal of Reconciliation with Indigenous Peoples. ESDC funded 14 projects totalling \$11 million from 2021 to 2024 focusing on advancing the 17 SDGs across communities.</p> <p>Projects included a wide range of impactful initiatives advancing work in the areas of anti-discrimination, sustainable city planning, Indigenous voices and perspectives in SDG work, housing, sustainable food systems, sustainable fisheries, inclusive and equitable post-secondary education, sustainable jobs, well-being and youth and community engagement.</p> <p>In 2023-2024, ESDC supported the Together Ensemble conference, Canada’s largest domestic conference dedicated to the United Nations 2030 Agenda for Sustainable Development and its SDGs. The conference took place June 7-9, 2023, and gathered stakeholders from a diversity of backgrounds, including government, civil society, academia, the private sector and Indigenous Partners. The success of this conference helped raise awareness on the 2030 Agenda by sharing best practices and emerging issues related to the SDGs from across the country.</p> <p>In 2023, the department invited project proposals and received over 1,000 from various organizations and governments. In 2024, they will allocate about \$3.5 million per year for three years to selected projects. These projects aim to raise awareness of the Sustainable Development Goals (SDGs), especially among vulnerable and equity-deserving groups, and will track and report on SDGs at the community level.</p>
<p>The Social Innovation and Social Finance Strategy was designed to promote social equity and help organizations reach underserved and diverse Canadian populations. It supports social purpose organizations, directly and indirectly via delivery partners, by providing them with access to flexible financing opportunities. This allows the organizations to grow and develop new solutions and partnerships to address pressing social and environmental issues. It also enhances their ability to attract public and private investments that generate positive social and environmental impacts. Organizations supported include charities, non-profits, social enterprises, co-operatives, businesses with a social mission. It helps these organizations reach underserved and diverse Canadian populations.</p>	<p>The Social Innovation and Social Finance Strategy contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 17.1:</i> “Canada fosters collaboration and partnerships to advance the SDGs.”</p> <p><i>UN Global Indicator Framework Target 17.17:</i> “Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.”</p> <p>The program also advances:</p> <p><i>SDG 8:</i> “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.”</p> <p><i>Global Indicator Framework target 8.3:</i> “Promote development-oriented policies that support productive activities, decent job creation,</p>	<p>The Social Innovation and Social Finance (SI/SF) Strategy supports social purpose organizations (SPOs) to generate increased social and environmental impacts that advance Canada’s progress towards achieving the SDGs.</p> <p>In 2023-2024, the SI/SF Strategy contributed to advancing SDG 17 through the following actions:</p> <p>The SI/SF’s Social Finance Fund, ESDC collaborated with funding recipients and other private sector actors to develop an impact data standard that will support measurement of impacts generated by social purpose organizations.</p> <p>The Investment Readiness Program (IRP) encouraged organizations to leverage partnerships to develop their capacity to access social finance and</p>

	<p>entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services”.</p> <p><i>SDG 10: “Reduce inequality within and among countries.”</i></p> <p><i>Global Indicator Framework Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”.</i></p>	<p>secure investment from a variety of sources, including both public and private investors.</p>
<p>The Supporting Black Canadian Communities Initiative (SBCCI) As part of Canada’s recognition of the United Nations International Decade for People of African Descent (UNDPAD), since 2018, the government has announced a number of budget and mandate commitments aimed at addressing issues affecting Black communities in Canada and pledged to work with federal and community organizations to advance positive changes. The department, through SBCCI, currently leads the implementation of the UNDPAD across the federal government, working with other federal organizations and stakeholders to:</p> <ul style="list-style-type: none"> • develop a whole-of-government action plan for Black communities aligned to the objectives of the UNDPAD; • strengthen collaboration, strategic alignment and oversight on programs and initiatives specific to improving the well-being of Black communities in Canada; • implement plans, priorities and strategies aimed to support Black communities in Canada. 	<p>The Supporting Black Canadian Communities Initiative (SBCCI) contributes to advancing:</p> <p><i>Canadian Indicator Framework ambition 17.1: “Canada fosters collaboration and partnerships to advance the SDGs.”</i></p> <p><i>UN Global Indicator Framework Target 17.17: “Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.”</i></p>	<p>In 2023-2024, the Supporting Black Canadian Communities Initiative (SBCCI) contributed to advancing SDG 17 by providing funding to help Black-led organizations build foundational infrastructure within Black communities.</p> <p>Internationally, SBCCI supported the Canadian Delegation’s participation at the second session of the United Nations Permanent Forum for People of African Descent held May 30 to June 2, 2023. During the session, government representatives, civil society organizations, and individuals discussed and developed strategies to combat racial discrimination, inequality and promote social justice. Sessions convened human rights activists of African descent, as well as representatives and stakeholders from Member States and various international organizations.</p> <p>Domestically, the SBCCI has partnered with four Black-led organizations to support smaller Black-led and Black-serving, Black-focused community-based not-for-profit organizations: Tropicana Community Services (Toronto), Black Business Initiative (Halifax), Groupe 3737 (Montreal) and Africa Centre (Edmonton). Through SBCCI, the Black-led National Funders continue to provide grants to support capacity building in community-based organizations.</p>

Integrating Sustainable Development

ESDC will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. The transition from SEA to Strategic Environmental and Economic Assessment (SEEA) process started in late 2023 to 2024. A SEA for a policy, plan or program proposal includes an analysis of the impacts of the given proposal on the environment, including on relevant FSDS goals and targets.

Public statements on the results of ESDC's assessments are made public when an initiative has undergone a detailed SEA. The purpose of the public statement is to demonstrate that the environmental effects, including the impacts on achieving the FSDS goals and targets, of the approved policy, plan or program have been considered during proposal development and decision making.

ESDC did not have any proposals requiring a detailed SEA in 2023 to 2024.

Expanding our Social Equity lens through new tools and training

In 2023 to 2024, ESDC began preparations for adopting the new SEEA Cabinet Directive, which came officially into force on April 1, 2024. In consultation with ECCC, ESDC is developing guidance for the new assessment tool, the Climate, Nature, and Economic Lens, which will replace the existing SEA process. This new tool will enhance the integration of the expected environmental and economic



impacts of proposals, by ensuring policies and program initiatives minimize harms and maximize benefits for the environment and the Canadian economy.

In addition to its SEEA process, ESDC is committed to assessing the impact of its policies, plans and project proposals on diverse groups of individuals. In addition to the Gender-Based Analysis Plus (GBA+) assessment of proposals, ESDC's GBA+ Centre of Excellence has recently expanded its assessment tools to include a new **Black-Centric Lens (BCL)**. Launched in February 2023, the BCL recognizes the unique barriers faced by many Black people in Canada and supports the department in building greater relationships with Black communities while improving our services.

As well as new GBA+ analysis tools, ESDC continues to build knowledge and awareness across the department in advancing reconciliation with Indigenous Peoples. In addition to the Indigenous Awareness and Reconciliation learning requirements that form part of ESDC's Essential Training Criteria for all employees, ESDC College is developing an **Indigenous Learning Strategy** in collaboration with external Indigenous stakeholders.

Increasing our Service Impact through Stakeholder Engagement

The programs and services the department delivers are essential in the lives of Canadians. The department is committed to increasing its understanding of service barriers that prevent marginalized and underserved Canadians from receiving the benefits to which they are entitled. Improving access to services and benefits for all eligible Canadians will continue to be a priority in advancing our contributions to FSDS and SDG goals and targets, particularly our leadership in advancing *FSDS Goal 1: Reduce Poverty in Canada in all its forms*. As a result of its **Reaching All Canadians** initiative, the department is working with the Canada Revenue Agency and Statistics Canada to gain insights into hard-to-reach populations in support of increasing benefit uptake for eligible Canadians.

The department is also working to implement the **Accessibility Plan for Client Service**. This plan proposes 17 measures to be put in place between 2023 and 2025. The measures are aimed at improving the accessibility of service delivery channels (in-person, online, phone) for persons with disabilities. As part of the Accessibility Plan for Client Service, the department will develop a process to include persons with disabilities in the design or redesign of programs and services. This plan will help to reduce or remove barriers that could otherwise limit access to services.

Our Service Canada Regions Service Delivery actively supports the delivery of a wide array of essential services at hundreds of Service Canada Centres across the country. Service Canada's **Indigenous Program Delivery** will continue to conduct virtual engagements with Indigenous Peoples to remove barriers to service delivery and to help build capacity for programs such as the **Indigenous Skills and Employment Training, Indigenous Early Learning and Child Care, and Skills and Partnership Fund**. By using virtual platforms, engagements reduce the carbon footprint while providing effective forums for consultations and collaborations.

In 2023 to 2024, the department's community outreach was strengthened through an increase in service referrals and the launch of [Service Canada's Community Outreach and Liaison Service webpage](#). The department continued to expand its **Reaching all Canadians** initiatives, including outreach initiatives through the **Canada Educational Savings Program (CESP)** to increase access to the Canada Learning Bond (CLB) for children and youth from low-income households. In the fall of 2023, in collaboration with the Canada Revenue Agency, the CESP supported outreach events in Manitoba, Ontario and New Brunswick resulting in increased sign-ups for the CLB. In the coming years, the department will continue to advance outreach and partnership initiatives to increase CLB uptake and support access to post-secondary education.

Indigenous Program Delivery continued to support and respond to the emerging needs of communities. During the wildfire season, **Indigenous Skills and Employment Training** and **Indigenous Early Learning and Child Care** service delivery partners applied program flexibilities to quickly address community needs, such as supporting wildfire suppression and water treatment plant training. Indigenous Program Delivery is committed to working with partners to ensure continued engagement around the social, environmental, and economic needs of communities and the program flexibilities required to address those needs.

Continuous Improvement through a Results and Delivery Approach

As the leading provider of government services, ESDC is dedicated to enhancing client service experience and outcomes through the continuous improvement of digital services. Looking ahead, the department will continue to upgrade initiatives aimed at modernizing systems supporting key programs and services such as Pensions, Employment Insurance, Passport, and Grants and Contributions. ESDC's multi-year **Benefits Delivery Modernization Programme** is designed to deliver the future state client experience for Old Age Security (OAS), Employment Insurance (EI), and Canada Pension Plan (CPP) beneficiaries. This will be accomplished by modernizing technology platforms, enhancing the efficiency of benefit processing, and

providing innovative digital services. These endeavours aim to provide Canadians with more accessible and sustainable service through digital platforms, thereby reducing the need for in-person visits to Service Canada Centres.

In addition, through its **Data Strategy**, the department continued developing data analytical infrastructure tools and supports needed to store, manage, share, and use data securely. ESDC is continuing to update the departmental Data Literacy Program to improve competencies that support evidence-based decision-making and the shift to a data-enabled and data-driven culture. The department collaborates internally and with other government departments and agencies to publicly share more data to fill key data gaps. These efforts will improve the department's understanding of clients, including those in hard-to-reach populations, as well as the ability to assess and report on the impacts of programs and services. Over the past year, this included work to ensure that tools, such as Artificial Intelligence, are informed by data that are fit for purpose and used ethically and responsibly.

In 2023 to 2024, ESDC continued to promote innovation and inclusivity through service delivery. The **Benefits Delivery Modernization** Programme continued to streamline processes for Old Age Security (OAS), EI, and Canada Pension Plan (CPP), ensuring timely support for vulnerable populations and promoting economic security.

Service Canada Programs Delivery effectively used a Two-way Data Gateway to enhance service delivery by enabling secure and efficient data exchanges, particularly benefiting Indigenous program partners. This system improves the verification process for program eligibility and protects client data, ensuring a higher level of trust in public service.

ESDC is also focused on creating a **more diverse, inclusive, and accessible workplace**, and taking steps to improve the day-to-day experience of departmental employees. ESDC's Employment System Review was completed in 2023 to 2024. Recommendations and findings will be used to inform the next iteration of the department's Diversity and Inclusion Action Plan, to be launched in 2025. Significant progress was made in diversifying our workforce with our current Diversity and Inclusion Action Plan. Furthermore, ESDC enhanced skills training and employment supports for persons with disabilities through the Disability Inclusion Action Plan and consultations by the *Employment Equity Act* Review Task Force.

In 2023 to 2024, the Federal Anti-Racism Secretariat joined the Income Security and Social Development Branch at ESDC. This enabled the Department to take a whole-of-government approach to combatting systemic racism, in outward-facing federal policies, programs and services. This included critical international work, such as securing a commitment from Brazil to work towards a **Canada-Brazil Partnership on Racial Equity and Inclusion** as well

as helping to facilitate a \$2.78 million contribution agreement for a Canadian not-for profit to establish the Canadian Civil Society Network for Equity and Racial Justice, as part of ongoing support for the **North American Partnership for Equity and Racial Justice**.

Engagement with Black, Asian, Muslim, Jewish, Arab, Palestinian, and Indigenous leaders across the country helped to inform the overall federal approach to combatting different forms of systemic racism. Lastly, ESDC has been assisting the Department of Canadian Heritage in finalizing the new federal anti-racism strategy, to be launched during the 2024-2025 fiscal year. The new strategy will enable ESDC to further advance commitments to improve the lives of all people in Canada, particularly those facing racism and related forms of discrimination.

As a result of these sustainable development initiatives, ESDC will be better equipped to fulfill its commitments to enhance the social and economic well-being of Canadians.