

Women and Gender Equality Canada 2024–25

Departmental Plan

The Honourable Marc Len, P.C., M.P.

Minister for Women and Gender Equality and
Youth





Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

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2024-25 Departmental Plan (Canada. Department for Women and Gender Equality)

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Women and Gender Equality Canada’s 2024-25 Departmental plan at a glance

A departmental plan describes a department’s priorities, plans and associated costs for the upcoming three fiscal years.

- [Vision, mission, raison d’etre and operating context](#)
- [Minister’s mandate letter](#)

[\[Read the full departmental plan\]](#)

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Key priorities

In 2024-25, Women and Gender Equality Canada (WAGE) will continue to advance gender equality through an intersectional lens by focusing on the following four priorities:

- Promoting and advancing women and gender equality.
- Leading and advancing Gender-based Analysis Plus (GBA Plus) implementation throughout the Government of Canada.
- Preventing and addressing Gender-Based Violence (GBV).
- Promoting and advancing 2SLGBTQI+ equality.

Refocusing Government Spending

In Budget 2023, the government committed to reducing spending by \$14.1 billion over the next five years, starting in 2023–24, and by \$4.1 billion annually after that.

As part of meeting this commitment, WAGE is planning the following spending reductions in operating budget:

- **2024-25:** \$1,000,000
- **2025-26:** \$1,500,000
- **2026-27 and after:** \$2,000,000

WAGE will achieve these reductions by reducing operating expenses (including travel and professional services) and by adjusting business processes to achieve efficiencies and aligning activities with core priorities and functions.

The figures in this departmental plan reflect these reductions.

Highlights

A Departmental Results Framework consists of an organization's core responsibilities, the results it plans to achieve, and the performance indicators that measure progress toward these results.

Advancing gender equality

Departmental results:

- The Department's interventions facilitate the advancement of gender equality
- The federal government systematically considers gender equality

Planned spending: \$347,838,890

Planned human resources: 304

In 2024-25, WAGE will continue to promote and advance women and gender equality, in accordance with its key roles identified when the Department was created, that of convener, knowledge broker, and capacity builder, by undertaking coordinated and meaningful outreach and engagement with new and existing partners and stakeholders. Given the importance of evidence-based decision-making to achieving its priorities, WAGE is committed to ensuring that departmental data is accurate and current to inform decisions on policy, programs and services. The Department will also continue to identify and prioritize strategic investments in support of systemic change. WAGE will continue to advance GBA Plus implementation across the federal government by enhancing access to GBA Plus resources, increasing awareness and engagement on the GBA Plus approach, providing advice on intersectional application of GBA Plus, and leading analysis and supporting research for GBA Plus.

WAGE will continue to implement the [National Action Plan to End Gender-Based Violence](#) including the federal contribution through the federal Gender-Based Violence Strategy. It will also deliver gender-based violence funding initiatives for promising practices, community-based research and to support Indigenous and 2SLGBTQI+ organizations in increasing their capacity to provide prevention programming. WAGE will promote and advance 2SLGBTQI+ equality by continuing to lead and implement the [Federal 2SLGBTQI+ Action Plan](#), strengthening the 2SLGBTQI+ sector, and providing advice, research, analysis, and knowledge mobilization on 2SLGBTQI+ issues. WAGE will also focus its efforts on preventing violence before it occurs, on advancing research, and on data collection, mobilization and uptake.

More information about advancing gender equality can be found in the [full departmental plan](#).

Women and Gender Equality Canada 2024-25 Departmental plan

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From the Minister

As Minister for Women and Gender Equality and Youth, I'm happy to share Women and Gender Equality Canada's (WAGE) 2024-25 Departmental Plan, which describes the actions we will carry out this year to advance equity and inclusion in Canada.

WAGE is fulfilling its mandate to advance gender equality, sexual orientation, gender identity, and gender expression through the inclusion of people of all genders in Canada's economic, social, and political life.

In December 2023, WAGE celebrated its fifth anniversary since becoming a federal department. This anniversary was an opportunity to reflect on where we started, the progress we have achieved, and the work that remains.

While there have been important gains made, including record levels of employment for women and increased awareness around 2SLGBTQI+ issues, we know that barriers persist. We have seen the concerning rise in hate against 2SLGBTQI+ people, the continuing gender pay gap, and the underrepresentation of women in leadership positions. Further, women still bear a disproportionate load of family care, receive less financing, and fewer opportunities as entrepreneurs.

WAGE has made strategic investments in the equality-seeking movement and has been working with partners across Canada to deliver action plans to address these critical issues impacting women, girls,

and 2SLGBTQI+ people, including the [National Action Plan to End Gender-based Violence](#) and the [Federal 2SLGBTQI+ Action Plan](#). These actions plans, alongside our policies and programs, work in tandem to address these key issues.

We are delivering results for Canadians, while being mindful of the government’s commitment to refocus spending, and remaining invested in areas that matter most to Canadians.

In 2024-2025, WAGE will focus on four key priorities: promoting and advancing women and gender equality; promoting and advancing 2SLGBTQI+ equality; preventing and addressing gender-based violence; and leading and advancing Gender-based Analysis Plus implementation throughout the Government of Canada.

To drive change, we will carry out these priorities in our core role as convener, knowledge broker and capacity builder. This will be done by working with a wide range of stakeholders to leverage their resources and strengths, while being guided by their lived experiences and the communities they represent. We will also continue to ensure our investments in equality-seeking organizations work to sustain, bridge, and build strong networks.

We will build on our accomplishments by working in partnership with Indigenous leaders, colleagues in federal, provincial, and territorial governments, civil society organizations, equality-seeking organizations, and experts towards our shared goals.

I look forward to continuing this work to make sure that no one is left behind.



The Honourable Marci Ien, P.C., M.P.

Minister for Women and Gender Equality and Youth

Plans to deliver on core responsibilities and internal services

Core responsibilities and internal services:

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Advancing gender equality

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Description

The Department for Women and Gender Equality advances gender equality for women, including social, economic, and political equality with respect to sex, sexual orientation, and gender identity or expression. The Department promotes a greater understanding of the intersection of sex and gender with other identity factors that include race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence and disability. The Department develops and coordinates policies and programs; and undertakes research and data collection and analyses related to these policies and programs; and raises public awareness through outreach. The Department provides advice to government to achieve Canada's gender equality outcomes and goals, including advocacy for gender-based budgeting, and facilitates the advancement of gender equality among other partners and stakeholders, through its expertise, contribution to research and funding to community initiatives. The Department serves as a central point for sharing expertise across Canada and with international partners, and uses this knowledge to inform and support Canada's gender equality priorities.

Quality of life impacts

There are three domains and five subdomains under the [Quality of Life Framework](#) which align with WAGE's core responsibility. The five indicators of relevance to these domains and subdomains for which WAGE's activities will contribute are outlined below by subdomain.

Safety and Security and Justice and Human Rights

WAGE’s activities to combat gender-based violence in society are expected to contribute to a decrease in the violence that women, gender minorities and other individuals from other identity factors experience. Therefore, WAGE expects that these activities will directly impact the indicator *Personal safety* under the subdomain “Safety and Security” within the “Good Governance” domain. Additionally, these activities will contribute to the headline indicator *Discrimination and unfair treatment* under the subdomain “Justice and Human Rights” within the same domain of “Good Governance”.

WAGE’s activities to render Canadian society more inclusive are also expected to contribute to improvements in the *Positive perceptions of diversity* indicator found under the subdomain “Culture and Identity” within the “Society” domain.

Economic Security and Deprivation

WAGE undertakes activities to increase equal access to and realization of economic opportunities for women, gender minorities and individuals from other identity factors. Therefore, WAGE expects its activities to contribute to the headline indicator *Poverty* under the subdomain “Economic Security and Deprivation” within the “Prosperity” domain.

Democracy and Institutions

Finally, WAGE undertakes activities to increase the participation of women, gender minorities and other individuals from other identity factors in leadership positions. Therefore, WAGE expects its activities will also contribute to the *Representation in senior leadership positions* indicator under the subdomain “Democracy and Institutions” within the “Good Governance” domain.

Results and targets

The following tables show, for each departmental result related to advancing gender equality, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.¹

Table 1: Indicators, results and targets for departmental result
The Department’s interventions facilitate the advancement of gender equality

Indicator	[2020–2021] result	[2021–2022] result	[2022–2023] result	Target	Date to achieve
Percentage of projects funded by the Department	49%	37%	48%	At least 50%	March 2025

¹ WAGE is currently undertaking a review of its performance measurement framework which will be included in the 2026-27 Departmental Plan.

Indicator	[2020–2021] result	[2021–2022] result	[2022–2023] result	Target	Date to achieve
that have an impact on reducing systemic barriers to gender equality					
Percentage of stakeholders that applied knowledge or resources from the Gender-Based Violence Knowledge Centre	75%	74%	90%	At least 76%	March 2025
Number of partnerships or coalitions with governments, and international, Indigenous, civil society, private sector, women's and equality-seeking organizations	1,890	2,209	2,221	At least 1,450	March 2025
Number of federal government data and research gaps filled as identified by the Interdepartmental Committee on Gender Equality	26	58	34	At least 26	March 2025

Table 2: Indicators, results and targets for departmental result
The federal government systematically considers gender equality

Indicator	[2020–2021] result	[2021–2022] result	[2022–2023] result	Target	Date to achieve
Percentage of federal organizations satisfied with the Department's tools and resources to incorporate gender equality considerations into their work	69%	81%	81%	At least 69%	March 2025
Number of major new federal initiatives (for example, policies and programs) that include specific measures to advance gender equality	94	52	63	At least 58	March 2025

The financial, human resources and performance information for WAGE's program inventory is available on [GC InfoBase](#).

Plans to achieve results

WAGE plans to achieve its departmental results by focusing on the organization's four priority areas in the context of the three key roles identified when the Department was created in December 2018:

- As a convener, WAGE leads a coordinated approach to advancing women's and 2SLGBTQI+ equality by working with diverse stakeholders to leverage their resources and strengths and to influence meaningful progress on key gender equality issues.
- As a knowledge broker, WAGE brings forward evidence-based practices to inform decision-making. Gathering, synthesizing, and communicating knowledge, best practices and policy expertise to advance women's and 2SLGBTQI+ equality and support early integration of

intersectional considerations throughout government systems, policies, and processes for greater inclusive policy making.

- As a capacity builder, WAGE plays a role in empowering equality-seeking organizations and other stakeholders through key investments, partnerships, and knowledge sharing to amplify the impact of their work in addressing barriers for women and 2SLGBTQI+ communities. In addition, WAGE builds federal capacity to implement a robust application of Gender-based Analysis Plus (GBA Plus) to policies, programs, and initiatives.

Promoting and advancing women and gender equality

To promote and advance women and gender equality, WAGE will undertake meaningful outreach and engagement in 2024-25. As a convener, the Department will continue to create opportunities for engagement with stakeholders on key priorities, such as gender-based violence, as well as continue to leverage relationships and engagement opportunities with provinces and territories, as well as international partners to advance Canada's gender equality priorities. This includes engaging with provinces and territories and governance tables such as the 2SLGBTQI+ Community-Government of Canada Partnership Committee regarding 2SLGBTQI+ issues as per the Federal 2SLGBTQI+ Action Plan. WAGE's Equality Matters newsletter, which aims to raise awareness of the Department's mandate as well as inspire, engage, and inform stakeholders, will be used along with other communications mechanisms, such as social media and the WAGE website.

WAGE will continue to engage with National Indigenous Leaders and Representatives (NILRs) and members of the Department's Indigenous Women's Circle (IWC) to promote and advance gender equality for Indigenous women, girls and gender diverse peoples in Canada. WAGE will continue to engage in discussions that support the integration of Indigenous knowledge and experience into policy and process development and implementation to ensure greater inclusivity and accessibility. This includes continuing engagement with NILRs to facilitate discussions among provinces, territories and NILRs to support horizontal and cross jurisdictional approaches.

WAGE is also committed to advancing reconciliation with Indigenous peoples by supporting the implementation of the [United Nations Declaration on the Rights of Indigenous Peoples Act \(UNDA\) Action Plan](#) and the [Truth and Reconciliation Calls to Action](#). Progress made in implementing WAGE-authored UNDA Action Plan measures #10 and #11 (preventing and addressing gender-based violence against Indigenous women, girls, and 2SLGBTQI+ people through Indigenous-led, gender-based

approaches and supporting Indigenous 2SLGBTQI+ resilience and resurgence) will help to break down barriers, combat systemic racism and discrimination, close socio-economic gaps, and promote greater equality and prosperity for Indigenous women, girls, and 2SLGBTQI+ persons.

In its role as a knowledge broker, WAGE plans to advance its ongoing research plan, with particular emphasis on barriers to economic participation and prosperity and women in leadership positions. WAGE will also advance efforts to mobilize the knowledge from research on gender equality, through online dissemination, events, and network building, in attempts to heighten uptake, collective impact and change. WAGE will continue to provide strategic advice and recommendations on key barriers to equality issues. The Department will also implement its new 2SLGBTQI+ Data Strategy, in line with the Federal 2SLGBTQI+ Action Plan's Priority to Strengthen 2SLGBTQI+ data and evidence-based policy making.

As a capacity builder, WAGE will continue to implement in the next fiscal year the Budget 2023 funding of \$160 million over three years for the Women's Program, which started in 2023-24. This includes the negotiation and implementation of new projects under the Women's Economic and Leadership Opportunities Fund and the Women's Capacity Fund, both launched in September 2023. The 2SLGBTQI+ Projects Fund announced in Budget 2022 will see up to \$35 million in new projects grants and contributions funding for 2SLGBTQI+ community organizations. Funding for projects from the 2023 2SLGBTQI+ Community Capacity Fund call for proposals will continue to flow, and gender-based violence investments will be analyzed for outcomes to determine if some should be scaled up or used as a best practice. The Department will also analyze the outcomes of the [Menstrual Equity Fund national pilot](#) currently underway, working with Food Banks Canada, to inform future directions. WAGE will continue to ensure program delivery for Grants and Contributions (Gs&Cs) agreements is well managed and aligned with good stewardship practices. WAGE will also work towards enhancing accessibility and innovative business processes and technology used in the Gs&Cs project life cycle. Through meaningful consultation with stakeholders on matters of program delivery, WAGE will ensure the continued efficiency and effectiveness of grants and contributions in achieving program objectives and delivering results.

WAGE will engage with domestic and international partners, including other partner departments such as Global Affairs Canada, to advance gender equality globally by leading Canada's participation in the 69th Session of the United Nations Commission on the Status of Women (UNCSW69). As the lead on Canada's international obligation to report to the Committee on the Elimination of Discrimination

Against Women (CEDAW) and the 10th report tabled in June 2022, WAGE will prepare Canada's appearance in front of the Committee for Fall 2024.

In 2024-25, WAGE will continue to support key activities, undertaken by other departments, including the following:

- Support the federal implementation of the UN 2030 Agenda for Sustainable Development and underlining the significance of gender equality.
- Continue to support Canada's National Action Plan on Women, Peace, and Security by providing expertise and guidance related to GBA Plus, funding for programming, and the implementation of the Federal 2SLGBTQI+ Action Plan.
- Engage multilaterally and bilaterally with key international partners, to make progress on gender equality objectives, ending gender-based violence, and by strengthening the application of GBA Plus for more responsive government initiatives that contribute to advancing equality and closing gaps between population groups.

Lead and advance Gender-based Analysis Plus (GBA Plus) implementation throughout the Government of Canada

As a convener, WAGE plans to advance GBA Plus in 2024-25, in close collaboration with government partners, by maintaining a well-functioning interdepartmental governance structure that advances the understanding and consideration of intersectionality in different organizational contexts and functional areas. This will include facilitating effective partnerships by providing venues for information sharing and to work collaboratively on mutually reinforcing initiatives that tackle the range of barriers and negative impacts experienced by diverse equity-deserving groups when accessing government policies, programs and initiatives. The Department will do this by leveraging existing advisory groups and interdepartmental committees and by providing dedicated spaces to enhance GBA Plus tools, processes, and application.

In accordance with its role as a knowledge broker, WAGE plans to improve interdepartmental and stakeholder information sharing on issues related to equality for women and gender-diverse people, leverage collective resources, and make available information that allows partners to create effective initiatives. This will be done by promoting best practices, developing tools and resources such as job aids and analytical documents, and delivering GBA Plus Awareness Week. As part of its coordination role in support of implementation of GBA Plus throughout the government, WAGE, in collaboration with federal

partners, will continue to implement recommendations of the recent Office of Auditor General's report as well as the Senate Standing Committee on Social Affairs, Science and Technology report on the role of GBA Plus in the policy process in order to ensure the impacts of an enhanced GBA Plus analysis continues. This includes, as part of the department's commitments under the [Management Response and Action Plan on GBA Plus](#), to regularly monitor and publicly report on the status of GBA Plus implementation across the federal government through the annual GBA Plus Implementation Survey. Moreover, the government is committed to publicly report on GBA Plus implementation by June 2024. The Department will also have a publicly available repository of rigorous qualitative and mixed methods research on inclusion to inform policy research.

Being a capacity-builder, WAGE plans to stimulate innovation across government to integrate intersectionality into policies, programs, and initiatives by enhancing the framing and parameters of GBA Plus for more robust and intersectional approaches. This involves improving the GBA Plus methodology and related guidance to support more robust application, maintaining a standing offer tool so that federal partners can access required capacity through vetted intersectional experts, and by developing peer-to-peer learning opportunities. WAGE will also work with partners to ensure that diverse governmental and non-governmental actors have access to resources, data, and supports required to advance GBA Plus application. This includes brokering and facilitating relationships with key players in the system, such as the Canada School of Public Service and with Statistics Canada and working on achieving the objectives of Canada's first Disaggregated Data Action Plan. The Department will also continue to deliver on its GBA Plus mandate and legislative obligations as part of the *Canadian Gender Budgeting Act* and other legislation where intersectional considerations are mandatory (e.g., *Impact Assessment Act* review process). Additionally, the Department will carry out GBA Plus implementation surveys, which ask federal departments to report on the state of GBA Plus implementation within their organization, analyze findings to gauge progress, trends and gaps. Insights from the survey will also be used to design and deliver responsive supports and resources including tools, training and targeted guidance.

Prevent and address gender-based violence

The Government of Canada is committed to preventing and addressing gender-based violence and this commitment will continue with even more vigour in 2024-25 as the implementation of the National Action Plan rolls out. As a knowledge broker, the Department will collaborate with Statistics Canada to finalize and launch the second cycle of the Survey of Safety in Public and Private Spaces (SSPPS), and

Statistics Canada is expected to begin producing tables and reports from the survey data in 2026 and 2027. This second cycle will include a larger sample size than the first, and targeted oversampling. WAGE will also work with Statistics Canada to finalize work on the Femicide Information System, with a series of reports that aim to strengthen the understanding of police-reported incidents of Gender-Based Homicides. Additionally, the Department will continue to build awareness, develop knowledge products, and hold learning events through the Gender-Based Violence Knowledge Centre. Learning and awareness supports work to prevent gender-based violence before it begins.

Building on the launch of the 10-year National Action Plan to End Gender-Based Violence and the establishment of 13 [bilateral funding agreements with the provinces and territories](#), in its role as a convener, WAGE will continue to lead the implementation of the Plan with the provinces and territories focused on creating a Canada free of gender-based violence. In 2024-25, WAGE will work closely with the provinces and territories to develop and publish the first annual national report on implementation of the National Action Plan to End Gender-Based Violence. Though the Federal Gender-Based Violence Strategy, which is the federal contribution to the National Action Plan to End Gender-Based Violence, the Department will also continue to work collaboratively to share gender-based violence expertise and work with partners on the use of federal levers to contribute to a Canada free of this type of violence.

The National Action Plan to End Gender-Based Violence is aligned with and complements the National Action Plan on Missing and Murdered Indigenous Women and Girls, and the Federal Pathway. In 2024-25, WAGE will continue to work horizontally across federal institutions to help ensure a coordinated approach that supports sustainable progress towards ending gender-based violence against Indigenous women, girls, and 2SLGBTQI+ people.

As a capacity builder, WAGE will provide funding and support for community-based research to build and mobilize knowledge to better understand and address the needs of at-risk and underserved populations in Canada who experience gender-based violence.

Promote and advance 2SLGBTQI+ equality

WAGE will continue to lead and implement the Federal 2SLGBTQI+ Action Plan, launched in August 2022, in 2024-25. The Department will do this by supporting, monitoring, and reporting on the Government of Canada's efforts to implement the Action Plan, such as the commitment to embed 2SLGBTQI+ issues in the work of the Government of Canada. Public reporting will carry on at six-month intervals, or as needed. As part of its role as a convener, WAGE will also organize senior-level interdepartmental

governance table meetings with federal partners and stakeholders to bring 2SLGBTQI+ issues to the forefront, including the rise in anti-2SLGBTQI+ hate crimes and discrimination. In addition, the Department will continue to lead 2SLGBTQI+ Community and Government of Canada Partnership Committee meetings, and work towards collaboration with provinces and territories on promoting and advancing 2SLGBTQI+ equality.

In line with its role as a knowledge broker, WAGE will provide policy advice, on an ongoing and as needed basis, to build expertise in other government departments on 2SLGBTQI+ issues as well as lead analysis and research for 2SLGBTQI+ issues and community priorities (e.g., in the areas of safety and justice, including rising anti-2SLGBTQI+ hate and discrimination; employment; health and wellbeing; housing and homelessness; and stigma, isolation and resilience). WAGE will engage with 2SLGBTQI+ communities and other government departments to determine next steps for the development and implementation of Canada's first 2SLGBTQI+ National Survey. The Department will announce successful projects from the Intersectional Community-Based Research call for proposals that aim to fund research and studies that address issues and barriers experienced by 2SLGBTQI+ communities in Canada. WAGE will also continue to integrate the advancement of equality for sex, sexual orientation, gender identity and expression (SSOGIE) into the work of the Department.

WAGE, in its capacity-building role, is also strengthening the 2SLGBTQI+ community sector, with funding from the Federal 2SLGBTQI+ Action Plan announced in Budget 2022 supporting nearly 100 new initiatives from the 2023 2SLGBTQI+ Community Capacity Fund call for proposals. In addition, new 2SLGBTQI+ Projects Fund support from the Federal 2SLGBTQI+ Action Plan funding will be distributed to organizations for community-informed projects to address specific barriers to 2SLGBTQI+ equality.

Key risks

WAGE has a broad and cross-cutting mandate. In the five years since becoming a department, WAGE has seen its responsibilities and expectations increase, as the interpretation of its mandate has broadened to include sex, sexual orientation, gender identity and expression. To respond to the evolving landscape, WAGE undertook a corporate risk exercise in the 2023-24 fiscal year, to assess how the department's changing context may affect its ability to achieve its goals and objectives and assist the department in managing risk across its portfolio and support delivery of commitments set out in the mandate letter.

WAGE identified three main risks: capacity management, organizational change management, and information for decision-making. The risks have been assigned appropriate risk owners to ensure accountability in the management of risks. The risk owners are responsible for monitoring the risks and

implementing approved treatment actions to mitigate each risk. WAGE will continue to monitor risks to assess the effectiveness of risk treatments. WAGE will also continue to report risks through formal internal communication and discussion including risk levels and treatment effectiveness, which will help ensure WAGE is well equipped to respond to risk in 2024-25 and in the years ahead.

Snapshot of planned resources in 2024–25

- Planned spending: \$347,838,890
- Planned full-time resources: 304

Related government priorities

Gender-based analysis plus

GBA Plus is embedded throughout all of WAGE's activities. For example, GBA Plus is considered in the design, implementation, and delivery of all programs within the Department. WAGE has a legislated mandate to promote a greater understanding of the intersection of sex and gender with other factors, including, but not limited to race, ethnicity, Indigenous identity, age, sexual orientation, education, income, geographical location, and disability. In addition to leading by example, WAGE continues to deliver on its mandate by working with central agencies and with other federal organizations to ensure policies, programs, legislation, funding, and all government initiatives are informed by GBA Plus and are designed and delivered in a manner that is fair and responsive to the needs of all people living in Canada.

To facilitate access to data and evidence in support of advancing GBA Plus, the Department is undertaking and funding research and data collection, as well as supporting Statistics Canada as it works to implement a Disaggregated Data Action Plan. This includes supporting GBA Plus practitioners in accessing and using data and evidence and ensuring that challenges and knowledge gaps are identified and communicated to leaders in the system with the expertise to fill existing knowledge gaps. To support the application of GBA Plus to the monitoring and implementation of its own initiatives, the Department collects and analyzes disaggregated data related to its funding programs and other initiatives.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals
WAGE will continue to contribute to Canada's progress on the United Nations Sustainable Development Goals (SDGs). WAGE is the federal lead on SDG 5: Achieve gender equality and empower all women and girls and will advance this SDG through a number of activities, for example: working with provincial and territorial governments to implement the National Action Plan to End Gender-Based Violence; maintaining and expanding the work WAGE does to share knowledge on gender-based violence; raising awareness and promoting action to prevent and address gender-based violence through public

awareness, commemoration activities; strengthening GBA Plus; funding research to support evidence-based, gender-responsive and inclusive policies; implementing continued funding of women's and equality-seeking organizations; and supporting Canada's gender equality objectives abroad through engagement at international events and bilateral engagement.

WAGE activities also contribute to SDG 10: Reduce inequality within and among countries, particularly in terms of its efforts to implement the Federal 2SLGBTQI+ Action Plan and supporting related activities. WAGE will continue to support the implementation of the Federal Pathway to Address Missing and Murdered Indigenous Women and Girls, and 2SLGBTQI+ People, as well as support the implementation of the 2021 Missing and Murdered Indigenous Women and Girls and 2SLGBTQIA+ National Action Plan. WAGE and Public Safety are the co-leads for the human safety and security theme of the Federal Pathway. Under this theme of the Federal Pathway, the Department is leading a \$55 million initiative over five years that is bolstering the capacity of Indigenous women's and 2SLGBTQI+ organizations to provide gender-based violence prevention programming. WAGE also supports the cross-cutting objective of leaving no one behind by advancing gender equality, empowering women and girls, and advancing diversity and inclusion. WAGE delivers on this responsibility both in its role as federal lead in advancing equality for women and 2SLGBTQI+ people and in its engagement with other federal government departments to ensure that gender and other equality considerations are reflected in their work.

WAGE will also prioritize the economic empowerment of women, especially those belonging to equity-deserving groups, and work hard to advance awareness of the barriers and opportunities for access to justice for persons experiencing gender-based violence. In this role, WAGE will continue to assist and engage with other departments to spur efforts to advance the SDGs and support gender equality targets across all 17 SDGs.

WAGE will also contribute to SDGs 12 and 13 through actions identified within its Departmental Sustainable Development Strategy. These actions include the use of zero-emission vehicles; ensuring all procurement, materiel management specialists and acquisition card holders are trained in green procurement; and adopting other similar practices in line with its environmental protection goals.

More information on WAGE's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Advancing gender equality is supported by the following programs:

- Expertise and Outreach
- Community Action and Innovation

Supporting information on planned expenditures, human resources, and results related to WAGE's program inventory is available on [GC Infobase](#).

Internal services

In this section

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- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Description

Internal services are the services that are provided within a department so that it can meet its corporate obligations and deliver its programs. There are 10 categories of internal services:

- management and oversight services
- communications services
- legal services
- human resources management services
- financial management services
- information management services
- information technology services
- real property management services
- materiel management services
- acquisition management services

Plans to achieve results

The key actions WAGE plans to take in relation to internal services in 2024-25 include adapting to the change management processes in support of the evolution of the Department, while ensuring an efficient and effective enterprise-wide approach to setting and delivering on priorities and integration of strategic planning activities. Entering its fifth year as a stand-alone department, WAGE plans to strengthen and consolidate its Integrated Business Planning (IBP) approach for 2024-25 and launch its first three-year Strategic Plan.

WAGE will implement a renewed Departmental Results Framework (DRF) and Program Inventory (PI) to ensure alignment with WAGE's current funding structure and business lines and evaluation entities. A renewed DRF and PI will ensure that the Department has the relevant information required to support performance measurement and evidence-based decision-making to achieve departmental results.

WAGE will also be planning, testing, and implementing a new system to manage access to information and privacy requests. The existing three-year Departmental Security Plan will be updated in 2024-25. As part of supporting the prioritization of WAGE projects and business process owners, WAGE will begin to implement a Service Request Management system starting with procurement to increase efficiencies in internal services.

To strengthen internal and external communications in 2024-25, WAGE plans to enhance its website by continuing to update the existing content and implementing a content management system, with the purpose of better supporting website users.

These actions will help ensure the organizational health of the department and enhance WAGE capacities so that WAGE can continue to achieve its departmental results. The Department anticipates continuing these actions in 2025-26 and 2026-27.

Human Resources Management

WAGE is committed to ensuring that its workforce is well positioned to meet the demands of the present and future. WAGE will prioritize developing a workforce that can effectively and efficiently deliver on its key functions and core priorities. Driven by good governance, corporate accountability, evolving workforce and workplace needs, and the refocusing of government spending, WAGE will deliver service through targeted human resources approaches. WAGE will ensure the organization's readiness to continue delivering on key priorities by developing an enterprise workforce management strategy and implementation plan and piloting a skills inventory tool to enable alignment of resources to deliver on key priorities.

Snapshot of planned resources in 2024-25

- Planned spending: \$23,621,527
- Planned full-time resources: 131

Related government priorities

Table 3: Planning for contracts awarded to Indigenous businesses

WAGE plans to achieve awarding at least 5% of the total value of contracts to Indigenous businesses annually through a yearly Procurement Plan exercise which will examine planned procurements to identify opportunities for Indigenous businesses to participate in the bidding process. The planning allows business users to work alongside procurement officers to ensure particular methodologies (set-asides under the Procurement Strategy for Indigenous Business, market capacity research and subcontracting criteria) are leveraged in the procurement process to ensure a fair, open and transparent process in competitive and non-competitive solicitations that allow opportunities for Indigenous businesses.

Continuous quarterly reporting to senior management will ensure that WAGE is on track to meet its target objectives throughout the fiscal year.

Procurement officers will also continue to complete mandatory courses offered by the Canada School of Public Service and participate in interdepartmental networking meetings to learn of new updates and shared best practices.

5% reporting field	[2022-23] actual result	[2023-24] forecasted result	[2024-25] planned result
Total percentage of contracts with Indigenous businesses	8.05%	8.00%	5.00%

Planned spending and human resources

This section provides an overview of WAGE’s planned spending and human resources for the next three fiscal years and compares planned spending for 2024–25 with actual spending from previous years.

In this section

- [Spending](#)
- [Funding](#)
- [Future-oriented condensed statement of operations](#)
- [Human resources](#)

Spending

Table 4: Actual spending summary for core responsibilities and internal services (dollars)

The following table shows information on spending for each of WAGE's core responsibilities and for its internal services for the previous three fiscal years. Amounts for the current fiscal year are forecasted based on spending to date.

Core responsibilities and internal services	[2021–2022] actual expenditures	[2022–2023] actual expenditures	[2023–2024] forecast spending
Advancing Gender Equality	210,533,326	300,409,253	297,429,066
Subtotal	210,533,326	300,409,253	297,429,066
Internal services	20,120,546	22,699,564	25,750,011
Total	230,653,872	323,108,817	323,179,077

Explanation of table 4

The increase in forecast spending in 2023-24 compared to 2021-22 is primarily attributable to the following time-limited funding:

- Advancing gender equality in Canada (Budget 2019 and Budget 2023)
- Supporting the implementation of the National Action Plan to End Gender-Based Violence and the implementation of the first Federal 2SLGBTQI+ Action Plan (Budget 2022)
- Implementation of the Menstrual Equity Fund pilot (Budget 2022)

Offset by the sunsetting of the following time-limited funding:

- Sustainability of women's and equality-seeking organizations (Budget 2018 funding ended in 2022-23)

- Gender-Based Violence funding to support organizations as part of the initiative to advance towards a National Action Plan to End Gender-Based Violence (Budget 2021 funding ended in 2022-23)

Table 5: Budgetary planning summary for core responsibilities and internal services (dollars)

The following table shows information on spending for each of WAGE’s core responsibilities and for its internal services for the upcoming three fiscal years.

Core responsibilities and internal services	[2024-25] budgetary spending (as indicated in Main Estimates)	[2024-25] planned spending	[2025-26] planned spending	[2026-27] planned spending
Advancing Gender Equality	347,838,890	347,838,890	347,415,448	221,940,269
Subtotal	347,838,890	347,838,890	347,415,448	221,940,269
Internal services	23,621,527	23,621,527	23,381,553	18,104,318
Total	371,460,417	371,460,417	370,797,001	240,044,587

Explanation of table 5

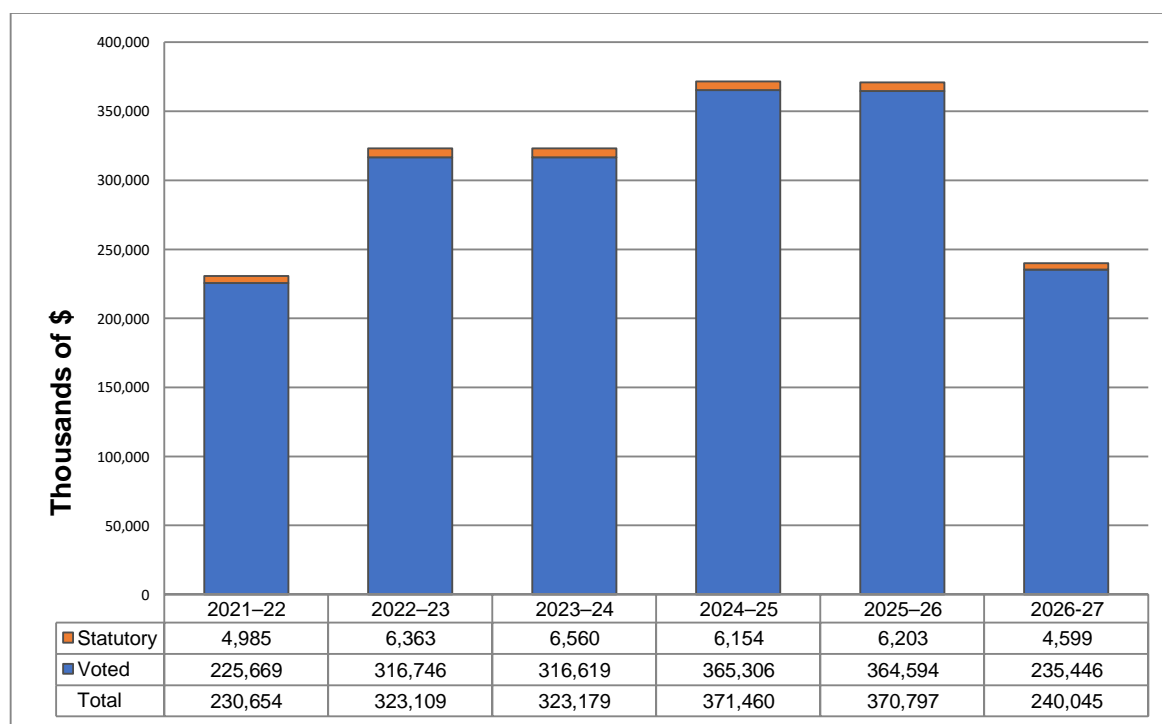
The decrease in planned spending in future years is due to the ending of the following time-limited funding:

- Advancing gender equality in Canada (Budget 2023; funding ends in 2025-26)
- 2SLGBTQI+ Community Capacity Fund as part of the initiative to support the implementation of the first Federal 2SLGBTQI+ Action Plan (Budget 2022; funding ends in 2025-26)
- Advancing towards a National Action Plan to End Gender-Based Violence (Budget 2021; funding ends in 2025-26)

Funding

Figure 1: Departmental spending 2021–22 to 2026–27

The following graph presents planned spending (voted and statutory expenditures) over time.



Text version of graph

In the table below, the numbers value is: thousands of \$.

	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
Statutory	4,985	6,363	6,560	6,154	6,203	4,599
Voted	225,669	316,746	316,619	365,306	364,594	235,446
Total	230,654	323,109	323,179	371,460	370,797	240,045

The change in planned spending over time is largely due to grants and contributions funding. From 2021-22 to 2022-23, WAGE received time-limited funding to support gender-based violence organizations as part of the initiative to advance towards a National Action Plan to End Gender-Based Violence. From 2023-24 to 2025-26, WAGE is receiving time-limited funding to continue supporting the provinces and territories in their efforts to implement the National Action Plan to End Gender-Based Violence. Starting in 2026-27, funding will decrease due to the time-limited nature.

Estimates by vote

Information on WAGE’s organizational appropriations is available in the [2024–25 Main Estimates](#).

Future-oriented condensed statement of operations

The future-oriented condensed statement of operations provides an overview of WAGE’s operations for 2023–24 to 2024–25.

The forecast and planned amounts in this statement of operations were prepared on an accrual basis. The forecast and planned amounts presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

A more detailed future-oriented statement of operations and associated notes, including a reconciliation of the net cost of operations with the requested authorities, are available at [WAGE’s website](#).

Table 6: Future-oriented condensed statement of operations for the year ending March 31, 2025 (dollars)

Financial information	[2023–24] forecast results	[2024–25] planned results	Difference ([2024–25] planned results minus [2023–24] forecast results)
Total expenses	329,450,729	377,375,104	47,924,375
Total revenues	0	0	0
Net cost of operations before government funding and transfers	329,450,729	377,375,104	47,924,375

Explanation of table 6

The expected increase in total expenses is mainly attributable to increases in transfer payments due to additional funding for 2024-25.

Human resources

Table 7: Actual human resources for core responsibilities and internal services

The following table shows a summary of human resources, in full-time equivalents (FTEs), for WAGE’s core responsibilities and for its internal services for the previous three fiscal years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	[2021–22] actual FTEs	[2022–23] actual FTEs	[2023–24] forecasted FTEs
Advancing Gender Equality	240	305	312

Core responsibilities and internal services	[2021–22] actual FTEs	[2022–23] actual FTEs	[2023–24] forecasted FTEs
Subtotal	240	305	312
Internal services	130	147	131
Total	370	452	443

Explanation of table 7

The variance in FTEs is a direct result of the funding allocated to the Department and explained in the previous section.

Table 8: Human resources planning summary for core responsibilities and internal services

The following table shows information on human resources, in full-time equivalents (FTEs), for each of WAGE’s core responsibilities and for its internal services planned for 2024–25 and future years.

Core responsibilities and internal services	[2024–25] planned fulltime equivalents	[2025–26] planned fulltime equivalents	[2026–27] planned fulltime equivalents
Advancing Gender Equality	304	304	193
Subtotal	304	304	193
Internal services	131	131	112
Total	435	435	305

Explanation of table 8

The variance in FTEs is a direct result of the funding allocated to the Department and explained in the previous section.

Corporate information

Organizational profile

Appropriate minister(s): The Honourable Marci Ien

Institutional head: Frances McRae

Ministerial portfolio: Department for Women and Gender Equality

Enabling instrument(s): [Department for Women and Gender Equality Act](#)

Year of incorporation / commencement: 2018

Organizational contact information

Mailing address

Women and Gender Equality Canada

P.O. Box 8907, Station T CSC

Ottawa, ON K1G 3H6

Telephone: Toll Free:1-855-969-9922 and Local: 613-995-7835

TTY: 819-420-6905

Fax: 819-420-6906

Email: General enquiries: WAGE.Communications.FEGC@wage-fegc.gc.ca

Media enquiries: WAGE.Media.FEGC@wage-fegc.gc.ca

Funding Programs: WAGE.NationalRegion-RegionNationale.FEGC@wage-fegc.gc.ca

[WAGE Contact Page](#). You can also use our [online feedback form](#) to contact us.

Website(s): [Women and Gender Equality Canada](#)

Supplementary information tables

The following supplementary information tables are available on [WAGE's website](#):

- [Details on transfer payment programs](#)
- [Gender-based analysis plus](#)
- [Horizontal initiatives](#)

Information on WAGE's departmental sustainable development strategy can be found on [WAGE's website](#).

Federal tax expenditures

WAGE's Departmental Plan does not include information on tax expenditures.

Tax expenditures are the responsibility of the Minister of Finance. The Department of Finance Canada publishes cost estimates and projections for government wide tax expenditures each year in the [Report on Federal Tax Expenditures](#).

This report provides detailed information on tax expenditures, including objectives, historical background and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis plus.

[Expand/collapse sections]

Definitions

2SLGBTQI+

Two spirit people, lesbian, gay, bisexual, transgender, intersex and the “+” is inclusive of people who identify as part of sexual and gender diverse communities, who use additional terminologies. Note: the evolution of language within communities may inform future evolutions of this acronym.

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A document that sets out a department’s priorities, programs, expected results and associated resource requirements, covering a three-year period beginning with the year indicated in the title of the report. Departmental Plans are tabled in Parliament each spring.

departmental result (résultat ministériel)

A change that a department seeks to influence. A departmental result is often outside departments’ immediate control, but it should be influenced by program-level outcomes.

departmental result indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that consists of the department’s core responsibilities, departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department’s actual performance in a fiscal year against its plans, priorities and expected results set out in its Departmental Plan for that year. Departmental Results Reports are usually tabled in Parliament each fall.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives. GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography, language, race, religion, and sexual orientation.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Plan, government-wide priorities are the high-level themes outlining the government’s agenda in the 2021 Speech from the Throne: building a healthier today and tomorrow; growing a more resilient economy; bolder climate action; fighter harder for safer communities; standing up for diversity and inclusion; moving faster on the path to reconciliation and fighting for a secure, just, and equitable world.

horizontal initiative (initiative horizontale)

An initiative in which two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

Indigenous business

As defined on the [Indigenous Services Canada website](#) in accordance with the Government of Canada’s commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses annually.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

plan (plan)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within a department and that focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

An inventory of a department's programs that describes how resources are organized to carry out the department's core responsibilities and achieve its planned results.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead, they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The vote wording becomes the governing conditions under which these expenditures may be made.