Statistics Canada 2023–2024 Departmental Results Report

The Honourable François-Philippe Champagne, P.C., M.P.
Minister of Innovation, Science and Industry

Statistics Canada / Statistique Canada

Canada

Statistics Canada's 2023–24 Departmental results report: At a glance

A departmental results report provides an account of actual accomplishments against plans, priorities and expected results set out in the associated [Departmental Plan](#).

- Statistics Canada's [raison d'être, mandate, role and operating context](#) can be found on its website.
- Information on Statistics Canada's mandate letter commitments is available in the [Minister's mandate letter](#).

Key priorities

Statistics Canada's top priorities for 2023–24 were as follows:

1. Working in collaboration and partnerships

Statistics Canada increased its collaboration with other government departments at all levels, private organizations, non-government organizations, academia and civil society so that more data could be integrated from various sources for users to have more of the information they need. The agency coordinated new opportunities for collaborating on open and safe data sharing, expertise, and best practices with these groups.

For instance, over the past year, the agency encouraged an increase in data sharing with municipal, provincial and territorial partners to inform housing among other programs. It also expanded access to energy data through the [Canadian Centre for Energy Information](#). In addition, the agency partnered with the Canadian Chamber of Commerce to provide real-time business data via the Business Data Lab and collaborated with Canadian Heritage on analytical products about official languages and education. Finally, the agency launched the Canadian Internal Trade Data and Information Hub to help the trading community make better informed decisions.

2. Delivering user-centric products and services

By emphasizing a user-centric approach, Statistics Canada aimed to ensure that users from different sectors could access the data they require—whenever they need them and in their preferred format—while also providing users with the tools and knowledge to make informed decisions. Additionally, the agency delivered critical data through surveys and frameworks, supporting decision making for economic and social recovery in the aftermath of the COVID-19 pandemic.

The agency prepared for the 2026 Census to ensure the collection of high-quality, relevant data through the 2024 Census Test, which evaluated new and modified questions through consultations. It also assessed new collection procedures and tools. The agency streamlined processes, with the objective of reducing the burden on respondents by making better use of existing administrative data.

Statistics Canada also launched the Food Price Data Hub, providing consumers with insights into food pricing dynamics; worked with the Federation of Canadian Municipalities to improve municipal-level data and access; introduced new dashboards on diversity and quality of life; developed remote data access via the Virtual Data Lab for academics and policy makers; released new analytical products on gender equality; and updated gender, diversity and inclusion standards.

3. Using leading-edge methods

The agency played a leadership role in Canada's statistical community and in a data-driven world, it expanded on its methods by innovating processes and leveraging technology. Statistics Canada responded to the demand for rapid access to integrated data and insights, ensuring that Canadians have the necessary information to make decisions on complex emerging issues.

For example, the agency leveraged artificial intelligence (AI) and big data technologies to participate in international data science initiatives. It developed AI applications such as a chat tool prototype, produced a computer model to illustrate individual transitions through the criminal justice system, and used microsimulation modelling for immigration targets and population projections of the Indian Register Population.

4. Having a modern workforce and workplace

As the world evolved, Statistics Canada adapted its workforce to transition to the Government of Canada's hybrid work model. In addition, the agency modernized its office spaces and refined its strategies for hiring, development and retention to promote diversity and inclusion among its workforce. The agency also launched a mentorship program focusing on employment equity groups, highlighted corporate achievements in its 2023 accessibility plan progress report, and developed an interactive tool presenting key workforce insights such as workforce representation and promotion rates.

5. Building numeracy and data literacy skills

In 2023–24, the agency continued to be a national data literacy leader through its three key data strategy initiatives: data literacy and training, a data stewardship engagement strategy, and a data science community of practice. Statistics Canada remains committed to fostering a whole-of-government, integrated approach to collecting, sharing, analyzing and using data. It applied a proactive and coordinated approach to drive the use of data as a strategic asset at all levels of government.

Specifically, the agency developed new online self-paced learning courses for a broad audience, including capacity-building courses for Indigenous communities; provided national leadership in AI data governance and standardization; and played a key role in organizing and supporting international statistical conferences and initiatives.

Highlights

In 2023–24, total actual spending (including internal services) for Statistics Canada was $740,709,004 and total full-time equivalent staff (including internal services) was 6,910. For complete information on Statistics Canada's total spending and human resources, please refer to the Spending and human resources section of the full report.

The following provides a summary of the department's achievements in 2023–24 according to its approved Departmental Results Framework. A Departmental Results Framework consists of a department's core responsibilities, the results it plans to achieve and the performance indicators that measure progress toward these results.

Core responsibility: Statistical Information

Actual spending (net of respendable revenue): $651,946,526

Actual human resources: 6,291

Departmental results achieved

- High-quality statistical information is available to Canadians.

- High-quality statistical information is accessed by Canadians.

- High-quality statistical information is relevant to Canadians.

More information about statistical information can be found in the Results – what we achieved section of the full departmental results report.

Statistics Canada's 2023-24 Departmental results report

On this page:

From the Minister

It is my pleasure to present the 2023–24 Departmental Results Report for Statistics Canada.

Throughout the past year, the Innovation, Science and Economic Development (ISED) Portfolio worked closely with other government departments and agencies to build a more resilient, sustainable, and inclusive economy that benefits all Canadians.

Statistics Canada was crucial in supporting the Government of Canada's commitment to evidence-based decision-making by providing accurate, reliable, and timely data that inform policy and decisions to support the well-being of Canadians.

Statistics Canada provides essential data for analyzing the social and economic evolution of our country. This information includes key economic indicators like Gross Domestic Product, Consumer Price Index, international trade, agriculture, manufacturing, and energy. Social survey data on health, labor, justice, community safety, demography, and education are also provided to support policy development. The continued dissemination of Statistics Canada's key data helps determine over $94.6 billion in major transfer payments, including the Canada Health Transfer and Equalization payments.

The Honourable François-Philippe Champagne
Minister of Innovation, Science and Industry

In 2023-24, Statistics Canada expanded its data collection methods, enhanced its analytical capabilities, and enabled more comprehensive insights into the nation's economic, social, and environmental landscapes. The agency introduced new data tools and products that provide a deeper understanding of our country and greater accessibility to data and insights for policymakers, researchers, and the public. Examples of these data tools include the launch of the Canadian Internal Trade Data and Information Hub, the Business Data Lab, and the Food Price Data Hub. These tools, enabled by enhanced data collection and analysis, allowed the agency to respond to a growing need for critical, high-quality data. As a result, a more nuanced understanding of the diverse experiences of Canadians was made possible, especially as the country continues to adapt after the pandemic.

Statistics Canada continues to lead in data stewardship and literacy by using and promoting sound statistical standards and frameworks nationally among partner organizations and within the global data community by participating in countless international initiatives to share best practices and innovations in data collection and analysis.

I invite you to read this report to learn more about how the ISED Portfolio is working together with Canadians of all backgrounds and in all regions—urban and rural—to position Canada as a leader in the global economy.

The Honourable François-Philippe Champagne
Minister of Innovation, Science and Industry

From the Chief Statistician

I am delighted to share Statistics Canada's achievements for the 2023–24 fiscal year in this Departmental Results Report.

The agency provides essential, trustworthy statistical information to support informed decision-making in both public and private sectors, which is crucial for a democratic society. It creates a comprehensive statistical profile of Canada through a five-year census and approximately 450 other active surveys covering various aspects of Canadian life, including the economy, environment, and society. These statistics are used by academics, policymakers, and decision-makers to guide fiscal and monetary policies, understand economic and environmental interactions, and analyze societal issues such as health, labour, justice, and education. The agency also promotes international statistical standards and collaborates with various governmental bodies to uphold these standards.

André Loranger
Chief Statistician of Canada

As the country continued to navigate economic and social changes, Statistics Canada remained committed to delivering high-quality, data-driven insights to support informed decision making. The agency's data supported the allocation of over $94.6 billion in federal transfers to the provinces, and focused on priorities and initiatives that benefit Canadians. This past year, the agency continued to publish more data and insights from its 2021 Census to build an even more comprehensive portrait of Canada and its population. In anticipation of the 2026 Census, the agency conducted interviews with the public and stakeholders to gather feedback to update and improve the census questionnaires. In addition, the agency launched an improved census website to test recruitment efforts and collection procedures. The road to the 2026 Census was published to provide Canadians with information about the complex and multifaceted 2026 Census preparations in a transparent way.

The agency released data visualization tools on macroeconomics insights and the gross domestic product, which were more easily understood and reached more Canadians, and published new datasets from the Labour Force Survey on the ongoing state of the Canadian labour market. More precise tools and techniques were also used to reflect the diverse reality for important topics, such as income. For rising food prices, the agency offered quicker access to more detailed insights on food pricing dynamics and the Consumer Price Index, which enabled a deeper understanding of food affordability and stability. In response to housing shortages in Canada, Statistics Canada collaborated with the Canadian Home Builders' Association to increase data availability to provide better market insights and support a more stable housing market. The agency also expanded existing datasets and published new ones, created new analytical products, and released a series of data tables related to addressing systemic inequalities to foster a more inclusive Canada.

Statistics Canada innovated in its methods and processes and collaborated more with private and public stakeholders. This approach allowed for more comprehensive energy data, real-time business and employer data, municipal data related to diversity and quality of life, and data on official languages and education. To advance digital transformation, the agency adopted generative artificial intelligence technologies to process and protect data, create a prototype chat tool, and developed modelling tools for health programs to help advance new screening guidelines and programs. Statistics Canada also provided

remote access to data for academics and policy makers, and overall implemented a more robust data handling framework for public privacy. The agency continued to enhance its data stewardship role and expanded its methods to foster greater statistical capacity and data literacy government-wide and internationally. In addition, the agency focused on delivering more accessible products and services and used a modernized publishing model to share articles more promptly in more formats to meet the diverse needs of Canadians.

As Canada continues to face complex challenges—record population growth, climate change, economic shifts and calls for social change—Statistics Canada remains dedicated to providing high-quality, reliable data-driven insights that inform and serve the population. The agency's commitment to safeguarding privacy and confidentiality also remains paramount, as reflected in Statistics Canada's Trust Centre.

I extend my sincere thanks to the Canadian Statistics Advisory Council for its annual report and ongoing advice, which continues to help the agency strengthen the national statistical system to shape a better future in Canada. I also thank the many groups, partnerships and advisory committees that have driven the agency's work forward. The work we do together will continue to guide us toward a more resilient, sustainable and inclusive future for Canada's population.

I would like to acknowledge the important contribution of Mr. Anil Arora, our former chief statistician. His leadership guided the agency through its modernization journey and contributed to its many achievements.

André Loranger
Chief Statistician of Canada

Results – what we achieved

Core responsibilities and internal services

- Core responsibility: Statistical Information
- Internal services

Core responsibility: Statistical Information

In this section

- Description
- Progress on results
- Key risks
- Resources required to achieve results
- Related government-wide priorities
- Program inventory

Description

Statistics Canada's core responsibility is to produce objective, high-quality statistical information for the whole of Canada. The statistical information produced relates to the commercial, industrial, financial, social, economic, environmental and general activities and conditions of the people of Canada.

Progress on results

This section presents details on how the department performed to achieve results and meet targets for statistical information. Details are presented by departmental result.

Table 1: Targets and results for statistical information.
Table 1 provides a summary of the target and actual results for each indicator associated with the results under statistical information.

Table 1.1 High-quality statistical information is available to Canadians

Departmental Result Indicators	Target	Date to achieve target	Actual Results
Number of post-release corrections due to accuracy for mission critical programs	0	March 31, 2024	2021–22: 7 2022–23: 11 2023–24: 4 (1)
Percentage of international standards with which Statistics Canada conforms	90%	March 31, 2024	2021–22: 88% 2022–23: 98% 2023–24: 99% (2)
Number of statistical products available on the website	48,000	March 31, 2024	2021–22: 43,184 2022–23: 46,318 2023–24: 49,084

Departmental Result Indicators	Target	Date to achieve target	Actual Results
Number of Statistics Canada data tables available on the Open Data Portal	8,790	March 31, 2024	2021–22: 8,088 2022–23: 8,884 2023–24: 9,373 (3)

1. The 2023–24 result is not fully comparable to previous years because new programs were added to the calculation. Despite the addition of these programs, the number of corrections declined because of a focused improvement plan.
2. This indicator continued its upward climb as two of the three remaining standards to conform with were implemented.
3. The increase in this result reflects some additional census dissemination cluster release tables.

Table 1.2 High-quality statistical information is accessed by Canadians

Departmental Result Indicators	Target	Date to achieve target	Actual Results
Number of visits to Statistics Canada website	22,500,000	March 31, 2024	2021–22: 45,972,326 (4) 2022–23: 31,283,576 2023–24: 31,979,082 (5)
Number of hits on Statistics Canada's Application Programming Interface (API)	6,001,400	March 31, 2024	2021–22: 5,950,252 2022–23: 10,073,000 2023–24: 16,136,428 (6)
Percentage of website visitors that found what they were looking for	78%	March 31, 2024	2021–22: Not available 2022–23: 75% 2023–24: 76% (7)
Number of interactions on social media	500,000	March 31, 2024	2021–22: 13,174,481 (8) 2022–23: 1,012,981 2023–24: 1,048,983 (9)

4. In early 2021, the agency experienced higher-than-expected interest in the 2021 Census awareness and recruitment campaigns. This resulted in an increase in the number of visits to the website and interactions on social media.
5. The increase in the result may be attributed to a number of factors, including, but not limited to, Canadians closely monitoring social and economic data affecting their daily lives and increased communications and engagement from Statistics Canada.
6. The significant increase in this result far exceeds the agency's expectation of how the data are being accessed.

7. The slight increase in this result is trending in the right direction.
8. In February 2022, the agency published its first 2021 Census of Population release, which was much anticipated by the Canadian population. There was higher-than-anticipated interest from the public, resulting in a significantly higher number of visits to the website, interactions on social media and media citations.
9. The increase in this result reflects the implementation of new communication strategies aimed at increasing the number of organic social media interactions.

Table 1.3 High-quality statistical information is relevant to Canadians

Departmental Result Indicators	Target	Date to achieve target	Actual Results
Number of media citations on Statistics Canada data	82,000	March 31, 2024	2021–22: 139,078 2022–23: 213,229 2023–24: 189,655 (10)
Number of journal citations	38,000	March 31, 2024	2021–22: 40,248 2022–23: 44,271 2023–24: 44,042 (11)
Percentage of users satisfied with statistical information	80%	March 31, 2024	2021–22: N/A 2022–23: N/A 2023–24: 88% (12)

10. Several hot topics, such as population growth, immigration, housing and inflation, were covered extensively in 2023–24. This drove higher-than-anticipated media coverage and interest from the public.
11. While consistently stable year over year because of a ceiling effect, citations remained more than 5% above the target.
12. The 2023–24 result represents a new data source and collection method. "N/A" is used to indicate that the result from this year cannot be compared with those from previous years.

Additional information on the detailed results and performance information for the Statistics Canada's program inventory is available on GC InfoBase.

Statistics Canada—Canada's national statistical agency

Access to trusted statistical information is an essential foundation of democratic societies, both to support evidence-based decision making in the public and private sectors and to inform debate on public policy issues. Particularly in today's fast-paced environment, accurate statistical information is essential to help Canadians better understand their country.

As the national statistical office—legislated by the *Statistics Act* and *Constitution Act*—Statistics Canada has a broad mandate to provide unbiased and accurate statistical information and analysis on every aspect of the country and its communities, including its economy, environment and society.

The key roles of Statistics Canada are to provide **statistical information and analysis** about Canada and Canadians and promote sound **statistical standards and practices**.

1. **Statistical information and analysis**

To support its mandate and vision, Statistics Canada conducts a census every five years and has approximately 450 active surveys and statistical programs on virtually all aspects of Canadian life, including the economy, society and the environment.

Economy

Economic statistics provided by Statistics Canada are the primary source of information for developing the country's fiscal and monetary policy and for studying the economic evolution of Canadian industries and regions. This information includes a broad range of official statistics on major economic indicators, including gross domestic product (GDP), the Consumer Price Index (CPI), international trade, agriculture, manufacturing and energy. These indicators support evidence-based decision making in the administration of public policy and fiscal and monetary policy.

Data and indicators from these programs have a direct impact on the valuation of the Canadian dollar, national and provincial credit ratings, investment decisions, inflation, and interest rates, to name a few. Other important uses of the data are outlined below:

- The CPI is used not only to monitor inflation but also as a key input for indexing income security programs and for contract escalation. The CPI is essential to the income security of about 6.6 million Canadians, as it is used for cost-of-living adjustments in programs such as Old Age Security and the Canada Pension Plan.
- Quarterly GDP is the key indicator of economic performance for the country. It is at the center of macroeconomic analysis and is critical to creating monetary and fiscal policy. Other important uses include determining Canada's financial commitment to international agencies and identifying business cycles in Canada.

Society

Statistics Canada collects, analyzes and releases a wide range of statistics and analysis on health, the labour market, justice and community safety, demography, and education, used by academics, policy makers and decision makers to help inform their work and understand the society Canadians live in.

Statistics Canada's largest data collection exercise, the Census of Population, provides statistical information ranging from the general demographic, social and economic conditions of the population to the socio-economic conditions and well-being of specific populations such as First Nations people, Métis and Inuit.

It provides governments with accurate population counts that are used to

- determine—along with economic statistics such as the Provincial and Territorial Economic Accounts—over $94.6 billion in major transfer payments, such as the Canada Health Transfer, the Canada Social Transfer, the Health Reform Transfer, and Equalization and Territorial Formula Financing
- establish federal electoral districts—and, therefore, representation in the House of Commons
- assist community planning, such as developing services that support employment, education and health care.

Data are collected through many social surveys, including the General Social Survey, Canadian Survey on Disability, Canadian Health Measures Survey, Canadian Housing Survey, Canadian Community Health Survey, Survey of Household Spending (SHS) and Labour Force Survey (LFS). The LFS, whose monthly employment numbers are well known by Canadians, is used to administer the national employment insurance program.

Social data are also integrated with other datasets, including economic-related datasets to develop or support social and economic policies and programs. For instance, SHS data are used as inputs to calculate GDP and basket weights for the CPI.

Environment

Statistics Canada produces statistics and analysis to better understand the interactions between human activities—including economic activity—and the environment. Specifically, the Census of Environment provides information on the complex relationship between ecosystems and the economy, society and human well-being in one easily accessible location.

Data from numerous surveys, such as the Households and the Environment Survey, Environmental Protection Expenditures Survey, Industrial Water Use Survey, Waste Management Survey, and Industrial Consumption of Energy Survey, as well as administrative data, including satellite data, are used to inform policy on a wide range of environmental goals and issues, including the following:

- measuring the economic contribution of the environmental and clean technology sector, environmental taxes, and business expenditures
- creating environmental statistics, such as the Environmental and Clean Technology Products Economic Account and Physical flow account for plastic material, to support the Federal Sustainable Development Strategy (FSDS)

- supporting the [Canadian Environmental Sustainability Indicators](); the [Convention on Biological Diversity](); and the [World Health Organization / UNICEF Joint Monitoring Programme for Water Supply, Sanitation and Hygiene]()
- supporting the Report on Energy Supply and Demand in Canada, an integrated set of energy balances at the national and provincial and territorial levels; this is the main data source used by Environment and Climate Change Canada to produce the National Inventory Report, which includes Canada's official greenhouse gas estimates reported to the United Nations (UN) Framework Convention on Climate Change.

2. Statistical standards and practices

Statistics Canada promotes sound **statistical standards and practices** by
- leading the development and use of internationally agreed-upon [common concepts and classifications]() to provide better-quality data
- working with the provinces and territories and other federal departments to promote the quality and coherence of Canada's statistics through collaboration
- reducing burden on respondents through greater use of administrative data and data sharing agreements
- improving statistical methods and systems through collaborative, joint research studies and projects.

Standards, classifications and frameworks are integral elements in producing official and highly credible statistics. Statistics Canada is a global leader in their development—including all aspects of [data stewardship](). The agency aligns with international standards to ensure that its practices are globally recognized, facilitating international comparisons and collaborations while meeting the high expectations of users for credible and timely data.

As a world-leading national statistical office, Statistics Canada continues to provide international leadership in various statistical domains and has made significant contributions to developing international standards and statistical classifications that enable the production of comparable international statistics for the public good. For example, Statistics Canada chairs the UN task team on the revision of the International Standard Industrial Classification (ISIC) to ensure that it remains relevant for new economic activities. This international leadership and expertise are crucial nationally, e.g., to support the implementation of the Data Strategy for the Federal Public Service, which aligns with the agency's work to ensure a user-centric, effective, and coordinated national statistical system.

In 2023–24, Statistics Canada continued to provide critical high-quality data and insights to inform evidence-based decisions for the benefit of Canada's population. The agency progressed on its modernization journey, which, as outlined in the agency's departmental plan, has been guided by the following five key principles:

- working in collaboration and leveraging partnerships

- delivering user-centric products and services

- using leading-edge methods

- having a modern workforce and workplace

- building numeracy and data literacy skills.

Working in collaboration and leveraging partnerships

Statistics Canada continued to collaborate with public and private partners on new methods for collecting and sharing high-quality data and insights, while protecting the privacy and trust of Canadians. The agency collaborated with several new and existing partners to be more responsive to emerging user needs. These collaborations are demonstrated through the following themes and initiatives:

1. economic statistics
2. social statistics
3. information about the environment.

1. Economic statistics

Economic statistics provided by Statistics Canada are the primary source of information for developing the country's fiscal and monetary policies and for studying the economic evolution of Canadian industries and regions.

Statistics Canada continually strives to expand the reach of its statistical programs, leveraging partnerships to do this. For example, the Business Data Lab (BDL), a new housing prices program, and two new food price and internal trade data hubs, have helped users better understand businesses and the economy. This provided Canadian businesses, researchers, and policy makers with critical insights to support informed decision making.

- For instance, the **BDL**, in partnership with the Canadian Chamber of Commerce, provides future-focused, real-time data and insights for all company sizes, sectors and regions. It brings together data from a variety of sources into a centralized hub to track evolving market conditions. In 2023–24, the BDL released a comprehensive analysis of weekly consumer spending data, providing data on more cities—employers in 153 Canadian cities now have real-time access to monitor workplace mobility patterns, even in remote communities such as Iqaluit. Additionally, the agency released

timely business size data for all Canadian cities, as well as industry cluster maps, for the first time, for selected census metropolitan areas, through the BDL.

- To support the Canada Mortgage and Housing Corporation, Statistics Canada expanded its **new housing prices program** in response to new demands resulting from the housing shortage in Canada. In 2023–24, Statistics Canada launched a new outreach initiative targeting Canadian builders to enhance this program. The agency collaborated with the Canadian Home Builders' Association to encourage data sharing from builders and significantly expanded survey samples. The increased data will lead to better market insights related to economic indicators, affordability analysis, investment decisions and market transparency. In turn, these will provide policy makers with accurate, timely and comprehensive information to support evidence-based policies that benefit all Canadians and promote a more stable housing market.

- Statistics Canada partnered with Innovation, Science and Economic Development Canada and Agriculture and Agri-Food Canada to make timely data on food prices available to consumers in one central and easy-to-access location. The Food Price Data Hub provides Canadians with detailed information on food prices, empowering them to make decisions about their purchases. The hub is regularly updated to show the latest trends in food inflation, along with the average prices of selected staple food products and the Average Retail Food Prices Data Visualization Tool. The hub also provides insights into year-over-year changes in the prices of goods and services along the food supply chain—from farm to fork—including the price of agricultural products sold by farms, transportation costs like those for diesel fuel and retail markups at grocery stores.

- In 2023–24, the Privy Council Office and Statistics Canada partnered to provide accessible data on internal trade to Canadians. This collaboration led to the launch of the new Canadian Internal Trade Data and Information Hub, which helps businesses and policy makers make informed decisions and facilitates research and analysis on internal trade trends and issues in Canada.

Gross domestic product engagement spotlight

To ensure insights are easily understood and reach more Canadians, Statistics Canada developed several new data visualization tools to help Canadians analyze information on macroeconomics, more specifically gross domestic product (GDP). These include

- the National Culture Indicators: Interactive tool—a dashboard that provides access to current and historical quarterly data on culture and sport GDP, output and jobs, enabling users to compare data on culture and sport in Canada, by domain and subdomain, and paint a clearer picture of the production of goods and services in these industries
- the satellite account of the Quarterly Non-Profit Institutions Economic Account: Interactive tool—a comprehensive snapshot of the non-profit sector that features key statistics on GDP, income, outlays and employment, facilitating access to numerous datasets highlighting the latest results and offering a time-series overview of non-profit institutions by sector and activity
- the Annual Non-Profit Institutions Human Resource Module: Interactive tool—a tool that offers detailed statistics by characteristic category or demographic, providing easy access to a wide range of datasets in the human resources module, highlighting the latest results with a time-series overview of non-profit institutions by demographic and sector for earnings, type of employment and number of jobs.

2. **Social statistics**

Statistics Canada collects, analyzes, and releases a wide range of statistics and analysis on health, crime, justice, labour, community safety, demography, and education—used by academics, policy makers and decisions makers to help them make informed decisions and understand the society within which Canadians live.

- The Pan-Canadian Health Data Strategy, transformed into the **Working Together to Improve Health Care for Canadians Plan** in February 2023, introduced a new set of shared health priorities for federal, provincial and territorial (FPT) governments. In 2023–24, Statistics Canada contributed to these priorities by developing new health data and indicators, creating an interoperability roadmap, developing the new Survey on the Use of Digital Technologies by Health Care Providers, and providing expertise in statistical and data standards. The agency's contributions to the plan will inform the work of FPT governments by guiding decision making to improve the health care system, while adapting to the changing needs of Canadians.

- To identify data gaps and essential needs for developing programs focused on **missing persons**, in 2023–24, Statistics Canada conducted information and engagement sessions, as well as

surveys, with federal and provincial stakeholders, national Indigenous organizations, and most police services across Canada. The results from the engagement sessions and questionnaires are being used to develop more targeted questions to identify further data needs and gaps for the next phase of engagement sessions. This project will provide the agency with insights into current police processes and existing data, a crucial step in developing missing persons data standards in the future.

- In 2023–24, Statistics Canada, in collaboration with Public Safety Canada, published an analytical article on reconviction rates that used linked data from the Canadian Correctional Services Survey, Integrated Criminal Court Survey and Canadian Vital Statistics – Death database. Reconvictions consist of one potential pathway that may be contributing to the overrepresentation of certain groups within the criminal justice system; therefore, reconviction rates are also disaggregated by Indigenous identity and for Black people and other racialized groups.

   This research is part of the Pan-Canadian Recontact Project, which is an initiative to produce and analyze linked criminal justice and socio-economic data to better understand the social and economic circumstances of those who come into contact with the criminal justice system, as well as pathways through the system. A key goal of this project is to examine the overrepresentation of Indigenous people and of Black people and other racialized groups throughout the system to inform policies and programs aiming to address this overrepresentation.

- The agency initiated a pilot study in 2023–24 on **firearms tracing**, using information from consultations with law enforcement and firearms tracing agencies to evaluate firearms tracing data. This study will assist in measuring and monitoring the movement of firearms in Canada, including illicit firearms, which will inform policies and programs aimed at mitigating this issue.

- In 2023–24, Statistics Canada collaborated with Canadian Heritage to enhance data on [eligibility for instruction in the minority official language](#) under the new Action Plan for Official Languages 2023–2028. This collaboration resulted in the release of several high-quality analytical products covering bilingualism, knowledge of official languages and children eligible for instruction in the minority official language. These provide vital evidence for programs and policies related to official languages in Canada and support educational service planning in minority official languages across the country.

3. Information about the environment

Throughout 2023–24, the **Canadian Centre for Energy Information** and **Census of Environment** continued to collaborate extensively with their stakeholders and partners to meet the growing demand for comprehensive energy and environmental data and expert analysis. By integrating and sharing these data in a more centralized manner, the agency improved the accessibility of energy and environmental information for Canadians and painted a relevant and full picture.

Canadian Centre for Energy Information

- Statistics Canada, along with Natural Resources Canada, Environment and Climate Change Canada, and the Canada Energy Regulator, continued to build on the **Canadian Centre for Energy Information (CCEI)**. The agency expanded access to energy information and supported new features and enhancements to the CCEI portal, including
    - adding more than 150 energy information products in 2023–24 from different sources
    - developing the new open-source Stat Data Explorer, which allows users to find, visualize and share data
    - creating new coal, uranium and nuclear topic pages
    - releasing 10 energy-related articles in StatsCAN Plus
    - creating a new downloader tool to allow frequent access to all publicly available, high-frequency electricity data.

Census of Environment

Image 1: Census of Environment banner

- The **Census of Environment** program links ecosystem data with socio-economic information to analyze the connections between ecosystems, the economy and human well-being. Through partnerships with other Government of Canada departments, such as Environment and Climate Change Canada, as well as other countries, Statistics Canada supports many national and international initiatives. Nationally, these initiatives include the Domestic Biodiversity Monitoring Framework, the 2030 Nature Strategy and the 2030 National Biodiversity Strategy. International activities include the Kunming-Montreal Global Biodiversity Framework and the System of Environmental Economic Accounting.

- The Census of Environment program delivered many new and updated products in 2023–24, including a new Census of Environment portal and thematic mapping tool, increasing the accessibility of data and insights. All Census of Environment products are now available through this portal, including data tables, geospatial files, infographics, technical frameworks and methodology documentation. Topics covered by these data products include renewable water resources by ecological and hydrological area, saltmarsh ecosystem condition and services, agroecosystem extent and condition, urban ecosystem extent and condition, and ocean and coastal ecosystem extent. Additional socio-economic data linkages include population by ecological and hydrological area and by distance from the coast and elevation, and information on communities that are highly reliant on fisheries, forestry and agriculture.

- The Census of Environment's ecosystem accounting work will support reporting under the Domestic Biodiversity Monitoring Framework. Additionally, new settled area geospatial boundaries were integrated in new products to report land use change as part of Environment and Climate Change Canada's work on the National Inventory Report.

Delivering user-centric products and services

To ensure Canadians receive the products and services they need—in formats that are accessible and engaging—Statistics Canada continued to enhance its communication strategies and engagement approach, while fostering collaboration with stakeholders across different sectors. These initiatives were focused on the following themes:

1. engaging with Canadians
2. measuring post-pandemic changes
3. ensuring the privacy of Canadians in an increasingly digital world
4. responding to the emerging data needs of Canadians
5. improving data access.

1. Engaging with Canadians

In 2023–24, Statistics Canada continued to make progress on initiatives aimed at engaging Canadians by modernizing its processes for transparency and meaningful engagement. In this way, Statistics Canada can provide the data that Canadians need, when they want them and how they want them.

- In 2023–24, Statistics Canada advanced its Connecting with Canadians: Publishing Strategy, adapting the agency's publishing model to meet the changing needs and behaviours of Canadians and expand its overall reach. For example, shorter, more user-friendly stories that focused on visuals, graphics and appealing layouts were created to tell data stories that resonate with more Canadians.

Engaging Canadians, by the numbers

In 2023–24 Statistics Canada

- engaged traditional media, generating:
    - 194,629 citations
    - 381 interviews
    - 110 media lockups
- increased its social media presence, adding up to:
    - 747,000 total followers
    - 29.7 million views
    - 1 million engagements
    - 25,462 podcast downloads
- consulted and communicated with Canadians, stakeholders and policy makers, completing:
    - 1,687 data requests
    - 18 consultative engagement projects, involving thousands of individuals
    - 16 Federal-Provincial-Territorial Consultative Council meetings
    - 114 stakeholder email campaigns, reaching over 21,000 people
- hosted 244 events, including:
    - 83 webinars
    - 40 workshops

Image 2: Eh Sayers identifier

Eh Sayers podcast

2. Measuring post-pandemic changes

As Canadians adjusted to the post-pandemic era, informed decision making proved to be essential for navigating the transition effectively. Statistics Canada has been instrumental in guiding the recovery process toward a resilient future.

- Data from Statistics Canada surveys and publications were used to support several indicator frameworks and provide analytical insights related to post-pandemic societal changes. These include the following:
    - Insights on Canadian Society, one of Statistics Canada's key publications during the 2023–24 period, provided valuable insights into Canadian society, including on labour, income, education, social and demographic issues that affect the lives of Canadians.
    - The Time Use Survey examined post-pandemic changes in telework and unpaid work, offering insights into how Canadians use their time. Statistics Canada also engaged in international working groups, held information sessions and released the report Canada's Care Economy: A Conceptual Framework, showcasing the survey as a key source of data on unpaid care.
    - The Survey on Giving, Volunteering and Participating started its data collection in September 2023. This survey highlights the significant contributions of Canadians to the

voluntary sector, showcasing its importance in the Canadian economy and its role in social services provision.

- o The Survey on Family Transitions completed its content development and prepared for data collection. This survey tracks social trends and family well-being throughout 2023–24, offering insights crucial for policy development aimed at improving the well-being of children and families in Canada.
- o The Canadian Survey on Business Conditions consistently produced quarterly results, offering timely indicators of the business environment and the impacts of labour challenges, rising costs and supply chain pressures.

To support the measurement of critical post-pandemic changes, Statistics Canada also improved several databases, including the following:

- As Statistics Canada provides a comprehensive statistical overview of all key COVID-19 business support measures, additional data sources were acquired in 2023–24 to complete the picture from 2020 to 2022, including information from the Highly Affected Sectors Credit Availability Program and the Canada Emergency Business Account. This dataset highlights government borrowing and expenditures during the pandemic and serves as a resource of economic history for researchers, policy makers and Canadians to understand the impact of past programs on economic activity and support future research.

- In response to the growing demand for detailed economic data for regional and rural development following the pandemic, Statistics Canada developed Rural Canada Business Profiles, a database that provides financial information for small and medium-sized businesses in Canada, and the Rural Canada Non-Profits database. The database published on the Rural Canada Statistics portal serves as a focal point for many stakeholders, including the Centre for Rural Economic Development, which use it to inform policy decisions concerning rural and remote areas. These data offer valuable insights into rural demographics, economic trends and various developmental aspects. They are also accessible to stakeholders for evidence-based advocacy, analysis and policy development in rural and remote areas.

These data and findings painted a fuller picture of the new environment Canadians were adapting to and provided greater insights for plans and decisions that would impact Canadians.

3. Ensuring the privacy of Canadians in an increasingly digital world

In 2023–24, Statistics Canada reinforced its commitment to privacy and confidentiality protection by continuing to implement the Privacy Management Program and developing robust data-handling frameworks. Partnering with the Treasury Board Secretariat (TBS), the agency created a de-identification framework to help government departments better standardize the concept. In addition, privacy impact assessments have been created and made accessible on Statistics Canada's Trust Centre. These initiatives underscore the agency's dedication to privacy principles and data ethics, both of which are crucial for maintaining public trust.

4. Responding to the emerging data needs of Canadians

Through its extensive engagement activities, Statistics Canada is continuously gaining insights into the emerging data and information needs of Canadians and strives to respond to those gaps. Examples include subject matter themes such as population, agriculture, health and gender—as well as scale of the data, including municipal-level data and disaggregated data.

Census of Population and Census of Agriculture

Statistics Canada is required by law to conduct the Census of Population and Census of Agriculture every five years—to paint a statistical portrait of Canada and Canadians on one specific day. The Census of Population is designed to provide information about people and housing units in Canada and their demographic, social and economic characteristics. Meanwhile, the Census of Agriculture provides a comprehensive and integrated profile of the physical, economic, social and environmental aspects of Canada's agriculture industry.

- For the 2021 Census cycle, seven major data releases were published with over 26 billion data points, offering a comprehensive socio-economic portrait of Canada's population. New for the 2021 Census of Population was this year's release of the Special Interest Profile, which allows users to access a large amount of information on many census variables, at low levels of geography.

- For the 2021 Census of Agriculture, Statistics Canada continued to address the need for more detailed information on the farm population. The agency published 7 analytical articles, 14 data tables, 3 infographics and 1 data quality report in 2023–24. The data tables were based on the linkage of Census of Agriculture data with Census of Population data.

Image 3 : Census of Population identifier

- Other analyses based on this linkage included an overall analysis of the farm population's socio-economic profile, as well as in-depth studies of the farm population's diversity and the gender pay gap among farm operators. The agency also released in-depth analysis of the Indigenous farm population, providing more granular data on the Indigenous population and households for various geographic areas.

- Recognizing the need to address known gaps in Indigenous data, the agency also conducted the new Survey Series on First Nations People, Métis and Inuit, providing Indigenous communities, leaders and organizations with high-quality data to help make evidence-based decisions.

Preparations for the 2024 Census Test and 2026 Census

- To prepare for both censuses, Statistics Canada conducts a test to evaluate new and modified questions, as well as to test all collection procedures and tools. For instance, the agency is experimenting with ways to reduce the time Canadians spend completing the questionnaire by

using chatbots or live chats, streamlining access codes, and expanding the use of administrative data.

- o The agency engaged broadly with the public and stakeholders to gather feedback to update and improve the census questionnaires—over 90 cognitive interviews were conducted to ensure the census meets the needs of Canadians.
- o In November 2023, the agency introduced The road to the 2026 Census to educate the public about the complex, multifaceted 2026 Census preparations in a transparent manner. Then, in January 2024, the agency launched improved census websites to support test recruitment and collection.
- Following the 2024 Census Test in 2024–25, Statistics Canada will evaluate all results and make recommendations to the federal government to ensure relevant and high-quality questions are being used.

Health-related statistics

In 2023–24, Statistics Canada's health initiatives had significant impacts across several sectors. They helped inform decision making and policy development at both the national and provincial levels to improve access to high-quality health care. Key initiatives included

- collecting the Canadian Health Survey on Children and Youth, which addresses existing data gaps for children and youth health policies
- collaborating with University of Ottawa researchers in a project that influenced screening age recommendations in Alberta and Ontario prompted a national review of breast cancer screening strategies in Canada
- conducting an engagement exercise with diverse data users for the Canadian Sexual and Reproductive Health Survey, aimed at addressing data gaps in sexual and reproductive health
- supporting the development of a national long-term dental care program for low-income Canadians by creating the Oral Health Statistics Program (including collecting physical oral health data through the Canadian Health Measures Survey and the Canadian Oral Health Survey to establish baselines of dental care access, self-perceived oral health and awareness of the new Canadian Dental Care Plan [CDCP], and preparing to launch the first Survey of Oral Health Care Providers to assess the sector's capacity to handle new patients); these data are helping Health Canada develop and implement a targeted CDCP
- releasing the first results of the Mental Health and Access to Care Survey, with key findings on the prevalence of selected mood, anxiety and substance use disorders, providing valuable information for mental health services and substance use programs.

Overall, these initiatives highlight Statistics Canada's commitment to filling data needs across topics to ensure Canadians have access to the high-quality data and information they need.

Informing health-promoting policies and programs

Statistics Canada published the first Health of Canadians report, part of a new annual series, which integrates important health data to provide a comprehensive portrait of population health and shed light on health disparities. The report received positive and widespread media attention, highlighting the importance of this information to federal, provincial and territorial partners, as well as health professionals, researchers and policy makers.

Gender-based Analysis Plus

Statistics Canada released several articles, analytical products and tables on Gender-based Analysis (GBA) Plus, intersectionality, gender, diversity and inclusion. These releases informed Canadians about the state and progress of gender equality and outcomes of various groups of people in Canada.

Statistics Canada also updated its gender, diversity and inclusion standards to include variables such as sex at birth, gender of person and sexual orientation, enabling more detailed analysis. These efforts have reinforced Statistics Canada's commitment to providing more inclusive and accurate statistical information and more products for Canadians and stakeholders.

Municipal data

- Statistics Canada continued to collaborate closely with the Federation of Canadian Municipalities, provincial and territorial focal points, key federal departments, and private organizations to provide detailed statistics to municipalities. This effort focused on improving access to municipal-level and disaggregated data and fostering greater data-sharing and collaboration. In 2023–24, new enhancements and features were added to the Centre for Municipal and Local Data platform, including

  Image 4: Centre for Municipal and Local Data identifier - Your Municipality, Your Statistics

    o the Municipal Diversity Dashboard
    o the Municipal Quality of Life Dashboard, mapped to the Quality of Life Framework for Canada
    o the self-serve Standards of interest for municipalities web page to guide municipalities in producing, using and interpreting relevant data.

- Additionally, the agency published a series of articles in StatsCAN Plus that highlighted the importance of data for specific municipalities, and also contributed an article for the Canadian Urban Institute's first State of Canada's Cities Report on how data and statistics can support Canadian cities and communities.

- Through these efforts and partnerships, Statistics Canada has made municipal-level statistical information and services more accessible to communities, allowing municipalities to assess and understand the data for their specific needs. Having more detailed data for municipalities creates opportunities to better plan future evidence-based programs and services for Canadians and their communities, in turn building trust among local communities and municipalities.

Disaggregated data

In 2023–24, to respond to the needs of Canadians for disaggregated data, Statistics Canada continued to advance the Disaggregated Data Action Plan (DDAP). The DDAP promotes evidence-based decision making, addresses systemic inequalities and fosters a more inclusive Canadian society. These advancements included the release of the Disaggregated Data Action Plan Accomplishments Report on December 19, 2023, which showcased the progress made:
- More data assets were released with the launch of the Survey Series on People and their Communities.
- New datasets for the General Social Survey, the Quality of Life Framework, the LFS and the Social Inclusion Framework were published.
- New analytical products, including insights into the care economy, the gender wage gap and housing affordability, were created.
- A series of 10 data tables containing Social Inclusion Framework indicators and examining dimensions and themes of social inclusion using an intersectional lens were released.

Image 5: Disaggregated data identifier

5. Improving data access

Statistics Canada is dedicated not only to resolving data gaps, but also to ensuring improved access to its various types of data and information holdings through ways that meet the individual needs of a wide range of Canadian users.

- In 2023–24, Statistics Canada continued its work on the Virtual Data Lab to allow remote access across Canada. This accelerated access to data, tools and resources for federal departments, provincial ministries, non-governmental organizations and private organizations. In total, 48 active organizations engaged in over 240 projects during this fiscal year.
- Additionally, the Canadian Research Data Centre Network made significant progress in developing a new IT infrastructure in partnership with Statistics Canada to allow remote access for all academic researchers using Statistics Canada data. This ensures safe and secure access to the agency's microdata holdings, fostering increased use by trusted partners such as academics and policy makers and supporting evidence-based policy making that positively impacts all Canadians. In 2023–24, over 2,000 researchers accessed over 1,100 databases, engaging in over 1,300 microdata research contracts, in the current research data centre infrastructure.

Using leading-edge methods

To provide Canadians with the information they need to make decisions on complex and emerging issues, Statistics Canada used leading-edge approaches to produce data. The agency focused on generating more insights, while remaining focused on data acquisition, processing, integration and analysis. This was pursued through the following initiatives:

1. Data Science Strategy and artificial intelligence
2. continued expertise in standards
3. modelling and microsimulations.

1. Data Science Strategy and artificial intelligence

Statistics Canada continued to leverage artificial intelligence (AI), big data and emerging technologies, while reinforcing trust and transparency with Canadians, ensuring the integrity and relevance of its statistical work. The agency has continued to enhance data accessibility, drive innovation and assist evidence-based decisions, to support an inclusive, data-driven economy and society, while maintaining public trust.

- Statistics Canada completed many proofs of concepts on text and image analytics, applied AI, and privacy-enhancing technologies (PETs). The agency explored the integration of generative AI (Gen-AI) and large language models to enhance efficiency and productivity in statistical processes.
- Statistics Canada supported various communities of practice (CoPs), including the interdepartmental applied text analytics and Gen-AI CoP and the Data Science Network for the Federal Public Service.
- The agency collaborated with the federal government on AI and emerging technology principles, contributing to the Government of Canada's Directive on Automated Decision-Making and the Algorithmic Impact Assessment tool.
- Internationally, Statistics Canada participated in the UN Committee of Experts on Big Data and Data Science for Official Statistics, focusing on capacity development and contributing to the UN Global Platform and the UN PET Lab. The agency also played a key role in the High-Level Group for the Modernisation of Official Statistics by developing standards and best practices for data integration, highlighting the agency's commitment to driving innovation and best practices in the global statistical community.

Image 6: Data Science Network identifier - Powered by Statcan stewardship
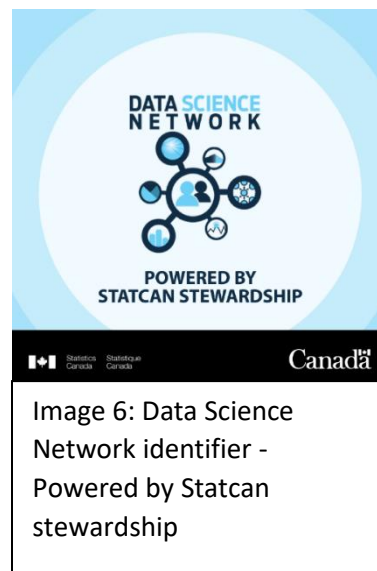
2. Continued expertise in standards

Statistics Canada is recognized as one of the leading national statistical organizations in the world, largely because of its focus on statistical standards and practices. For instance, the agency follows the UN Fundamental Principles of Official Statistics (PDF), which were adopted by the UN General Assembly in

2014. These 10 principles are the foundation for producing reliable and high-quality statistical data that serve the public interest, support sustainable development and uphold democratic values. They underscore all activities within the agency, from the methods used to collect, process and store data to how statistics are disseminated and communicated.

Statistics Canada develops data standards to ensure relevant, comprehensive, accurate, interoperable and objective statistical information. These standards form the data foundation for national insights, addressing major social, economic and environmental issues and providing valuable information for Canadians. Furthermore, Statistics Canada plays an integral role in terms of data stewardship, as detailed in the Canadian Statistics Advisory Council 2023 Annual Report. Specifically, Statistics Canada has an important role to play in establishing data standards and methodologies; sharing data; and coordinating data flows that form the foundation of coherent, high-quality national statistics. As part of these efforts, Statistics Canada launched the new Standards, data sources and methods web page to improve the usability of standards for Canadians.

3. Modelling and microsimulations

During 2023–24, Statistics Canada developed and used precise modelling and microsimulation tools and techniques to empower decision makers in developing programs to reflect the diverse realities of Canadians.

- In collaboration with HEC Montréal for Employment and Social Development Canada, Statistics Canada developed the first release of the PASSAGES microsimulation model, which allows analysis of future retirement income scenarios for Canadians and informs changes related to the retirement income system, such as Canada Pension Plan contribution levels.
- The agency released a new version of OncoSim, a model developed in collaboration with the Canadian Partnership Against Cancer, to assist cancer programs nationwide with the development of new screening guidelines and programs.
- In collaboration with the Public Health Agency of Canada, Statistics Canada developed a data model for epidemiological modelling, providing more detailed information at lower geographic levels.
- Using geographic modelling techniques, the agency developed and implemented a methodology to estimate industry-level economic output for Canada at a more granular level. This allows for local-level analyses, such as estimating economic activity affected by the 2023 wildfire season.
- Statistics Canada developed a preliminary proof-of-concept computer model illustrating how individuals transition through the criminal justice system, including instances of repeated contact with the system. The current prototype also incorporates the effects of criminal justice interventions, such as from police or courts, to estimate reductions in criminal events. This model provides a comprehensive understanding of the criminal justice system, which helps develop programs and policies for Canadians, to reduce initial and repeated contacts.

Demosim spotlight

Demosim is a microsimulation model developed and maintained at Statistics Canada that is designed to produce population projections and supports the creation of new datasets. Recently, it was used to help establish more timely targets for representation of various employment equity groups.

In collaboration with Immigration, Refugees and Citizenship Canada (IRCC), Statistics Canada used Demosim to define new targets for francophone immigration, supporting the objectives of the *Official Languages Act*.

Demosim was also used to help with the content determination leading to the IRCC Immigration Levels Plan. Additionally, the agency provided projections of the Indian Register Population to Indigenous Services Canada, which impacts services provided to Indigenous people.

Having a modern workforce and workplace

Statistics Canada continued to advance its objective of building a skilled workforce and modernized workplace that reflect the diversity of Canada's population and that serve the needs of all Canadians. This means developing a workforce that embodies the experiences, knowledge and skills of different communities and providing this workforce with a modern work environment—the hallmarks of a modern, inclusive and innovative organization. The agency worked toward this goal through the following initiatives:

1. diversity, equity, inclusion and accessibility
2. learning and development
3. employee engagement.

1. Diversity, equity, inclusion and accessibility

Statistics Canada continued to prioritize equity, diversity and inclusion within the agency, while ensuring the presence of skilled talent to deliver timely statistical insights to Canadians.

The agency has made great progress on the commitments and actions identified in its multi-year action plan—Equity, Diversity and Inclusion Action Plan: Moving Forward Together. Actions in 2023–24 focused on improving disaggregated data on representation rates, ensuring opportunities for equity-deserving talent and fostering empowerment. Some of the most notable achievements were

Image 7: 2021-2025 Equity, Diversity and Inclusion Action Plan: Moving Forward Together

- releasing an interactive format of the quarterly equity, diversity and inclusion progress report
- launching the first and second cohorts of the Sponsorship program
- implementing an inclusive leadership development program
- having a Statistics Canada employee accepted into the Mosaic Leadership Development program.

In 2023–24, the agency made significant progress in implementing its action plan Statistics Canada: Road to Accessibility, 2023-2025, which is detailed in Statistics Canada: Road to Accessibility, 2023 Progress Report. Achievements include addressing barriers such as lack of awareness, lack of inclusion and feedback, and lack of internal collaboration, as well as the following accomplishments:

- having 440 average views per month of the centralized accessibility information site
- hosting discussions between the Accessibility Secretariat and Statistics Canada employees during Disability Employment Awareness Month about the accessibility plan, tools and feedback
- publishing 28 videos incorporating American Sign Language and Quebec Sign Language to ensure the accessibility of official releases
- conducting 103 accessibility reviews on digital services (82 external services and 21 internal services).

Results to date of the Equity, Diversity and Inclusion Action Plan

The representation rates for designated groups have increased and, in some cases, surpassed workforce availability (WFA) rates, as a result of targeted staffing processes, the action plan and self-identification awareness campaigns. At the end of 2023–24, overall representation across the designated equity groups was as follows:

- Indigenous people (Statistics Canada: 2.6%; WFA: 2.0%)
- racialized people (Statistics Canada: 25.6%; WFA: 26.1%)
- people with disabilities (Statistics Canada: 8.5%; WFA: 8.7%)
- women (Statistics Canada: 54.4%; WFA: 48.3%).

Sponsorship program

Guided by data, the agency launched the Sponsorship program to ensure equity-deserving employees are provided with mentorship and advocacy opportunities, to support aspiring leaders in their career progression, and to address representation gaps at senior and executive levels. Statistics Canada also provided financial and accessibility support for career progression coaching events or other related activities, e.g., a networking session with former Chief Statistician Anil Arora. With 31 protégés sponsored under the program, the agency expects a positive impact on promotion and separation rates.

2. Learning and development

Statistics Canada is committed to fostering a culture of continuous learning and professional growth. The agency's learning and development framework is designed to equip employees with the skills, knowledge and competencies necessary to excel in their roles and contribute to the agency's mission. In 2023–24, the agency's learning and development initiatives achieved many milestones, including the following:

- 130 employees successfully completed language training, thereby supporting bilingualism in the workplace
- completion rates for mandatory training increased by 13%, ensuring compliance with agency standards while enhancing employees' ability to perform their roles effectively
- 28 executives successfully completed the Canada School of Public Service executive program, enhancing their leadership skills and strategic capabilities to better drive organizational success
- mentor recruitment increased by 37% (70 new mentors in April 2023, for a total of 236 mentors and 547 mentees), ensuring that mentees have the career support they need.

3. Employee engagement

To ensure an optimal work environment and employee experience, the agency uses a wide range of formal and informal methods to continuously engage with its employees. These methods range from small-scale unit discussions, workshops, townhalls and ask-me-anything discussions with executives, to large-scale corporate surveys.

The Employee Wellness Survey (EWS), for example, was conducted at Statistics Canada in 2021 and 2023 to measure psychological health through work engagement and burnout indicators. Using scientifically validated measures from the psychological literature, the EWS provided a comprehensive assessment of psychological health, capturing factors such as workload, interpersonal relationships, inclusion and the hybrid work environment. Statistics Canada is addressing the analysis and results released in 2023–24 through divisional action plans to address psychological health, a review of mandatory training, the launch of coaching circles, the creation of a new inclusion framework (part of the Equity, Diversity and Inclusion Action Plan) and other initiatives.

Building numeracy and data literacy skills

In 2023–24 Statistics Canada developed innovative methods to present data in a more compelling and accessible way for Canadians. To enhance statistical capacity and data literacy, the agency introduced training courses and expanded international cooperation. Building numeracy and data literacy skills is also important to counter misinformation. These initiatives support evidence-based decision making at all levels in a rapidly changing world. The agency worked toward these objectives in the following areas:

1. expansion of data literacy training and Indigenous statistical capacity
2. international leadership
3. data stewardship
4. statistical geomatics.

1. Expansion of data literacy training and Indigenous statistical capacity

Data Literacy Training Initiative

Enhancing data literacy and analytical capacity within the agency and among stakeholders and other public servants is crucial for allowing Canadians to leverage data for meaningful insights. In 2023–24, Statistics Canada focused on developing new courses to promote the use of disaggregated data, and they were taken by more than 140 learners, with a satisfaction rate of over 95%.

Image 8: Data Literacy Training Initiative identifier

Statistics Canada also introduced new online courses, such as Foundations of Data Analysis and Data Literacy for the Public Sector, offering over 10 hours of self-paced learning for all Canadian public servants. The online Data Literacy for the Public Sector course, offered through Apolitical, had approximately 790 learners enrolled, with a 26% completion rate, exceeding industry standards of 5% to 10%. This course was made mandatory by Global Affairs Canada for all new foreign service officers. These courses ensure data are used responsibly and generate insights that inform policy making to positively impact Canadians.

Building Indigenous statistical capacity

The agency continued to support the data and statistical capacity development of First Nations, Métis and Inuit organizations and communities. Statistics Canada's Indigenous Statistical Capacity Development Initiative offered 35 statistical capacity courses and 38 Indigenous cultural awareness training sessions. The initiative also included nine routine courses, customized learning options and train-the-trainer opportunities. Statistics Canada collaborated with Indigenous communities and leaders to support the development of their own data and research capabilities.

Image 9: Indigenous Liaison Program identifier

Through its partnership with Indigenous Services Canada and the Transformational Approach to Indigenous Data, Statistics Canada helped develop innovative methods for creating disaggregated data, ensuring representation of First Nations, Métis and Inuit in the national statistical system. This included data linkage projects and a web panel survey series targeting the Indigenous population. These programs enhanced service delivery and capacity-building, producing valuable information through Indigenous-focused online data and analytical tools. These efforts contribute to reconciliation by empowering Indigenous governments and organizations with the data they need to address policy challenges and close socio-economic gaps.

2. International leadership

Statistics Canada plays a leadership role in many aspects of the international statistical system. In 2023–24, the agency chaired or co-chaired a variety of high-level statistical governance groups, including

- the UN Network of Economic Statisticians, which works to improve the system of economic statistics through networking and engagement, in collaboration with international statistical organizations
- the Conference of European Statisticians, which directs statistical work in the UN Economic Commission for Europe region (to which Canada belongs) to address emerging challenges through joint international work and the pooling of resources
- the Organisation for Economic Co-operation and Development (OECD) Committee on Statistics and Statistical Policy, which oversees the OECD's statistical policy and supports policy making on the basis of high-quality, internationally comparable data and evidence-based analysis
- the UN Committee of Experts on Environmental-Economic Accounting, which functions as an umbrella body to provide overall vision, coordination, prioritization and direction in the field of environmental-economic accounting
- the High-Level Group for the Modernisation of Official Statistics, which works collaboratively to identify trends, threats and opportunities in modernizing statistical organizations and provide a common platform for experts to develop solutions in a flexible and agile way.

Holding leadership positions in these various groups allows Statistics Canada to gain useful insights on future developments and solutions to existing issues, which will in turn benefit work conducted at the agency. By maintaining a leadership role, Statistics Canada also has the opportunity to influence decisions and priorities with regard to issues explored and proposed solutions.

Furthermore, Statistics Canada led over 30 working groups and was a member of about 200 working groups on issues ranging from economic, social, and environmental statistics to matters of statistical governance. Below are some additional details on how Statistics Canada has contributed to the international statistical system.

Statistics Canada's leadership in statistical capacity development is the foundation for establishing effective national governance and expanding and exchanging statistical knowledge and best practices on an international scale.

- In July 2023, Statistics Canada played a key role in organizing and supporting the International Statistical Institute's 64th World Statistics Congress and participated in numerous presentations. The event brought together over 1,500 delegates, statistical researchers, academics, industry

leaders and policy makers from all over the world to take part in over 250 sessions designed to share insights on developments in statistical science and to advance the application of statistics for discovery, innovation and decision making.

- In October 2023, the agency also participated in the International Conference of Labour Statisticians—an international standard-setting body for labour market statistics—and, as a result, adopted a new international statistical standard on measuring the informal economy.
- In 2023, Statistics Canada led Canada's participation in the third phase of the International Monetary Fund's Data Gaps Initiative (DGI-3) and contributed to the first DGI-3 annual progress report, reinforcing its leadership in developing System of National Accounts standards and data.
- Statistics Canada worked with the UN Economic Commission for Europe to develop a cloud adoption framework, sharing experiences and insights to modernize and optimize its cloud operating model, particularly in financial operations and monitoring.
- The agency participated in the Project for the Regional Advancement of Statistics in the Caribbean, which concluded in 2023. The agency helped 14 Caribbean Community countries strengthen their statistical systems and assisted them in creating websites that feature data and statistical information to support their population.

As a world-leading national statistical office, Statistics Canada continues to provide leadership internationally, participating in communities dedicated to statistical standards. The agency has made a significant contribution (as an expert on various technical committees and by responding to global consultations) to developing and maintaining (revising) statistical classifications, in roles such as

- member expert of the UN Committee of Experts on International Statistical Classifications (UNCEISC), where important decisions are made on the development and revision of statistical classifications, with a report to the UN Statistical Commission, as well as three online webinars on international classifications as a foundation of relevant and sound statistics organized by the UNCEISC and the Network of Economic Statisticians, with the agency's active participation and leadership
- chair of the UN task team on the revision of the International Standard Industrial Classification (ISIC), with a new version, ISIC Revision 5, endorsed by the UN Statistical Commission, and accompanying documents, such as correspondence table, introduction and explanatory notes, being finalized
- active participant, including responding to a global consultation, in the UN task team on the Central Product Classification revision
- active participant on the Technical Working Group on the revision of the International Standard Classification of Occupations and in the task team on the revision of the Standard International Energy Product Classification
- classification expert advisor for assessing and finalizing the new International Classification of Violence Against Children submitted by the UN Educational, Scientific and Cultural Organization (UNESCO) to the UNCEISC and the UN Statistical Commission
- part of the Trilateral Steering Committee on North American Industry Classification System (NAICS) and North American Product Classification System (NAPCS), continuing to meet and discuss issues pertinent to the revision of these classifications, including starting discussions related to NAICS and NAPCS 2027.

The agency also displayed leadership in many other projects, two of which are highlighted below.

United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals

- During 2023–24, Statistics Canada's work on the Sustainable Development Goals (SDGs) (both domestically and internationally)—developing progress measures for indicators—has provided clarity for Canadians on the advances that have been made. Additionally, the agency's reporting on the Canadian Indicator Framework and the Global Indicator Framework ensured that stakeholders reported on goals and indicators in an unbiased and impartial way.

Image 10: Sustainable Development Goals identifier

- In addition, Statistics Canada prepared the statistical annex of Canada's Voluntary National Review for the UN High-level Political Forum on Sustainable Development. The agency led international efforts to create a global indicator on sustainable agriculture and led the sustainable tourism task team for the 2025 comprehensive review of the Global Indicator Framework for SDGs.

More information on Statistics Canada's contributions to the 2030 Agenda for Sustainable Development and the Federal Sustainable Development Strategy can be found in the agency's 2023 to 2024 Departmental Sustainable Development Strategy Report, which will be available in November 2024.

Quality of Life Framework

- Building on its experience with the Quality of Life Statistics Program, Statistics Canada led international discussions with the UN Statistical Commission to develop guidance on integrating demographic and social statistics with economic and environmental statistical pillars of national statistical systems, to improve the quality, timeliness and relevance of statistical information for decision makers.
- Statistics Canada showed international leadership by advancing its Quality of Life Statistics Program:
  - launched its first review of the quality of life indicators to enhance their relevance for policy makers and began the first quarterly datasets tracked over time for core indicators, leading to new analyses of issues such as trust in others, confidence in institutions and trust in media
  - enhanced the Quality of Life Hub (which consolidates 84 indicators across the health, society, good governance, environment and prosperity domains into an easy-to-use hub, addressing key quality of life data gaps and supporting evidence-based decision making) with new indicators and updated statistic visualizations, likely contributing to the 659% increase in page views from April 2022 to January 2024

Image 11: Quality of Life Framework identifier

  - collected and disseminated data on trust in media, showcasing a transformative approach that leverages agency expertise to bridge any data gaps in policy development.

3. Data stewardship

To support data stewardship modernization, Statistics Canada extended its partnership with the Canadian Data Governance Standardization Collaborative to address issues related to AI and data governance, resulting in the creation of the new AI and Data Governance (AIDG) Standardization Collaborative. The renewed collaborative will support the development of standardization strategies that are aligned with Canada's priorities and enable the Canadian AI and data ecosystem to scale up on the international scene.

To further support **data stewardship**, the agency partnered with the Standards Council of Canada to develop the AIDG Standardization Hub and is leading project oversight. The hub empowers Canadian stakeholders to become actively involved in the international AI and data governance standardization landscape to maintain consistency with international standards. Through this partnership, Statistics Canada advanced data standards and the development and use of AI.

4. Statistical geomatics

Statistics Canada worked toward developing a **statistical geomatics vision** and using geomatics services and tools to leverage insights from the integration of geo-enabled data and geospatial layers within the agency. These efforts support improved resource management and enhanced disaster response capabilities within Canada.

Image 12: A map of Canada composed of different images

- The agency produced and disseminated numerous reference and thematic maps to support and complement official data releases, adding more visualizations and insight.
- The agency used Earth Observation data to produce geo-enabled statistical insights, focusing on discoverability, access, storage, processing and dissemination.
- Statistics Canada collaborated with Infrastructure Canada to publish the Infrastructure Project Planning Tool to support early phases of infrastructure projects.
- The agency also began developing parameters and requirements for using a grid system to analyze location-based data. This system would help researchers, planners and decision makers study and manage environmental changes, urban development and natural disasters with precision and efficiency.

Key risks

Statistics Canada continuously monitors its environment to develop risk mitigation strategies associated with its core responsibilities. The agency continued to adapt its governing instruments and oversight frameworks and engage with Canadians using clear, transparent and proactive communications. It also kept investing in robust infrastructure—technological and methodological—to ensure the reliability, timeliness, scalability and security of its statistics. The agency identified five corporate risks and corresponding mitigation strategies.

1. Public trust

Statistics Canada takes the collection of sensitive and personal information very seriously. Wrongful disclosures of information, disinformation campaigns and other factors may impact the public's trust in the agency, resulting in Canadians turning to other, less credible sources of information.

To mitigate these risks, Statistics Canada strictly adheres to legal obligations under the *Statistics Act* and *Privacy Act*, ensuring that the personal information it collects is used solely for statistical purposes. The agency also takes an ethical approach to data management, balancing privacy protection with societal data needs through the [Necessity and Proportionality Framework](#) and the Policy on Scientific Integrity, with transparency efforts such as the Trust Centre further strengthening public trust. Trust is central to Statistics Canada's mission, and the agency reinforces this by focusing on data quality; conducting ethical assessments; and adhering to the [UN Fundamental Principles of Official Statistics](#) to produce high-quality, trustworthy information. The agency's approach is not only legal but also reputational, reflecting its commitment to producing trustworthy official statistics.

2. Resources

In a competitive labour market that prioritizes new skills, accessibility, equity, diversity and inclusion, Statistics Canada faces risks related to human resource sufficiency and capacity to fulfill its mandate. Additionally, the agency must support modern methods with a functional digital infrastructure.

To mitigate these risks, the agency implemented actions from its Equity, Diversity and Inclusion Action Plan through programs such as the Sponsorship program and the Mosaic Leadership Development Program. Training was also delivered to contribute to identifying and removing barriers in staffing processes. Additionally, the agency began reviewing its recruitment and development programs, as well as continued to invest in upskilling and reskilling its talent to apply modern methods to its business operations and develop leadership skills through various training offerings. Statistics Canada is committed to modernizing its operations by streamlining processes, reducing duplication and adopting advanced digital tools. From a financial standpoint, Statistics Canada continued to maintain financial stability, focusing on optimizing operational efficiencies and implementing cost-saving measures. The agency continued to assess the impact of Budget 2024, including the Refocusing Government Spending initiative.

3. Privacy and confidentiality

Given the ever-evolving landscape of digital transformation and data usage, it is imperative to remain vigilant in upholding the highest standards of privacy protection. Without strict controls and safeguards,

the agency's vast amount of confidential and sensitive information is susceptible to potential data breaches, wrongful disclosure and cyber security threats.

To mitigate these risks, Statistics Canada has sound oversight, governance instruments and processes in place, in addition to a strong culture and value system. The agency launched a new and modernized Privacy Management Program to better scope, organize and manage privacy work. In addition, the agency established suitable guardrails for microdata linkages; maintained vigilance by proactively reviewing related confidentiality processes and procedures; and provided training and awareness for all employees and relevant partners on matters related to values, ethics and the overall security of protected information.

4. Relevance

Growing external demands, coupled with the rapid evolution of the environment, highlight the need to align with international standards, closely monitor emerging data trends and adapt to new technologies to ensure programs remain relevant.

To mitigate these risks, Statistics Canada continually evolves its tested and trusted statistical standards and aligns them with international standards to ensure that its practices are globally recognized. This facilitates international comparisons and collaborations while meeting the high expectations of users for credible and timely data. The agency proactively addresses emerging user needs by closely monitoring the evolving data landscape, including the increased use of satellite, administrative and web scraping data.

The agency remains relevant and improves its operations by adapting to new technologies through initiatives such as its strategic plan for 2023 to 2026, which focuses on modernizing and adopting technologies like AI and machine learning. Staying connected to data users and keeping their needs at the centre of decision-making processes support the agency's relevance and the Government of Canada's commitment to evidence-based decision making. This is further strengthened by the agency's numerous engagements with stakeholders. These efforts are demonstrated through initiatives such as the DDAP, which continues to improve the quality and availability of disaggregated data, and the Census of Environment, which delivers a comprehensive picture of Canada's ecosystem and its relationship with the economy, society and human well-being.

5. Accuracy

Maintaining the accuracy of data and information holdings often competes with the need to produce information faster, increasingly complex production environments, the expanding use of multiple data sources and new techniques, and rising information demands.

To mitigate these risks, Statistics Canada is active on the international stage, following and participating in leading-edge developments, such as investigating the increased use of alternative data sources, conducting web scraping for data collection, integrating multiple data sources and sharing data.

This research is guided by the agency's Quality Assurance Framework, which consists of six interrelated dimensions: relevance, accuracy, timeliness, accessibility, coherence and interpretability. New methods are not implemented without careful evaluation of each dimension and the interplay between them. This means that Statistics Canada uses various techniques to ensure that the data it provides are reliable and meet the needs of Canadians. Often, a compromise is necessary between the dimensions; for example,

the need for timeliness can impact accuracy since publishing statistical information quickly reduces the time available for ensuring its accuracy. The agency continuously seeks innovative methods to improve quality across these dimensions without adverse impacts, with new initiatives and investments underway to enhance statistical programs. This approach ensures that Statistics Canada remains at the forefront of delivering high-quality data that meet the evolving needs and expectations of Canadians.

Resources required to achieve results

Table 2: Snapshot of resources required for statistical information

Table 2 provides a summary of the planned and actual spending and full-time equivalents (FTEs) required to achieve results.

Resource	Planned	Actual
Spending (net of respendable revenue)	459,311,471	651,946,526
Full-time equivalents	5,415	6,291

Complete financial and human resources information for the Statistics Canada's program inventory is available on GC InfoBase.

Related government-wide priorities

Innovation

Statistics Canada has been dedicated to building numeracy and data literacy by strengthening the innovation ecosystem and developing governance, infrastructure and skills to foster innovation and experimentation. In its ongoing commitment to enhancing purpose-driven innovation, the agency achieved the following notable examples in 2023–24:

- The agency conducted hackathons and sprints targeting specific challenges across the agency and federal public service to foster creativity, collaboration and problem-solving. Hackathons and sprints have facilitated stakeholder engagement and informed the development of user-centric solutions, enhancing the efficiency and effectiveness of government operations.
    - These activities led to ongoing collaboration with the Office of the Comptroller General of Canada at TBS and resulted in the Grants and Contributions Data Sharing and Visualization Project managed by Statistics Canada. This project leverages Statistics Canada's expertise in data hub development to enhance transparency in government spending. Additionally, it provides robust data sharing and visualization tools, helping departments track and report government funding, ultimately benefiting Canadians by promoting greater accountability and transparency in public resource allocation.

- Statistics Canada helped to spearhead the annual Public Service Data Challenge (PSDC), a government-wide competition that encourages public servants to pitch ideas for better using

government data and that fosters innovation, collaboration and data-driven decision making across the public service.

- o For this year's challenge, participants developed actionable insights and solutions to address data challenges, leading to the successful launch of AgPal Chat, a tool providing Canadians with access to agricultural programs and resources. Statistics Canada's innovation team worked closely with the AgPal Chat team throughout the challenge to provide advice and pitch training, which influenced the success at the finale. AgPal Chat won the PSDC and is now a fully functioning public-facing product.
- o This achievement highlighted the effectiveness of the PSDC in advancing data literacy and use. The challenge also contributed to a culture of innovation and collaboration, allowing participants to gain valuable skills, expertise and connections. By promoting creative thinking about data and their applications, the PSDC has sparked enthusiasm among public servants about the potential of data to drive positive change.

- Experimentation with new technologies, such as Gen-AI, has contributed to building a working prototype of a chatbot to help Canadians find information in publications on the Statistics Canada website. Further experimentation with Microsoft Copilot will help Statistics Canada assess potential business benefits and applications of this revolutionary technology.

Program inventory

Statistical information is supported by the following programs:

- Economic and Environmental Statistics
- Socio-economic Statistics
- Censuses
- Cost-recovered Statistical Services
- Centres of Expertise.

Additional information related to the program inventory for statistical information is available on the [Results page on GC InfoBase.](#)

Internal services

In this section
- [Description](#)
- [Progress on results](#)
- [Resources required to achieve results](#)
- [Contracts awarded to Indigenous business](#)

Description

Internal services are groups of related activities and resources that the federal government considers to be services in support of programs or required to meet corporate obligations of an organization. Internal

services refer to the activities and resources of the 10 distinct service categories that support program delivery in the organization, regardless of the internal services delivery model in a department. The 10 service categories are

- 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

Progress on results

This section presents details on how the department performed to achieve results and meet targets for internal services.

Results

Throughout 2023–24, Statistics Canada has been dedicated to modernizing and innovating its internal services to create a more representative, flexible and accessible work environment. By implementing comprehensive workforce strategies, the agency focused on fostering a diverse and inclusive workforce, while ensuring that accessibility is integrated into everyday planning. This commitment has led to significant advancements in data-driven talent management, inclusive leadership development, employee well-being and digital solutions. Statistics Canada's efforts have also been recognized with numerous awards for 2023–24, such as Canada's Top Employers for Young People and the National Capital Region's Top Employers, highlighting its role as a top employer and a leader in diversity and inclusion. Through the following initiatives, Statistics Canada continues to enhance its operations and capabilities, demonstrating a steadfast commitment to its employees and to serving Canadians effectively. The agency's internal services touched on the following areas:

1. employee well-being
2. awards and recognition
3. internal audit and evaluation
4. digital solutions
5. data-driven talent management strategy.

1. Employee well-being

In 2023–24, Statistics Canada focused on mental health support and committed to analyzing wellness survey data for new insights. Initiatives to promote wellness included

- planning and collecting the second iteration of the 2023 EWS, with a response rate of 51%, with analytical activities planned for the next fiscal year

- partnering with Saint Mary's University to launch a leadership training study with 60 assistant directors aimed at developing their skills to promote psychological health and safety in the Statistics Canada workplace
- launching HR Engage, a user-friendly survey tool that allows for more real-time feedback from employees about their experience at Statistics Canada, which led to improved programs, policies and a more comprehensive understanding of the work environment
- updating the wellness hubs for employees regularly, providing staff with key information, including LifeSpeak, the mental health intranet page, the 13 psychosocial factors page and the workplace wellness page
- delivering 77 sessions both internally and externally with over 2,233 participants, reaching record numbers of Statistics Canada employees.

2. Awards and recognition

Statistics Canada was recognized as one of **Canada's Best Diversity Employers** in 2024 for its innovative and impactful initiatives promoting diversity and inclusion. These efforts showcased the agency's commitment to fostering an inclusive and equitable workplace, setting a benchmark for diversity and inclusion in the Canadian employment landscape.

Image 13: 2024 Canada's Best Diversity Employers identifier

Additionally, in 2024, for the sixth year, Statistics Canada was named one of **Canada's Top Employers for Young People** by the organizers of the annual Canada's Top 100 Employers competition. This special designation recognizes employers that offer the best workplaces and programs in the country for young people, providing great opportunities for ongoing career development and advancement. Young employees are a vital part of Statistics Canada and a source of creativity, enthusiasm and fresh ideas, and the agency can only benefit from helping them learn and grow.

Image 14: 2024 Canada's Top Employers For Young People identifier

Statistics Canada was also recognized as one of the **National Capital Region's Top Employers**—for the 17th year in a row. This annual competition recognizes exceptional places to work across Ottawa–Gatineau.

3. Internal audit and evaluation

The Audit and Evaluation Branch (AEB) provides management with trusted, neutral and objective information to inform decision making. In 2023–24, the AEB continued to provide feedback through its audit and evaluation

Image 15: 2024 National Capital Region's Top Employers identifier

projects using an increasingly agile and focused approach and gave timely insight and advice to support the agency's top priorities. This took place at critical times in the early stages of planning and implementation of new program strategies and initiatives, focusing on key areas such as the migration to the cloud, financial management and census operations. Overall, the AEB completed five internal audit

engagements, as well as two evaluation engagements. In addition, the AEB confirmed that 28 action plans stemming from audit and evaluation recommendations were fully implemented in 2023–24.

4. Digital solutions

In 2023–24, Statistics Canada made significant strides in enhancing its digital capabilities. The following accomplishments reflect Statistics Canada's commitment to innovation, security and creating a positive working environment for employees:

- **Cyber security enhancements:** Enhanced defence capabilities, a security-focused workforce, a mature vulnerability management program and improved cyber security operations services have collectively increased resilience against cyber breaches, effectively protecting Canadian data.
- **Cloud Native Platform 2.0:** The introduction of this upgraded platform enhanced the integration of cloud technology into new projects, resulting in more efficient cloud use and greater flexibility in speed and memory usage.
- **IT foundations and advisory role:** The agency strengthened its advisory and compliance role through the Enterprise Architecture Review Board, developing Digital Target Enterprise Architecture and architecture standards to align with strategic business outcomes to improve relevance, efficiency, innovation and the employee experience.
- **Digital tools and solutions:** The agency enhanced the employee experience and productivity by updating conference room technology, ensuring a consistent user experience across boardrooms, and expanding virtual collaboration frameworks under the Microsoft 365 platform.
- **Technology innovation:** The agency strengthened technology innovation capabilities by reviewing new and emerging technologies and focusing on the revolutionary Gen-AI technology, through the lens of supporting business outcomes and strategic objectives.
- **Product management:** The agency increased its focus on delivering business outcomes through digital solutions, in close collaboration with programs, by piloting a product management methodology.

5. Data-driven talent management strategy

In 2023–24, Statistics Canada implemented a data-driven talent management strategy to optimize executive performance and foster organizational excellence. The agency developed and piloted a data-driven performance management approach for executive performance, advancing toward an evidence-based method of measurement and assessment. The aim was to enhance objectivity, uncover and address systemic biases, and ensure consistent performance evaluation across the agency.

Resources required to achieve results

Table 3: Resources required to achieve results for internal services this year

Table 3 provides a summary of the planned and actual spending and full-time equivalents (FTEs) required to achieve results.

Resource	Planned	Actual
Spending	72,783,788	88,762,478
Full-time equivalents	610	619

[Complete financial](#) and [human resources information](#) for the Statistics Canada's program inventory is available on GC InfoBase.

Contracts awarded to Indigenous businesses

The Government of Canada is committed to reconciliation with Indigenous peoples and to improving socio-economic outcomes by increasing opportunities for First Nations, Métis and Inuit businesses through the federal procurement process.

Under the [Directive on the Management of Procurement](#), which came into effect on May 13, 2021, departments must ensure that a minimum of 5% of the total value of the contracts they award are held by Indigenous businesses.

Statistics Canada is committed to attaining the minimum target and has taken steps to encourage and motivate Indigenous suppliers to participate in competitive processes.

Government of Canada departments are to meet a target of awarding at least 5% of the total value of contracts to Indigenous businesses each year. This commitment is to be fully implemented by the end of 2024–25.

Statistics Canada established a 5.1% target for 2023–24.

Statistics Canada result for 2023-24:

Table 4: Total value of contracts awarded to Indigenous businesses[1]
As shown in the Table 4, Statistics Canada awarded 2.83% of the total value of all contracts to Indigenous businesses for the fiscal year.

Contracting performance indicators	2023-24 Results
Total value of contracts awarded to Indigenous businesses[2] (A)	$1,648,039.09
Total value of contracts awarded to Indigenous and non -Indigenous businesses[3] (B)	$125,155,044.17
Value of exceptions approved by deputy head (C)	$66,936,812.89

Contracting performance indicators	2023-24 Results
Proportion of contracts awarded to Indigenous businesses [A / (B−C) × 100]	2.83%

[1] For the purposes of measuring performance against the minimum 5% target for FY 2023–24, the data in this table is based on how Indigenous Services Canada (ISC) defines "Indigenous business", which is one that is owned and operated by Elders, band and tribal councils; registered in the [Indigenous Business Directory](); or registered on a modern treaty beneficiary business list.

[2] Includes contract amendments with Indigenous businesses and contracts that were entered into with Indigenous businesses by means of acquisition cards above $10,000.00 ($10K), and may include subcontracts with Indigenous businesses.

[3] Includes contract amendments and contracts that were entered into by means of acquisition cards above $10K.

The deputy head has approved the exclusion of $23 million for cloud services in 2023–24 because the current cloud framework does not include an Indigenous business. The software licence exemption is warranted because of the software's specialized nature, which necessitates the use of a particular set of software tools. These commodities represent a substantial monetary value and would impact the achievement of the target.

Statistics Canada has adjusted its internal documentation to ensure consideration for Indigenous businesses for each requirement. Additionally, the procurement team regularly discusses challenges and successes and exchanges best practices with the intent of improving processes and procedures. Statistics Canada is aiming to increase Indigenous participation in government contracts by extending invitations to Indigenous-owned companies on competitive processes via a conditional set-aside strategy.

Statistics Canada is monitoring the targets monthly to ensure that the agency is on track to meet or exceed the 5% target. Additionally, 82% of contracting staff have completed the mandatory Canada School of Public Service course COR409, Indigenous Considerations in Procurement.

Spending and human resources

In this section

- Spending
- Funding
- Financial statement highlights
- Human resources

Spending

This section presents an overview of the department's actual and planned expenditures from 2021–22 to 2026–27.

Budgetary performance summary

Table 5: Actual three-year spending on core responsibilities and internal services (dollars)
Table 5 presents how much money Statistics Canada spent over the past three years to carry out its core responsibilities and for internal services.

Core responsibilities and internal services	2023–24 Main Estimates	2023–24 total authorities available for use	Actual spending over three years (authorities used)
Statistical Information	579,311,471	821,672,473	• 2021–22: 920,977,524 • 2022–23: 731,447,169 • 2023–24: 784,946,138
Internal services	72,783,788	91,115,611	• 2021–22: 89,989,424 • 2022–23: 110,581,024 • 2023–24: 88,762,478
Total gross	**652,095,259**	**912,788,084**	• **2021–22: 1,010,966,948** • **2022–23: 842,028,193** • **2023–24: 873,708,616**
Respendable Revenue	-120,000,000	-132,999,612	• 2021–22: -127,583,773 • 2022–23: -159,349,013 • 2023–24: -132,999,612
Total net	**532,095,259**	**779,788,472**	• **2021–22: 883,383,175** • **2022–23: 682,679,180** • **2023–24: 740,709,004**

Analysis of the past three years of spending

Statistics Canada is funded by two sources: direct parliamentary appropriations and cost-recovery activities. It has the authority to generate $120 million annually in respendable revenue related to two streams: statistical surveys and related services, and custom requests and workshops. If exceeded, a request can be made to increase the authority, as was the case in the last few years.

In recent years, respendable cost-recovery revenue has contributed $127 million to $159 million annually to the agency's total resources. A large portion of this respendable revenue comes from federal departments to fund specific statistical projects. Respendable revenue increased in 2022–23 because of additional work associated with extra demands following the slowdown during the pandemic and the 2021 Census.

The increase in total authorities for 2023–24 is the result of resources for new initiatives from Budget 2023, including the Canadian Dental Care Plan, Building a World-class Health Data System for Canadians and the Action Plan for Official Languages. Funding related to the Census of Population, Census of Agriculture and cloud operations was received through the Supplementary Estimates 2023–24. Compensation was also received for the ratification of collective agreements.

The difference between 2023–24 actual spending and 2023–24 total authorities available for use is largely attributable to how the agency strategically manages its investments. The agency leverages the operating budget carry-forward mechanism to manage the cyclical nature of program operations and investments in the agency's strategic priorities.

Internal services spending in 2021–22 and 2022–23 includes resources from temporary funding approved in 2018–19 to migrate the agency's infrastructure to the cloud. The peak in spending during 2022–23 is attributed to the completion of the workload migration initiative to the cloud. Following the migration, cloud-related spending is now allocated to all programs.

More financial information from previous years is available on the Finances section of GC Infobase.

Table 6: Planned three-year spending on core responsibilities and internal services (dollars)
Table 6 presents how much money Statistics Canada's plans to spend over the next three years to carry out its core responsibilities and for internal services.

Core responsibilities and internal services	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Statistical Information	774,143,413	818,320,102	1,084,058,981
Internal services	82,496,920	77,797,636	77,630,510
Total gross	856,640,333	896,117,738	1,161,689,491

Core responsibilities and internal services	2024–25 planned spending	2025–26 planned spending	2026–27 planned spending
Respendable Revenue	-120,000,000	-120,000,000	-120,000,000
Total net	736,640,333	776,117,738	1,041,689,491

Analysis of the next three years of spending

Reflected in 2024–25 are planned resources for new initiatives from Budget 2023, including the Canadian Dental Care Plan, Building a World-class Health Data System for Canadians and the Action Plan for Official Languages. These new initiatives are offset by the initiative to refocus government spending. Funding related to the Canadian Dental Care Plan for 2025–26 has not been secured yet. Funding for cloud operations for 2025–26 is not included in the planned spending because the enterprise-wide funding model is being developed. In the absence of an enterprise-wide funding model by 2025–26, funding will be sourced by the Treasury Board Secretariat (TBS) resources for that year. Consequently, planned spending on internal services decreases in 2025–26 and future years.

Spending will begin to ramp up and peak in 2026–27 when the 2026 Census of Population and 2026 Census of Agriculture are conducted. This is typical for the agency because of the cyclical nature of the Census Program.

More [detailed financial information from previous years](#) is available on the Finances section of GC Infobase.

Table 7: Budgetary actual gross and net planned spending summary (dollars)
Table 7 reconciles gross planned spending with net spending for 2023–24.

Core responsibilities and internal services	2023–24 actual gross spending	2023–24 actual revenues netted against expenditures	2023–24 actual net spending (authorities used)
Statistical Information	784,946,138	-132,999,612	651,946,526
Internal services	88,762,478	0	88,762,478
Total	**873,708,616**	**-132,999,612**	**740,709,004**

Analysis of budgetary actual gross and net planned spending summary

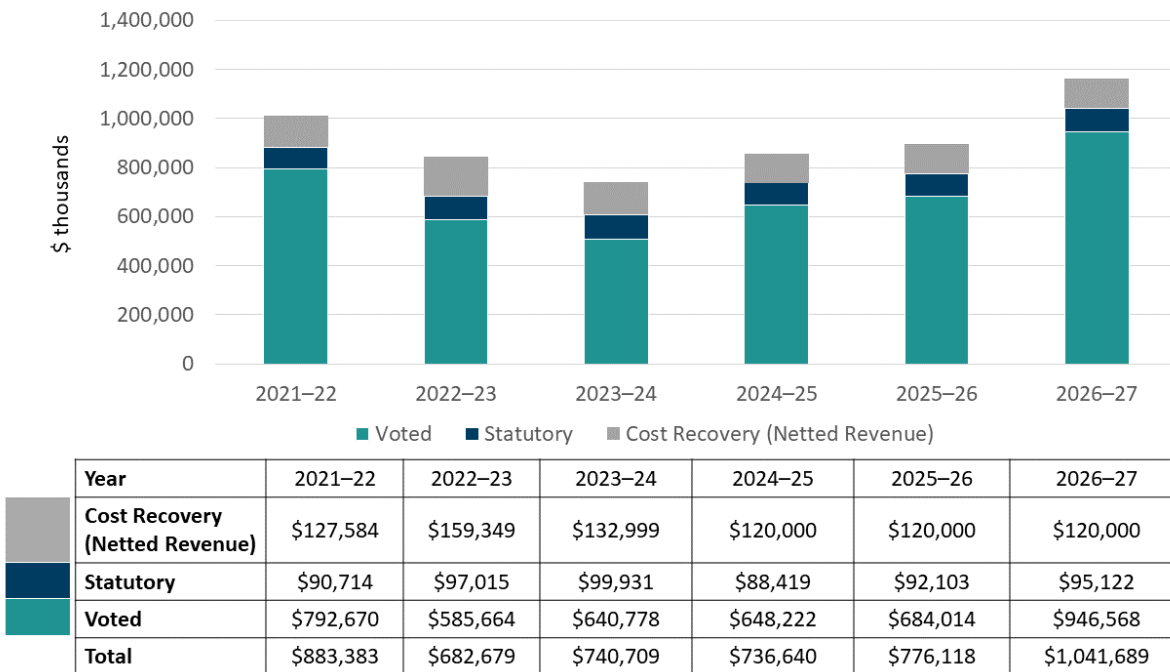Statistics Canada generated $133 million in respendable revenue from the sale of statistical products and services.

Information on the alignment of Statistics Canada's [spending with Government of Canada's spending and activities](#) is available on GC InfoBase.

Funding

This section provides an overview of the department's voted and statutory funding for its core responsibilities and for internal services. For further information on funding authorities, consult the [Government of Canada budgets and expenditures](#).

Graph 1: Approved funding (statutory and voted) over a six-year period
Graph 1 summarizes the department's approved voted and statutory funding from 2021-22 to 2026-27.

Year	2021–22	2022–23	2023–24	2024–25	2025–26	2026–27
Cost Recovery (Netted Revenue)	$127,584	$159,349	$132,999	$120,000	$120,000	$120,000
Statutory	$90,714	$97,015	$99,931	$88,419	$92,103	$95,122
Voted	$792,670	$585,664	$640,778	$648,222	$684,014	$946,568
Total	$883,383	$682,679	$740,709	$736,640	$776,118	$1,041,689

Text version of graph 1

Year	2021–22	2022–23	2023–24	2024–25	2025–26	2026–27
Cost recovery (netted revenue)	$127,584	$159,349	$132,999	$120,000	$120,000	$120,000
Statutory	$90,714	$97,015	$99,931	$88,419	$92,103	$95,122
Voted	$792,670	$585,664	$640,778	$648,222	$684,014	$946,568
Total	$883,383	$682,679	$740,709	$736,640	$776,118	$1,041,689

Axis: in thousands of dollars

Analysis of statutory and voted funding over a six-year period

Spending fluctuations between the years shown in the graph and table above were mainly caused by the Census Program. Activity for this program peaked in 2021–22, when the 2021 Census of Population and the 2021 Census of Agriculture were conducted. This was followed by a significant decrease in subsequent years as these activities wound down. Spending will begin to ramp up and will peak again in 2026–27, when the 2026 Census of Population and 2026 Census of Agriculture are conducted. This pattern is typical for the agency because of the cyclical nature of the Census Program. Funding for the 2026 Census of Population and Census of Agriculture was approved in 2023–24, with the first year of funding being 2023–24.

For further information on Statistics Canada's departmental voted and statutory expenditures, consult the Public Accounts of Canada.

Financial statement highlights

Statistics Canada's complete financial statements (unaudited or audited) for the year ended March 31, 2024, are available online.

The agency uses the full accrual accounting method to prepare and present its annual financial statements, which are part of the departmental results reporting process. However, spending authorities presented in the previous sections of this report remain on an expenditure basis. A reconciliation between the bases of reporting is available in Note 3 of the financial statements.

Table 8: Condensed Statement of Operations (unaudited or audited) for the year ended March 31, 2024 (dollars)
Table 8.1 summarizes the expenses and revenues for 2023–24 which net to the cost of operations before government funding and transfers.

Financial information	2023–24 actual results	2023–24 planned results	Difference (actual results minus planned)
Total expenses	990,293,746	756,935,666	233,358,080
Total revenues	135,764,923	120,000,000	15,764,923
Net cost of operations before government funding and transfers	854,528,823	636,935,666	217,593,157

The 2023–24 planned results information is provided in Statistics Canada's Future-Oriented Statement of Operations and Notes 2023–24. The assumptions underlying the forecasts were made before the completion of the 2022–23 fiscal year.

The difference between actual and planned net costs for 2023–24 is $217.6 million (34.2%). Expenses were $233.4 million higher than anticipated. New initiatives, such as the Canadian Dental Care Plan, Building a World-class Health Data System for Canadians and the Action Plan for Official Languages, as well as the Census of Population, Census of Agriculture and cloud operations, for which funding was approved during the fiscal year, contributed to a significant increase in expenditures. Also contributing is funding received from the fiscal framework for the ratification of certain collective agreements. These elements contributed to additional Employee Benefit Plan (EBP) spending. Revenues were $15.8 million higher than anticipated.

For more information on the distribution of expenses by program and type, please see the two charts below.

Graph 2: Gross expenditures by core responsibility
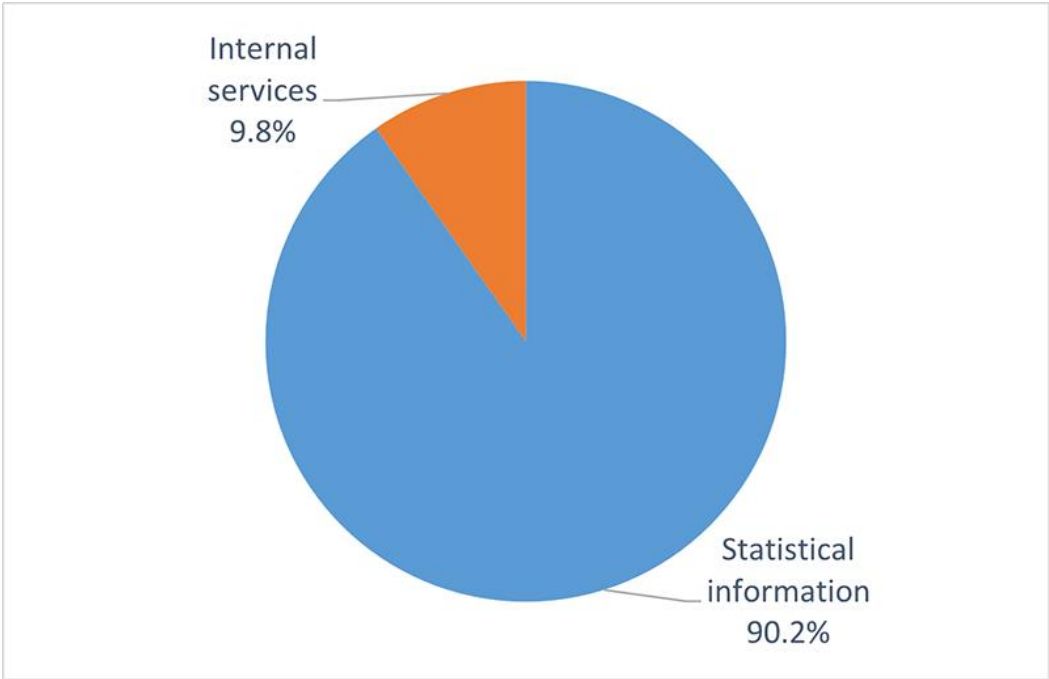
Total expenses, including services provided without charge by federal government departments, were $990.3 million in 2023–24. These expenses comprised $893.7 million (90.2%) for Statistical information and $96.6 million (9.8%) for Internal services.

Graph 3: Gross expenditures by type
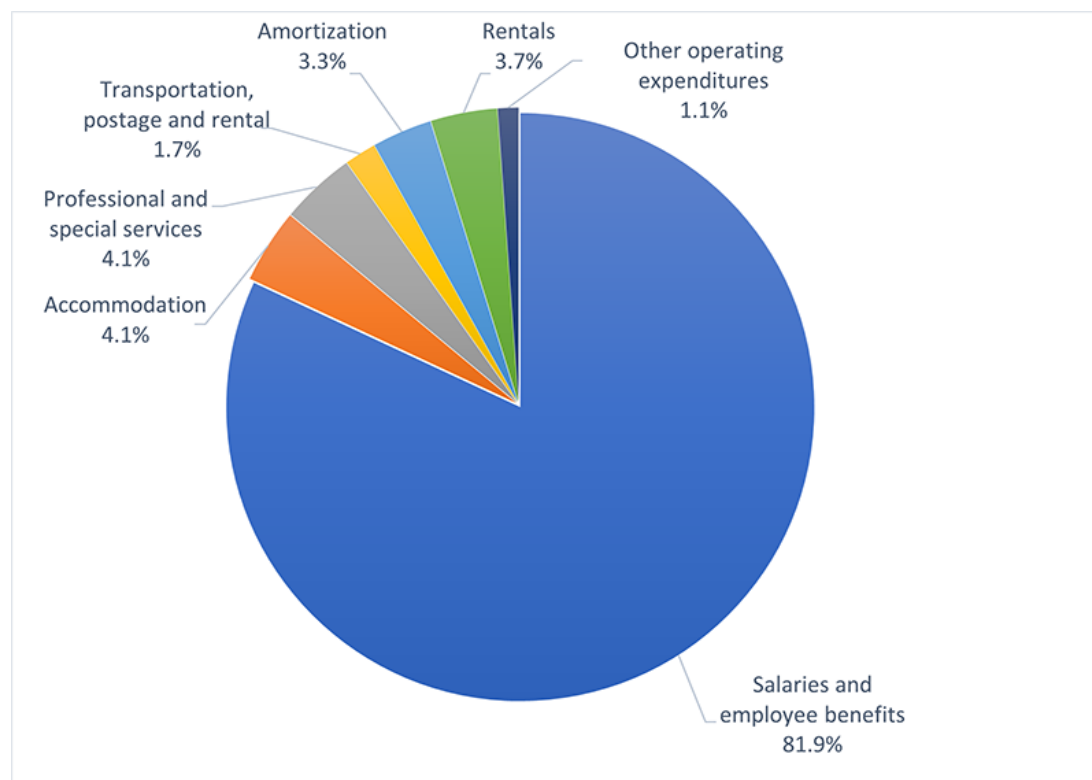
Statistics Canada spent $990.3 million in 2023–24. These expenses mainly comprised $811.1 million (81.9%) for salaries and employee benefits; $40.9 million (4.1%) for professional and special services; $40.4 million (4.1%) for accommodation; $36.2 million (3.7%) for rentals; $32.6 million (3.3%) for amortization; and $17.2 million (1.7%) for transportation, postage and rental. Other operating expenses comprised $11.9 million (1.2%) for communication and printing, repairs and maintenance, materials and supplies, etc.

Table 8.2 summarizes actual expenses and revenues which net to the cost of operations before government funding and transfers.

Financial information	2023–24 actual results	2022–23 actual results	Difference (2023-24 minus 2022-23)
Total expenses	990,293,746	950,829,557	39,464,189
Total revenues	135,764,923	159,106,926	-23,342,004
Net cost of operations before government funding and transfers	854,528,823	791,722,631	62,806,192

The net cost of operations before government funding and transfers was $854.5 million, an increase of $62.8 million (7.3%) from $791.7 million in 2022–23 mainly because of the ratification of collective

agreements in 2023–24 and new initiatives, such as the Canadian Dental Care Plan, Building a World-class Health Data System for Canadians and the Action Plan for Official Languages. This is offset by a decrease in revenues as 2022–23 saw extra demands following the slowdown during the pandemic and related to the 2021 Census.

Table 9: Condensed Statement of Financial Position (unaudited or audited) as of March 31, 2024 (dollars) Table 9 provides a brief snapshot of the department's liabilities (what it owes) and assets (what the department owns), which helps to indicate its ability to carry out programs and services.

Financial information	Actual fiscal year (2023–24)	Previous fiscal year (2022–23)	Difference (2023–24 minus 2022–23)
Total net liabilities	163,055,684	143,659,490	19,396,194
Total net financial assets	91,420,582	68,883,213	22,537,369
Departmental net debt	71,635,102	74,776,277	-3,141,175
Total non-financial assets	138,349,701	155,767,323	-17,417,622
Departmental net financial position	66,714,599	80,991,046	-14,276,447

The departmental net financial position was $66.7 million at the end of 2023–24, a decrease of $14.3 million from $81.0 million in 2022–23.

Total net liabilities

The increase in total liabilities of $19.4 million is mainly attributable to an increase in accounts payable and accrued liabilities related to employer contributions to EBPs and accounts payable to external parties, offset slightly by a decrease in employee future benefits related to severance benefits.
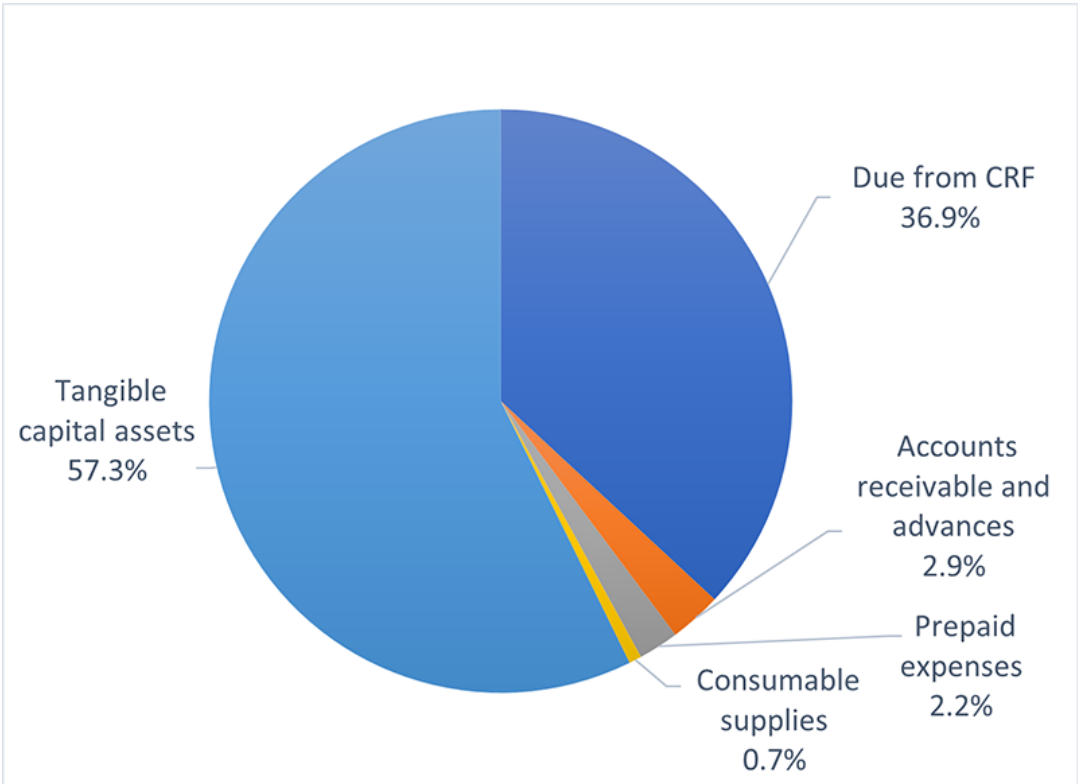
Total net financial assets

The increase in total net financial assets of $22.5 million is mainly attributable to an increase in the amount due from the Consolidated Revenue Fund to discharge accounts payable and accrued liabilities.

Total non-financial assets

The decrease in total non-financial assets of $17.4 million is mainly because of a reduction in software acquisitions and the ongoing amortization of tangible capital assets.

For more information on the distribution of the balances in the statements of financial position, please see the two charts below.

Graph 4: Assets by type

Total assets, including financial and non-financial assets, were $229.8 million at the end of 2023–24. Tangible capital assets represented the largest portion of assets, at $131.6 million (57.3%). They consisted of informatics software ($93.4 million), software under development ($22.8 million), leasehold improvements ($12.9 million) and other assets ($2.5 million). The remaining portion comprised $84.8 million (36.9%) for amounts due from the Consolidated Revenue Fund, $6.6 million (2.9%) for accounts receivable and advances, $5.1 million (2.2%) for prepaid expenses, and $1.7 million (0.7%) for consumable supplies.

Graph 5: Liabilities by type
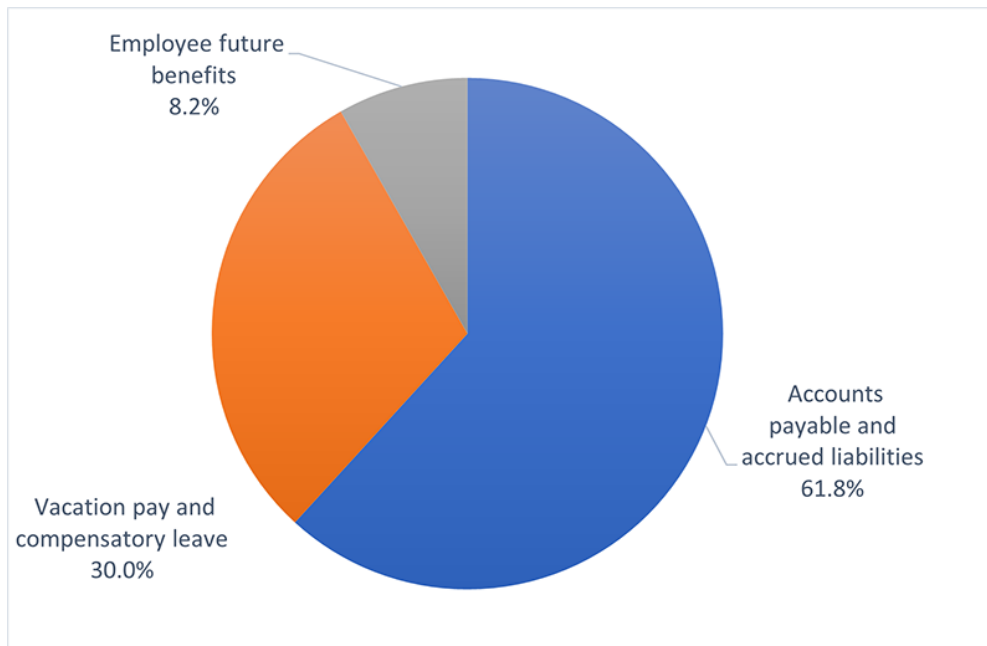
Total liabilities were $163.1 million at the end of 2023–24. Accounts payable and accrued liabilities made up the largest portion of liabilities, at $100.7 million (61.8%). They consisted of accrued salaries and wages ($38.5 million), accounts payable to external parties ($35.7 million), and accounts payable to other federal government departments and agencies ($26.5 million). The next largest portion was vacation pay and compensatory leave, at $48.9 million (30.0%), while employee future benefits made up $13.5 million (8.2%).

Human resources

This section presents an overview of the department's actual and planned human resources from 2021–22 to 2026–27.

Table 10: Actual human resources for core responsibilities and internal services
Table 10 shows a summary of human resources, in full-time equivalents (FTEs), for Statistics Canada's core responsibilities and for its internal services for the previous three fiscal years.

Core responsibilities and internal services	2021–22 actual FTEs	2022–23 actual FTEs	2023–24 actual FTEs
Statistical Information	7,186	7,005	6,291
Internal services	713	833	619
Total gross	**7,899**	**7,838**	**6,910**

Core responsibilities and internal services	2021–22 actual FTEs	2022–23 actual FTEs	2023–24 actual FTEs
Respendable Revenue	-1,542	-1,795	-1,373
Total net	**6,357**	**6,043**	**5,537**

Analysis of human resources over the last three years

Similar to trends seen in planned spending, changes in FTEs from year to year are largely explained by the cyclical nature of the Census Program. Activity peaked in 2021–22, when the 2021 Census of Population and 2021 Census of Agriculture were conducted and decreased after as these activities wound down.

Internal services resources from 2021–22 to 2022–23 included resources from temporary funding related to an initiative approved in 2018–19 to migrate the agency's infrastructure to the cloud.

Respendable revenue from 2021–22 to 2022–23 included FTE resources for additional work associated with extra demands following the slowdown during the COVID-19 pandemic, as the easing of restrictions allowed collection of statistical information to resume. It was also associated with an increase in demands related to the 2021 Census.

Table 11: Human resources planning summary for core responsibilities and internal services
Table 11 shows information on human resources, in full-time equivalents (FTEs), for each of Statistics Canada's core responsibilities and for its internal services planned for the next three years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	2024–25 planned FTEs	2025–26 planned FTEs	2026–27 planned FTEs
Statistical Information	6,228	6,466	6,773
Internal services	595	572	570
Total gross	**6,823**	**7,038**	**7,343**
Respendable Revenue	-1,190	-1,190	**-1,190**
Total net	**5,633**	**5,848**	**6,153**

Analysis of human resources for the next three years

Overall, Statistics Canada is expecting to maintain its capacity for delivering ongoing statistical programs in future years, with no significant shifts in resources. Similar to trends seen in planned spending, changes in FTEs from year to year are largely explained by the cyclical nature of the Census Program. Activity will

begin to ramp up and will peak again in 2026–27, when the 2026 Census of Population and 2026 Census of Agriculture are conducted.

Reflected in 2024–25 are planned FTEs for new initiatives from Budget 2023, including the Canadian Dental Care Plan, Building a World-class Health Data System for Canadians and the Action Plan for Official Languages. Resources for the Canadian Dental Care Plan for 2025–26 are not included because the funding has not been secured yet. Resources for cloud operations for 2025–26 are not included in the planned FTEs because the enterprise-wide funding model is being developed. Consequently, planned FTEs for internal services decrease in 2025–26 and future years.

Planned FTEs for respendable revenue are expected to maintain the same levels over the next three years.

Corporate information

Departmental profile

Appropriate minister: The Honourable François-Philippe Champagne, P.C., M.P.

Institutional head: André Loranger

Ministerial portfolio: Innovation, Science and Economic Development

Enabling instruments:

Statistics Act
Corporations Returns Act
Corporations Returns Regulations

Year of incorporation / commencement:

The Dominion Bureau of Statistics was established in 1918. In 1971, with the revision of the *Statistics Act*, the agency became Statistics Canada.

Other:

Under the *Statistics Act*, Statistics Canada is required to collect, compile, analyze, abstract and publish statistical information relating to the commercial, industrial, financial, social, economic and general activities and condition of the people of Canada.

Statistics Canada has two primary objectives:

•   to provide statistical information and analysis on the economic and social structure and functioning of Canadian society, as a basis for developing, operating and evaluating public policies and programs; for public and private decision making; and for the general benefit of all Canadians

•   to promote the quality, coherence and international comparability of Canada's statistics through collaboration with other federal departments and agencies, with the provinces and territories, and in accordance with sound scientific standards and practices.

Statistics Canada's head office is located in Ottawa. There are regional offices across the country in Halifax, Sherbrooke, Montréal, Toronto, Sturgeon Falls, Winnipeg, Edmonton and Vancouver. There are also 35 research data centres located throughout the country in academic institutions. In addition, there are five secure rooms available for access by employees of federal departments and selected provincial ministries. These centres provide researchers with access to microdata from population and household survey programs in a secure setting. Canadians can also follow the agency on Facebook, Instagram, LinkedIn, Reddit, X (formerly Twitter) and YouTube.

Departmental contact information

Mailing address:

Statistics Canada
150 Tunney's Pasture Driveway
Ottawa, Ontario
K1A 0T6

Telephone:

Toll-free: 1-800-263-1136
International: 1-514-283-8300

TTY: 1-800-363-7629

Fax: 1-514-496-4879

Email: infostats@statcan.gc.ca

Website: www.statcan.gc.ca

Supplementary information tables

The following supplementary information tables are available on Statistics Canada's website:

- Gender-based Analysis Plus
- Response to Parliamentary committees and external audits

Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the Report on Federal Tax Expenditures. This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs as well as evaluations and GBA Plus of tax expenditures.

Definitions

administrative data (données administratives)

Information collected by government or private sector organizations in lieu of or to complement survey data.

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, departments 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 report on the plans and expected performance of an appropriated department over a 3year period. Departmental Plans are usually tabled in Parliament each spring.

departmental priority (priorité)

A plan or project that a department has chosen to focus and report on during the planning period. Priorities represent the things that are most important or what must be done first to support the achievement of the desired departmental results.

departmental result (résultat ministériel)

A consequence or outcome that a department seeks to achieve. 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 quantitative measure of progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that connects the department's core responsibilities to its departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department's actual accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

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. For a particular position, the full-time equivalent figure is the ratio of number of hours the person actually works divided by the standard number of hours set out in the person's collective agreement.

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

An analytical tool used to support the development of policies, programs and other initiatives, and to assess the impact of policies, programs and initiatives on diverse sets of women, men and people of various gender identities. GBA Plus is a process for understanding who is affected by the opportunity or issue being assessed by the initiative, for determining how the initiative could be adapted to meet the diverse needs of those most affected, and for identifying and reducing any barriers to accessing or benefiting 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 (including rurality), language, race, religion and sexual orientation.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2023–24 Departmental Results Report, government-wide priorities are the high-level themes outlining the government's agenda in the [November 23, 2021, Speech from the Throne](#): building a healthier today and tomorrow; growing a more resilient economy; bolder climate action; fight 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 where two or more federal departments are given funding to pursue a shared outcome, often linked to a government priority.

Indigenous business (entreprise autochtones)

For the purpose of the *Directive on the Management of Procurement Appendix E: Mandatory Procedures for Contracts Awarded to Indigenous Businesses* and the Government of Canada's commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses, a department that meets the definition and requirements as defined by the [Indigenous Business Directory](#).

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

performance indicator (indicateur de rendement)

A qualitative or quantitative means of measuring an output or outcome, with the intention of gauging the performance of a department, program, policy or initiative respecting expected results.

plan (plan)

The articulation of strategic choices, which provides information on how a department 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 to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in 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 the department and focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

Identifies all the department's programs and describes how resources are organized to contribute to the department's core responsibilities and results.

result (résultat)

A consequence attributed, in part, to a department, policy, program or initiative. Results are not within the control of a single department, policy, program or initiative; instead, they are within the area of the department'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 a department, 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.