



Office of the
Commissioner of
Official Languages

Commissariat
aux langues
officielles

Office of the Commissioner of Official Languages 2024–2025 Departmental Results Report

The Honourable Steven MacKinnon, P.C., M.P.
Leader of the Government in the House of Commons

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The Office of the Commissioner of Official Languages' 2024–2025 Departmental Results Report

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At a glance

This Departmental Results Report outlines the Office of the Commissioner of Official Languages' (the Office of the Commissioner) achievements in relation to the plans, priorities and expected results set out in its [2024–2025 Departmental Plan](#).

- [Mission](#)

Key priorities

The Office of the Commissioner established the following key priorities for 2024–2025:

- Establish a framework for intervention with the various federal government entities.
- Establish concrete mechanisms to evaluate the impact of the implementation of the *Official Languages Act* (the Act) on the vitality of official language minority communities.
- Support an organizational culture that optimizes synergy between branches and strengthens the commitment of all staff to the Office of the Commissioner's mandate.

2024–2025 highlights for the Office of the Commissioner

- Total actual spending (authorities used including internal services): \$26,148,095
- Total full-time equivalents (FTEs) (including internal services): 172

For more information on the Office of the Commissioner's total spending and human resources, see the [Spending and human resources section](#) of its full Departmental Results Report.

Results summary

This is a summary of the results the Office of the Commissioner achieved in 2024–2025 in its main areas of activities, called “core responsibilities.”

Core responsibility 1: Protection of rights related to official languages

Actual spending (authorities used): \$8,844,674

Actual FTEs: 67

- The Office of the Commissioner prioritized making the organizational and procedural changes required to implement the new powers.
- Through investigations, the Office of the Commissioner continued to ensure that federal institutions complied with their obligations under the Act.
- The Office of the Commissioner continued its external compliance promotion efforts with federal institutions to encourage them to meet their obligations under the Act.

For more information on the [Protection of rights related to official languages](#) by the Office of the Commissioner, see the Results: What we achieved section of its Departmental Results Report.

Core responsibility 2: Advancement of English and French in Canadian society

Actual spending (authorities used): \$7,902,119

Actual FTEs: 55

- The Office of the Commissioner continued to influence the government regarding the development of directives and regulations stemming from the Act.
- As part of its promotional activities, the Office of the Commissioner launched several awareness initiatives to communicate its new intervention methods to institutions subject to the modernized Act and to Canadians.
- Implementation of the new compliance promotion framework began in alignment with the Treasury Board of Canada Secretariat and Canadian Heritage’s promotional activities.
- Several information sessions were delivered to federal institutions across the country based on compliance promotion priorities identified.

For more information on the [advancement of English and French in Canadian society](#) the Office of the Commissioner, see the Results: What we achieved section of its Departmental Results Report.

Commissioner’s message

Fiscal year 2024–2025 was a year of transition—in more ways than one—as the Office of the Commissioner pursued its commitment under the modernized *Official Languages Act*.

The modernization of the Act two years ago gave me new powers to help ensure that federal institutions comply with the Act and that Canadians' language rights are respected.

After working to lay the necessary groundwork for the use of these powers in 2023–2024, my team and I continued to adapt to the new language policy and support the priorities outlined in the Office of the Commissioner's 2024–2025 Departmental Plan.

During this time, we began offering parties involved in a complaint the opportunity to participate in mediation—when appropriate and based on defined criteria—and we began proposing to certain federal institutions that they enter into a compliance agreement to help them comply with the Act.

Furthermore, we can now enter into compliance agreements, and I have the option to issue an order at the end of investigations that relate exclusively to either communications with and services to the public or to language of work.

Of course, our work doesn't stop there. We will continue to improve the processes and tools developed for each of my powers, help federal institutions better understand and meet their new obligations, and effectively process admissible complaints filed with the Office of the Commissioner (which totalled 1,163 in 2024–2025).

However, some of the key elements needed to fully implement the modernized Act and to ensure that the language rights of all Canadians are respected are still missing.

In particular, I'm still waiting for regulations to be adopted and for an order to be made so that I can impose administrative monetary penalties for certain contraventions of Part IV of the Act, which governs communications with and services to the public. I'm also still waiting for regulations to be adopted regarding Part VII of the Act (the advancement of equality of status and use of English and French) and for an order to be made so that I can make orders for certain contraventions under Part VII of the Act. In addition, given that my investigative powers will be extended to the *Use of French in Federally Regulated Private Businesses Act*, I am closely monitoring that legislation's progress toward entry into force.

Over the last fiscal year, my team and I had the opportunity to put our expertise and knowledge to good use by presenting to central agencies responsible for developing the missing regulations on what we consider to be essential to include.

Although my term is coming to an end, I have been thinking a lot about the future. We've made significant progress with the modernization of the Act, but the work is far from complete.

It's crucial to ensure that we have the means, including strong regulations, to carry out the major societal project of fully implementing the modernized Act, as much for official language minority communities as for federal public servants and the Canadian public.

One thing is certain—my team and I remain fully committed to protecting official languages, and this commitment will continue with the same intensity and determination under the leadership of my successor.

Raymond Théberge

R. Théberge



Results: What we achieved

Core responsibilities and internal services

- Core responsibility 1: Protection of rights related to official languages
- Core responsibility 2: Advancement of English and French in Canadian society
- Internal services

Core responsibility 1: Protection of rights related to official languages

In this section

- Description
- Quality of life impacts
- Progress on results
- Details on results
- Key risks
- Resources required to achieve results
- Related government priorities
- Program inventory

Description

In meeting this core responsibility, the Office of the Commissioner takes the appropriate steps, including complaints processing, audits and interventions, to ensure compliance with the Act and the respect of Canadians' language rights.

Quality of life impacts

The Office of the Commissioner notes that official languages are listed under the "Knowledge of official languages" indicator under the "Society" category of [Canada's Quality of Life Framework](#). This category is the one that most affects the Office of the Commissioner's responsibility to protect official language rights.

Official languages are one of Canada's fundamental values and are at the heart of its social fabric. The Office of the Commissioner therefore used the past year to examine how the other indicators could be aligned with its core responsibilities and mandate.

Progress on results

This section details the department's performance against its targets for each departmental result under Core responsibility 1: Protection of rights related to official languages.

Table 1: Protection of rights related to official languages

Table 1 shows the target, the date to achieve the target and the actual results for each indicator under the “Protection of rights related to official languages” departmental result in the past three fiscal years.

Departmental result indicators	Target	Date to achieve target	Actual results
Percentage of the Commissioner’s recommendations made in response to shortcomings identified in audit and investigation reports that have been completely or partially implemented. ¹	60%	March 2025	2022–2023: 69% 2023–2024: 66% 2024–2025: 67%
Percentage of complaints and inquiries processed within the timelines set out by the service standards.	70%	March 2025	2022–2023: 84% 2023–2024: 33% ² 2024–2025: 78.8%

Table 2: Canadians benefit from the Commissioner’s interventions before the courts

Table 2 shows the target, the date to achieve the target and actual result for each indicator under the “Canadians benefit from the Commissioner’s interventions before the courts” departmental result in the three fiscal years.

Departmental result indicators	Target	Date to achieve target	Actual results
Percentage of court remedies involving the Commissioner that had a positive impact on the interpretation or application of the <i>Official Languages Act</i> or the <i>Canadian Charter of Rights and Freedoms</i> .	60%	March 2025	2022–2023: 90% 2023–2024: 92% 2024–2025: 100%

The Results section of the [Infographic for Office of the Commissioner of Official Languages on GC InfoBase](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for the protection of rights related to official languages in 2024–2025 compared with the planned results set out in the Office of the Commissioner’s Departmental Plan for the year.

-
1. It should be noted that this percentage is based solely on the recommendations contained in the Commissioner’s investigation reports for which the Office of the Commissioner conducted a follow-up.
 2. In 2023–2024, the Office of the Commissioner prioritized processing outstanding complaints that were outside of service standards. The Office of the Commissioner successfully closed a large number of these complaints. As a result, the majority of files closed this fiscal year were outside of service standards.

Rights related to official languages are protected

Results achieved

As part of the modernization of the Act, the Office of the Commissioner put in place a three-year strategic plan for 2024–2027. The plan’s priorities reflect the Commissioner’s new powers and the organizational renewal required to adapt to this new language policy. The Office of the Commissioner continued its efforts to implement work and working groups to review procedures and tools. In particular, several tools were developed and shared with staff and information sessions for external stakeholders within the federal government were organized, completing the optimization of the new investigation process.

Specifically, the Commissioner may refuse or cease to investigate any complaint if the federal institution involved has taken corrective measures before or during the investigation to address the issues raised in the complaint. In 2024–2025, 54 institutions resolved a total of 130 complaints against them in this way.

The Office of the Commissioner gradually launched the mediation mechanism. In 2024–2025, it offered mediation to the parties involved in 56 complaint cases. On two occasions, both parties to the case opted for mediation, for a total of three complaints handled in this way. These two cases of mediation resulted in settlement agreements. Nearly half of the invitations to mediation received a favourable response from the federal institutions involved. In 12 cases, although mediation did not take place, the complaints were quickly addressed through satisfactory corrective measures, leading to the investigation being discontinued.

The Office of the Commissioner also began proposing to certain federal institutions that they enter into a compliance agreement. The first compliance agreement was signed in October 2024. This mechanism requires a commitment on the part of the institution. The Office of the Commissioner is helping familiarize institutions with this new possibility while gradually adjusting its implementation procedures.

Furthermore, the Office of the Commissioner developed the processes, tools and training required to implement the new power to make orders. A working group was created to ensure this power is implemented. The Office of the Commissioner has been ready to make orders since January 2025.

The Office of the Commissioner continued its efforts to ensure that various federal institutions comply with their obligations under the Act. The new powers, which are used to investigate complaints, will improve federal institutions’ compliance. In addition, the Office of the Commissioner was able to use its expertise and knowledge to influence the implementation of the new Act, in particular by influencing the central agencies responsible for developing regulations, policies and guidelines under the Act, with a view to improving federal institutions’ compliance.

Canadians benefit from the Commissioner’s interventions before the courts

Results achieved

The Commissioner continues to intervene before the courts to ensure that they continue to interpret language rights broadly and liberally and that the Act is implemented as intended. In 2024–2025, the

courts ruled in favour of language rights in two cases in which the Commissioner intervened: *St. John’s International Airport Authority v Thibodeau (2024 FCA 197)* and *R. v Tayo Tompouba (2024 FCA 16)*.

Key risks

In 2024–2025, the two main risks were the Office of the Commissioner’s ability to respond to strategic and operational priorities and its ability to support the Commissioner’s mandate. The modernization of the Act required the renewal and development of the procedures to be completed as soon as possible to be able to fully use the new powers and implement the Act. In addition to the measures the Office of the Commissioner has already taken, such as establishing work teams and a modernization special working group, the Office of the Commissioner submitted a request for necessary funds and resources to finish its organizational renewal and the implementation of its strategic plan.

Resources required to achieve results

Table 3: Snapshot of resources required for the protection of rights related to official languages

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

Resource	Planned	Actual (Authorities used)
Spending	\$8,873,979	\$8,844,674
FTEs	68	67

The [Finances](#) and [People sections of the Infographic for the Office of the Commissioner of Official Languages on GC InfoBase](#) provide a complete financial and human resources information related to its program.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

Gender-based analysis plus

The Office of the Commissioner began examining the appropriate use of GBA Plus in the implementation of its activities tied to the protection of rights related to official languages. This process involved initial data collection and team interviews, which identified issues and areas that could benefit from GBA Plus. A report was subsequently prepared with recommendations to guide the Office of the Commissioner in its implementation.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals
The Office of the Commissioner subscribed to a sustainable development approach that contributes to the advancement of Canada’s two official languages while respecting the path toward reconciliation with First Nations, Inuit and Métis communities; equality and diversity; inclusion and accessibility; responsible consumption; and climate change and its impacts. The Office of the Commissioner’s sustainable development goals included the following:

- Advance reconciliation with Indigenous peoples and take measures to reduce inequalities.
- Reduce waste and move toward zero-emission vehicles.
- Take measures related to climate change and its impacts.

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

Program inventory

The protection of rights related to official languages is supported by the following program:

- Official language rights protection program

Additional information related to the program inventory for the protection of rights related to official languages is available on the [Results page for Office of the Commissioner of Official Languages on GC InfoBase](#).

Core responsibility 2: Advancement of English and French in Canadian society

In this section

- [Description](#)
- [Quality of life impacts](#)
- [Progress on results](#)
- [Details on results](#)
- [Key risks](#)
- [Resources required to achieve results](#)
- [Related government priorities](#)
- [Program inventory](#)

Description

In meeting this core responsibility, the Office of the Commissioner has a keen interest in issues related to the advancement of the equal status of English and French in federal institutions and Canadian society while supporting the development and vitality of official language minority communities.

Quality of life impacts

The “Society” category of [Canada’s Quality of Life Framework](#) is the one that most affects the core responsibility of advancing English and French in Canadian society. This specifically refers to the indicator of positive perceptions of diversity in relation to the Office of the Commissioner’s mandate to support the development and vitality of official language minority communities.

Official languages are one of Canada’s fundamental values and are at the heart of its social fabric. The Office of the Commissioner therefore used the past year to examine how the other indicators could be aligned with its core responsibilities and mandate.

Progress on results

This section details the department’s performance against its targets for each departmental result under Core responsibility 2: Advancement of English and French in Canadian society.

Table 4: Canadians know their language rights and those of official language minority communities and they recognize the importance of linguistic duality and bilingualism.

Table 4 shows the target, the date to achieve the target and the actual result for each indicator under “Canadians know their language rights and those of official language minority communities and they recognize the importance of linguistic duality and bilingualism” in the last three fiscal years.

Departmental result indicators	Target	Date to achieve target	Actual results
Number of Canadians who have been informed of issues related to the <i>Official Languages Act</i>	350,000	March 2025	2022–2023: 890,469 2023–2024: 427,858 2024–2025: 393,329
Percentage of public support for linguistic duality and bilingualism (measured every five years)	73%	March 2025	2022–2023: N/A 2023–2024: N/A 2024–2025: N/A ³

Table 5: The Commissioner influences decision-makers in Parliament, government and communities on issues relating to the *Official Languages Act*.

Table 5 shows the target, the date to achieve the target and actual result for each indicator under “The Commissioner influences decision-makers in Parliament, government and communities on issues relating to the *Official Languages Act*” in the last three fiscal years.

Departmental result indicators	Target	Date to achieve target	Actual results
Number of parliamentary deliberations referring to the <i>Official Languages Act</i> or the Office of the Commissioner, more specifically to its reports or recommendations.	15	March 2025	2022–2023: 79 2023–2024: 63 2024–2025: 38
Percentage of recommendations from the Annual Report and research reports prepared by the Office of the Commissioner that were implemented ⁴	60%	March 2026	2022–2023: N/A ⁵ 2023–2024: 61.5% 2024–2025: 85%

The [Results section of the Infographic for Office of the Commissioner of Official Languages on GC InfoBase](#) provides additional information on results and performance related to its program inventory.

3. The most recent results were measured in 2021–2022. Because the percentage is measured every five years, the next results will be in 2026–2027.

4 This indicator was amended in 2018–2019.

5 The recommendations from the annual reports since 2019 have been consolidated and the related follow-up began in 2023–2024.

Details on results

The following section describes the results for the advancement of English and French in Canadian society in 2024–2025 compared with the planned results set out in the Office of the Commissioner’s Departmental Plan for the year.

Canadians know their language rights and those of official language minority communities and they recognize the importance of linguistic duality and bilingualism

Results achieved

Following the modernization of the Act, the Office of the Commissioner redefined its external language rights promotion role by focusing on promoting compliance, primarily through liaison activities with federal institutions and promotion activities with Canadians in a way that complements the efforts of each government entity that also has official language responsibilities.

After influencing the legislative process for Bill C-13, the Office of the Commissioner is preparing for the next 10-year review of the Act by establishing a framework for monitoring its implementation, with the ultimate goal of assessing its impact on official language minority communities. This priority is in line with its mission of contributing to the preservation and development of official language minority communities in Canada.

The Office of the Commissioner gave presentations on language rights to targeted audiences in various parts of the country: eight to French-speaking newcomers in minority communities (158 participants), four to groups of youth (130 participants) and two to groups of community leaders.

The Office of the Commissioner worked with provincial authorities to promote language rights among Francophones in minority communities. It gave three presentations with the Government of Manitoba and two workshops with staff from the Office of the French Language Services Commissioner of Ontario.

The Commissioner influences decision-makers in Parliament, government and communities on issues relating to the *Official Languages Act*

Results achieved

In 2024–2025, the Office of the Commissioner continued to ensure that the implementation of the Act remained a government priority by influencing the government regarding the development of directives and regulations stemming from the Act.

At the same time, it continued to communicate and highlight the scope of its new powers to Canadians and to institutions subject to the modernized Act.

The Office of the Commissioner also ensured it strategically delivered information sessions to federal institutions across the country based on compliance promotion priorities identified through investigations and other means. In total, Office of the Commissioner staff shared information on language rights and official language best practices to 6,790 federal public servants across 83 activities.

In addition, the Office of the Commissioner strengthened its online presence to promote language rights to a wider audience. In 2024–2025, its followers increased by 11% on Facebook, 47% on Instagram and

84% on LinkedIn. This growth helped raise awareness of key messages related to the modernized Act, particularly regarding the right to work in the official language of one’s choice, the active offer, and the Commissioner’s role and new powers. Posts also highlighted the rights of official language minority communities, using approaches tailored to each platform to maximize impact.

Key risks

The two main risks identified were the Office of the Commissioner’s ability to respond to strategic and operational priorities and its ability to support its mandate. The implementation of the new Act and the renewal heavily impacted these risks. With regard to the mitigation strategy, the Office of the Commissioner updated its internal and external communications strategy by developing activities that contributed to the management of the sub-risks identified. This measure helped raise awareness of the Office of the Commissioner’s position in this new context and share its expertise on official languages in Canada.

Resources required to achieve results

Table 6: Snapshot of resources required for the advancement of English and French in Canadian society
 Table 6 provides a summary of the planned and actual resources (spending and FTEs) required to achieve these results.

Resource	Planned	Actual (Authorities used)
Spending	\$8,366,894	\$7,902,119
FTEs	50	55

The [Finances](#) and [People sections of the Infographic for Office of the Commissioner of Official Languages on GC InfoBase](#) provide complete financial and human resources information related to its program.

Related government priorities

This section outlines the government priorities that relate to this core responsibility.

Gender-based Analysis Plus

The Office of the Commissioner began examining the appropriate use of GBA Plus in the implementation of its activities tied to the advancement of English and French in Canadian society. This process involved initial data collection and team interviews, which identified issues and areas that could benefit from GBA Plus. A report was subsequently prepared with recommendations to guide the Office of the Commissioner in its implementation.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals
 The Office of the Commissioner subscribed to a sustainable development approach that contributes to the advancement of Canada’s two official languages while respecting the path toward reconciliation with First Nations, Inuit and Métis communities; equality and diversity; inclusion and accessibility; responsible consumption; and climate change and its impacts. The Office of the Commissioner’s sustainable development goals included the following:

- Advance reconciliation with Indigenous peoples and take measures to reduce inequalities.
- Reduce waste and move toward zero-emission vehicles.

- Take measures related to climate change and its impacts.

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

Innovation

Over the past year, the Office of the Commissioner changed the format of its annual report to comply with the new requirements of the Act. The Office of the Commissioner's annual report, which is tabled in Parliament at the end of the fiscal year, now focuses on the organization's compliance activities. The Office of the Commissioner now publishes a second report in the fall, which provides an overview of the situation of official language minority communities. The feedback received shows that this report has been very well received by stakeholders.

Program inventory

The advancement of English and French in Canadian society is supported by the following program:

- Advancement of Official Languages program

Additional information on the program inventory for the advancement of English and French in Canadian society is available in the Results section of the [Infographic for Office of the Commissioner of Official Languages on GC InfoBase](#).

Internal services

In this section

- [Description](#)
- [Progress on results](#)
- [Resources required to achieve results](#)
- [Contracts awarded to Indigenous businesses](#)

Description

Internal services refer to the activities and resources that support a department in its work to meet its corporate obligations and deliver its programs. The 10 categories of internal services are:

- Management and Oversight Services
- Communications Services
- Legal Services
- Human Resources Management
- Financial Management
- Information Management
- Information Technology
- Real Property
- Materiel
- Acquisitions

Because court remedies are provided for in the Act, the Office of the Commissioner’s legal services are excluded from Internal Services and are an integral part of its official language rights protection program. The same is true of the Office of the Commissioner’s communications services, which, in light of its specific mandate, are not included in internal services, but are instead part of the Advancement of Official Languages program.

Progress on results

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

The Office of the Commissioner remained committed to fostering a culture of cooperation and resource optimization, specifically in the workplace. It explored different ways of maintaining a cooperative work environment to achieve its organizational objectives.

The Office of the Commissioner will continue to pursue its activities related to the Treasury Board of Canada Secretariat’s Policy on Service and Digital requirements.

To this end, in 2024–2025, the Office of the Commissioner continued developing a plan to migrate its customer relationship management platform to cloud computing and align with the Government of Canada’s “cloud smart” principle. Existing functionalities were also updated to support the implementation of the renewal and new functionality modules will be developed to enable the management and administration of the Commissioner’s new powers. In this new reality, an evaluation was also conducted in compliance with the Directive on Privacy Impact Assessment.

The Office of the Commissioner continued its cybersecurity efforts to follow up on an internal audit of the infrastructure and the results obtained from its assessments.

With the modernization of the Act, the Office of the Commissioner made progress in its evaluation of its capacity to respond to any new imposed requirements. The implementation of these new powers required the support of internal services to evaluate the organization’s capacity to operationalize changes, obtain additional human and financial resources, update technological tools, etc. The review of the Office of the Commissioner’s organizational structure will continue to better support the Commissioner’s expanded mandate.

Resources required to achieve results

Table 7: Resources required to achieve results for internal services this fiscal year

Table 7 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual (Authorities used)
Spending	\$8,113,352	\$9,401,302
FTEs	51	50

The [Finances](#) and [People sections of the Infographic for Office of the Commissioner of Official Languages on GC InfoBase](#) provide complete financial and human resources information related to its program inventory.

Contracts awarded to Indigenous businesses

Government of Canada departments are required to award at least 5% of the total value of contracts to Indigenous businesses every year.

2024–2025 results for the Office of the Commissioner

Table 8: Total value of contracts awarded to Indigenous businesses¹

As shown in Table 8, the Office of the Commissioner awarded 3.86% of the total value of all contracts to Indigenous businesses for the fiscal year.

Contracting performance indicators	2024–2025 results
Total value of contracts awarded to Indigenous businesses ¹ (A)	\$86,233,92
Total value of contracts awarded to Indigenous and non-Indigenous businesses ² (B)	\$2,234,654,36
Value of exceptions approved by deputy head (C)	\$0
Total percentage of contracts awarded to Indigenous businesses $[A / (B - C) \times 100]$	3.86%
<ul style="list-style-type: none"> - ¹“Contract” is a binding agreement for the procurement of a good, service, or construction and does not include real property leases. It includes contract amendments and contracts entered into by means of acquisition cards of more than \$10,000.00. - ²For the purposes of the minimum 5% target, the data in this table reflects how Indigenous Services Canada (ISC) defines “Indigenous business” as either: <ul style="list-style-type: none"> o owned and operated by Elders, band and tribal councils o registered in the Indigenous Business Directory o registered on a modern treaty beneficiary business list. 	

In its 2025–2026 Departmental Plan, the Office of the Commissioner estimated that it would award 5% of the total value of its contracts to Indigenous businesses by the end of 2024–25. It made every effort throughout the year to meet this objective, including encouraging program managers to identify needs and set aside funds for Indigenous businesses. It did not meet the target in 2024–2025, mainly because of changes in its priorities and spending plans.

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 2022–2023 to 2027–2028.

Budgetary performance summary

Table 10: Actual three-year spending on core responsibilities and internal services (dollars)

Table 10 shows the money that the Office of the Commissioner spent in each of the past three on its core responsibilities and on internal services.

Core responsibilities and internal services	2024–2025 Main Estimates	2024–2025 total authorities available for use	Actual spending over three years (authorities used)
Protection of rights related to official languages	\$8,873,979	\$10,056,220	<ul style="list-style-type: none"> • 2022–2023: \$7,510,619 • 2023–2024: \$8,582,140 • 2024–2025: \$8,844,674
Advancement of English and French in Canadian society	\$8,366,894	\$9,481,579	<ul style="list-style-type: none"> • 2022–2023: \$6,934,354 • 2023–2024: \$7,687,040 • 2024–2025: \$7,902,119
Subtotal	\$17,240,873	\$19,537,799	<ul style="list-style-type: none"> • 2022–2023: \$14,444,973 • 2023–2024: \$16,269,180 • 2024–2025: \$16,746,793
Internal services	\$8,113,352	\$9,194,258	<ul style="list-style-type: none"> • 2022–2023: \$7,987,949 • 2023–2024: \$8,816,403 • 2024–2025: \$9,401,302
Total	\$25,354,225	\$28,732,057	<ul style="list-style-type: none"> • 2022–2023: \$22,432,922 • 2023–2024: \$25,085,583 • 2024–2025: \$26,148,095

For fiscal years 2022–2023 to 2024–2025, actual spending corresponds to actual spending as reported in the Public Accounts of Canada.

The increase of \$3.3 million between the total authorities available for use in 2024–2025 (\$28.7 million) and the main estimates for 2024–2025 (\$25.4 million) results from the temporary funding received for the modernization of the Act, as well as from funding through the operating budget carry-forward, compensation related to new collective agreements and adjustments to employee benefit plans.

The \$2.7 million increase in actual expenses in 2023–2024 (\$25.1 million) compared with 2022–2023 (\$22.4 million) is primarily the result of the renewal of collective agreements.

The \$1 million increase in actual expenses in 2024–2025 (\$26.1 million) compared with 2023–2024 (\$25.1 million) is attributable primarily to spending associated with the modernization of the Act.

The [Finances section of the Infographic for Office of the Commissioner of Official Languages on GC InfoBase](#) offers more financial information from previous years.

Table 11: Planned three-year spending on core responsibilities and internal services (dollars)

Table 11 shows the Office of the Commissioner’s planned spending for each of the next three years on its core responsibilities and on internal services.

Core responsibilities and internal services	2025–2026 planned spending	2026–2027 planned spending	2027–2028 planned spending
Protection of rights related to official languages	\$9,078,391	\$9,088,919	\$9,088,919
Advancement of English and French in Canadian society	\$8,277,357	\$8,286,956	\$8,286,956
Subtotal	\$17,355,748	\$17,373,875	\$17,375,875
Internal services	\$9,345,402	\$9,356,241	\$9,356,241
Total	\$26,701,150	\$26,732,116	\$26,732,116

The Office of the Commissioner plans to continue to carry out its core responsibilities and spend the total amount of its authorities as presented in the Main Estimates for 2025–2026 to 2027–2028.

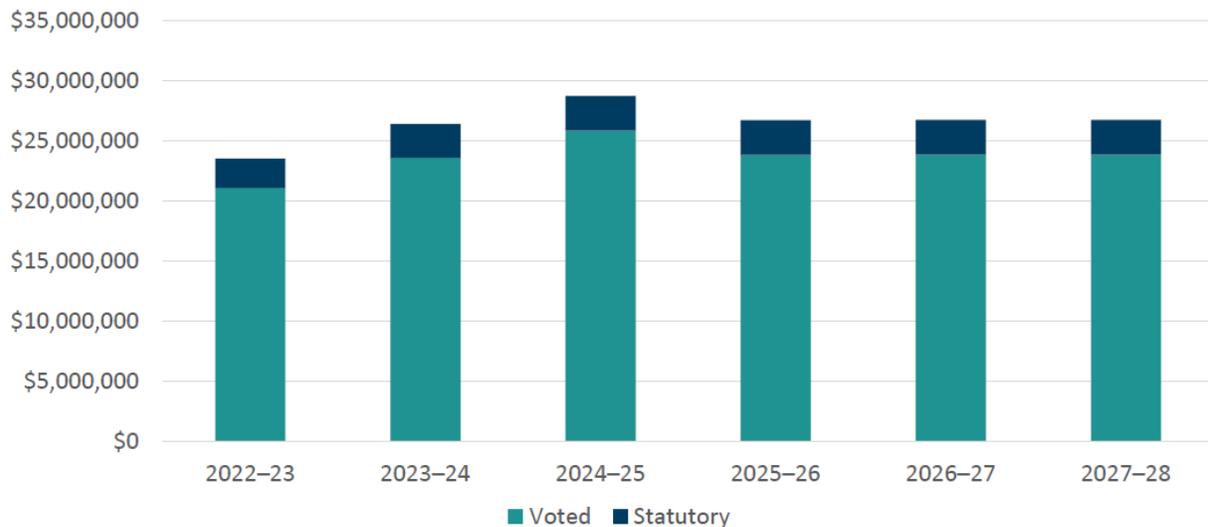
The Finances section of the [Infographic for Office of the Commissioner of Official Languages](#) on GC InfoBase offers more detailed financial information related to future years.

Funding

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

Graph 1: Approved funding (statutory and voted) over a six-year period

Graph 1 summarizes the department’s approved voted and statutory funding for 2022–2023 to 2027–2028.



Text version of Graph 1

Graph 1 includes the following information in a bar graph:

Fiscal year	Voted	Statutory	Total
2022–2023	\$21,081,130	\$2,434,006	\$23,515,136
2023–2024	\$23,579,546	\$2,821,974	\$26,401,520
2024–2025	\$25,845,565	\$2,866,492	\$28,732,057
2025–2026	\$23,841,347	\$2,869,803	\$26,701,150
2026–2027	\$23,858,204	\$2,873,912	\$26,732,116
2027–2028	\$23,858,204	\$2,873,912	\$26,732,116

The difference between the approved funding for 2022–23 and 2023–24 is mainly due to temporary financing for new collective agreements and associated adjustments to budgetary statutory authorities related to employee benefit plans.

The difference between the approved funding for 2023–24 and 2024–25 is mainly due to temporary funding for the modernization of the *Official Languages Act*, the new collective agreements and associated adjustments to budgetary statutory authorities related to employee benefit plans.

The decrease in approved funding between 2024–25 and 2025–26 is mainly due to funding for the modernization of the *Official Languages Act* in fiscal year 2024–25, which was offset by new collective agreements and associated adjustments to budgetary statutory authorities related to employee benefit plans.

Consult the [Public Accounts of Canada](#) for further information on the Office of the Commissioner’s departmental voted and statutory expenditures.

Financial statement highlights

The Office of the Commissioner’s Financial Statements (Audited/Unaudited) for the Year Ended March 31, 2025

Table 12: Condensed Statement of Operations (unaudited or audited) for the year ended March 31, 2025 (dollars)

Table 12 summarizes the expenses and revenues for 2024–2025, which net to the cost of operations before government funding and transfers.

Financial information	2024–2025 actual results	2024–2025 planned results	Difference (actual results minus planned)
Total expenses	\$29,744,558	\$29,102,609	\$641,949
Total revenues	-	-	-
Net cost of operations before government funding and transfers	\$29,744,558	\$29,102,609	\$641,949

Analysis of expenses and revenues for 2024-25

The difference of \$642,000 between the actual and planned results for 2024–2025 is due mainly to the provision of temporary funding related to the modernization of the Act. This additional funding covered a larger portion of payroll expenses, which resulted in higher-than-expected expenditures.

The 2024–2025 planned results information is provided in the Office of the Commissioner’s [Future-Oriented Statement of Operations \(Unaudited\) 2024–2025](#).

Table 13: Condensed Statement of Operations (unaudited or audited) for fiscal years 2023–2024 and 2024–2025

Table 13 summarizes actual expenses and revenues, which net to the cost of operations before government funding and transfers.

Financial information	2024–2025 actual results	2023–2024 actual results	Difference (2024–2025 minus 2023–2024)
Total expenses	\$29,744,558	\$28,926,907	\$817,651
Total revenues	-	-	-
Net cost of operations before government funding and transfers	\$29,744,558	\$28,926,907	\$817,651

Analysis of differences in expenses and revenues between 2023-24 and 2024-25

The difference of \$818,000 between the actual results for 2024–2025 and those of the previous fiscal year (2023–2024) is due mainly to the temporary funding received in 2024–2025 related to the modernization of the Act. This additional funding covered a larger portion of payroll expenses, which resulted in an increase in expenses compared to the previous fiscal year.

Table 14: Condensed Statement of Financial Position (unaudited or audited) as of March 31, 2025 (dollars)

Table 14 provides a brief snapshot of the amounts the department owes or must spend (liabilities) and its available resources (assets), which helps to indicate its ability to carry out programs and services.

Financial information	Actual fiscal year (2024–2025)	Previous fiscal year (2023–2024)	Difference (2024–2025 minus 2023–2024)
Total net liabilities	\$3,952,154	\$3,650,996	\$301,158
Total net financial assets	\$2,576,404	\$2,188,146	\$388,258
Departmental net debt	\$1,375,750	\$1,462,850	(\$87,100)
Total non-financial assets	\$1,661,723	\$1,745,437	(\$83,714)
Departmental net financial position	\$285,973	\$282,587	\$3,386

Analysis of department’s liabilities and assets since last fiscal year

The \$301,000 increase in net liabilities and the \$388,000 increase in net assets in 2024–2025, as compared to the previous fiscal year, are due mainly to the increase in accounts payable recorded at the end of the fiscal year and to the increase in accrued salaries as of March 31, 2025.

Human resources

This section presents an overview of the department’s actual and planned human resources from 2022–2023 to 2027–2028.

Table 15: Actual human resources for core responsibilities and internal services

Table 15 shows a summary in full-time equivalents of human resources for the Office of the Commissioner’s core responsibilities and for its internal services for the previous three fiscal years.

Core responsibilities and internal services	2022–23 actual full-time equivalents	2023–24 actual full-time equivalents	2024–25 actual full-time equivalents
Protection of rights related to official languages	63	69	67
Advancement of English and French in Canadian society	52	52	55
Subtotal	115	121	122
Internal services	47	46	50
Total	162	167	172

An increase in FTEs is observed because of the implementation of the modernized Act.

Table 16: Human resources planning summary for core responsibilities and internal services

Table 16 shows the planned full-time equivalents for each of the Office of the Commissioner’s core responsibilities and for its internal services planned for the next three fiscal years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	2025–26 planned full-time equivalents	2026–27 planned full-time equivalents	2027–28 planned full-time equivalents
Protection of rights related to official languages	68	68	68
Advancement of English and French in Canadian society	55	55	55
Subtotal	123	123	123
Internal services	54	54	54
Total	177	177	177

The staffing level planned for future years reflects currently approved resources.

Supplementary information tables

The following supplementary information table is available on the Office of the Commissioner’s website:

- [Gender-based analysis plus](#)

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.

Corporate information

Departmental profile

Commissioner of Official Languages: Raymond Thériège

Enabling instrument: [Subsection 56\(1\)](#) of the *Official Languages Act*

Year of incorporation or commencement: 1970

Departmental contact information

Mailing address: 30 Victoria Street, 6th floor, Gatineau, Quebec K1A 0T8

Telephone: 819-420-4877

TTY: 1-877-996-6368

Fax: 819-420-4873

Email: information@clo-ocol.gc.ca

Website: <https://www.clo-ocol.gc.ca/en>

Definitions

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 of a department. The departmental results listed for a core responsibility reflect the outcomes that the department seeks to influence or achieve.

Departmental Plan (plan ministériel)

A report that outlines the anticipated activities and expected performance of an appropriated department over a 3-year period. Departmental Plans are usually tabled in Parliament in spring.

departmental priority (priorité)

A plan, project or activity that a department focuses and reports on during a specific planning period. Priorities represent the most important things to be done or those to be addressed first to help achieve the desired departmental results.

departmental result (résultat ministériel)

A high-level outcome related to the core responsibilities of a department.

departmental result indicator (indicateur de résultat ministériel)

A quantitative or qualitative measure that assesses progress toward 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 outlining a department's accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

Full-time equivalent (équivalent temps plein)

Measures the person years in a departmental budget. An employee's scheduled hours per week divided by the employer's hours for a full-time workweek calculates a full-time equivalent. For example, an employee who works 20 hours in a 40-hour standard workweek represents a 0.5 full-time equivalent.

Gender-based Analysis Plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool that helps to understand the ways diverse individuals experience policies, programs and other initiatives. Applying GBA Plus to policies, programs and other initiatives helps to identify the different needs of the people affected, the ways to be more responsive and inclusive, and the methods to anticipate and mitigate potential barriers to accessing or benefitting from the initiative. GBA Plus 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 priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Results Report, government priorities are the high-level themes outlining the government's agenda as announced in the [2021 Speech from the Throne](#).

horizontal initiative (initiative horizontale)

A program, project or other initiative where two or more federal departments receive funding to work collaboratively on a shared outcome usually linked to a government priority, and where the ministers involved agree to designate it as horizontal. Specific reporting requirements apply, including that the lead department must report on combined expenditures and results.

Indigenous business (entreprise autochtones)

For the purposes of a Departmental Result Report, this includes any entity that meets the Indigenous Services Canada's criteria of being owned and operated by Elders, band and tribal councils, registered in the [Indigenous Business Directory](#) or registered on a modern treaty beneficiary business list.

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 measure that assesses progress toward a departmental-level or program-level result, or the expected outputs or outcomes of a program, policy or initiative.

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 the amounts presented in Main Estimates. Departments must determine their planned spending and be able to defend the financial numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

An Individual, group, or combination of services and activities managed together within a department and focused on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

A listing that identifies all the department's programs and the resources that contribute to delivering on the department's core responsibilities and achieving its results.

result (résultat)

An outcome or output related to the activities of a department, policy, program or initiative.

statutory expenditures (dépenses législatives)

Spending approved through legislation passed in Parliament, other than appropriation acts. The legislation sets out the purpose and the terms and conditions of the expenditures.

target (cible)

A quantitative or qualitative, measurable goal that a department, program or initiative plans to achieve within a specified time period.

voted expenditures (dépenses votées)

Spending approved annually through an appropriation act passed in Parliament. The vote also outlines the conditions that govern the spending.