



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Women and Gender Equality Canada

2025–26 Departmental Plan

The Honourable Rechie Valdez, P.C., M.P.
Minister of Women and Gender Equality and
Secretary of State (Small Business and Tourism)

A handwritten signature in black ink, appearing to read 'Rechie Valdez', positioned above a horizontal line.

Canada 

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As represented by the Minister of Women and Gender Equality and Secretary of State (Small Business and Tourism) (2025)

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Women and Gender Equality Canada's 2025-26 Departmental plan: At a glance

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

- [Vision, mission, raison d'être and operating context](#)

Key priorities

Women and Gender Equality Canada's (WAGE) key commitments for 2025-26 are as follows:

- Promote and advance women and gender equality.
- Lead the systematic application of Gender-based Analysis Plus throughout the Government of Canada.
- Prevent and address gender-based violence.
- Promote and advance 2SLGBTQI+ equality.
- Strengthen organizational well-being and enhance WAGE capacities.

Highlights

In 2025-26, total planned spending (including internal services) for WAGE is \$407,142,146 and total planned full-time equivalent staff (including internal services) is 444. For complete information on WAGE's total planned spending and human resources, read the [Planned spending and human resources section](#) of the full plan.

The following provides a summary of the department's planned achievements for 2025-26 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 1: Advancing gender equality

Planned spending: \$383,042,861

Planned human resources: 290

Departmental results:

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

In 2025-26, WAGE will advance gender equality through leadership, focusing on its core mandate and key commitments. It will do this as part of delivering on its [roles as convener, knowledge broker and capacity builder](#). WAGE will advance its mandate on equality for women, girls, and 2SLGBTQI+ people and ensure their inclusion in every aspect of Canada's social, economic, and political life. WAGE will support the government-wide commitment to refocus spending and invest in areas that matter most to Canadians. WAGE will strengthen organizational well-being and enhance capacity. To do this, it will seek ways to reduce administrative burden across business processes, financial management, human resources, information technology, and information management. The Department also plans to leverage the mandate, strengths, and expertise of partners and stakeholders who understand the lived

experiences of the diverse communities they serve and are well placed to drive change. Working in partnership with Indigenous Peoples; federal, provincial, and territorial governments; international counterparts; and civil society with resourcefulness and determination is key to making progress on equality through collaboration and shared impact.

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

Women and Gender Equality Canada's 2025-26 Departmental Plan

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From the Minister

As Minister of Women and Gender Equality, I'm pleased to join the department and to share the 2025-26 Departmental Plan for Women and Gender Equality Canada (WAGE). The plan explains the actions we will take this year to advance gender equality and inclusion in Canada.

In our role as convener, knowledge broker, and capacity builder, WAGE will focus on our core mandate through the following commitments:

- promote and advance women and gender equality
- lead the systematic application of Gender-based Analysis Plus (GBA Plus) throughout the Government of Canada
- prevent and address gender-based violence (GBV)
- promote and advance 2SLGBTQI+ equality
- strengthen organizational well-being and enhance WAGE capacities

We will fulfill this mandate through different approaches to governing, supporting investment in social programs on which Canadians rely and building one strong, inclusive Canadian economy where everyone can contribute and succeed.

Investing in women isn't just the right thing to do; it's an economic imperative and a smart strategy for a thriving future. Under the Women's Economic and Leadership Opportunities Fund, WAGE will support projects to improve economic and leadership opportunities for women across Canada, creating more opportunities for women to grow in the workforce, helping unlock their potential and drive innovation.

In 2025-2026, we will celebrate the 30th anniversary of GBA Plus. WAGE will lead on improving the GBA Plus tool to ensure it reflects the identities and values of all Canadians, including diversity as a core value. To further strengthen implementation, WAGE will optimize the GBA Plus governance structure and develop a federal two-year work plan focused on sharing best practices and supporting the consistent application of GBA Plus across government.

Addressing discrimination against 2SLGBTQI+ communities continues to be a key focus. In times where 2SLGBTQI+ rights are being threatened, WAGE will lead the rollout of Canada's first 2SLGBTQI+ national survey to further understand the current needs of the community. As well, we will provide \$1.5 million in funding to meet security needs for Pride festivals and continue to promote the 2SLGBTQI+ anti-stigma campaign: [Unity](#).

Canada's strength is rooted in our ability to recognize, embrace, and amplify the diversity of all Canadians. As a knowledge broker, WAGE is dedicated to improving the understanding and use of disaggregated data to inform evidence-based policies and programs that address the diverse and evolving needs of women and 2SLGBTQI+ people across the country.

Ending GBV in all its forms is a top priority, and WAGE will publish the second annual national progress report on the rollout of the *National Action Plan to End Gender-Based Violence*. Starting in 2025, in line with the multiple rounds of invitational 2024-25 Calls for Proposals, WAGE will continue to support promising practices led by organizations working to end GBV.

WAGE remains committed to Canada's international leadership to advance gender equality and 2SLGBTQI+ rights through forums, including the United Nations Commission on the Status of Women.

Despite progress, women, girls, and 2SLGBTQI+ people still face deep-rooted barriers in an increasingly divided world. WAGE is firm in its commitment to advance equality for women and 2SLGBTQI+ people and ensure they are included in every aspect of Canada's social, economic, and political life.

When Canada supports women and 2SLGBTQI+ people with inclusive programs and policies, more people can work and contribute to the economy, helping businesses and communities grow. The country becomes stronger and more competitive, fewer people struggle with poverty, and overall health improves.

Working in partnership with federal departments, provincial and territorial governments, Indigenous organizations, international counterparts, and civil society with resourcefulness and determination, we will continue to press towards our shared goals of an inclusive and resilient Canada by participating, organizing, and creating spaces to build community for future generations.



The Honourable Rechie Valdez

Minister of Women and Gender Equality and Secretary of State (Small Business and Tourism)

Plans to deliver on core responsibilities and internal services

Core responsibilities and internal services

- [Core responsibility 1: Advancing gender equality](#)
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Core responsibility 1: Advancing gender equality

In this section

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Description

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

Quality of life impacts

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

Safety and security and Justice and human rights

WAGE's activities to prevent and address GBV are expected to help reduce the violence that women, girls, 2SLGBTQI+ people, and people with other intersecting identity factors experience. Therefore, WAGE expects that these activities will directly impact the indicator "Personal safety" under the "Safety and security" subdomain of "Good governance." These activities will also contribute to the headline indicator "Discrimination and unfair treatment" under the subdomain "Justice and human rights," also within "Good Governance."

WAGE’s activities to make Canadian society more inclusive are also expected to contribute to improvements in the “Positive perceptions of diversity” indicator. It is under the “Culture and identity” subdomain of “Society.”

Economic security and deprivation

WAGE works to remove barriers to economic participation and empowerment for women, girls, 2SLGBTQI+ people, and people with other intersecting identity factors. Therefore, WAGE expects its activities to contribute to the headline indicator “Poverty” under the “Economic security and deprivation” subdomain of “Prosperity.”

Democracy and institutions

Finally, WAGE works to have more women, girls, 2SLGBTQI+ people, and people with other intersecting identity factors in leadership positions. Therefore, WAGE expects its activities will contribute to the “Representation in senior leadership positions” indicator, under the “Democracy and institutions” subdomain of “Good governance.”

Indicators, results and targets

This section presents details on the department’s indicators, the actual results from the three most recently reported fiscal years, the targets and target dates approved in 2025-26 for advancing gender equality. Details are presented by departmental result.¹

Table 1: The Department’s interventions facilitate the advancement of gender equality
 Table 1 provides a summary of the target and actual results for each indicator associated with the results under advancing gender equality.

Departmental Result Indicators	Actual Results	Target	Date to achieve target
Percentage of projects funded by the Department that have an impact on reducing systemic barriers to gender equality	2021-22: 37% 2022-23: 48% 2023-24: 58%	At least 50%	March 2027
Percentage of stakeholders that applied knowledge or resources from the Gender-Based Violence Knowledge Centre	2021-22: 74% 2022-23: 90% 2023-24: 94%	At least 90%	March 2027
Number of partnerships or coalitions with governments, and international, Indigenous, civil society, private sector, women's and equality-seeking organizations	2021-22: 2,209 2022-23: 2,221 2023-24: 1,544	At least 1,450	March 2027
Number of federal government data and research gaps filled as identified by the Interdepartmental Committee on Gender Equality	2021-22: 58 2022-23: 34 2023-24: 50	At least 26	March 2027

¹ WAGE is updating its performance measurement framework. This will result in changes to the Departmental Results Framework and the 2026-27 Departmental Plan.

Table 2: The federal government systematically considers gender equality

Departmental Result Indicators	Actual Results	Target	Date to achieve target
Percentage of federal organizations satisfied with the Department's tools and resources to incorporate gender equality considerations into their work	2021-22: 81% 2022-23: 81% 2023-24: 68% ²	At least 55%	March 2027
Number of major new federal initiatives (e.g., policies and programs) that include specific measures to advance gender equality	2021-22: 52 2022-23: 63 2023-24: 86	At least 58	March 2027

Additional information on the [detailed results and performance information](#) for WAGE's program inventory is available on GC InfoBase.

Plans to achieve results

The following section describes the planned results for advancing gender equality in 2025-26.

As part of its [roles as convener, knowledge broker, and capacity builder](#), WAGE plans to achieve its departmental results in 2025-26 by focusing on its core mandate and the following commitments:

- Promote and advance women and gender equality.
- Lead the systematic application of GBA Plus throughout the Government of Canada.
- Prevent and address GBV.
- Promote and advance 2SLGBTQI+ equality.
- Strengthen organizational well-being and enhance WAGE capacities (see Internal Services section).

The Department's interventions facilitate the advancement of gender equality.

Results we plan to achieve

- Promote and advance women and gender equality.
 - WAGE will develop a new three-year research plan; and continue to analyze and share data and information on remaining gaps and emerging issues around women's and 2SLGBTQI+ equity.
 - Continue piloting the Menstrual Equity Fund in order to address the affordability and stigma barriers that low-income individuals face when accessing menstrual products.
 - At the international level:
 - continue to fulfill Canada's international duties on gender equality (*Convention on the Elimination of All Forms of Discrimination against Women*, *Belém do Pará Convention*, and Sustainable Development Goal [SDG] 5).
 - advance domestic priorities related to gender equality and 2SLGBTQI+ rights by showing leadership internationally, and at other fora (e.g., United Nations

² Since the new set of tools and resources was developed in 2021, and in keeping with a greater government-wide focus on GBA Plus, WAGE notes that many departments and organizations have created their own tailored tools. These reflect increased capacity and context-specific needs.

Commission on the Status of Women, Organization for Economic Co-operation and Development).

- Continue to share information and collaborate with provincial and territorial partners through the Federal–Provincial–Territorial Forum of Ministers Responsible for the Status of Women.

Under the Women’s Economic and Leadership Opportunities Fund, WAGE is supporting over 160 projects to improve economic and leadership opportunities for women across Canada. These projects are expected to improve women’s economic security and representation in leadership roles. Projects will also reduce discrimination and unfair treatment.

- Engage with Indigenous Peoples and stakeholders, including Indigenous women leaders and subject matter experts in the public and private sectors, through the Indigenous Women’s Circle to help advance inclusion of Indigenous women.

- Prevent and address GBV.

- WAGE will continue to support promising practices³ led by organizations working to end GBV.
- Enhance data on GBV by working with Statistics Canada to finalize:
 - data collection for the [Survey of Safety in Public and Private Spaces](#) and report on national and regional intersectional data and analysis.
 - work on the femicide information system.
- Finalize an internal study on the economic cost of GBV. Share results to shape policy and program development.
- Continue work to evaluate [It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence](#) and the [National Action Plan to End Gender-Based Violence](#).
- Conduct ongoing engagement with Indigenous Peoples and stakeholders to make progress on ending GBV.
- Continue to work towards changing social norms around GBV. Approaches to this include the GBV youth awareness campaign entitled ‘It’s Not Just’, and knowledge mobilization.

WAGE will continue to work with provinces and territories to implement the *National Action Plan to End Gender-Based Violence* and publish the second annual national progress report.

- Promote and advance 2SLGBTQI+ equality.

³ A promising practice can be defined as:

- A program, service, intervention, strategy, or policy that has already shown potential for positive impacts and is now being adapted to a different context or scaled to a new level.
- A practice that has been developed and may have been tested/evaluated by either the funded organization or a different organization, but the evidence for its effectiveness has not been fully documented.

- Continue initiatives to support 2SLGBTQI+ equality.
 - Deploy Canada’s first 2SLGBTQI+ national survey. The survey is planned for 2025-26, with a report on survey results expected in 2026-27.
 - Continue to engage with Indigenous 2SLGBTQI+ organizations to identify community needs, priorities, and considerations.
 - Continue to deliver on existing program investments to maximize the impact to advance 2SLGBTQI+ equality (capacity and project funding).
 - Run the second year of the 2SLGBTQI+ awareness campaign as well as commemorations to enhance inclusion and break down stigma and discrimination.
- As part of *Canada’s Action Plan on Combatting Hate*, support the development of anti-hate projects.
- Provide advice on 2SLGBTQI+ issues, including to Statistics Canada.
- Commission research, continue to lead analysis, and share results on 2SLGBTQI+ issues and community priorities.

In 2025-26, WAGE will provide \$1.5 million in funding for Pride festivals’ security needs. This funding will allow Fierté Canada Pride to support Pride organizations across the country, to protect the safety of 2SLGBTQI+ people. (This contributes to the “Personal safety” indicator under the Quality of Life Framework.)

The federal government systematically considers gender equality.

Results we plan to achieve

- Lead the systematic application of GBA Plus throughout the Government of Canada.
 - Continue to provide leadership and support through WAGE’s GBA Plus Centre of Expertise:
 - As we celebrate GBA Plus’s 30th anniversary, WAGE will update enhancements and improve understanding and use of disaggregated data through education and awareness.
 - Optimize the GBA Plus governance structure.
 - Develop a federal two-year work plan to share best practices and support the consistent use of GBA Plus.
 - Conduct the whole-of-government GBA Plus implementation survey. Enhance GBA Plus with the goal of extending its scope and enhancing its effectiveness across government. Report on results to develop innovative approaches to capacity development, including to support the unique needs of federal micro-organizations.

To support the Government of Canada’s commitment to advancing equity and inclusion, WAGE’s GBA Plus Centre of Expertise offers departments and agencies guidance, training, and support on using GBA Plus robustly. (This helps achieve the fairness and inclusion goals in the Quality of Life Framework.)

Key risks

With WAGE’s broad and cross-cutting mandate, it faces several risks in fulfilling its core responsibility of advancing gender equality for women, girls, 2SLGBTQI+ people, and people with other intersecting

identity factors. Capacity constraints, significant demand for WAGE’s expertise, a lack of full information for decision making, organizational change, and cybersecurity are some of the risks that WAGE could face in the current fiscal year.

WAGE plans to mitigate these risks by advancing its priority of streamlining business processes. To do this, it will actively participate in the government’s efforts to reduce reporting burden. It will fine-tune its integrated business planning approach and refocus its role as an enabler to better embed system-wide application of GBA Plus. WAGE will also strengthen links with its program partners on GBV, GBA Plus, and other actions. WAGE can then collect disaggregated data and evidence to better understand the impacts of its programs. The Department will continue to focus on having the right safeguards in place to protect valued information against modern cybersecurity threats.

Planned resources to achieve results

Table 3: Planned resources to achieve results for advancing gender equality

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

Resource	Planned
Spending	383,042,861
Full-time equivalents	290

[Complete financial](#) and [human resources information](#) for WAGE’s program inventory is available on GC InfoBase.

Related government priorities

Gender-based analysis plus

GBA Plus is embedded in the design and delivery of programs at WAGE. The Department applies an enhanced intersectional approach to GBA Plus. By doing so, it works to ensure that programs are inclusive and accessible and that decisions on project funding consider diverse experiences and barriers for different groups. For example, WAGE embeds GBA Plus practices in both the development of parameters and the assessment and prioritization process in calls for proposals. This intersectional analysis allows the Department to spot sector needs and gaps linked to diversity factors such as geography; official languages; or Indigenous, Black, and racialized identities when developing the policy approach. Through this, WAGE can ensure that women, girls, and 2SLGBTQI+ people facing intersectional inequalities benefit from WAGE programs in the way that fits their needs.

To improve access to data and evidence in support of advancing GBA Plus, the Department is conducting and funding research and data collection. It is also supporting Statistics Canada as it works to adopt a disaggregated data action plan. This includes supporting GBA Plus practitioners across the GOC in accessing and using data and evidence, and ensuring that challenges and knowledge gaps are identified and addressed. To support applying GBA Plus to the monitoring and rollout of its own actions, the Department collects and analyzes disaggregated data on its funding programs and other actions.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals WAGE will continue to help Canada make progress on the United Nations' 2030 Agenda for Sustainable Development and the UN SDGs. WAGE is the federal lead on SDG 5: Achieve gender equality and empower all women and girls. WAGE will advance this goal through several activities, including:

- continuing to advance the *National Action Plan to End Gender-Based Violence* with Provinces and Territories.
- sharing knowledge through the GBV Knowledge Centre, raising awareness, and promoting action to advance gender equality, including preventing and addressing GBV, through public awareness and commemoration activities.
- strengthening the use of GBA Plus across the federal government, with a focus on recent enhancements.
- funding research to support evidence-based, gender-responsive and inclusive policies.
- continuing to partner with women's and equality-seeking organizations.
- supporting gender equality domestically and abroad through engagement at international events and bilateral engagement.

WAGE activities also contribute to SDG 10: Reduce inequality within and among countries. This is especially true for its efforts to implement the 2SLGBTQI+ Action Plan and related activities.

WAGE continues to help and engage with other departments to ensure that their efforts to advance the SDGs reflect this objective and support equality targets across all 17 SDGs.

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

Innovation

WAGE plans to continue strengthening the framing and parameters of GBA Plus. To do this, it will roll out a set of enhancements for a more consistent and robust application. GBA Plus is not new: 2025 marks 30 years of the Government of Canada's sustained commitment. The innovation lies in refining tools and methodologies to ensure access to best-in-class policy tools for evidence-informed decisions and actions.

To test and create opportunities for ongoing enhancement, WAGE will take a series of actions:

- **Developing and testing new tools:** Creating and refining tools that incorporate intersectional analysis and testing their effectiveness in real-world policy and program development scenarios.
- **Training and capacity building:** Working with partners to provide public servants thorough training on the enhanced GBA Plus framework, and evaluating this training's impact on their ability to apply intersectional analysis.
- **Feedback and iteration:** Gathering feedback from stakeholders, including public servants, community organizations, and affected populations, to continuously improve tools and approaches.

- **Pilot testing a new monitoring approach:** Conducting roundtable discussions with micro-organizations to get meaningful insights on their challenges and opportunities for greater use of GBA Plus; this qualitative data will complement the quantitative information WAGE collects annually through its GBA Plus implementation survey.

These innovations will be rigorously assessed to generate evidence that will shape broader application decisions. By enhancing GBA Plus with a stronger intersectional approach and piloting new tools and processes, WAGE aims to advance fair and inclusive policymaking in Canada.

Program inventory

Advancing gender equality is supported by the following programs:

- Expertise and Outreach
- Community Action and Innovation

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

Internal services

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- [Plans to achieve results](#)
- [Planned resources to achieve results](#)
- [Planning for contracts awarded to Indigenous businesses](#)

Description

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

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

Plans to achieve results

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

To strengthen organizational well-being and enhance WAGE capacities in 2025-26, key actions the Department plans to take are as follows:

- adapting to the changing context
- supporting prioritized WAGE projects and those responsible for operational processes
- completing and integrating WAGE’s renewed performance measurement framework
- Human Resources (HR) management focusing on sound and strategic stewardship of resources

Adapting to the changing context

To be prepared, WAGE will continue to streamline and refine systems and processes. It will also align business processes including:

- streamlining financial management operations processes, budgeting, and fulfilling responsible government spending decisions.
- implementing updated mandatory procedures for business owners when procuring professional services.
- aligning operations to support key departmental roles and adjust business processes.

Supporting prioritized WAGE projects and those responsible for operational processes

- Continue work to replace the current grants and contributions management system to achieve greater efficiencies and enhanced flexibilities.
- Better integrate internal communications tools to strengthen employee engagement and operational efficiency.

Completing and integrating WAGE’s renewed performance measurement framework

- Complete a renewed performance measurement framework to support the Department’s evolution. Integrate it into WAGE’s 2026-27 Departmental Plan.

HR management

WAGE aims to foster a workplace grounded in the public service’s values and ethics. These guide the organization’s work and shape its culture.

- Continue to focus on implementing processes that advance anti-racism, diversity, accessibility, reconciliation, equity, and inclusion.
- Advance digital innovation and data-driven insights to provide leaders with the tools and expertise to inspire and manage effectively.
- Empower leadership; ensure excellence in people management across the organization; and foster a resilient, adaptable workforce that can successfully fulfill its mandate.
- Take stock of the federal government 2024 Public Service Employee Survey results and act on areas for improvement.

Planned resources to achieve results

Table 4: Planned resources to achieve results for internal services this year

Table 4 provides a summary of the planned spending and full-time equivalents required to achieve results.

Resource	Planned
Spending	24,099,285

Resource	Planned
Full-time equivalents	154

[Complete financial](#) and [human resources information](#) for WAGE’s program inventory is available on GC InfoBase.

Planning for contracts awarded to Indigenous businesses

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.

1. **Target achievement:** WAGE aims to award at least 5% of the total contract value to Indigenous businesses each year by using an annual procurement plan.
2. **Collaborative planning:** Business users and procurement officers will collaborate during planning to ensure opportunities for Indigenous businesses are maximized. This includes methods such as set-asides under the Procurement Strategy for Indigenous Business, market capacity research, and subcontracting criteria.
3. **Reporting and accountability:** Quarterly reporting to senior management will track progress towards meeting this 5% target throughout the fiscal year.
4. **Training and development:** Procurement officers will complete required courses and do interdepartmental networking to stay up-to-date on best practices and developments.

Table 5: Percentage of contracts planned and awarded to Indigenous businesses

Table 5 presents the current, actual results with forecasted and planned results for the total percentage of contracts the department awarded to Indigenous businesses.

5% Reporting Field	2023-24 Actual Result	2024-25 Forecasted Result	2025-26 Planned Result
Total percentage of contracts with Indigenous businesses	10.23%	5%	5%

Planned spending and human resources

This section provides an overview of WAGE’s planned spending and human resources for the next three fiscal years and compares planned spending for 2025-26 with actual spending from previous years.

In this section

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

Spending

This section presents an overview of the department's planned expenditures from 2022-23 to 2027-28.

Budgetary performance summary

Table 6: Three-year spending summary for core responsibilities and internal services (dollars)

Table 6 presents how much money WAGE spent over the past three years to carry out its core responsibilities and for internal services. Amounts for the current fiscal year are forecasted based on spending to date.

Core responsibilities and Internal services	2022-2023 Actual Expenditures	2023-24 Actual Expenditures	2024-2025 Forecast Spending
Advancing gender equality	300,409,253	295,787,831	353,962,703
Subtotal (s)	300,409,253	295,787,831	353,962,703
Internal services	22,699,564	25,111,050	24,665,490
Total (s)	323,108,817	320,898,881	378,628,193

Analysis of the past three years of spending

The increase in 2024-25 forecast spending is mainly due to funding from Budget 2022. This funding supports work with provinces and territories to advance the *National Action Plan to End Gender-Based Violence*.

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

Table 7: Planned three-year spending on core responsibilities and internal services (dollars)

Table 7 presents how much money WAGE plans to spend over the next three years to carry out its core responsibilities and for internal services.

Core responsibilities and Internal services	2025-26 Planned Spending	2026-27 Planned Spending	2027-28 Planned Spending
Advancing gender equality	383,042,861	265,866,302	60,586,162
Subtotal	383,042,861	265,866,302	60,586,162
Internal services	24,099,285	18,828,947	15,680,640
Total	407,142,146	284,695,249	76,266,802

Analysis of the next three years of spending

The decrease in funding in 2026-27 planned spending is mainly due to the end of time-limited funding from:

- Budget 2023 to advance gender equality in Canada.
- Budget 2022 to renew the 2SLGBTQI+ Community Capacity Fund.
- Budget 2021 to advance the *National Action Plan to End Gender-Based Violence*.

This decrease is offset by new funding for the Menstrual Equity Fund received in the 2024 Fall Economic Statement.

The decrease in funding in 2027-28 planned spending is mainly due to the current planned end of time-limited funding from:

- Budget 2022 to work with provinces and territories to implement the *National Action Plan to End Gender-Based Violence*.
- Budget 2022 to renew the 2SLGBTQI+ Projects Fund.
- 2024 Fall Economic Statement for the Menstrual Equity Fund.

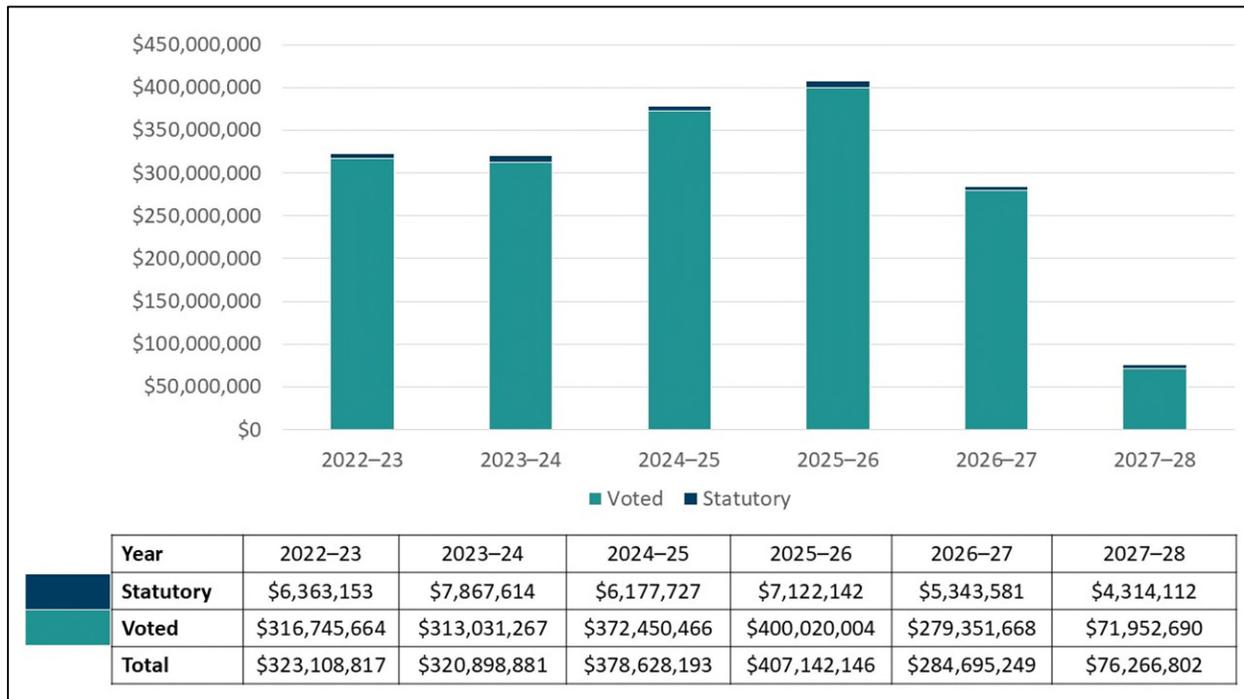
More [detailed financial information on planned spending](#) is available on the Finances section of GC Infobase.

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 2022-23 to 2027-28.



Text description of graph 1

Fiscal year	Total	Voted	Statutory
2022-23	323,108,817	316,745,664	6,363,153
2023-24	320,898,881	313,031,267	7,867,614
2024-25	378,628,193	372,450,466	6,177,727
2025-26	407,142,146	400,020,004	7,122,142
2026-27	284,695,249	279,351,668	5,343,581
2027-28	76,266,802	71,952,690	4,314,112

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

In this graph, financial amounts for 2022-23 and 2023-24 are actual spending by the Department. Financial amounts from 2024-25 to 2027-28 are planned spending.

The change in planned spending over time is largely due to changes in grants and contributions funding. From 2023-24 to 2026-27, WAGE received time-limited funding to continue supporting the provinces and territories in their efforts to implement the *National Action Plan to End Gender-Based Violence*. Starting in 2026-27, funding will decrease as time-limited funding is currently planned to end. This includes Budget 2023 funding to advance gender equality in Canada, Budget 2022 funding to support the implementation of the first Federal 2SLGBTQI+ Action Plan, Budget 2021 funding to advance the

National Action Plan to End Gender-Based Violence and the 2024 Fall Economic Statement funding for the Menstrual Equity Fund.

For further information on WAGE’s departmental appropriations, consult the [2025-26 Main Estimates](#).

Future-oriented condensed statement of operations

The future-oriented condensed statement of operations provides an overview of WAGE’s operations for 2024-25 to 2025-26.

Table 8: Future-oriented condensed statement of operations for the year ended March 31, 2026 (dollars)
 Table 8 summarizes the expenses and revenues which net to the cost of operations before government funding and transfers for 2024-25 to 2025-26. The forecast and planned amounts in this statement of operations were prepared on an accrual basis. The forecast and planned amounts presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

Financial information	2024-25 Forecast results	2025-26 Planned results	Difference (Planned results minus forecasted)
Total expenses	385,192,074	413,861,169	28,669,095
Total revenues	-	-	-
Net cost of operations before government funding and transfers	385,192,074	413,861,169	28,669,095

Analysis of forecasted and planned results

The expected increase in total expenses is mainly due to new funding received in the 2024 Fall Economic Statement to advance gender equality in Canada and the Menstrual Equity Fund offset by reduced transfer payments due to time-limited funding.

A more detailed [Future-Oriented Statement of Operations and associated Notes for 2025-26](#), including a reconciliation of the net cost of operations with the requested authorities, is available on WAGE’s website.

Human resources

This section presents an overview of the department’s actual and planned human resources from 2022-23 to 2027-28.

Table 9: Actual human resources for core responsibilities and internal services

Table 9 shows a summary of human resources, in full-time equivalents, for WAGE’s core responsibilities and for its internal services for the previous three fiscal years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	2022-23 Actual full-time equivalents	2023-24 Actual full-time equivalents	2024-25 Forecasted full-time equivalents
Advancing gender equality	305	316	276
Subtotal	305	316	276
Internal services	147	159	145
Total	452	475	421

Analysis of human resources over the last three years

The decrease in 2024-25 forecasted FTEs is due to the current planned end to time-limited funding. This includes the 2SLGBTQI+ Projects Fund (Budget 2021) and the Menstrual Equity Fund pilot (Budget 2022). It is also due to natural attrition and creating a workforce management committee.

Table 10: Human resources planning summary for core responsibilities and internal services

Table 10 shows information on human resources, in full-time equivalents, for each of WAGE's core responsibilities and for its internal services planned for the next three years.

Core responsibilities and internal services	2025-26 Planned full-time equivalents	2026-27 Planned full-time equivalents	2027-28 Planned full-time equivalents
Advancing gender equality	290	203	157
Subtotal	290	203	157
Internal services	154	111	97
Total	444	314	254

Analysis of human resources for the next three years

The decrease in planned FTEs is due to the current planned end to time-limited funding. This includes the 2024 Fall Economic Statement funding for the Menstrual Equity Fund, Budget 2023 funding to advance gender equality in Canada, Budget 2022 funding to support the implementation of the first Federal 2SLGBTQI+ Action Plan and to work with provinces and territories on the *National Action Plan to End Gender-Based Violence*, and Budget 2021 funding to advance the *National Action Plan to End Gender-Based Violence*.

Corporate information

Departmental profile

Appropriate minister(s): The Honourable Rechie Valdez

Institutional head: Frances McRae

Ministerial portfolio: Department for Women and Gender Equality

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

Year of incorporation/commencement: 2018

Departmental contact information

Mailing address: Women and Gender Equality Canada

P.O. Box 8097, Station T CSC

Ottawa, ON K1G 3H6

Telephone: toll-free – 1-855-969-9922; local – 613-995-7835

TTY: 819-420-6905

Fax: 819-420-6906

Email: FEGC.Info.WAGE@fegc-wage.gc.ca

Website(s): <https://www.canada.ca/en/women-gender-equality.html>

Supplementary information tables

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

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

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

Federal tax expenditures

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

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

2SLGBTQI+ (2ELGBTQI+)

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

appropriation (crédit)

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

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, 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 3-year period. Departmental Plans are usually tabled in Parliament each spring.

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])

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

Using GBA Plus involves taking a gender- and diversity-sensitive approach to our work. Considering all intersecting identity factors as part of GBA Plus, not only sex and gender, is a Government of Canada commitment.

government priorities (priorités gouvernementales)

For the purpose of the 2025-26 Departmental Plan, government priorities are the high-level themes outlining the government's agenda in the most recent Speech from the Throne.

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)

Non-budgetary authorities that comprise assets and liabilities transactions for loans, investments and advances, or specified purpose accounts, that have been established under specific statutes or under non-statutory authorities in the Estimates and elsewhere. Non-budgetary transactions are those expenditures and receipts related to the government's financial claims on, and obligations to, outside parties. These consist of transactions in loans, investments and advances; in cash and accounts receivable; in public money received or collected for specified purposes; and in all other assets and liabilities. Other assets and liabilities, not specifically defined in G to P authority codes are to be recorded to an R authority code, which is the residual authority code for all other assets and liabilities.

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.