

Supplementary Information Tables:

Immigration, Refugees
and Citizenship Canada's

2022–23

Departmental
Plan

To be published electronically only



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Raison d'être, mandate and role: who we are and what we do

Raison d'être

Canada is a country that has been greatly impacted by immigration, welcoming 19 million people since Confederation and home to over 200 ethnic communities. Immigration has been crucial in shaping Canada into the diverse and prosperous nation it is today and, looking forward, stands to be equally fundamental to Canada's future social cohesion and economic prosperity. To this end, Immigration, Refugees and Citizenship Canada (IRCC) facilitates the entry of temporary residents, manages the selection, settlement and integration of newcomers, grants citizenship and issues passports to eligible citizens. The Minister of Immigration, Refugees and Citizenship is responsible for this organization.

Note: Until the establishing legislation is amended, the legal name of the Department for the purposes of Appropriation Acts remains Department of Citizenship and Immigration.

Mandate and Role

Immigration, Refugees and Citizenship Canada (IRCC) selects and welcomes, as permanent and temporary residents, foreign nationals whose skills contribute to Canadian prosperity. It also reunites family members.

The Department maintains Canada's humanitarian tradition by welcoming refugees and other people in need of protection, thereby upholding its international obligations and reputation.

IRCC, in collaboration with its partners, conducts the screening of potential permanent and temporary residents to protect the health, safety and security of Canadians. IRCC is also responsible for the issuance and control of Canadian passports and other travel documents that facilitate the travel of Canadian citizens, permanent residents and protected persons.

Lastly, the Department builds a stronger Canada by helping all newcomers settle and integrate into Canadian society and the economy, and by encouraging, granting and providing proof of Canadian citizenship.

IRCC offers its many programs either directly or through contract, grant or contribution agreement, or in partnership with other government departments.

Immigration services are offered through the [IRCC website](#), by telephone during local business hours within Canada or by email, as well as at 23 in-Canada points of service and 61 points of service in 50 countries. As of January 2020, there were 161 visa application

centres in 108 countries, 133 application support centres¹ in the United States, and a network of just over 2,000 panel physicians operating in 178 countries.

Settlement and integration services are offered prior to arrival in Canada and across the country, outside Quebec, through a network of over 500 service provider organizations across Canada.

The Department also works with [Employment and Social Development Canada](#) to deliver in-Canada biometrics collection and domestic passport service delivery, leveraging the latter's extensive network of passport processing centres and walk-in sites (34 full service passport offices and over 310 Service Canada sites). IRCC also partners with [Global Affairs Canada](#), which provides passport services abroad in over 210 different locations in 148 countries.

Operating context

The COVID-19 pandemic continued to impact Immigration, Refugees and Citizenship Canada (IRCC) operations and prospective clients in 2021-22, and is expected to continue to have an impact for 2022-23. IRCC has faced multi-faceted challenges: its workforce has had to adapt to working remotely; domestic, international and third-service providers' offices have temporarily closed; processing paper-based applications in the context has been challenging; and inventories have grown as a result. IRCC's clients also continue to be impacted by the pandemic due to border closures and impacts to international migrations, as well as impacts to IRCC operations with regards to processing applications.

To respond to the challenges posed by COVID-19 – both in terms of the immigration system at large and the organizational capacity of the Department – IRCC took great strides to move away from paper-based processes toward a modern, digital system and implemented a number of facilitative measures. Despite the challenges of the pandemic, IRCC continues to facilitate the entry of individuals and families, process Canadian citizenship applications, passports and other travel documents, while protecting the health, safety and security of Canadians. In response to the pressures caused by the pandemic, the 2021 Economic and Fiscal Update proposed \$85 million in 2022-23 for IRCC and its partners to reduce processing times and backlogs in key lines of business. This funding will be geared towards addressing backlogs for temporary resident, permanent resident, permanent resident card and citizenship applications.

The Department balances competing pressures, notably: responding to domestic labour market demands and an increasingly mobile work force; contributing to overall economic growth; and addressing efforts to streamline service delivery and enhance the client experience, while responding to complex safety and security challenges.

¹ Application support centres in the United States offer biometric collection services for Canadian temporary resident visa applicants.

IRCC interacts annually with millions of individuals, including those seeking temporary or permanent resident entry into Canada and subsequently settling into Canadian society, those pursuing Canadian citizenship, Canadians seeking a Canadian passport, or other individuals seeking travel documents such as a certificate of identity or a refugee travel document.

To ensure the successful integration of newcomers into the Canadian economy and society, IRCC engages regularly and extensively with federal partners, provinces and territories, as well as other stakeholders on a variety of key immigration-related topics, such as immigration levels planning, economic immigration, and settlement and integration of newcomers, including refugees and protected persons.

As well, IRCC ensures the best possible client experience through an array of online and advanced analytical tools designed to maintain a positive client experience and an ongoing trend of lower processing times and reduced application inventories.

In recent years, with the exception of 2020, the Department experienced significant increases in some of its most important lines of business as many around the world seek to enter Canada temporarily or permanently. Visitor, temporary worker and student volumes, which also experienced a significant decline in 2020–21, are expected to return to previously high volumes in future years.

IRCC’s challenge is to effectively manage increases in application volumes across all of its lines of business as international borders gradually reopen and Canada’s economic recovery takes hold, while working with stakeholders to ensure that newcomers have the best opportunities to succeed in Canada’s economic recovery following the negative economic impacts due to COVID–19.

Departmental Sustainable Development Strategy

Immigration, Refugees and Citizenship Canada (IRCC) Departmental Sustainable Development Strategy (DSDS) for 2020–23 was published in the fall of 2020, and there have been updates in 2021. Updates are reflected in the tables below. An updated [Federal Sustainable Development Strategy](#) (FSDS) was tabled in winter 2021. For information, IRCC’s DSDS for 2020–23 is available on the [Department’s website](#).

Section 3: Commitments for IRCC



Greening Government: The Government of Canada will transition to low-carbon, climate resilient, and green operations

Responsible Minister: All ministers

This goal captures commitments from the Greening Government Strategy, as well as reporting requirements under the Policy on Green Procurement.

Low-Carbon Government FSDS targets	FSDS Contributing Actions	Corresponding departmental actions	Contribution by each departmental action to the FSDS goal and target	Starting points where available, and your choice of performance indicators for departmental actions	Programs in which the departmental actions will occur
Reduce GHG emissions from federal government facilities and fleets by 40% below 2005 levels by 2025 ² and at least by 90% below 2005 levels by 2050	Fleet management will be optimized by applying telematics to collect and analyze vehicle usage data on vehicles scheduled to be replaced.	<p>Implement the fleet reduction plan within IRCC inventory to reduce fleet GHG emissions. Plan included the following:</p> <ul style="list-style-type: none"> • Install telematics on all fleet vehicles to collect and analyze vehicle usage data • Recycle within or eliminate old or underutilized (needless) vehicles • Replace current inefficient fuel consuming vehicles with more fuel efficient ones including use of Hybrid and/or all 	<p>FSDS: An annual fleet plan is developed and used to monitor vehicle usage, determine disposal and recommend replacements with newer vehicle technologies such as plug-in hybrids or all electric powertrains that reduces GHG emissions</p> <p>United Nations Sustainable Development Goals (UN-SDG): SDG13.2: CLIMATE ACTION. Integrate climate change measures into national policies, strategies and planning</p>	<p>Starting point: GHG emissions from fleet in fiscal year 2005–06 (base year): = [0.094] ktCO₂e; GHG emissions from fleet in FY 2018–19: 0.060 ktCO₂e</p> <p>Target: Reduce GHG by 40% in 2025³ relative to 2005</p> <p>Performance indicator: Number and percentage of GHG emission change from FY 2005–06</p>	5.1 Internal Services

² Updated in accordance with updated Greening Government Strategy. Previously, the target was a 40% reduction in GHG emissions by 2030.

³ Updated in accordance with updated Greening Government Strategy. Previously, the target was a 40% reduction in GHG emissions by 2030.

Low-Carbon Government FSDS targets	FSDS Contributing Actions	Corresponding departmental actions	Contribution by each departmental action to the FSDS goal and target	Starting points where available, and your choice of performance indicators for departmental actions	Programs in which the departmental actions will occur
		electric models			
		<ul style="list-style-type: none"> Train fleet managers on vehicle fleet best practices 	<p>FSDS: Fleet training and Anti-idling messages to fleet managers and drivers encouraged reduction of GHG emissions</p> <p>UN-SDG: SDG13.3 CLIMATE ACTION. Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>Starting point: In baseline year 2018–19 the number and percentage of fleet managers who received training on vehicle fleet best practices is 5 out of 8, (63%).</p> <p>Target: By 2023, 100% of fleet managers will receive fleet training.</p> <p>Performance indicator: Number and percentage of fleet managers who receive training on vehicle fleet best practices.</p>	5.1 Internal Services
Administrative fleet will be comprised of at least 80% zero-emission vehicles (ZEV) by 2030	Fleet management will be optimized by analyzing the telematics applied on vehicles to collect and analyze vehicle usage data on vehicles scheduled to	<ul style="list-style-type: none"> All new executive vehicle purchases will be ZEVs or hybrids 75% of new light-duty unmodified administrative fleet vehicle purchases will be zero-emission 	<p>FSDS: Fleet management adheres to Treasury Board Guidelines on Light Duty Vehicles and Executive Vehicles when acquiring new or replacing existing vehicles. PSPC standing offers are leveraged in order to obtain the most fuel efficient option for a specific application (hybrid or all electric).</p>	<p>Starting point: In baseline year 2018–19 the number of vehicles in IRCC inventory was:</p> <ul style="list-style-type: none"> 0 equipped with telematics; 0 electric vehicles; 12 conventional 	5.1 Internal Services

Low-Carbon Government FSDS targets	FSDS Contributing Actions	Corresponding departmental actions	Contribution by each departmental action to the FSDS goal and target	Starting points where available, and your choice of performance indicators for departmental actions	Programs in which the departmental actions will occur
	be replaced or expected to be replaced	vehicles or hybrids	<p>The acquisition reduces carbon intensity and lowers GHG emissions. IRCC was successful in reducing the inventory of its vehicles resulting in a direct reduction in its GHG emissions</p> <p>UN-SDG: SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION.</p>	<p>internal combustion vehicles (57%);</p> <ul style="list-style-type: none"> ● 9 hybrid vehicles (43%) <p>Target: 80% ZEV by 2030⁴</p> <p>Performance indicator:</p> <ul style="list-style-type: none"> ● # and % of vehicles equipped with telematic ● # and % of electric vehicles ● # and % of conventional vehicles; and ● # and % of hybrid vehicles 	
By 2022, departments have developed measures to reduce climate change risks to assets, services and operations	Increase training and support on assessing climate change impacts, undertaking climate change risk assessments and developing adaptation actions to public service employees,	<ul style="list-style-type: none"> ● By 2022, IRCC will work on understanding and evaluating the risks of climate change impacts that might affect IRCC assets, services and operations on a national level and set measures to 	<p>FSDS: Introducing climate variability and change into policy, programs, and operations is important to adjust to a changing climate and is consistent with the government’s risk management approach of enhancing the protection of assets and resources and strengthening planning and decision-making.</p>	<p>Starting point: Work will be ongoing to complete the IRCC climate risk assessment.</p> <p>Target: By 2022, complete a departmental climate risk assessment and develop measures to reduce identified risks, as required.</p>	5.1 Internal Services

⁴ The target was added as per TBS recommendation.

Low-Carbon Government FSDS targets	FSDS Contributing Actions	Corresponding departmental actions	Contribution by each departmental action to the FSDS goal and target	Starting points where available, and your choice of performance indicators for departmental actions	Programs in which the departmental actions will occur
<p>Actions supporting the Goal: Greening Government</p> <p>[This section is for actions that support the Greening Government Goal but do not directly support a FSDS target]</p>	<p>Departments will use environmental criteria to reduce the environmental impact and ensure best value in government procurement decisions</p>	<ul style="list-style-type: none"> • Purchase of copy paper, commercial printing that contains a minimum of 30% recycled content. 	<p>FSDS: Procurement activities support the transition to a low-carbon economy by procuring green items via National Master Standing Offers which requires suppliers to offer paper that contains minimum 30% of recycled content. These practices support the reduction of IRCC’s ecological footprint and contribute to reducing GHG emissions.</p> <p>UN-SDG: SDG: 12.7 RESPONSIBLE CONSUMPTION AND PRODUCTION. Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Performance Indicators: Completion of climate risk assessment for IRCC and development of measures to reduce climate change risks to assets, services and operations, as required.</p> <p>Starting point: In baseline year 2018–19, 100% of IRCC paper purchases contains a minimum of 30% recycled content.</p> <p>Target: 100% of paper purchases contained 30% recycled content or better via the National Master Standing Offer for office supplies.</p> <p>Performance indicator: Percentage of copy paper; commercial printing purchases that contain a minimum of 30% recycled content and are certified to a recognized environmental standard to</p>	<p>5.1 Internal Services</p>

Low-Carbon Government FSDS targets	FSDS Contributing Actions	Corresponding departmental actions	Contribution by each departmental action to the FSDS goal and target	Starting points where available, and your choice of performance indicators for departmental actions	Programs in which the departmental actions will occur
				reduce the environmental impact of its manufacturing.	
		<ul style="list-style-type: none"> Promote sustainable workplace operations by reducing printing devices to achieve a target of 8 employees to 1 printing device. 	<p>FSDS: IRCC has managed to reduce its printing devices via projects such as Print Services Modernization and by introducing new tools (e.g. electronic signature) which help reducing IRCC's GHG emissions</p> <p>UN-SDG: SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION.</p>	<p>Starting point: Ratio of employees to printing devices in fiscal year 2015–16 (base year) = 3.86 employees to 1 printing device (3.86:1)</p> <p>Ratio of employees per printing device in fiscal year 2018–19 = 8.86 employees per printing device (8.86:1)</p> <p>Target: 8 employees per printing device achieved as of March 2019.</p> <p>IRCC will aim to exceed this target by attaining a ratio of 15 employees to 1 printing device by 2023.</p> <p>Performance indicator: Ratio of employees per printing device</p>	5.1 Internal Services

Low-Carbon Government FSDS targets	FSDS Contributing Actions	Corresponding departmental actions	Contribution by each departmental action to the FSDS goal and target	Starting points where available, and your choice of performance indicators for departmental actions	Programs in which the departmental actions will occur
		<ul style="list-style-type: none"> Promote sustainable workplace operations by meeting or exceeding paper consumption reduction of 20% 	<p>FSDS: IRCC promotes Green practices and sustainable workplace operations via messaging and programs which encourages employees to reduce their paper consumption which leads to GHG reductions during manufacturing and transportation of paper</p> <p>UN-SDG: SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION.</p>	<p>Starting point: Number of sheets of paper per employee in FY 2010–11 (base year) = 5,996 sheets/employee. Number of sheets of paper per employee in fiscal year 2018–19 = 1,251 sheets/employee</p> <p>Target: 20% reduction</p> <p>Performance indicator: Percentage (%) change in paper consumption from FY 2010–11; Percentage (%) change in paper consumption from fiscal year 2010–11 to fiscal year 2018–19 = 79% decrease from baseline.</p>	5.1 Internal Services
	Support for green procurement will be strengthened, including guidance, tools and training for public service employees	<ul style="list-style-type: none"> Ensure all procurement officers and decision-makers have the necessary training and awareness to support green procurement 	<p>FSDS: Green procurement and green procurement training incorporates environmental criteria into purchasing decisions which directly lead to reduced embodied GHG emissions in acquired goods and services. Procurement officers who are trained to apply</p>	<p>Starting Point: In base line year 2018–19, 100% of procurement specialists and 100% of materiel management specialists received training on green procurement.</p>	5.1 Internal Services

Low-Carbon Government FSDS targets	FSDS Contributing Actions	Corresponding departmental actions	Contribution by each departmental action to the FSDS goal and target	Starting points where available, and your choice of performance indicators for departmental actions	Programs in which the departmental actions will occur
			<p>such criteria can result in the award of contracts to suppliers with a reduced GHG footprint. This is expected to motivate suppliers to reduce GHG emissions associated with their goods, services and supply chains.</p> <p>UN-SDG: SDG: 12.7 RESPONSIBLE CONSUMPTION AND PRODUCTION.</p> <p>Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Target: 100% of procurement specialists and materiel management specialists⁵</p> <p>Performance indicator: Percentage of procurement specialists and materiel management specialist who have completed training on green procurement</p>	
		<ul style="list-style-type: none"> Ensure key officials include contribution to and support for the Government of Canada Policy on Green Procurement objectives in their Performance Management Agreements (PMA) 	<p>FSDS: Performance evaluations of managers and functional heads of procurement include green procurement objectives in order to educate and ensure procurement officers are leveraging green procurement criteria in solicitations whenever possible.</p> <p>UN-SDG: SDG12.7: RESPONSIBLE CONSUMPTION AND PRODUCTION. Promote</p>	<p>Starting Point: In base line year 2018–19, 100% of key officials have included contribution to and support for the Government of Canada Policy on Green Procurement objectives in their PMA - 6 out of 6 (100%).</p> <p>Target: 100% of key officials⁶</p>	<p>5.1 Internal Services</p>

⁵ The target of 100% was added since it was achieved last year and will be set as the future target for the years to come.

⁶ The target of 100% was added since it was achieved last year and will be set as the future target for the years to come.

Low-Carbon Government FSDS targets	FSDS Contributing Actions	Corresponding departmental actions	Contribution by each departmental action to the FSDS goal and target	Starting points where available, and your choice of performance indicators for departmental actions	Programs in which the departmental actions will occur
			public procurement practices that are sustainable, in accordance with national policies and priorities	Performance indicator: Percentage of functional heads and managers of procurement and materiel management whose performance evaluation includes support and contribution towards green procurement in the current fiscal year.	

Details on transfer payment programs

Transfer payment programs spending of \$5 million or more

Canada-Quebec Accord Grant / Subvention versée en vertu de l'Accord Canada-Québec

General information

Name of program:

Canada-Quebec Accord Grant / Subvention versée en vertu de l'Accord Canada-Québec:
Voted

Start date:

Financial compensation to the province (in the form of a grant) is based on the [Canada-Québec Accord relating to Immigration and Temporary Admission of Aliens](#), which came into force on April 1, 1991.

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

Ongoing

Link to departmental result:

Permanent residents are welcomed and benefit from settlement supports

Link to Department's program inventory:

Settlement, Resettlement

Purpose and objectives of transfer payment program:

Under the *Canada-Quebec Accord*, signed in 1991, Canada has devolved settlement and resettlement responsibility to Quebec, with a grant that includes reasonable compensation for costs. The grant to Quebec covers reception services and linguistic, cultural and economic integration services, provided that they are comparable to federally funded services in other parts of the country. The objectives of the *Accord* are the preservation of Quebec's demographic importance within Canada; and the integration of immigrants into that province in a manner that respects the distinct identity of Quebec. The *Accord* provides Quebec with exclusive responsibility for the selection of immigrants destined to the province (except for family reunification and protected persons in Canada), as well as the reception and linguistic and cultural integration of these immigrants (including resettlement of refugees). Under the *Accord*, Canada is responsible for defining overall immigration objectives, national levels and admissibility, selecting family category and protected persons in Canada, and granting citizenship. This program uses transfer payment funding from the grant for the *Canada-Quebec Accord on Immigration*.

Quebec is responsible for selecting immigrants, as well as their reception and integration into the province. In accordance with section 26 and Annex B of the *Canada-Quebec Accord*, Canada is required to pay compensation to Quebec for reception and integration services, where it is established that:

- the reception and integration services (referred to in sections 24 and 25 of the *Accord*) offered by Quebec correspond, when considered in their entirety, to those offered by Canada in the rest of the country; and
- those services are offered without discrimination to any permanent resident in the province, whether or not that permanent resident has been selected by Quebec.

Expected results:

The Government of Quebec is responsible for developing and publishing its own immigration legislation and policies. It reports to the provincial National Assembly on its own expected results related to immigration.

While Quebec has jurisdiction over reception and integration of immigrants destined to the province, the *Accord* specifies that the services covered by the grant must correspond to services offered by Canada in the rest of the country. To that end, Canada and Quebec perform regular studies of their respective services to ensure that comparable services continue to be offered to newcomers across the country. Since 2014, the Joint Committee has tabled five comparative studies that show reception and integration services for newcomers to be generally comparable in both jurisdictions, therefore meeting the requirements of the *Accord*. The last comparative study covered the period 2018–19 and was tabled at the Joint Committee meeting on February 10, 2020.

Following the tabling of the last study, the Joint Committee co-chairs requested that the next comparison report be tabled in Fall 2021 and that a new methodology with indicators of service comparison be developed and included in that report. While the COVID-19 pandemic paused the development of the full comparison report, the Department developed an executive summary of the report along with the development of indicators as requested. The executive summary and indicators will tentatively be tabled in early Spring 2022.

Fiscal year of last completed evaluation:

The evaluation of the Grant to Quebec is conducted every five years. The last evaluation was completed in 2019–20.

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

The next evaluation of the *Canada-Quebec Accord Grant* is planned for completion in 2025–26.

General targeted recipient groups:

The Government of Quebec is the only recipient of the grant.

Initiatives to engage applicants and recipients:

Upcoming Joint Committee meeting tentatively scheduled for early Spring 2022.

Financial information (dollars)*				
Type of transfer payment	2021–22 Forecast spending	2022–23 Planned spending	2023–24 Planned spending	2024–25 Planned spending
Total grants	697,030,000	697,030,000	697,030,000	697,030,000
Total contributions	0	0	0	0
Total other types of transfer payments	0	0	0	0
Total program	697,030,000	697,030,000	697,030,000	697,030,000

*Pursuant to the Accord, the federal government increases the annual compensation paid to Quebec when certain conditions are present. As per formula 1, the conditions are as follows:

- an increase in the number of non-francophone immigrants that Quebec receives between the two previous calendar years; and
- an increase in the federal expenditures less services of the debt (net expenditures) as reported in the Public Accounts of Canada between the two previous fiscal years.

In any given year, the amount of the grant cannot be reduced from the previous year. It can only increase or remain constant. When either condition from the formula above is negative, it is deemed to equal zero and cannot be negative. The amount for 2021–22 is a forecast calculated based on the grant’s 2020–21 value and the above two conditions. For 2022–23 and onwards, the table shows the minimum amounts; any adjustments due to the formula will be appropriated through the Supplementary Estimates process.

Interim Housing Assistance Program

General information

Name of transfer payment program:

Interim Housing Assistance Program (IHAP)

Start date:

March 21, 2019

End date:

March 31, 2023

Type of transfer payment:

Grants

Type of appropriation:

Main Estimates

Fiscal year for terms and conditions:

2020–21

Link to departmental result:

Potential permanent residents are selected for immigration to Canada

Link to Department's program inventory:

Asylum

Purpose and objectives of transfer payment program:

Canada experienced an increase in asylum claims starting in 2017, including with respect to both arrivals through ports of entry and between ports of entry (i.e., irregular migration). Provinces called for support in managing the downstream impact of asylum flows, including interim housing pressures. While COVID-19-related travel and border measures reduced the number of asylum claimants entering Canada in 2020 and 2021, the gradual lift of these measures since summer 2021 has led to an increase in asylum claims. At the same time, pressures on shelter systems have persisted as a result of COVID-19, mostly due to increased costs of physical distancing and cleaning, and longer than average stays.

As a temporary program, IHAP contributes to the federal government's commitment to provide time-limited financial support to provinces and municipalities to address extraordinary interim housing pressures resulting from increased volumes of asylum

claimants entering Canada in recent years. The program was recently extended to continue addressing provincial and municipal interim housing costs, including increases in asylum claimants following the lifting of remaining border restrictions as well as with rising expenses from COVID-19.

Expected results:

Grants provided through the program are expected to help provincial and municipal governments deliver effective interim housing solutions for asylum claimants until permanent housing can be secured.

Fiscal year of last completed evaluation:

Not applicable.

Decision following the results of last evaluation:

Not applicable.

Fiscal year of next planned evaluation:

Not applicable.

The achievement of expected results are tracked as part of IRCC's ongoing departmental performance monitoring and reporting exercises. An evaluation of this initiative will be considered as part of IRCC's annual departmental evaluation planning exercise. The timing and scope of any planned evaluation being considered for this initiative would be assessed against departmental and program risks, government and departmental priorities, and the needs of senior management and major stakeholders.

General targeted recipient groups:

Provincial and municipal governments that have experienced extraordinary costs as a result of the recent influx of asylum claimants.

Initiatives to engage applicants and recipients:

Following a written request by provinces (and municipalities, if necessary) demonstrating that they have incurred interim housing costs as a result of increased asylum claim volumes, departmental officials will engage applicants to assess the claim and support discussions on the final amount of the funding relief. IRCC also continues to engage provinces through existing fora to better understand and help alleviate the pressures they are facing with respect to providing temporary housing to asylum claimants.

Financial information (dollars)				
Type of transfer payment	2021–22 Forecast spending	2022–23 Planned spending	2023–24 Planned spending	2024–25 Planned spending
Total grants	0	173,000,000	0	0
Total contributions	0	0	0	0
Total other types of transfer payments	0	0	0	0
Total program	0	173,000,000	0	0

International Migration Capacity Building Program

General information

Name of transfer payment program:

International Migration Capacity Building Program: Voted
 (Known prior to April 2019 as the “Migration Policy Development Program.”)

Start date:

In February 2003, the program was first launched as the Migration Policy Development Program, in 2019 it was renamed the International Migration Capacity Building Program (IMCBP).

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

Funds are appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2019–20

Link to departmental result:

Potential permanent residents are selected for immigration to Canada

Link to Department's program inventory:

Asylum

Purpose and objectives of transfer payment program:

The purpose of the IMCBP is to provide funding for initiatives that advance global migration policies and programs, in support of Canada's migration and humanitarian objectives.

The main objective of the IMCBP is to support the development of well-managed migration systems that facilitate safe, orderly and regular migration through:

- a. membership in international organizations related to migration
- b. the advancement of capacity building efforts
- c. an increase in the development and exchange of migration-related information and expertise

Expected results:

Expected results for the IMCBP are:

- strengthening migration and refugee protection systems in sending, transit and receiving countries
- facilitating safe, orderly and regular migration, while deterring irregular migration
- promoting open, evidence-based discourse on migration and refugee issues

Fiscal year of last completed evaluation:

2021–22 – Evaluation of the International Migration Capacity Building Program – Funded Projects Component

2021–22 – Evaluation of IRCC's Memberships in International Forums and Organizations

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

For the overall IMCBP, the next planned evaluation will take place in 2026–27.

Evaluation of the Migration Cooperation and Engagement Envelope (MCEE) is planned for 2023–24.

General targeted recipient groups:

- International organizations and other foreign grant beneficiaries;
- Non-Governmental Organizations (NGOs), institutions, organizations, and agencies that are not for profit, operating at the international level from within or outside Canada; and
- Individuals and private sector organizations operating at the international level from within or outside Canada.

Initiatives to engage applicants and recipients:

IMCBP funding is used for funding:

- memberships in international multilateral organizations
- migration capacity building

Ongoing communications occur on a regular basis with recipient organizations (trusted partner organizations, including the International Organization for Migration and the United Nations Refugee Agency).

For memberships in international multilateral organizations, such as the Regional Conference on Migration, the Global Forum for Migration and Development, the Intergovernmental Consultations on Migration, Asylum and Refugees and the Migration Policy Institute, IRCC regularly attend various governance meetings, exchange information on best practices, advance Canadian migration priorities, and develop bilateral partnerships with other countries.

Prior to 2021–22, for migration capacity building projects, the Department used an internal call for proposals process to engage sponsors and recipients. The recent evaluation of the IMCBP concluded that the Department should review and streamline this process, while also maintaining good program management. In 2021–22, the IMCBP piloted a targeted call for proposals process, and will conduct a review in 2022–23 to inform future processes.

Throughout each project’s implementation, there is regular contact between IRCC project sponsors and recipient organizations to ensure advancement and compliance. For the migration capacity building projects, which generally deals with smaller amounts than the MCEE, monitoring is performed through mid-year reporting and end of project reports, as pursuant to the grant arrangement.

For the MCEE, generally the Department will first engage targeted countries through country visits to ascertain their needs and priorities. Proposals will be received, and organizations will be requested to submit outlines of the goals, objectives and scope of the proposed initiative prior to requesting full proposals. All proposals are consistently assessed, including against country needs and priorities.

Approved proposals are regularly monitored throughout the project life cycle. Monitoring is done through direct contact with applicant (teleconferences, email, phone, etc); Mission, International Network/Migration Program Manager, Canada Border Services Agency- Liaison Officers; in-country monitoring Mission; or any other means at the MCEE’s disposal.

For the Venezuelan Crisis Capacity Building Envelope (2021–22 and 2022–23), and the one-time transfer of \$3 million for capacity building in Central America (2021–22), the Department will engage directly with potential programming partners to assess the needs in host countries and invite organizations to submit concept notes prior to full project proposals. IRCC will assess all proposals internally, while also consulting with other relevant department(s) as required, such as Global Affairs Canada and targeted host countries. Given the temporary nature of the envelopes, monitoring of the approved projects is to be similar to the monitoring of migration capacity building projects (i.e. mid-year and end of project reports) and may also include an in-country monitoring mission.

For all project, the focus on monitoring is to maintain open communication with applicants. This ensures that regular updates can be received on project execution, including implementation delays, significant adjustments in activities, challenges, risks and expenditure of funds, and overall elements that may impact project implementation.

Financial information (dollars)				
Type of transfer payment	2021–22 Forecast spending	2022–23 Planned spending	2023–24 Planned spending	2024–25 Planned spending
Total grants	8,000,000	9,650,000	5,950,000	4,200,000

Financial information (dollars)				
Type of transfer payment	2021-22 Forecast spending	2022-23 Planned spending	2023-24 Planned spending	2024-25 Planned spending
Total contributions	0	0	0	0
Total other types of transfer payments	0	0	0	0
Total program	8,000,000	9,650,000	5,950,000	4,200,000

Resettlement Assistance Program

General information

Name of transfer payment program:

Resettlement Assistance Program: Voted

Start date:

1951 as the Adjustment Assistance Program; Resettlement Assistance Program (RAP) in its current form was implemented in 1998

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2018–19

Link to departmental result:

Permanent residents are welcomed and benefit from settlement supports

Link to Department's program inventory:

Refugee Resettlement Program

Purpose and objectives of transfer payment program:

The RAP's objective is to meet the resettlement needs of clients following their arrival in Canada by funding the delivery of immediate and essential services and providing direct financial support. Eligible clients include Government-Assisted Refugees and certain persons in refugee-like situations admitted to Canada under a public policy consideration. The province of Quebec receives a separate funding allocation as part of the *Canada-Quebec Accord* to provide similar services to eligible refugees destined to that province.

Immediate and essential services are delivered through contribution agreements with RAP Service Provider Organizations (SPOs). RAP services include, but are not limited to: overseas and in-Canada orientation sessions; port of entry services; temporary accommodation and assistance in securing permanent accommodation; assistance opening a bank account; life skills training; and links to mandatory federal and provincial programs; and to settlement programming.

Income support is administered directly by the department and can be provided for up to 12 months, if the RAP client's income is insufficient to meet their own needs and the needs of any accompanying dependants. In most cases, RAP clients also receive start-up allowances for expenses related to furniture and other household supplies.

Limited services (port of entry services) are provided under RAP to all resettled refugees. Refugees resettled under the Blended Visa Office-Referred Refugees Program may receive up to six months of RAP income support.

RAP also funds certain in-Canada activities to support the private sponsorship of refugees (for example, the Refugee Sponsorship Training Program), as well as activities overseas, such as those administered by the International Organization for Migration to support resettlement and RAP objectives.

Expected results:

RAP is an element of the overarching Refugee Resettlement Program. The immediate outcomes for the broader Refugee Resettlement Program are resettled refugees receive timely protection and their immediate and essential needs are met. The intermediate

outcome is resettled refugees have the tools to live independently in Canadian society. The ultimate outcome is resettled refugees live independently in Canadian society.

Fiscal year of last completed evaluation:

Completed in 2015–16.

Decision following the results of last evaluation:

Not applicable

Fiscal year of next planned evaluation:

The next evaluation of the Refugee Resettlement Program is planned for completion in 2022–23, and it is expected to include the RAP.

General targeted recipient groups:

RAP targets three types of recipients: (1) resettled refugees and persons admitted to Canada under similar circumstances; (2) service providers that provide immediate and essential services to eligible clients; and (3) service providers engaged in activities that support the Refugee Resettlement Program more broadly (for instance, funding to international organizations to facilitate the overseas processing of refugees and to the Refugee Sponsorship Training Program to support private sponsors in Canada).

Initiatives to engage applicants and recipients:

Refugees receiving RAP services are engaged throughout their resettlement journey starting with overseas processing of refugees with international organizations (e.g., International Organization for Migration) and intake assessment upon arrival in Canada of refugees to determine the level of support needed and the types of services required. The Department works closely with international organizations (e.g., United Nations Refugee Agency) to plan annual targets as well as the timing of services to assist refugees during the application process and pre-arrival. The Department maintains close collaboration and regular communication with international organizations and service provider organizations in order to adequately respond to resettled refugee needs.

Financial information (dollars)				
Type of transfer payment	2021-22 Forecast spending	2022-23 Planned spending	2023-24 Planned spending	2024-25 Planned spending
Total grants	32,491,785	25,433,896	25,483,168	25,483,168
Total contributions	247,437,746	190,489,718	145,049,034	145,049,298
Total other types of transfer payments	0	0	0	0
Total program	279,929,531	215,923,614	170,532,202	170,532,466

Settlement Program

General information

Name of transfer payment program:

Settlement Program: Voted

Start date:

May 15, 2008

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2019

Link to departmental result:

Permanent residents are welcomed and benefit from settlement supports

Link to Department's program inventory:

Settlement

Purpose and objectives of transfer payment program:

For Canada to realize the economic, social and cultural benefits of immigration, newcomers must integrate successfully into Canadian society. Integration is a two-way process that involves commitment on the part of immigrants to adapt to life in Canada, and on the part of Canada to welcome and adapt to new peoples and cultures. Settlement refers to a short period of mutual adaptation between the newcomers and the host society, during which the government provides support and services to newcomers.

IRCC Settlement Program plays a major role in the integration of newcomers by assisting immigrants and refugees to overcome barriers specific to them so that they can fully engage in social, cultural, civic and economic life in Canada. The program aims to provide newcomers with support prior to their arrival in Canada. Once in Canada, the program provides needs, assets assessments and information required to make informed decisions, develop and leverage employment and language skills, and support to build networks within their new communities. The program also supports the integration of French-speaking newcomers through the Francophone Integration Pathway, which consists of a suite of settlement services in French, offered by Francophone communities outside Quebec, and aimed at facilitating reception, support, economic and socio-cultural integration, as well as the creation of lasting ties between newcomers and Francophone communities. IRCC funds the delivery of settlement programming across the country and outside Canada, and contributes to the capacity enhancement of recipient organizations.

Expected results:

The Settlement Program's ultimate outcome is as follows: Successfully integrated and settled clients benefit Canada.

Immediate outcomes:

- Access to IRCC-funded settlement services is facilitated

- Increased understanding of client settlement needs and appropriate linkages to other services
- Clients increase knowledge of life in Canada
- Clients improve official language skills
- Clients acquire knowledge, skills, and connections to prepare for the Canadian labour market
- Clients increase participation in communities and social networks
- Partners deliver responsive and coordinated settlement and community services

Intermediate outcomes:

- Clients access services that meet their needs
- Clients make informed decisions about life in Canada
- Clients use an official language to function in Canadian society
- Clients participate in the Canadian labour market
- Clients are connected to communities and institutions
- Communities foster welcoming environments for immigrants

Fiscal year of last completed evaluation:

- 2020–21 for the Evaluation of Language Training Services.
- The most recent evaluation of the Settlement Program was completed in 2017–18.

Decision following the results of last evaluation:

Continuation.

Fiscal year of next planned evaluation:

- 2021–22 for the Evaluation of Settlement Workers in Schools
- 2022–23 for the Evaluation of Pre-Arrival Settlement Services
- 2023–24 for the Evaluation of the Francophone Immigration Strategy
- 2025–26 for the Evaluation of Settlement Program

General targeted recipient groups:

To fulfill IRCC’s objective of promoting the successful integration of permanent residents into Canada, IRCC uses grants and contribution agreements. These agreements may be signed with the following eligible recipients for settlement services:

- Provincial, territorial or municipal governments
- International organizations

- Not-for-profit organizations including non-governmental organizations, non-profit corporations, community groups, umbrella organizations, regulatory bodies and apprenticeship authorities
- Businesses, including those that provide indirect services (such as assisting employers in hiring newcomers, private language schools, conference organizers, Web or production firms for tool development)
- Educational institutions (including school boards, districts and divisions)
- Individuals.

Restrictions:

- Unless specifically allowed in the grant and contribution agreement, no user fees can be charged to clients for services funded by IRCC.
- For-profit organizations may be eligible for funding provided that the nature and the intent of the activity is non-commercial, not intended to generate profit and that it supports Program priorities and objectives.

Initiatives to engage applicants and recipients:

IRCC funds over 500 different organizations, including approximately 80 francophone organizations located in Francophone-minority communities, to deliver a diverse range of services that support the settlement and integration of newcomers to Canada. Settlement Service Provider Organizations (SPOs) vary in size, which has an impact on the type and scope of services that they offer to newcomers.

IRCC plays a key role in the dissemination and sharing of information to and among SPOs and other settlement organizations in a variety of ways, at both the national and regional level and both formally and informally. IRCC has a number of forums that bring together SPOs, from the National Settlement and Integration Council, a pan-Canadian mechanism for ongoing national dialogue, collaboration, consultation, planning and information exchange among governments and key partners and stakeholders, to newly established regional summits designed to address region-specific information needs. Pre-COVID-19, much of this engagement was in person, but COVID-19 has forced the Department shift to virtual engagement, which has allowed more partners and stakeholders to be engaged proactively and more often.

IRCC engages in extensive consultations before and after it launches intake processes under the Settlement Program. Engagement with service providers supports IRCC's information gathering to inform open and transparent intake processes to establish grant and contribution agreements and improves delivery methods to carry out IRCC programming priorities.

The most recent intake processes include: a 2018 Expression of Interest for Pre-arrival Settlement Services, five year agreements which began on January 1st, 2019; in November 2018, proposals were solicited for language training services adapted to the needs of

French-speaking newcomers, in support of the Francophone Integration Pathway to last until 2023 and funded through the Government of Canada’s Action Plan for Official Languages (2018–23); and a national call for proposals for the Settlement Program was launched in February 2019 for 5-year agreements which began on April 1, 2020.

For the first time, following a high degree of engagement and co-planning with Francophone-minority communities, the Department introduced a “by and for Francophones” lens/priority in the 2019 call for proposals process; and in parallel, experimented with a community-based funding model through the Welcoming Francophone Community Initiative. This initiative moved away from the traditional intake process approach, to fund community plans featuring activities/projects that the communities themselves have identified to best meet their needs in terms of welcoming and integrating French-speaking newcomers. Community plans are funded over a 3-year period that began in April 2020.

In April 2020, the Department launched the Comité consultatif national en établissement francophone with the mandate to provide recommendations to IRCC by 2022, for a national coordination and support model for the Francophone settlement sector and on the development of policies and programs to improve direct French language services to immigrants.

Financial information (dollars)				
Type of transfer payment	2021–22 Forecast spending	2022–23 Planned spending	2023–24 Planned spending	2024–25 Planned spending
Total grants	40,000,000	55,000,000	55,000,000	55,000,000
Total contributions	883,045,735	971,022,398	968,474,284	971,944,266
Total other types of transfer payments	0	0	0	0
Total program	923,045,735	1,026,022,398	1,023,474,284	1,026,944,266

Transfer payment programs spending of under \$5 million

Annual Assessed Contribution to the International Organization for Migration

General information

Name of transfer payment program:

Annual Assessed Contribution to the International Organization for Migration (IOM): Voted

Start date:

The IOM is the leading United Nations agency in the field of migration, having joined the UN system as a related organization in 2016. Canada was a founding member of the IOM in 1951, but withdrew membership in 1962. Canada subsequently rejoined the organization as a full member in 1991 and have paid their annual Assessed Contributions ever since.

End date:

Ongoing

Type of transfer payment:

Contribution⁷

Type of appropriation:

Funds are appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2010–11

Link to departmental result:

Potential permanent residents are selected for immigration to Canada

⁷ Canada's assessed contribution rate is a percentage of the IOM's annual administrative expenses, determined by IOM on a capacity to pay basis. To determine a state's capacity to pay, and resulting contribution rate, IOM relies upon the United Nations contribution rates, established by United Nations resolution (also determined on a capacity to pay basis).

Link to Department's program inventory:

Asylum

Purpose and objectives of transfer payment programs:

Contributions to the IOM allow Canada to:

- Participate in the organization's governance and decision-making mechanisms, including evaluation and audit, and budget setting practices.
- Enhance its knowledge on global trends and approaches to managed migration.
- Advance its international priorities on migration, which include: helping to ensure the orderly and humane management of migration; promoting international cooperation on migration issues; and assisting in the search for practical solutions to migration problems.
- Provide humanitarian assistance for migrants, refugees and internally displaced persons.
- Deliver IRCC programs in the areas of resettlement, migration health and capacity building.

As an IOM member, the Department has an increased capacity to meet its objectives related to:

- Managed migration that promotes Canadian interests and protects the health, safety and security of Canadians.
- International recognition and acceptance of the principles of managed migration consistent with Canada's broader foreign policy agenda.

Expected results:

The expected results are to:

- Allow IRCC to influence IOM programs and policies in order to ensure Canada's own objectives, values and interests are reflected in the IOM's approach to global migration.
- Gain knowledge and understanding of global migration and insights on the migration policies, activities and priorities of other countries, in order to inform IRCC policies and programs.
- Advance Canada's position on managed migration and international protection in multilateral fora.

Fiscal year of last completed evaluation:

2021–22

Decision following the results of last evaluation:

Continuation

Fiscal year of next planned evaluation:

The evaluation of the IOM Assessed Contribution took place in 2020–21. The next evaluation will take place five years following the previous evaluation (2026–27).

General targeted recipient groups:

International organizations.

Initiatives to engage applicants and recipients:

IRCC officials actively monitor, engage and consult with the IOM through institutional and ad hoc meetings.

As a state-led organization, Canada wants to ensure due diligence with respect to how the organization governs itself, appropriates and uses its resources, and makes decisions.

IRCC's ongoing participation in the two IOM governing bodies: (1) the Council and the Standing Committee on Programmes and Finance, and (2) the organization's formal working groups on Partnerships Governance and Organizational Priorities and Budget Reform allows Canada to play a role in the organization's governance and decision-making, including on budget issues. Moreover, IRCC is present at all informal consultations organized by the IOM.

Government of Canada senior officials meet intermittently with the IOM senior management to discuss shared priorities and ways to strengthen the bilateral relationship between Canada and the IOM. Continuous and ongoing open communication between IRCC and IOM takes place at the working level on a regular basis.

While IRCC is the lead in the overall Government of Canada–IOM relationship, Global Affairs Canada also maintains a strong relationship with the IOM as they partner in the delivery of development and humanitarian assistance.

The evaluation of the IOM Assessed Contribution in 2020–21 found that Canada derives high value in its membership with the IOM in meeting IRCC and whole-of-government objectives.

Financial information (dollars)				
Type of transfer payment	2021–22 Forecast spending	2022–23 Planned spending	2023–24 Planned spending	2024–25 Planned spending
Total grants	0	0	0	0
Total contributions	2,200,000	2,200,000	2,200,000	2,200,000
Total other types of transfer payments	0	0	0	0
Total program	2,200,000	2,200,000	2,200,000	2,200,000

Global Assistance for Irregular Migrants

General information

Name of transfer payment program:

Global Assistance for Irregular Migrants (GAIM)

Start date:

April 2013

End date:

March 31, 2023

Type of transfer payment:

Contribution

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2018–19

Link to departmental result:

Potential permanent residents are selected for immigration to Canada

Link to Department’s program inventory:

Asylum

Purpose and objectives of transfer payment program:

The purpose of the program is to respond to international crises related to irregular migration quickly and effectively in an effort to ensure managed migration that promotes Canadian interests and protects the health, safety and security of Canadians.

The program provides transfer payments in the form of contributions to trusted international, intergovernmental, and non-governmental organizations (such as the International Organization for Migration [IOM]). It contributes to the overall discouragement of human smuggling and irregular migration while ensuring that intercepted migrants have basic needs met including shelter, water, food, and emergency medical care; are treated in accordance with international principles of human rights including protection against refoulement; and are returned to their countries of origin if determined not to be in need of protection as per international refugee law.

The program is part of Canada’s broader, multi-departmental Migrant Smuggling Prevention Strategy led by Global Affairs Canada.

Expected Results:

The most quantitative results are dependent on overseas irregular migration events targeting Canada to be identified and intercepted. As such, the ultimate activity level of the program is highly dependent on circumstances outside of Canada and the IOM’s control. A significant goal of the program is readiness for such events. The primary quantitative result is that 100% of persons eligible for and seeking the assistance this program are duly assisted.

Such events have been significantly suppressed by travel restrictions imposed globally related to COVID-19. We expect related activity to increase in the coming months and years.

The program has an established schedule of three outcomes and seven subordinate outputs that are regularly measured. These outcomes are:

1. IOM and other concerned partners identify and respond to vulnerabilities, assistance and protection needs of stranded migrants in their territory⁸
2. Returnee migrants are successfully reintegrated in their communities of origin
3. Potential migrants have better understanding of the risks and disadvantages of irregular migration, benefits and advantages of regular migration and have alternatives to migration.

Fiscal year of last completed evaluation:

Completed in 2015–16, a new evaluation is currently underway.

Decision following the results of the last evaluation:

Continuation

Fiscal year of next planned evaluation:

Currently ongoing, 2021–22

General targeted recipient groups:

International Organization for Migration

Initiatives to engage applicants and recipients

Monthly meetings are held with the IOM to continuously oversee activities and ensure the program continues within the intent and letter of the contribution agreement. The GAIM program contains elements that require the IOM to seek approvals from IRCC before undertaking significant new activities. Ad hoc liaison is also conducted regularly as required by operations. This engagement with the recipient organization, the IOM, along with other program oversight is done by IRCC International Network's Irregular Migration and Risk Intelligence.

Engagement with the ultimate end recipients of assistance, smuggled persons - distinct from IRCC applicants, is done by the IOM and overseen by IRCC.

⁸ It should be noted that nothing about this program supersedes the responsibility of a state to provide consular services and other protections to its citizens nor the responsibilities of a state to provide services and protections to any person located within it.

Financial information (dollars)				
Type of transfer payment	2021–22 Forecast spending	2022–23 Planned spending	2023–24 Planned spending	2024–25 Planned spending
Total grants	0	0	0	0
Total contributions	\$3,000,000	\$3,000,000	To be determined**	To be determined**
Total other types of transfer payments	0	0	0	0
Total program	\$3,000,000	\$3,000,000	To be determined**	To be determined**

**Current agreement ends March 2023. Potential for renewal with planned spending of \$3,000,000.

Gender-based Analysis Plus

Institutional GBA Plus Capacity

Gender, diversity, and intersectionality are key considerations in the work of Immigration, Refugees and Citizenship Canada (IRCC), given its global mandate and its impact on newcomers, refugees, and Canadians. IRCC Gender-based Analysis Plus (GBA Plus) Unit, which is part of the Strategic Policy and Planning Branch, is the Department’s GBA Plus focal point. The Unit promotes and supports the Department’s application and implementation of GBA Plus.

Since 2001, IRCC has had a legislative requirement under the *Immigration and Refugee Protection Act* (IRPA) to report on GBA in the Annual Report to Parliament on Immigration. The Department has extensive data that is disaggregated by gender, as well as other intersectional factors, such as age and country of citizenship, to better support the evidence-based analysis that underpins GBA Plus. In addition, IRCC is working to further incorporate GBA Plus into performance measurement and evaluation processes to ensure that IRCC programs address GBA Plus considerations.

Highlights for 2022–23:

In 2022–23, IRCC is aiming to advance the implementation of GBA Plus governance. Further embedding consideration of gender, diversity, inclusion, and accessibility into policies, programs, and operations will be achieved by:

- Revitalizing and strengthening the GBA Plus Working Group within IRCC. The group will foster closer collaboration within specific functional and enabling areas in IRCC (e.g., data, digital policy, evaluation, communications, and workforce) and contribute to mainstreaming the practice of GBA Plus across the Department.
- Leveraging the GBA Plus Working Group to launch a review of the Department’s GBA Policy (2011). The review will focus on embedding the application of GBA Plus in IRCC’s policy and program development cycles to advance evidence-based analysis of intersectional factors beyond gender (i.e., race, sexual orientation, gender identity, ability, age, income, etc.).
- Promoting ongoing engagement between the GBA Plus Unit and various lens leaders at IRCC, such as departmental focal points for Anti-Racism, LGBTQ2, persons with disabilities, and Indigenous Peoples, to deepen the application of intersectionality.
- Continuing to develop GBA Plus tools and resources, while adapting them to IRCC’s policies, programs, and operations to strengthen departmental capacity in applying GBA Plus and monitoring outcomes. Outreach by the GBA Plus Unit will continue to include workshops and presentations to various groups at IRCC on how to use the tools and resources.
- Continuing to provide guidance on policy, program, operational, and IRCC workforce initiatives, and review key initiatives for GBA Plus considerations in Memoranda to Cabinet, Treasury Board Submissions, and Federal Budget Proposals.

Highlights of GBA Plus Results Reporting Capacity by Program

Core Responsibility 1: Visitors, International Students and Temporary Workers

Visitors

IRCC’s Visitors Program seeks to achieve a balance between facilitating the travel of foreign nationals while maintaining the integrity of the immigration and asylum system. Despite the shorter-term nature of the program, the Visitors Program can support the [Gender Results Framework](#)’s pillars on education and skills development, economic

participation, and eliminating Gender-based Violence (GBV), and promoting access to justice.

There are several notable initiatives that will help to improve and expand the Visitors Program's capacity to report and monitor impacts based on gender and diversity factors. For example, since January 2021, when IRCC's Sex and Gender Client Identifier Policy was newly established, visitors and visitor applicants who are striving to achieve gender congruence are able to request a non-intrusive change of gender identifier, including Female ("F"), Male ("M"), and Another Gender ("X"), which is then updated in IRCC's system of record regardless of the sex identifier from their primary identity document (e.g., passport). In this way, the purpose of IRCC's Sex and Gender Client Identifier Policy is to enhance the privacy of clients by eliminating unnecessary displays of sex or gender information and provide individuals with a non-binary option that better reflects their gender while enabling IRCC's collection of more inclusive gender data. It also ensures that individuals can obtain identity documents and personal records that align with their gender while supporting the integrity of IRCC programs.

In addition, IRCC is currently updating the Citizenship and Immigration Client Experience Survey to collect data on additional intersectional factors (such as disability and ethnicity) that will support better analysis on client satisfaction, including clients who applied to visit Canada. With respect to the Department's efforts to modernize the Visitors Program, disaggregated data collection and GBA Plus will be key components for monitoring the Program's performance and modernization outcomes (e.g., client satisfaction and accessibility of new tools disaggregated based on gender and other key factors).

Furthermore, to improve future monitoring and reporting of impacts based on gender and diversity factors, the Visitors Program is launching an internal review in 2022–23 to examine its Performance Measurement Strategy Framework from a GBA Plus and Anti-Racism perspective. This will ensure the Program continues to build an adequate evidence base to inform policy design and development.

Another important IRCC initiative that will impact the Visitors Program is the development of an analytical methodology to produce risk assessments for racialized populations that identify, assess, and mitigate bias and racism within risk management and operations. This methodology considers quantitative data, socio-economic drivers, cultural awareness, immigration trends, program outcomes, and processing challenges. These elements highlight institutional tendencies that potentially place certain populations at a disadvantage and underscores the necessity to review programs. Ultimately, by implementing this methodology, the Department aims to create a more equitable program delivery strategy in the operations sector, and to further support and strengthen the use of GBA Plus.

This Visitors Program currently collects gender, age, and language data through the annual Citizenship and Immigration Client Experience Survey. Future initiatives will expand the program's capacity to report on impacts by gender and diversity, by collecting data on accessibility, disability, and ethnicity. New data will be available mid-2022.

International Students

IRCC facilitates the entry of students who wish to study at a designated Canadian educational institution. The International Students Program contributes to the Gender Results Framework pillar on education and skills development. The Department collects disaggregated data on study permit holders that can be broken down by gender, age, Post-Graduate Work Permit (PGWP) holders, and study permit holders, and this data forms the basis of evidence-based policy and program development. In the context of future work related to program integrity and other priorities in the International Students Program (e.g., Kindergarten to Grade 12 (K-12) students and PGWP), GBA Plus considerations will be reflected in the analysis. Moreover, GBA Plus considerations will be relevant as IRCC continues to learn lessons from the impacts of COVID-19 measures on the international student population and program.

Temporary Workers

IRCC facilitates the entry of foreign nationals who wish to work temporarily in Canada, through two main streams: the Temporary Foreign Workers Program (i.e., employer-specific work permits) and the International Mobility Program (i.e., open work permits). Through IRCC's Global Case Management System, IRCC collects several socio-economic variables on work permit holders that allow for monitoring and reporting program impacts by gender and diversity. These variables include gender, age, country of birth, country of residency, official language, language spoken at home, and family status.

Open Work Permit for Vulnerable Workers

The Open Work Permit for Vulnerable Workers (OWP-V) program contributes to the Gender Results Framework pillar on eliminating GBV and access to justice. In particular, access to justice is a key point for OWP-V holders, as the work permit helps to facilitate Temporary Foreign Workers (TFWs) in leaving abusive employment and gives TFWs the ability to work for another employer, without compromising their authorization to work in Canada. Overall, the OWP-V program promotes the security of TFWs.

Specifically for the OWP-V holders, qualitative and quantitative data on gender, age, country of citizenship, ability to speak in English/French, prior work permits, and location of work (in Canada) is collected. This information is used to inform program management and policy work. Significant data analysis will continue to be conducted to better understand program barriers for clients and identify opportunities to improve the OWP-V program for clients, including the development of training to support immigration officers when assessing applications for the OWP-V.

International Experience Canada

International Experience Canada (IEC) offers Canadian citizens aged 18 to 35 the opportunity to work and travel abroad in one of over 35 countries and territories through youth mobility arrangements. These youth mobility arrangements allow IEC to provide foreign youth with the opportunity to travel and work in Canada.

IRCC's approach has been to focus on signing and maintaining youth mobility agreements with countries and territories that can typically promote equal opportunities for a diverse Canadian population. Going forward, IRCC will continue to include annual review mechanisms in new agreements to provide officials with the opportunity to address issues, including those related to GBA Plus that could impact barriers to participation.

A key objective of IEC is to ensure that Canadians are aware of, and can benefit from, these international opportunities abroad. Promotional and engagement opportunities so far have demonstrated the need to ensure that IEC's engagement activities are as inclusive as possible. Further promotional and engagement activities will include initiatives and research directed at various communities of interest, including Indigenous youth, youth who identify as part of the LGBTQ2+ community, young women, and disadvantaged youth.

IRCC collects disaggregated data on IEC participants to enable monitoring and reporting on the program's impacts. In 2022–23, the Department will continue to review its research, metrics, and data to further expand on its reporting capabilities. The gender distribution of IEC work permit holders (i.e., inbound foreign youth) has been evenly split at 50/50 over the past decade. However, data on outbound Canadian youth is limited because Canada does not track Canadian youth going abroad as part of its youth mobility agreements and not all of Canada's youth mobility partners have the systems in place to share the demographic characteristics of Canadian participants entering those countries.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Federal Economic Immigration

In accordance with Canada's Immigration Levels Plan, IRCC facilitates the admission of a targeted number of permanent residents under the economic immigration category. Federal economic immigrants seek to live and work permanently in Canada. IRCC selects candidates based on their ability to meet program eligibility criteria, such as official language ability, education, work experience, age, and whether the individual has a valid job offer.

Program data can be disaggregated by age, gender, education, and knowledge of official languages, including other variables to measure impacts by gender and diversity.

Regional Economic Immigration

IRCC facilitates the admission of a targeted number of permanent residents under the provincial/territorial economic category. The Regional Economic Immigration programs are designed to allow delivery partners (i.e., provinces, territories, and communities) to select immigrants with the skills and experience needed to fill labour market needs in local and regional labour markets.

The Atlantic Immigration Pilot—set to transition to a permanent program in January 2022—and the Rural and Northern Immigration Pilot look beyond immigrant selection and focus on the settlement of both the principal applicant and their family members in sponsoring regions and communities. For example, a key requirement of the Atlantic Immigration Pilot is for program applicants and their accompanying family members to work with settlement Service Provider Organizations to develop individualized settlement plans that captures the needs of the entire family, not just the principal applicant. Under the Rural and Northern Immigration Pilot, community partners match immigrants to established members of the community to build social connections for the principal applicant and their family in their new community. In addition, in these programs, accompanying spouses can access select settlement services as soon as they arrive in the community, even if they are still temporary residents. As a result of these programs taking a whole-of-family approach to ensuring that newcomers have the support they need upon arrival, it maximizes the potential for the social and economic participation of accompanying spouses/partners who historically have been predominantly female.

In both the Rural and Northern Immigration Pilot and Atlantic Immigration Pilot, adult dependents have the opportunity to apply for a work permit while they wait to receive permanent residence. When the Atlantic Immigration Pilot becomes a permanent program, it will maintain the spousal open work permit.

With the goal of holistically monitoring results and impacts, IRCC has developed a performance information profile capturing all three regional programs which will allow the Department to disaggregate data on newcomers based on gender and occupation (i.e., by National Occupational Classification). This data will allow IRCC to better understand the impacts of regional programs by gender, in alignment with select indicators under the Gender Results Framework for economic participation and prosperity pillar, such as the labour force participation rate of women and underrepresented groups as well as the proportion of women across occupations.

Family Reunification

IRCC facilitates the admission of a targeted number of permanent residents under the family reunification category. Candidates include spouses, partners and dependent children, parents, grandparents, and certain other relatives (e.g., an orphaned relative) wishing to join their family in Canada.

Having family members already in Canada assists the sponsored newcomers (spouses/partners) with initial settlement, helping them to successfully integrate into

society as well as the labour market. Similarly, sponsored parents and grandparents also provide emotional support, in addition to providing child care in many cases. Their presence often allows their sponsor to pursue further education or labour market participation which supports the family's economic success. As most Family Class immigrants are female, Family Class immigration also supports the economic integration, potential educational development, and well-being of women specifically (i.e., pillars of the Gender Results Framework).

In 2019, IRCC introduced two new measures to support cases of family violence, namely, a Temporary Resident Permit and an expedited Humanitarian and Compassionate application process. These measures align with the elimination of gender-based violence and promoting access to justice pillar of the Gender Results Framework. They were implemented in recognition that the sponsorship process can exacerbate the power dynamics of an abusive relationship and create an unintentional, negative impact on sponsored spouses and partners who are reliant on remaining with their abuser to maintain their status in Canada. These measures aim to mitigate the risks of intimate partner violence in the immigration context by providing a means for individuals escaping abusive relationships to maintain their immigration status, independent from their abuser. In alignment with the Gender Results Framework's pillars on economic participation and prosperity, poverty reduction, and health and well-being, the Temporary Resident Permit for cases of family violence also includes a work permit, to help support the economic independence of violence survivors as well as Interim Federal Health Program coverage.

IRCC has also committed to enhance culturally responsive and trauma-informed training for IRCC officers handling abuse cases. This training initiative supports current work by the Department to address stakeholder concerns regarding vulnerable persons within the immigration system experiencing different types of abuse, such as cases of family violence and GBV.

For the Family Reunification Program as a whole, IRCC collects disaggregated data on the gender of sponsors, co-signers (when applicable), and applicants (i.e., principal applicants and accompanying family members). The Department also collects data on the age and country of citizenship of applicants.

While IRCC does not collect data on the mental or physical disabilities of applicants, in light of public concerns regarding access to the Parents and Grandparents program, IRCC engaged with stakeholders prior to the program's 2020 launch. The program's design was adjusted to better accommodate persons with disabilities and improve accessibility for those previously limited by literacy, geography, and technical capacity/internet connectivity.

Since the 2019 implementation of the measures to support cases of family violence, IRCC has created the capacity to collect data on the incidence of family violence within the Canadian immigration system, including data disaggregated by gender, age, and country of origin, more systematically.

In addition, IRCC will finalize a formal evaluation of the Family Reunification Program in 2022. This evaluation will take into account various GBA Plus considerations for the program in accordance with the Treasury Board Secretariat Directive on Results.

Humanitarian/Compassionate and Discretionary Immigration

In accordance with Canada's Immigration Levels Plan, IRCC facilitates the admission of a targeted number of permanent residents based on humanitarian and compassionate grounds or public policy considerations. These provisions allow the Minister to address exceptional circumstances by granting an exemption from certain criteria or obligations of IRPA or by granting permanent or temporary residence.

Many humanitarian-based public policies are used to facilitate immigration for at-risk populations with protection needs. These provisions allow IRCC to grant permanent residence or exemptions to certain immigration program requirements in exceptional circumstances. They have been used to uphold Canada's humanitarian tradition and can respond to a myriad of situations for which gender and diversity considerations are a factor.

Humanitarian and compassionate consideration is a tool that provides the ability to address exceptional situations, on a case-by-case basis, where a foreign national does not qualify for other immigration programs, based on unique circumstances and factors provided by the applicant. Factors that can be considered vary depending on personal circumstances and may include (but are not limited to) a person's establishment or ties to Canada, the best interest of children directly affected, and country conditions in their country of origin.

The public policy provisions provide the IRCC Minister with the authority to grant permanent resident status to a foreign national or an exemption from any criteria or obligations of IRPA or the accompanying Regulations, if the Minister is of the opinion that it is justified by public policy considerations. While each public policy has distinct conditions and eligibility criteria, they usually target a group of foreign nationals in similar circumstances.

Public policy has been used, and continues to be used, to address multiple situations, such as facilitating administrative processes during the COVID-19 pandemic, addressing a short-term disaster or crisis situation, facilitating immigration for at-risk populations with protection needs, and helping to support family reunification goals by providing access to the Family Class program to out-of-status spouses or partners.

Gender and diversity perspectives will continue to be considered in IRCC's discretionary program as part of the development of these tools and monitoring their results, including the use of disaggregated data, such as gender, age, and country of origin.

Refugee Resettlement

IRCC funds Service Provider Organizations to provide resettlement services (such as, airport reception, provision of temporary accommodation, etc.) to government-supported refugees in the first few weeks after their arrival to Canada. These services take into account the gender and diversity of refugees by providing female staff and interpreters, ensuring that appropriate accommodations are made for single mothers, and by conducting a targeted needs assessment. Through this assessment, refugee women may be referred to particular services offered in the community or by the settlement provider, which may include women's support groups and workshops that help refugee women find employment.

IRCC facilitates the admission of a targeted number of permanent residents under the refugee resettlement category. Refugees are individuals residing outside of their home country and who are unable to return for fear of persecution based on race, religion, nationality, political opinion, or membership in a particular group.

Refugee resettlement impacts every pillar in the Gender Results Framework: education and skills development; economic participation and prosperity; leadership and democratic participation; elimination of gender-based violence and promoting access to justice; and poverty reduction, health, and well-being. It does so by protecting those refugees who are most in need, such as persons who are disproportionately facing difficulty related to their gender, race, ethnicity, religion, age, sexual orientation or gender identity, and mental or physical disability. By resettling these persons to Canada, where the rights of refugees are protected by law, the indicators under these pillars of the Gender Results Framework are ameliorated.

Refugees resettled to Canada land as permanent residents. They have access to educational opportunities, may freely participate in economic life, have access to avenues that allow for full participation in Canadian democracy, benefit from the full protection of Canadian law from gender-based violence and its assistance in access to justice, and gain access to health services. The act of resettlement in itself, by moving persons from places where they may face persecution to a society where they are protected from it by law, is significant; the growth of the Refugee Resettlement Program over the past five years allows these positive and wide-ranging impacts to reach a greater number of beneficiaries.

In addition to the effects of the resettlement program writ large, several of its specific aspects also carry benefits to diverse groups facing persecution.

Within Canada's Government-Assisted Refugee stream, the Assistance to Women at Risk Program recognizes that women and girls are often particularly vulnerable in refugee situations and prioritizes their resettlement to Canada. The program seeks to give women who may be in precarious situations the opportunity to access resettlement, recognizing that they face particular risks if they are not part of a conventional family unit. Persecution on the basis of gender is a ground upon which a person may be granted Canada's refugee protection. Also, in recognition of their particular circumstances, refugees resettled under the Assistance to Women at Risk Program are exempt from the normal requirement to demonstrate an ability to establish themselves in Canada in the short-to-medium term.

They may also be provided with additional settlement support services once in Canada through the Joint Assistance Sponsorship Program or through gender-specific settlement services and supports.

Canada's Urgent Protection Program provides protection to persecuted persons who are facing immediate threats to their life, liberty, or physical safety. The expedited processing provided under the Urgent Protection Program helps refugees find safety when they would otherwise be likely to be killed, subjected to violence, sexual assault, or arbitrary imprisonment, or returned to their country of nationality or former habitual residence.

Canada also continues to assist survivors of Daesh, many of whom are of the Yazidi minority, through resettlement. Canada is continuing efforts to reunite children and spouses with their family members already in Canada and to prioritize the private sponsorship of refugees such as Yazidi women and children.

Canada's most recent commitment to resettle at least 40,000 Afghan refugees includes a focus on LGBTI and women.

Gender is tracked for each arrival, and some sponsoring groups in Canada focus exclusively on resettling vulnerable LGBTI refugees. The Department will work with internal research and evaluation partners to ensure relevant data is collected in regular performance monitoring and evaluation cycles.

In addition, program data is collected from commissioned survey data obtained from Sponsorship Agreement Holders⁹ (SAHs)—the [Canadian Council for Refugees](#) position papers and surveys, as well as international sources such as the [United Nations Refugee Agency](#) (UNHCR) issue papers and UNHCR and [International Organization for Migration](#) annual reports on resettlement.

Asylum

IRCC is accountable for the overall delivery of the in-Canada asylum system by which foreign nationals may seek protection from within Canada. An individual can make a claim for protection to either the [Canada Border Services Agency](#) (CBSA) at a port of entry, or to IRCC or CBSA at an inland office. Officers assess whether a claimant is eligible to make a claim; if so, the claim is referred to the [Immigration and Refugee Board of Canada](#) (IRB), which is an independent administrative tribunal that determines the validity of every claim.

The Asylum Program contributes to the Gender Results Framework's pillar of poverty reduction, health, and well-being. By providing fair and fast decisions on asylum claims, the impacts of the program may indirectly contribute to fewer vulnerable individuals living in poverty, fewer women and children living in food-insecure households, fewer vulnerable

⁹ SAHs are the individuals or groups having an agreement with IRCC to be a sponsor of privately sponsored refugees.

individuals lacking stable, safe, and permanent housing, more years in good health, and improved mental health.

The Asylum Program provides protection to persons fleeing persecution and risk of torture, risk to life, or risk of cruel and unusual treatment or punishment. The in-Canada asylum system provides gender-specific protection to in-Canada refugee claimants who have fled conflicts or fragile states, supported by the IRB's Chairperson Guidelines on women refugee claimants fearing gender-related persecution, and on sexual orientation and gender identity and expression. Moreover, IRCC has developed specific program delivery instructions with respect to processing in-Canada claims for refugee protection of minors and other vulnerable persons.

While IRCC collects data that is disaggregated by sex, country of origin, and other key indicators, it will look into ways in which additional GBA Plus performance metrics may be included.

Settlement

The Settlement Program benefits from data collected by the Department on all clients during their immigration process. In 2019, in addition to the sex-at-birth options of identifying as *female* or *male*, IRCC provided the option of identifying one's gender as *another*. Therefore, the data collected through the Immigration Contribution Agreement Reporting Environment (iCARE) on clients and services can be disaggregated by sex-at-birth, and partially for gender. Data for additional intersecting characteristics such as age, immigration category, education levels, and family status, are available for those clients accessing specific settlement services, including language classes, short-term counselling, or Community Connections.

Based on the Settlement Program's logic model, outcomes data is collected through the Newcomer Outcomes Survey. As it is linked to immigration information, it allows for disaggregation by client characteristics, and, since 2020, by race. The Department is exploring how to use the available data to its full potential in addition to developing a more robust GBA Plus plan for the Settlement Program to advance gender equality.

The Settlement Program also collects activity and output data on funded activities targeting the needs of specific populations with intersecting characteristics, such as racialized women, members of the LGBTQ2 community, persons with disabilities, and seniors.

Welcoming Communities

Community Connections are services that help to connect clients with the broader community, public institutions, and community organizations. These services also provide opportunities for partners, volunteers, and local community members to be actively engaged in settlement programming. Data on eligible services under Community

Connections, such as peer-to-peer support and family matching, informal language learning, and group events and activities, can be disaggregated based on a variety of intersectional characteristics. Information is collected through iCARE, the Newcomer Outcomes Survey, and through the Longitudinal Immigration Database, which links immigration information (client characteristics such as sex, gender, age, etc.) with settlement service and income tax information.

Education and Skills Development

Language training and the development of essential skills are primary settlement services. Data on access to language training can be disaggregated according to immigration characteristics, such as sex-at-birth, gender, age, education, and other intersectional characteristics. Data on learning outcomes can be disaggregated by race. Similarly, data on access to essential skills development activities is also being collected and can be disaggregated by a variety of intersectional characteristics.

Economic Participation

Data on employment-related services, as well as data to enable analysis of employment outcomes (working, looking for work, income sources and amount, social assistance rates), can be disaggregated. This information is collected through iCARE, the Newcomer Outcomes Survey, and the Longitudinal Immigration Database.

Poverty Reduction, Health, and Well-being

While services that address health and well-being fall mainly under provincial jurisdiction, the Settlement Program collects data on the number of individuals receiving short-term counselling, mental health supports, and referrals to health and mental health services. However, given obvious privacy concerns, there are challenges with collecting this data.

In terms of poverty reduction, IRCC has the ability to track the use and duration of social assistance. This information is available through the Longitudinal Immigration Database.

IRCC is committed to strengthening the ongoing collection of disaggregated data used to inform policies and programs. This includes, for example:

- Collecting disaggregated race data in the annual Newcomer Outcomes Survey.
- Capturing more robust and complete information on specific populations (e.g., LGBTQ2) by providing improved definitions.

Gender

The [Settlement Outcomes Highlights Report \(2021\) \(PDF, 4.1 MB\)](#) shows that settlement programming design, such as when and where service delivery is provided, can have an

impact on the ability of newcomer women to access services. A shortage of available child care services can have gendered effects, as women are typically the primary child care providers.

Data from iCARE show that, among women, a work placement was the most common form of long-term employment intervention (51%), with 72% of these being unpaid, compared to 52% for men. These findings indicate the need to apply a gender lens to the program in order to address gender-specific barriers and ensure equitable outcomes. Research to support women has begun, such as the Racialized Minority Newcomer Women Pilot, which will garner insight on effective approaches for helping this newcomer population gain meaningful employment.

Immigrant and refugee women contribute greatly to Canadian communities, but they often face systemic and institutional barriers to their full participation in Canadian society. Challenges confronting newcomer women can include family and gender-based violence; lower levels of official language proficiency and varying levels of literacy; unequal access to socio-economic opportunities; dependency on family members; family-related responsibilities including caregiving for children and the elderly; social isolation; and health and mental health challenges with less access to mainstream services. The COVID-19 pandemic has exacerbated gender inequalities for women, including racialized newcomer women in Canada. Economic gender disparities were identified as particularly notable for immigrant women prior to the pandemic, irrespective of how long they have been in the country, and immigrant women are often concentrated in labour market sectors that saw significant job loss during the pandemic.

In 2020–21, 57% of Settlement Program clients were women and six individuals identified themselves as another gender. In the future, IRCC will use data collected through the Newcomer Outcomes Survey to explore the outcomes for Settlement Program clients by sex and another gender, including an assessment of any changes resulting from COVID-19.

Sexual and Gender Minority Communities

Members of the LGBTQ2 community have experienced socio-economic inequities during the COVID-19 pandemic. Some newcomers experience barriers to successful integration, such as mental health issues and social isolation because of stigmatization within their ethnic community or family; challenges securing affordable housing; and difficulties accessing economic opportunities, health care, and other relevant community resources. This population is also at a higher risk of experiencing loss of employment during the pandemic, such as lay-offs or reduced employment hours.

Currently, IRCC does not have the ability to disaggregate data for the LGBTQ2 population. While it will not be possible to collect this information at the service level, IRCC is exploring the feasibility of collecting this information on the Newcomer Outcomes Survey, pending assessment of privacy-related concerns.

Seniors

Some senior newcomers face settlement and integration challenges and are often less visible within Canadian society. Although senior newcomers often play key roles within their families, providing care for their grandchildren and allowing one or both parents to work, the support they provide may complicate their settlement trajectories. Seniors over the age of 65 are not generally in the labour market and may have experienced little economic disruption throughout the pandemic. However, they have experienced significant COVID-19 impacts to their health and life expectancy, well-being, and quality of life. Immigrant seniors have reported lower levels of social support than Canadian-born seniors.

A small portion of Settlement Program clients are seniors. For example, in 2020–21, only 5% of clients were aged 65 years and older. IRCC will use the Newcomer Outcomes Survey results to examine the outcomes of newcomers by age, including seniors.

Youth

Settlement barriers for youth include lower levels of proficiency in Canada’s official languages, intergenerational and cultural integration challenges, as well as difficulties navigating the school system or finding employment. Immigrant youth in Canada are more susceptible to unemployment, particularly racialized female youth due to persistent gender inequalities. In 2020–21, a third of Settlement Program clients were less than 30 years of age. IRCC will continue disaggregation of data by age at the service level. However, examination of outcomes is limited to those who were age 18 and over when they responded to the survey. This may prevent in-depth analysis of outcomes of services provided to younger populations.

A formal evaluation of the Settlement Workers in Schools (SWIS) initiative is currently underway and will be complete by early 2022. SWIS is a cross-stream initiative that is tracked in iCARE under Needs and Assets Assessment and Referral Services, Information and Orientation, Community Connections, and Employment-Related Services. Findings and recommendations from the evaluation will pave the way for improved data collection on priority populations, including youth.

Racialized Newcomer Women Pilot

Racialized newcomer women can face multiple barriers when entering the Canadian labour market, including gender and race-based discrimination, precarious or low-income employment, a lack of affordable childcare, and weak social supports. To address these challenges, IRCC launched the Racialized Newcomer Women Pilot in December 2018 to support the employment and career advancement of racialized newcomer women.

Budget 2021 announced funding of \$15 million over two years to extend the Racialized Newcomer Women Pilot. Through the delivery of settlement services, the Pilot will

continue to improve economic opportunities and increase the participation of racialized newcomer women in the Canadian labour market so they can contribute their talents to Canada's economic growth. IRCC will continue to monitor this initiative and the achievement of client outcomes.

This initiative supports the overall objective under Canada's Gender Results Framework on economic participation and prosperity by increasing labour market opportunities and participation for racialized newcomer women.

Addressing Gender-based Violence

Under Canada's Strategy to Prevent and Address Gender-based Violence (GBV), IRCC received \$1.5 million in funding over five years (2017-2022) to further enhance its Settlement Program. This funding is being used to implement a settlement sector strategy on GBV through a coordinated partnership of settlement and anti-violence sector organizations (ngbv.ca). This work includes the establishment of a common base of knowledge on GBV and training for front-line settlement workers to assist with identifying abuse.

Budget 2021 announced additional funding of \$2 million to extend the GBV Partnership to continue building the capacity of the sector through training, resources, and strengthening cross-sector collaboration.

This initiative supports the overall objective under Canada's Gender Results Framework on GBV and access to justice by providing supports and resources to newcomers experiencing violence and abuse.

Core Responsibility 3: Citizenship and Passport

Citizenship

In 2022–23, the Citizenship Program will be working with departmental partners to create foundational citizenship data to support GBA Plus and Anti-Racism research priorities, including an examination of potential barriers that clients may face when applying for citizenship.

In 2022–23, the Citizenship Program will also be working with Statistics Canada to obtain the Longitudinal Immigration Database (IMDB)-Census data to analyze citizenship uptake metrics disaggregated by birth country, home language, age, sex, and visible minority status. This will expand the program's capacity to report on impacts and outcomes by gender and will support the development of program indicators with an Anti-Racism lens.

The Citizenship Program currently collects gender, age, and language data through IRCC's annual Client Experience Survey. Future initiatives will expand the program's capacity to

report on impacts by gender and diversity, by collecting data on accessibility/disability and ethnicity.

In 2022–23, the Citizenship Program will work with departmental partners to continue building its data infrastructure in order to support GBA Plus and Anti-Racism research priorities.

Passport

IRCC collaborates with Service Canada and Global Affairs Canada to facilitate travel for Canadians and contribute to a safe and secure travel regime by issuing Canadian travel documents that are internationally recognized and respected.

The Passport Program contributes to the Gender Results Framework pillar on eliminating Gender-based Violence (GBV) and promoting access to justice. In accordance with the *Canadian Passport Order* and agreements with enforcement and security agencies and other levels of government, individuals that are convicted of the maltreatment of children (transnational sex offenders, child-related sex offenders, facilitating human smuggling or trafficking) may be subject to sanctions or to provisions under the *Family Orders and Agreements Enforcement Assistance Act*.

The Passport Program collects disaggregated data on gender, age, etc., as well as data on the number of refusals/revocations/cancellations related to cases where individuals engage in childhood maltreatment (i.e., transnational sex offenders, child-related sex offenders) and the number of travel documents where the status is changed to *suspended* and where the passport issuance is refused pursuant to the *Family Orders and Agreements Enforcement Assistance Act*. Actions to enable monitoring, reporting and capacity to assess impacts of policies are currently underway, which include modernization initiatives to change to a new passport issuance platform that should enable the Passport Program to better use data it collects.

In addition, the Passport Program developed operational policies that support gender diversity, equality, and inclusiveness. Examples include operational policies and guidance that support the issuance of passports or other travel documents printed with an ‘X’ gender identifier. Since June 2019, the Program has offered ‘X’ (another gender) as an identifier option to better accommodate those who do not identify exclusively as female or male.

The Passport Program collects several key data elements through the application form such as sex (including the gender “X” identifier), date of birth (age), and place of birth. Additional client demographics are collected through the annual client experience survey. This enables GBA Plus analysis through various stages of client interactions with the Program.

The collected data shows that applicants come from diverse family structures, which highlights the need to carefully consider inclusive data collection methods for example, a

recent policy change recognized that requiring data on an applicant’s “mother’s maiden name” is not inclusive terminology, as some families are made up of same-sex male parents. In other analysis, we found that asking for “parents’ surname at birth” better represents a diverse population and uses modern language that is acceptable to more people.

The Program has developed a risk-based operational policy plan with the following GBA Plus related objectives:

- Reducing barriers for disadvantaged groups;
- Improving access for individuals with disabilities;
- Recognizing diverse family structures including custody, foster care, adoption and surrogacy; and
- Eliminating prejudices.

In 2021, IRCC responded to Call to Action 17 (CTA-17) from the final report of the Truth and Reconciliation Commission of Canada, in an effort to redress the legacy of residential schools and advance the reconciliation process in Canada. Our response will enable survivors of residential schools and their family members to replace existing valid IRCC-issued identity documents—including passports—in their reclaimed Indigenous name, free of charge. This client-centric process will waive associated fees for passports, permanent resident cards, and proof of Canadian citizenship certificates, from May 31, 2021, until May 30, 2026. CTA-17 will be monitored to allow ongoing analysis of this initiative.

Actions to enable monitoring, reporting and capacity to assess impacts of policies are currently underway, which include modernization initiatives to change to a new passport issuance platform which should enable the Passport Program to better use data that it collects.

Facial Recognition Solution

IRCC uses the photo provided by travel document applicants to conduct facial biometric comparisons using its Facial Recognition Solution (FRS), which helps to screen and validate their identity as part of the Passport Program’s identity management framework.

The program has always mitigated against risks stemming from algorithmic bias by having a human operator review the system’s finding for further analysis. Only designated employees of IRCC, formally trained to conduct facial comparison analysis, can make a determination on whether a potential match from FRS consists of two identities bearing the same photo. IRCC will leverage an anticipated upgrade of the algorithm that supports FRS to replicate portions of the GBA Plus research project to assess this new version’s ability to further reduce bias.

IRCC has started the process of building a Research and Development environment that may be used to research industry trends in facial recognition and test continuous FRS enhancements. This will lead to improved integrity, identity management, and client service.

The Department strives to have more control over the scope, research methodology, and testing ability as well as the monitoring of the Passport Program's FRS algorithm. Key conclusions will then be drawn from data obtained from its own system and clients rather than extrapolating from third-party reports.

Research and development will be integral to providing data-driven, evidence-based answers to inquiries regarding the use and efficacy of facial recognition technology on demographic equity/bias. Evidence-based analysis and the use of facial recognition technology is required to meet the Department's call to incorporate GBA Plus into daily work to produce better outcomes and help mitigate any unintended potential concerns for IRCC clients.

Internal Services

Engagement in International Fora

IRCC continues to engage with international partners to advance Canada's international protection obligations, which includes the protection of refugees, particularly vulnerable women and children. This includes advocating for the implementation of the gender-sensitive Global Compact on Refugees (GCR) that better protects and empowers vulnerable refugees, affirms international legal obligations, and increases international cooperation to better enable comprehensive refugee responses.

At the first ministerial-level Global Refugee Forum held under the GCR in December 2019, Canada pledged to continue providing protection responses for refugees with specific needs, with a focus on highly vulnerable women, children, and LGBTI persons who are victims of persecution or have been affected by violence in their home countries. IRCC continues to work with the UNHCR to provide protection under its Refugee Resettlement Program for vulnerable individuals in Central America, including highly vulnerable women, children, and LGBTQ+ persons, who are victims of persecution or have been affected by violence in their home countries.

IRCC also continues to support the gender-responsive approach to the implementation of the Global Compact for Safe, Orderly and Regular Migration, including integrating and highlighting gender considerations in bilateral, regional, and multilateral discussions.

Evaluation and Performance Measurement

IRCC has developed an Evaluation and Performance Measurement GBA Plus Protocol. It contains a series of considerations, key questions, and guiding principles to apply to the

planning, conduct and reporting phases of program evaluations and in support of performance monitoring.

The protocol is already being applied to current evaluations, which will bolster the GBA Plus analysis and information in the final reports, ideally contributing to program improvements in that area.

GBA Plus considerations are also applied to Performance Information Profiles of IRCC's programs, including indicators, as applicable.

IRCC Workforce

As an organization, inclusion, diversity, and official languages are important aspects of the Department's workforce—a workforce that, in turn, conducts the Department's GBA Plus analysis and applications to its policies and programs. IRCC looks to strengthen its culture of diversity, inclusion, and linguistic duality. To further IRCC's commitment to providing a barrier-free and inclusive workplace, IRCC is exploring the ability to use disaggregated data as much as possible, while respecting the Code of Confidentiality, in an effort to identify inequalities between different sub-categories within the IRCC workforce, which aggregated data cannot capture.

Within the Department, a GBA Plus lens has been applied in the context of COVID-19 and the Future of Work (FoW). More specifically, striving for more equitable outcomes across the workforce is at the very heart of the FoW initiative and is reflected in the overall design and approach to transitioning the organization to a hybrid workplace.