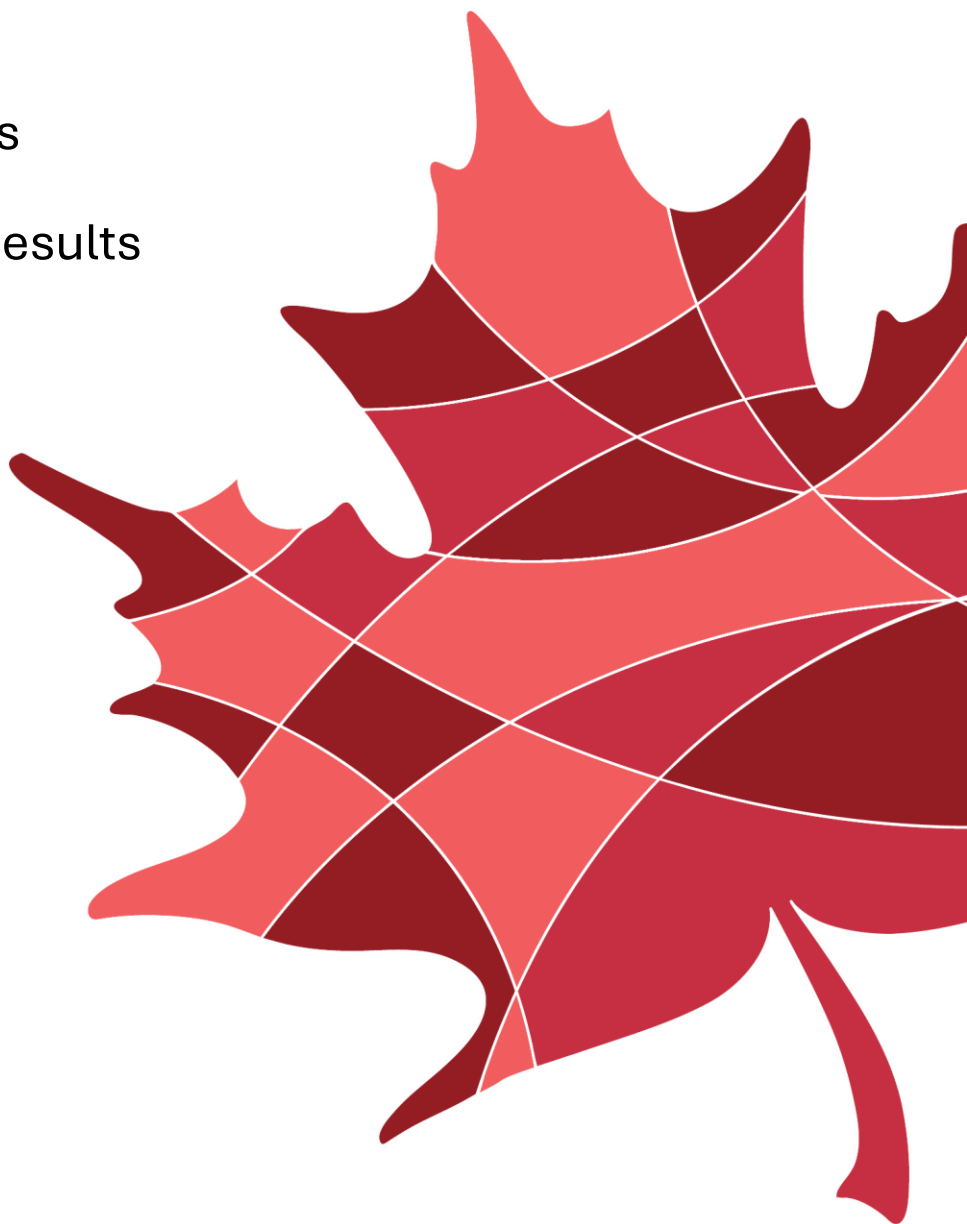


Supplementary Information Tables:

Immigration, Refugees
and Citizenship Canada's

2020–21 Departmental Results
Report

To be published electronically only



For information about other Immigration, Refugees and Citizenship Canada (IRCC) publications, visit Canada.ca/ircc-publications.

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Table of Contents

- Operating Context 1
- Raison d’être, mandate and role: who we are and what we do 2
- Reporting on Green Procurement 3
- Details on transfer payment programs 3
 - Actual spending of \$5 million or more 3
 - Canada-Quebec Accord Grant 3
 - Interim Housing Assistance Program 6
 - Resettlement Assistance Program..... 9
 - Settlement Program 13
 - Actual Spending of less than \$5 million 17
 - Annual Assessed Contribution to the International Organization
for Migration: Voted 17
 - Global Assistance for Irregular Migrants: Voted 20
 - International Migration Capacity Building Program: Voted 23
- Gender-based analysis plus..... 26
 - Table 1: Institutional GBA Plus Capacity 26
 - Table 2: Gender and Diversity Impacts, by Program..... 28
 - Table 3: Program Links to Gender Results Framework 55
 - Table 4: Program Links to Quality of Life Framework..... 56
- Response to Parliamentary Committees and External Audits 57
 - Response to parliamentary committees 57
 - Response to audits conducted by the Office of the Auditor General of
Canada (including audits conducted by the Commissioner of the
Environment and Sustainable Development) 58
 - Office of the Auditor General (OAG) 2019 Spring Report: 58
 - OAG 2019 Spring Report: 58
 - Office of the Auditor General (OAG) 2020 Spring Report: 58
 - Response to audits conducted by the Public Service Commission of
Canada or the Office of the Commissioner of Official Languages 59

Operating Context

The COVID-19 pandemic has affected many aspects of Immigration, Refugees and Citizenship Canada (IRCC) operations and prospective clients in 2020. IRCC has faced multiple challenges: its workforce has had to adapt to working remotely; domestic, international and third-service providers' offices have temporarily closed; processing paper-based applications has been challenging; and inventories have grown as a result. Despite the situation, IRCC continues to facilitate the entry of individuals and families, process Canadian citizenship applicants, passports and other travel documents, while protecting the health, safety and security of Canadians.

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.

IRCC interacts annually with millions of individuals. This includes people 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.

IRCC also 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.

IRCC's challenge is to effectively manage increases in application volumes across all of its lines of business as international borders 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 impacts due to COVID-19.

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

Raison d'être

Canada is a country that has been positively 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 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.

Reporting on Green Procurement

Immigration, Refugees and Citizenship Canada is bound by the [Federal Sustainable Development Act](#) and was required to develop a 2020 to 2023 Departmental Sustainable Development Strategy (DSDS).

Immigration, Refugees and Citizenship Canada has developed its corresponding 2020-21 DSDS Report, including applicable reporting on green procurement activities. This report can be found on [Immigration, Refugees and Citizenship Canada's website](#).

Details on transfer payment programs

Actual spending of \$5 million or more

Canada-Quebec Accord Grant

General information

Name of program:

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

Start date:

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

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:

The Accord does not have an expiry date.

Type of transfer payment:

Grants

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 the 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. One objective of the Accord is 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.

Results achieved:

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 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 the services offered by Canada in the rest of the country. To that end, the Joint Committee (Comité mixte) has the mandate to “study, at least once a year, reception and integration services provided by Canada and Quebec” (Annex A, numbers 3(g) and 23(b)) and 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. The next study is scheduled for Fall 2021.

Findings of audits completed in 2020–21:

No audit of the *Canada-Quebec Accord* Grant was completed in the 2020–21 fiscal year.

Findings of evaluations completed in 2020–21:

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

Engagement of applicants and recipients in 2020–21:

IRCC and the Ministère de l’Immigration, de la Francisation et de l’Intégration (MIFI), formerly the Ministère de l’Immigration, de la Diversité et de l’Inclusion, meet on an annual basis, through the Joint Committee, to coordinate the implementation of Canada’s and Quebec’s policies related to their immigration and integration objectives outlined in the Accord. IRCC and MIFI also meet biannually, through the Implementation Committee

(Comité d'application), to coordinate the implementation of the Accord and develop the necessary terms and conditions of operation.

Financial Information (dollars)						
Type of transfer payment	2018-19 Actual spending	2019-20 Actual spending	2020-21 Planned spending	2020-21 Total authorities available for use	2020-21 Actual spending (authorities used)	Variance (2020-21 actual minus 2020-21 planned)
Total grants	559,449,000	591,622,000	591,622,000	650,270,000	650,270,000	58,648,000
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	559,449,000	591,622,000	591,622,000	650,270,000	650,270,000	58,648,000

Explanation of variance:

Actual spending was higher than planned due to an adjustment in the final payment. The final payment is based on a formula in the *Canada-Quebec Accord on Immigration*.

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, 2021

Type of transfer payment:

Grants

Type of appropriation:

Main Estimates

Fiscal year for terms and conditions:

2019–20 and 2020–21

Link to departmental result:

Potential permanent residents are selected for immigration to Canada.

Link to the department's Program Inventory:

Asylum

Purpose and objectives of transfer payment program:

Canada experienced an increase in asylum claims from 2017 to the beginning of 2020, both with respect to 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. Although the number of new asylum claimants dropped in the second quarter of 2020 as a result of border measures in response to the pandemic, provinces continued to experience interim housing pressures.

The IHAP contributes to the Government's commitment to provide financial support to provinces and municipalities to address extraordinary interim housing pressures resulting from increased volumes of asylum claimants entering Canada in recent years. In spring 2020, the program was extended until March 31, 2021, to continue addressing provincial and municipal interim housing costs and help with rising expenses from COVID-19.

Grants provided through the program have helped provincial and municipal governments deliver effective interim housing solutions for asylum claimants.

Results achieved:

The IHAP has enabled provinces and municipalities to continue to provide interim housing to asylum claimants without impacting services available to other vulnerable Canadians. While border and travel restrictions implemented in March 2020 related to COVID-19 contributed to a significant decrease in asylum volumes, some jurisdictions continued to struggle with adequate shelter capacity and incurred significant costs to implement health and safety protocols.

In 2020–21, IRCC provided a total of \$69 million through three (3) grants to help the City of Toronto and the Government of Quebec with their 2020 interim housing costs for asylum claimants, including rising costs due to the pandemic.

In 2020–21, IRCC also provided the Government of Quebec with a payment of \$94 million for the costs incurred by the province for providing interim housing to asylum claimants in 2019. This payment was a result of a commitment made by the federal government to reimburse some of Quebec’s 2019 costs.

Payments Provided through the Interim Housing Assistance Program in 2020–21			
Provinces/Municipalities	Amount Paid (dollars)	Coverage	
		2019	2020
Government of Quebec	94 million	x	
	30 million		x
City of Toronto	23 million (mid-year payment)		x
	16 million (final payment)		x
Total	163 million		

Findings of audits completed in 2020–21:

Not applicable.

Findings of evaluations completed in 2020–21:

Not applicable.

Engagement of applicants and recipients in 2020–21:

The Department received written requests from the Government of Quebec and the City of Toronto that demonstrated that they had incurred interim housing costs associated with asylum claimants in 2020. Departmental officials engaged applicants to assess their claims and support the Department’s processes when developing financial options for the Minister. Discussions on cost-sharing agreements were held at various levels. The Minister

made the final decision on the grant amounts to be provided as per the terms and conditions of the program.

Financial Information (dollars)						
Type of transfer payment	2018-19 Actual spending *	2019-20 Actual spending	2020-21 Planned spending	2020-21 Total authorities available for use	2020-21 Actual spending (authorities used)	Variance (2020-21 actual minus 2020-21 planned)
Total grants	0	342,520,000	0	344,480,000	163,000,000	163,000,000
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	0	342,520,000	0	344,480,000	163,000,000	163,000,000

Explanation of variance:

Transfer payments under the IHAP were lower than total authorities, given the ongoing discussions with provinces and municipalities, which resulted in lower payments than originally expected. Actuals were higher than planned spending given funding was re-profiled from 2019-20 and new funding was approved later in the year.

Resettlement Assistance Program

General information

Name of transfer payment program:

Grants and Contributions in Support of Resettlement Assistance Program (RAP)

Start date:

*Actuals in 2018-19 can be found under the Resettlement Assistance Program. IHAP was created in 2019-20.

1951 as the Adjustment Assistance Program. 1998 as the Resettlement Assistant Program

End date:

Ongoing.

Type of transfer payment:

Grants and Contributions.

Type of appropriation:

The program is appropriated annually through Government of Canada Main Estimates (Vote 10).

Fiscal year for terms and conditions:

Last updated October 1, 2020

Link to departmental result:

Permanent residents are welcomed and benefit from settlement supports.

Link to the department's Program Inventory:

Refugee Resettlement.

Purpose and objectives of transfer payment program:

The Resettlement Assistance Program (RAP) is available in all provinces, with the exception of Quebec. The province of Quebec receives a separate funding allocation as part of the 1991 *Canada-Québec Accord relating to the Immigration and Temporary Admission of Aliens* and provides similar services to eligible refugees destined to that province.

RAP primarily supports Government-Assisted Refugees (GARs) and other eligible clients (such as persons admitted to Canada as permanent residents under public policy) when they first arrive in Canada by providing direct financial support and funding the provision of immediate and essential services delivered by third-party service providers.

Financial support for RAP clients is provided in the form of a one-time start-up allowance and monthly income support, which is typically provided for up to one year or until the client becomes self-sufficient, whichever occurs first. RAP clients with special needs who are supported by Joint Assistance Sponsorships may receive financial support for up to two years. Income support levels are designed to align with prevailing basic social assistance rates in the client's province of residence.

RAP funds 32 service provider organizations (SPOs) to deliver RAP services in 34 communities across the country outside of Quebec to deliver immediate and essential services to GARs and other eligible clients. These services include:

- Port of entry and reception services;
- Temporary accommodation and assistance with locating permanent accommodation;
- Needs assessment and referrals to settlement programs and community-based services;
- Information and orientation on financial and non-financial information as well as Canadian life skills training; and
- Orientation and links to essential federal and provincial programs and services.

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

RAP also funds international delivery partners and service providers to identify and refer refugees in need of protection who meet Canada's Resettlement Program criteria. It also provides funding for direct assistance to refugees in locations around the world for pre-departure resettlement activities. In addition, RAP funds in-Canada activities to support the resettlement program more broadly, for example, by funding the Refugee Sponsorship Training Program to support the private sponsorship of refugees in Canada.

Results achieved:

The expected outcomes for the Resettlement Assistance Program include meeting the immediate and essential needs of RAP clients and ensuring that resettled refugees have the tools to live independently in Canadian society.

IRCC continues to meet the immediate and essential needs of GAR clients eligible for RAP. In 2020–21, a total of 5,424 clients received RAP services (outside Quebec).

Findings of audits completed in 2020–21:

There were no audit engagements for the Resettlement Assistance Program for the 2020–21 fiscal year.

Findings of evaluations completed in 2020–21:

An evaluation of the Resettlement Assistance Program was not completed in 2020–21. The next evaluation of RAP will be conducted as a component of the Evaluation of the Resettlement Program planned for completion in 2022–23.

Engagement of applicants and recipients in 2020–21:

RAP targets three types of recipients: (1) refugee clients, (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, by providing funding to international organizations to facilitate the overseas processing of refugees and funding to the Refugee Sponsorship Training Program to provide training, resources and support to private sponsors in Canada.

IRCC uses a fair and transparent call for proposals to award contribution agreements to service provider organizations to deliver immediate and essential services to refugees and other clients. A national call for proposals launched in early 2019 yielded 32 five-year contribution agreements for services to refugees in Canada, which came into effect in April 2020.

International delivery partners and service providers provide direct assistance to refugees in locations around the world to assist them with pre-departure resettlement activities, in close collaboration with Canadian embassies and consulates abroad. Refugee recipients undergo an intake assessment upon arrival in Canada to determine the level of support they need and the types of services they require.

Domestic service delivery partners providing support to the sponsorship community under the Private Sponsorship of Refugees (PSR) Program via RAP funds include the Refugee Sponsorship Training Program, which delivers training, resources and support to private sponsors in Canada, as well as the Sponsorship Agreement Holder (SAH) Navigation Unit, which supports SAH Association Council and the SAH Association membership writ large.

To address the challenges faced by the pandemic, in 2020–21, IRCC led a joint RAP COVID Task Team with RAP SPOs to open lines of communication, address the needs of organizations, and reassure the sector of IRCC’s responsiveness. The work of the task team helped the Department’s pandemic response by quickly identifying issues, developing resources, providing a sounding board for departmental initiatives, and fostering mutual support among RAP SPOs.

Financial Information (dollars)						
Type of transfer payment	2018–19 Actual spending	2019–20 Actual spending	2020–21 Planned spending	2020–21 Total authorities available for use	2020–21 Actual spending (authorities used)	Variance (2020–21 actual minus 2020–21 planned)
Total grants	0	0	0	12,032,533	12,000,000	12,000,000
Total contributions	115,731,047	112,362,154	120,207,167	128,741,857	68,066,132	(52,141,035)

Total other types of transfer payments	0	0	0	0	0	0
Total program	115,731,047	112,362,154	120,207,167	140,774,390	80,066,132	(40,141,035)

Explanation of variance:

Funding in relation to the 2020 Multi-Year Levels Plan was not included in 2020–21 planned spending. In addition, the difference between planned spending and actual spending is due to a lapse in the Income Support Program stemming from lower landings than anticipated for the GARs, due to COVID-19 restrictions.

Settlement Program

General information

Name of transfer payment program:

Settlement Program

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 (Vote 10).

Fiscal year for terms and conditions:

Updated August 16, 2019

Link to departmental result:

Permanent residents are welcomed and benefit from settlement supports.

Link to the department's Program Inventory:

Settlement

Purpose and objectives of transfer payment program:

Settlement refers to a period of settlement and integration by newcomers, during which the government provides support and services. Services are provided until newcomers become Canadian citizens. Ultimately, the goal of integration is for newcomers to be fully engaged in Canada's economic, social, political and cultural life.

IRCC Settlement Program provides services that help newcomers integrate into the Canadian labour market and society, and build a successful life in Canada. The Program includes language training services, personalized settlement plans, employment-related supports, and programming that help establish links with the community and promote a sense of belonging. The Program also funds support services, such as child care, transportation and interpretation that facilitate access to settlement programming. While most services are delivered by service provider organizations (SPOs) funded by IRCC, certain services (such as information provision) are delivered directly by IRCC in Canada and overseas. IRCC also collaborates with municipalities, employer associations, Francophone organizations and others whose work impacts newcomer settlement to ensure a welcoming environment to newcomers wherever they settle in Canada.

Results achieved:

Despite the ongoing pandemic, the Settlement Program has been able to successfully facilitate access to at least one direct settlement support over 379,000 (unique clients) newcomers to Canada by over 500 organizations funded by IRCC in 2020–21.

To better understand and address the needs of newcomers, close to 184,000 unique clients received comprehensive needs assessments to guide their settlement journeys. The data shows most of those newcomers received referrals to various IRCC-funded services and other community services, including mental health and legal services. A Needs and Assets Assessment and Referral Services (NAARS) policy, revised to include the assessment of a client's strengths ("assets") to build on their knowledge, skills, abilities and life experiences, was implemented in 2020–21.

Information and orientation services were provided to more than 310,000 newcomers to increase their knowledge of life in Canada, on topics such as community resources, community engagement, education opportunities, employment and income to enable independent decision-making.

Furthermore, almost 75,000 newcomers participated in IRCC-funded language training to improve their knowledge and use of Canada's official languages. Training is provided

based on levels of knowledge and schedules to accommodate newcomers' needs. This year, the majority of language training services were provided through distance and/or online training delivery to respect public health guidelines.

To increase community participation and connection, a suite of services were accessed by over 58,600 newcomers. They received employment-related services, including both short-term interventions (such as networking to support finding a job and individual employment counselling), as well as long-term interventions (developing work linkages through internships or mentoring, etc.). To ensure a welcoming environment for newcomers, IRCC supported 81 Local Immigration Partnerships (LIPs), which promote service coordination and community planning around the needs of newcomers at the community level. With IRCC support, this year saw the establishment of the National LIP Secretariat with the mandate of improving coordination among the network of LIPs, facilitating the sharing of best practices and providing professional development. IRCC also supported 13 Réseaux en immigration francophones (RIF) to support the integration of French-speaking newcomers. RIFs played a critical role in developing and implementing community-based projects in 14 Welcoming Francophone Communities outside of Quebec.

Findings of audits completed in 2020–21:

No audit of the Settlement Program was completed in the 2020–21 fiscal year.

Findings of evaluations completed in 2020–21:

An Evaluation of Language Training Services that are part of the larger Settlement Program was completed in 2020–21.

Based on the evidence analyzed, it was found that language training services are designed to be flexible and effective in meeting the diverse needs of newcomers. The findings also showed that language progression for newcomers is mostly positive, but there are differences between clients and non-clients with respect to likelihood of progression. In the short term, clients progressed at the same pace as non-clients when using objective measures. In the longer term, clients progressed more than non-clients when using subjective measures. It was also found that some components of language training are associated with a greater likelihood of newcomers improving their language skills, such as full-time language training and multi-level classes, while others lowered chances of progression, such as continuous intake classes.

Recommendations were made regarding the outcomes measurement, as well as program improvements to foster success, including recommendations to further support newcomers, instructors and program stakeholders.

An Evaluation of Settlement Workers in Schools which is part of the larger Settlement Program is planned for completion in December 2021. The next evaluation of the Settlement Program is planned for completion in 2025–26.

Engagement of applicants and recipients in 2020–21:

The Department uses a fair and transparent Call for Proposals (CFP) process as its main approach for engaging applicants.

In October 2020, IRCC launched an Expression of Interest (EOI) process for Service Delivery Improvement funding, to solicit interest to test new approaches and leverage innovations that have emerged during the pandemic. In parallel with the SDI EOI, a targeted Request for Quotations (RFQ) process for community-based governance approaches for service delivery was launched in March 2021. As part of the 2020 Service Delivery Improvement EOI process, webinars in both official languages were held. Applications for projects will begin in Fall 2021.

The National Francophone Settlement Advisory Committee, a committee of experts from the Francophone settlement sector, was established in July 2020 to provide recommendations to IRCC for a renewed model of national coordination and representation of the Francophone sector and inform IRCC policies and programs. The first phase of this committee's work involves undertaking an assessment of the Francophone settlement sector.

Ongoing national dialogue, collaboration, consultation and information exchange continued via the National Settlement and Integration Council (NSIC), whose membership includes the settlement sector, consisting of SPOs, umbrella organizations that represent SPO interests, and other settlement and resettlement stakeholders. In January 2021, IRCC's Minister participated in a meeting with NSIC regarding 2021–22 immigration levels.

IRCC also supported the NSIC-appointed Technology Task Group in consulting with the settlement sector to identify needs for effective transition to a digital approach and a hybrid (digital/in-person) service delivery model. The Department has maintained frequent engagement with NSIC to explain pandemic-related federal decisions and to share this information with the broader networks of settlement and resettlement sector members. This engagement was also used to continue sharing multilingual information on federal COVID-19 resources, benefits and programs. The IRCC Remote Settlement Service Delivery survey also gathered information to better understand the effect of the pandemic on settlement service delivery by SPOs. The survey had a very strong response rate, with 54% of settlement service agreement holders having filled out the questionnaire.

Financial Information (dollars)						
Type of transfer payment	2018–19 Actual spending	2019–20 Actual spending	2020–21 Planned spending	2020–21 Total authorities available for use	2020–21 Actual spending (authorities used)	Variance (2020–21 actual minus 2020–21 planned)

Total grants	0	0	30,000,000	15,128,414	14,433,955	(15,566,045)
Total contributions	758,117,359	773,742,211	796,880,250	819,732,803	786,481,494	(10,398,756)
Total other types of transfer payments	0	0	0	0	0	0
Total program	758,117,359	773,742,211	826,880,250	834,861,217	800,915,449	(25,964,801)

Explanation of variance:

Funding in relation to the Multi-Year Levels Plan 2020 was not included in 2020–21 planned spending. Actual spending was lower than planned as a result of activities that did not materialize as planned during the fiscal year due to COVID-19 and because of imposed pandemic restrictions across the country.

Actual Spending of less than \$5 million

Annual Assessed Contribution to the International Organization for Migration: Voted

General information

Name of transfer payment program:

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

Start date:

Canada has contributed to the IOM every year it has been a member, from 1951 to 1961, and from 1991 to the present day.

End date:

Ongoing

Type of transfer payment:

Contribution²

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.

Link to the department's Program Inventory:

Asylum

Purpose and objectives of transfer payment program:

The IOM is the leading international organization in the field of migration. It operates under the guidance of its Member States and is directed by its constitution, which describes its mandate and operational framework. 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; and
- international recognition and acceptance of the principles of managed migration consistent with Canada's broader foreign policy agenda.

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 of 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;

² 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 its resulting contribution rate, IOM relies upon the United Nations contribution rates, established by United Nations resolution (also determined on a capacity-to-pay basis)

- provide humanitarian assistance for migrants, refugees and internally displaced persons; and
- deliver IRCC programs in the areas of resettlement, migration health and capacity building.

Results achieved:

The annual assessed contribution to the IOM allowed IRCC to successfully achieve the following results:

- influenced IOM programs and policies;
- gained knowledge and understanding about global migration;
- ensured that Canadian values and interests are reflected in the IOM's approach to global migration;
- advanced Canada's position on managed migration and international protection in multilateral forums; and
- used enhanced knowledge and understanding to inform IRCC policies and programs.

Findings of audits completed in 2020–21:

Not applicable.

Findings of evaluations completed in 2020–21:

An evaluation of Canada's Membership in International Forums and Organizations, which includes Canada's Assessed Contribution to the International Organization for Migration (IOM), began in 2020–21. It has an anticipated completion date of Fall 2021.

Engagement of applicants and recipients in 2020–21:

IRCC coordinates the Government of Canada's institutional relationship with the IOM and is also responsible for the payment of Canada's annual assessed contribution (i.e., membership fee).

IRCC officials actively monitored IOM activities and developments and engaged and consulted with IOM officials on governance, financial, policy and operational issues. Ongoing participation in the two governing bodies – the IOM Council and the Standing Committee on Programmes and Finance – as well as in meetings of the Budget Reform Working Group and the Working Group on Partnerships, Governance and Organizational Priorities, allowed Canada to play a role in shaping the organization's governance and administration, priority setting, and use of resources.

Global Affairs Canada (GAC) also maintained a strong relationship with the IOM as a partner in the delivery of developmental and humanitarian assistance. About every two years, senior Government of Canada officials (from IRCC and GAC) meet with IOM

management to discuss shared priorities and ways to improve the bilateral relationship. There is also continuous and ongoing open communication between IRCC and IOM.

Financial Information (dollars)						
Type of transfer payment	2018-19 Actual spending	2019-20 Actual spending	2020-21 Planned spending	2020-21 Total authorities available for use	2020-21 Actual spending (authorities used)	Variance (2020-21 actual minus 2020-21 planned)
Total grants	2,175,902	2,077,075	2,200,000	2,200,000	2,105,966	94,034
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	2,175,902	2,077,075	2,200,000	2,200,000	2,105,966	94,034

Explanation of variance:

The variance is attributable to exchange rates with respect to the annual membership payment to the IOM.

Global Assistance for Irregular Migrants: Voted

General information

Name of transfer payment program:

Global Assistance for Irregular Migrants (GAIM): Voted

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 the 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.

Results achieved:

The GAIM program contributes to the overall discouragement of human smuggling and illegal migration. At the same time, it ensures that intercepted migrants:

- have their basic needs met, including shelter, water, food, and emergency medical care;
- are treated in accordance with international principles of protection, including protection against refoulement; and
- are returned to their countries of origin if they are determined not to be in need of protection as per international principles of protection.

The GAIM program specifically assisted intercepted irregular migrants in Turks and Caicos, Senegal, Mali, and Madagascar. The intercepted irregular migrants are primarily nationals of Sri Lanka.

Findings of audits completed in 2020–21:

No audit was completed in the subject fiscal year. Further program review and evaluation is planned for late 2021.

Findings of evaluations completed in 2020–21:

No evaluation was completed in the subject fiscal year. Further program review and evaluation is planned for late 2021 and 2022.

Engagement of applicants and recipients in 2020–21:

The Department conducted regular reviews of activity and statistical reports on the implementation of the program. The Department also reviewed and utilized information available from other Federal government departments or governments as appropriate in assessing the activities, applications or recipients. The IOM is the only direct recipient of GAIM funding. The GAIM program and its activities are evaluated throughout the year and are explicitly reviewed quarterly following the submission of an invoice from the IOM and prior to sign off of payment. Any discrepancy between actual activities that were undertaken and planned activities is a result of 2020–21 being an atypical year for global travel and, consequently, for irregular migration. In the absence of most traditional transatlantic flight routes, irregular migration was significantly inhibited.

Financial Information (dollars)						
Type of transfer payment	2018–19 Actual spending	2019–20 Actual spending	2020–21 Planned spending	2020–21 Total authorities available for use	2020–21 Actual spending (authorities used)	Variance (2020–21 actual minus 2020–21 planned)
Total grants	0	0	0	0	0	0
Total contributions	568,850	1,342,284	3,000,000	3,000,000	1,141,197	(1,858,803)
Total other types of transfer payments	0	0	0	0	0	0

Total program	568,850	1,342,284	3,000,000	3,000,000	1,141,197	(1,858,803)
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Explanation of variance:

Actual spending is lower than planned because the GAIM program depends on demand, which was lower than expected because of COVID-19.

International Migration Capacity Building Program: Voted

General information

Name of transfer payment program:

International Migration Capacity Building Program (IMCBP): Voted

Prior to April 2019, the program was known as the “Migration Policy Development Program.”

Start date:

In February 2003, the terms and conditions for the Migration Policy Development Program were approved. The program was classified as a grants program in 2009.

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 the 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:

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

In 2019, the authority approved the revised terms and conditions and the program was renamed the International Migration Capacity Building Program. In 2019–20, the "Migration Cooperation and Engagement Envelope" (MCEE) was created and added to the IMCBP. The goal of the MCEE is to deliver capacity-building assistance focused on improving cooperation and engagement with targeted countries. The MCEE was put in place for six years, and will disburse \$21M over its lifetime.

Results achieved:

The IMCBP achieved the following results:

- strengthened migration and refugee protection systems in sending, transit and receiving countries;
- facilitated safe, orderly and regular migration, while deterring irregular migration; and
- promoted open, evidence-based discourse on migration and refugee issues.

Findings of audits completed in 2020–21:

Not applicable.

Findings of evaluations completed in 2020–21:

IRCC conducted two evaluations in 2020–21: an evaluation of Canada's International Migration Capacity Building Program (IMCBP) Funded Projects, and an evaluation of Canada's membership in International Forums and Organizations. The two evaluations have an anticipated completion date of Fall 2021. These evaluations exclude the MCEE, which is planned to be evaluated in 2023–24.

Engagement of applicants and recipients in 2020–21:

Ongoing communications occurred on a regular basis with project sponsors within IRCC and with recipient organizations (trusted partner organizations, including the United Nations High Commissioner for Refugees and the International Organization for Migration).

Canada’s membership in international multilateral organizations, such as the Regional Conference on Migration, the Global Forum on Migration and Development, and the Intergovernmental Consultations on Migration, Asylum and Refugees, allowed IRCC participants to regularly attend various governance meetings, exchange information on best practices, advance Canadian migration priorities, and develop bilateral partnerships with other countries.

Pursuant to the program’s terms and conditions, the Department used an internal call for proposals (CFP) for projects as its main approach for engaging with sponsors and recipients. The most recent CFP was conducted in the summer of 2020, to solicit proposals for new grant arrangements. Regular contact between IRCC project sponsors and recipient organizations occurred during each project’s implementation to ensure advancement and compliance. Pursuant to the grant arrangements, recipients were required to report on the progress of their activities and results of their project.

The MCEE targets countries for engagement based on interdepartmental agreement through an Assistant Deputy Minister-level steering committee. Potential initiatives are typically advanced through country-level scoping visits to ascertain needs and priorities, and to identify potential implementing partners. Based on the findings made during the scoping mission, potential partners are asked to submit proposals for funding.

Similar to the core IMCBP, IRCC maintains regular contact with implementing organizations throughout project implementation. Initiatives under the MCEE may also be monitored by IRCC staff. Implementing partners are required to report on project progress during the implementation period and IRCC monitors progress against expected results, as well as risks and delays to implementation, and raises any concerns and challenges with project partners.

Financial Information (dollars)						
Type of transfer payment	2018–19 Actual spending	2019–20 Actual spending	2020–21 Planned spending	2020–21 Total authorities available for use	2020–21 Actual spending (authorities used)	Variance (2020–21 actual minus 2020–21 planned)
Total grants	996,566	3,999,518	10,000,000	10,000,000	1,699,449	(8,300,551)

Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	996,566	3,999,518	10,000,000	10,000,000	1,699,449	(8,300,551)

Explanation of variance:

Actual spending was lower due to COVID-19 travel restrictions and border closures.

Gender-based analysis plus

Table 1: Institutional GBA Plus Capacity

Gender, diversity and intersectionality are key considerations in the work of Immigration, Refugees and Citizenship Canada (IRCC) in facilitating the arrival of immigrants, providing protection to refugees, offering settlement programming to newcomers and granting citizenship. The Strategic and Gender Priorities Team, 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.

The Director General of the Strategic Policy and Planning Branch is responsible for providing GBA Plus functional guidance and strategic advice to the Department. IRCC’s GBA Plus institutional capacity is also supported by Champions at the senior management level, as well as a number of employee networks, such as the Women’s Network and Pride@IRCC.

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

In 2020–21, the Department had 3.0 full-time equivalents (FTEs) dedicated to the implementation of GBA Plus: 2 FTEs in the GBA Plus Unit and 1 FTE in the Settlement and

Integration Sector. In addition, GBA Plus work is regularly undertaken by the policy and operational branches within IRCC.

Highlights of GBA Plus results

The IRCC GBA Plus Unit provides advice on policy and operational initiatives, and reviews key initiatives for GBA Plus considerations through the review of Memoranda to Cabinet, Treasury Board Submissions, and federal budget proposals. In 2020–21, the GBA Plus Unit reviewed and provided guidance on over 75 key policy and program initiatives.

To build awareness, the GBA Plus Unit leads information sessions for IRCC staff. In 2020–21, the Unit led 10 sessions that engaged staff and IRCC management. In addition to increasing awareness of GBA Plus, these sessions highlighted the utility of intersectional analysis in all of the work happening across the Department. The GBA Plus Unit catered each session to the needs and unique work of the audience to showcase how GBA Plus can result in more robust policies, programs and initiatives that aid in reducing inequity.

Every year, the GBA Plus Unit organizes GBA Plus Awareness Week. In 2020, this week included a presentation from the Centre for Gender, Diversity and Inclusion Statistics Hub housed at Statistics Canada on the importance of using data from a GBA Plus perspective. Disaggregated data is key to enabling GBA Plus that can support the development of more equitable policies, programs and outcomes for Canadians and newcomers. Additionally, GBA Plus Awareness Week included a 101 course, partnered with an “Ask Me Anything” session, that allowed employees to become more acquainted with the GBA Plus analytical lens, as well as ask any questions they may have pertaining to the utility and function of GBA Plus in their lines of work.

Moreover, the GBA Plus Unit leads the Department’s reporting on its work to advance GBA Plus. In 2020–21, IRCC reported on GBA Plus through the Departmental Results Report, the Departmental Plan, the Women and Gender Equality’s (WAGE) GBA Plus Implementation Survey, the Annual Progress Report for Canada’s National Action Plan on Women, Peace and Security, and the Annual Report to Parliament on Immigration. These multiple channels strengthen IRCC’s reporting function and the GBA Plus Unit will continue to work with the Chief Data Officer Branch in this endeavour in 2021–22. Further information on these projects can be found below.

In 2020–21, IRCC made progress on a number of projects, including: Enhanced settlement programming to address gender-based violence; the Caregiver Home Child Care Provider and Home Support Worker pilots; the Visible Minority Women (VMNW) pilot; and the Rainbow Refugees Assistance Partnership. The Department implemented notable policy and program changes as a result of GBA Plus considerations, such as aids to victims of family violence; the inclusion of sex and gender identifiers on IRCC documents; and the addition of GBA Plus in Departmental evaluations.

As well, IRCC continues to implement GBA Plus principles in workplace design, including universal accessible washrooms, privacy film and glazing on boardroom windows, and modesty panels on collaborative tables.

Settlement and integration sector: Adapting to COVID-19

Despite the unprecedented challenges presented by the COVID-19 pandemic, the Department continued to apply a GBA Plus lens to support groups that have experienced increased vulnerabilities and complex needs. For example, in response to mounting evidence and growing concern about the increase in gender-based violence (GBV) during the pandemic, the Settlement and Integration Policy Branch consulted with stakeholders across the country to identify and mitigate the barriers to supports and services for newcomers experiencing violence. Consequently, IRCC issued guidance and resources to the settlement sector to continue providing GBV supports as a critical and essential service online, via telephone and in-person when it was necessary and safe to do so. IRCC also continued to expedite processing of temporary resident permits for cases of family violence and trafficked persons.

Table 2: Gender and Diversity Impacts, by Program

Core Responsibility 1: Visitors, International Students and Temporary Workers

Program: Visitor

Target Population: Eligible foreign nationals seeking to enter Canada as visitors

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts			
Statistics	Observed Results	Data Source	Comment
Temporary resident visas (TRVs) issued based on gender	In 2020–21, approximately 46% of TRVs were issued by IRCC to females and 54% to males. No TRVs were issued to applicants with a gender X identifier. Throughout the year, approximately 67% of super visas were issued to females and 33% to males. A super visa allows eligible parents and	IRCC, Cognos, Master Business Reporting (MBR) as of May 26, 2021	Over the last five years, annual data indicates a broadly gender-balanced trend for approved TRVs, although females have benefited more from super visas (between 62% and 68% were issued to females). However, data from 2020–21 indicates a change in distribution, with more TRVs being issued to

	<p>grandparents to visit children or grandchildren for up to two years at a time.</p>		<p>males for the first time in five years. Also, there was a noticeable increase of approximately 4% in super visas issued to females from the previous fiscal year. Less than 1% of TRVs have been issued to applicants with a gender X identifier since the non-binary option was provided in June 2019. The Visitors Program will continue to monitor this indicator to assess whether 2020–21 data reflects random variation in eligible applicants or other factors unique to 2020–21, such as the prioritization of applicants eligible to travel based on the travel restrictions under the Orders in Council under the <i>Quarantine Act</i> and the Interim Order under the <i>Aeronautics Act</i>.</p>
<p>TRVs issued based on age group (at intake)</p>	<p>In 2020–21, the vast majority of visas (approximately 85%) were issued to individuals aged 18–65. Approximately, 12% of TRVs were issued to youth (under 18) and 3% to seniors (65+). During the same period, approximately 68% of super visas were issued to applicants between the ages of 18–65, and 32% to seniors.</p>	<p>IRCC, Cognos, MBR as of May 26, 2021</p>	<p>Over the last five years, annual data indicates that close to 80% of TRVs were issued to individuals aged 18–65, with slightly over 10% issued for youth and slightly under 10% issued for seniors. However, data from 2020–21 indicates a change in distribution, with approximately a 5% increase in TRVs issued to applicants between 18–65, and a related decrease for seniors compared to the previous fiscal year. The opposite occurred for super visas, with a decrease of approximately 5% of super visas issued to applicants between 18–65 and a related increase for seniors. The Visitors Program will continue to monitor this indicator to assess whether 2020–21 data reflects random variation in eligible applicants or other factors unique to 2020–21, such as the prioritization of applicants eligible to travel based on the travel restrictions under the Orders in Council under the <i>Quarantine Act</i> and the Interim Order under the <i>Aeronautics Act</i>.</p>

<p>Electronic Travel Authorizations (eTAs) issued based on gender</p>	<p>In 2020–21, approximately 45% of eTAs were issued by IRCC for females and 55% for males. Under 1% of eTAs were issued for applicants with a gender X identifier.</p>	<p>IRCC, Cognos, MBR as of May 26, 2021</p>	<p>Over the last five years, annual data indicates a broadly gender-balanced trend for eTAs. Less than 1% of eTAs have been issued to applicants with a gender X identifier since the non-binary option was provided in June 2019. However, data from 2020–21 indicates a decrease in eTAs issued to females of approximately 5% compared to the previous fiscal year. While this could be due to randomized variation in eligible applicants, the Visitors Program will continue to monitor this indicator.</p>
<p>eTAs issued based on age group (at intake)</p>	<p>In 2020–21, the majority of approved eTAs (approximately 80%) were issued to the 18–65 age group, while approximately 13% and 7% were issued to youth and seniors respectively.</p>	<p>IRCC, Cognos, MBR as of May 26, 2021</p>	<p>Over the last five years, annual data indicates a trend of between 78%–80% of eTAs issued to the 18–65 age group and slightly above or below 10% for youth and seniors. However, data from 2020–21 indicates a slight but noticeable decrease in eTAs issued to seniors (approximately 2.5% compared to the previous fiscal year). While this change could be due to random variation in eligible applicants, the Visitors Program will continue to monitor this indicator.</p>

Other

The Visitors Program facilitates legitimate travel to Canada by issuing a visa or an eTA to foreign nationals, who apply and are eligible, that allows them to enter Canada as a visitor. Eligibility for a visa or an eTA is not based on gender. Visa policy decisions are made on a country-by-country basis. Over the past five years, more TRVs were issued to applicants from India and China than any other TRV-required country. During that same period, more eTAs were issued to applicants from the United Kingdom and France than any other eTA-required country.

In 2020–21, to protect Canadians from the outbreak of COVID-19, the Prime Minister announced travel restrictions that limited travel to Canada. To visit Canada, foreign nationals had to be eligible for a visa or eTA under the *Immigration and Refugee Protection Act* and be exempted from the travel restrictions under the Orders in Council under the *Quarantine Act* and the Interim Order under the *Aeronautics Act*. During this period, IRCC prioritized visa applications from key cohorts exempted from travel restrictions,

including immediate and extended family members, permit-exempt critical workers and those travelling on compassionate grounds.

Supplementary information sources

Not applicable

GBA Plus data collection plan

The Visitors Program collects data to monitor gender and diversity and to support federal budget requests for visitor-related initiatives. Data from relevant performance indicators may be disaggregated by demographic characteristics (such as age, gender/sex, citizenship, marital status, country of origin and citizenship at birth). GBA Plus data may be also extracted from the annual Client Experience Survey of Citizenship and Immigration clients to assess whether specific client groups or demographics experience certain aspects of the Visitors Program differently.

The Visitors Program is working to further incorporate GBA Plus into performance measurement and continuing its efforts to raise awareness and promote discussion around GBA Plus considerations throughout IRCC. For example, in 2020, IRCC held a series of intradepartmental bias and anti-racism workshops to promote GBA Plus discussion and awareness in the context of IRCC programs, including the Visitors Program. In addition, a pilot project has been put forward to monitor and evaluate the performance of the eTA Expansion Program as part of the Department's anti-racism work to examine real and perceived biases. IRCC will also continue to take every effort to ensure that risk analyses are conscious of GBA Plus considerations and based on relevant evidence, which includes collecting and analyzing disaggregated data.

Core Responsibility: 1 Visitors, International Students and Temporary Workers

Program: International Students

Target Population: Eligible foreign nationals seeking to enter Canada as visitors

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts

Statistics	Observed Results	Data Source	Comment
Gender—International students broken down by gender were determined by reviewing the study permit holders by gender and year in which the Study Permit became effective	In 2020, approximately 47% (120,617/256,740) of study permit holders identified as female and 53% (136,117/256,740) identified as male.	IRCC, Chief Data Officer (CDO), Temporary Residents as of March 31, 2021	For the past five years, there have consistently been slightly more study permit holders who identify as male (~53% to 55%) compared to study permit holders who identify as female (~45% to 47%). Overall, this annual data indicates a broadly gender-balanced trend for International Students. It should be noted that in 2019, 0.001% (7/401,220) of study permit holders used another gender as their gender identifier on IRCC system and documents.

Other

The International Students Program facilitates legitimate travel to Canada for study at designated institutions. The Program issues study permits to foreign nationals, who apply and are eligible, that allow them to enter Canada as students. The Program also issues study permits to foreign nationals in Canada who are acquiring or extending their study permits. Eligibility for a study permit is not based on GBA Plus identifiers, but rather on acceptance for study at an approved institution.

International students have remained a priority throughout the pandemic. Although the Canadian border has remained closed to non-essential travel, international students have been able to travel to Canada since October 20, 2020, provided they meet the requirement of attending a designated learning institution with a COVID-19 readiness plan approved by provincial or territorial authorities. Students coming from abroad bring new cultures, ideas, innovation and competencies to our landscape.

In 2020, the top five countries of citizenship of study permit applications processed were India, China, Nigeria, Iran and South Korea. Consistent with previous years, in 2020 most international students were from India and China.

In addition, in 2020 most study permit applications were processed for students destined to study in Canada's largest provinces: Ontario (42%), British Columbia (19%) and Quebec (18%).

Post-secondary (university and college level) institutions across Canada continue to attract the majority of international students, with college programs consistently growing in popularity year after year.

Core Responsibility 1: Visitors, International Students and Temporary Workers

Program: Temporary Workers

Target Population: Foreign nationals (i.e., anyone who is not a Canadian citizen or a Permanent Resident) who receive work permits.

Distribution of Benefits:

By Gender: 60 per cent - 79 per cent men

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts			
Statistics	Observed Results	Data Source	Comment
International Mobility Program (temporary work permit holders by gender) in 2020	<ul style="list-style-type: none"> 44.3% (female) 56.7% (male) <1% (gender X) 	IRCC, CDO, Temporary Residents as of March 31, 2021	“Gender X” implies other gender than female and male as stated by a foreign worker on their work permit application.
Open Work Permit holders for Vulnerable Workers by gender in 2020	30.1% (female)	IRCC, CDO, Temporary Residents as of March 31, 2021	This may be explained in part by women forming 20% of the population that could potentially apply for this new permit.
International Experience Canada work permit holders by gender in 2020	<ul style="list-style-type: none"> 49.8% (female) 50.2% (male) 	IRCC, CDO, Temporary Residents as of March 31, 2021	

Other

The International Mobility Program (IMP) collects and reports on various indicators so that the Department can analyze the gendered aspects of foreign nationals coming to Canada for work with an IMP-issued work permit. Most recently, in March 2021, instructions on sex or gender identifiers on IRCC documents and in IRCC systems have been updated to allow temporary residents to obtain a change of sex or gender identifier on their IRCC documents. This change complies with the new IRCC Sex and Gender Identifier Policy, which aligns with the Treasury Board of Canada Secretariat’s Policy Direction to Modernize the Government of Canada’s Sex and Gender Information Practices.

Temporary workers may now identify themselves as male (M), female (F) or another gender (X) when completing their work permit applications. They may also change their gender identity at a later date by completing a Request Form for a Change of Sex or Gender Identifier.

GBA Plus data collection plan

Work permit data, including gender, age, country of origin and occupation (if applicable) are collected through the work permit applications by IRCC.

IMP data collection practices build on analytical infrastructure to inform decision-making in the area of temporary foreign workers. This relies on close collaboration with Departmental research areas to build analytical tools that provide insight into the impact of identity factors on program results and longer-term outcomes.

A dataset that links applications for the open work permit for vulnerable workers (OWP-V) to a client's personal characteristics, occupation, and previous and subsequent work permits is currently under development. This dataset will provide the ability to analyze how characteristics such as ethnicity (using country of origin as a proxy), gender, occupation, and age affect an individual's program results (probability of being issued an open work permit and processing time). In the shorter term, this data will also help to identify potential pockets of deeper vulnerability and benefit. Experiments are being undertaken with codifying anonymized applications, interview notes, and officer decisions to investigate trends in the labour exploitation of temporary foreign workers in Canada.

International Experience Canada (IEC) typically reports on gender in data requests, statistical reports, and corporate reporting. Gender is also in the collection template for IEC's data exchange with partner countries. IEC has also done research specifically related to LGBTQ+ populations.

For IEC, research and analysis that directs promotion and stakeholder engagement activity always considers GBA Plus. Engagement initiatives support inclusiveness and aim to ensure that all youth are aware of, and can benefit from, international experiences.

Core Responsibility 2: Immigrants and Refugees Selection and Integration

Program: Federal Economic Immigration

Target Population: Foreign nationals that meet the requirements of federal economic immigration programs.

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts			
Statistics	Observed Results	Data Source	Comment
2020 Gender – federal economic immigrants (principal applicants), by gender The Federal economic immigration program is composed of immigrants under the Canadian Experience Class, Caregivers, Skilled Trade, Skilled Workers and Federal Business.	In 2020, approximately 44% (17,479/39,740) of those applying for Permanent Residence Admissions identified as female and 56% (22,260/39,740) identified as male.	IRCC, CDO, Permanent Residents, as of March 31, 2021	Overall, the annual data indicates a broadly gender-balanced trend for federal economic immigrants. It should be noted that in 2019, 46% (31,125/67,330) of permanent resident admissions identified as female. Overall admissions landings and breakdown for that year (pre-pandemic) are a better representation of the behaviour of the target population.

Other

Economic Immigration plays a critical role in our economic recovery from the pandemic, but it also continues to shape our country’s increasingly diverse society and culture.

In 2020, the top five countries of citizenship for federal economic immigrants were: India, China, Nigeria, Philippines, and France. Consistent with previous years, the top country of citizenship for federal economic immigrants was India.

GBA Plus data collection plan

Nothing to report for 2020–21.

Core Responsibility 2: Immigrants and Refugees Selection and Integration

Program: Provincial Economic Immigration

Target Population: Foreign nationals that meet the requirements of provincial economic immigration programs.

Distribution of Benefits:

By Gender: 60 per cent - 79 per cent men

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts			
Statistics	Observed Results	Data Source	Comment
Gender distribution of Principal Applicants in the Provincial Nominee Program	In 2020, approximately 37% of principal applicant admissions were women	IRCC, CDO, Permanent Residents, as of March 31, 2021	None
Gender distribution of Principal Applicants in the Atlantic Immigration Program	In 2020, approximately 36% of principal applicant admissions were women	IRCC, CDO, Permanent Residents, as of March 31, 2021	None

Other

The Regional Economic Programs take a whole-of-family approach to ensuring that newcomers have the support they need upon arrival, which maximizes the potential for economic participation of accompanying spouses.

For example, in the evaluation of the Atlantic Immigration Pilot, survey respondents consistently reported that settlement plans were useful in supporting settlement and integration of primary applicants and their families, including when analyzed by gender.

GBA Plus data collection plan

IRCC is currently developing a holistic methodology to report on all Regional Economic Programs, which will allow the Department to better understand the outcomes of these programs by gender, enhance its reporting on GBA Plus results, and ensure that future policy development is inclusive and intersectional.

Core Responsibility 2: Immigrants and Refugees Selection and Integration

Program: Family Reunification

Target Population: Foreign nationals who have family members in Canada (Canadian citizens or permanent residents).

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Other

Age distribution: The Family Reunification Program has different streams, each of which has a different age profile. The different age profiles occur due to age limits in some criteria (e.g., dependent children must generally be under 22 years), or as a result of the typical age of people who are in certain relationships (e.g., spouses, parents and grandparents).

Family violence protection: The largest stream in the Family Reunification Program is sponsored spouses and partners, and often the spouse or partner is in Canada while the application is being processed.

In 2019, the Department implemented two initiatives to support foreign nationals in Canada who are in situations of family violence. The initiatives help these individuals find safety, specifically those whose immigration status may be precarious due to their reliance on an abusive spouse or partner for their status in Canada (including, but not limited to, sponsored spouses and partners).

First, individuals in this vulnerable situation who are also out-of-status may apply for an expedited, fee-exempt, temporary resident permit, which includes a fee-exempt work permit and Interim Federal Health Program coverage. In 2020–21, 108 temporary resident permits for victims of family violence were issued to adults and their dependent children, which provided them with the security of short-term immigration status to help escape the influence of abuse so that they had time to decide their next course of action.

Second, an expedited process is available for individuals in Canada who are in urgent situations of family violence and who apply for permanent residence on humanitarian and compassionate grounds. In 2020–21, 92 positive eligibility decisions were made on these applications.

In 2020–21, the majority of applicants for both measures were women.

These measures support the objective under Canada’s Gender Results Framework to eliminate gender-based violence.

GBA Plus data collection plan

Nothing to report for 2020–21.

Core Responsibility 2: Immigrants and Refugees Selection and Integration

Program: Humanitarian/Compassionate and Discretionary Immigration

Target Population: Foreign nationals coming from different regions and demographic groups.

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

GBA Plus data collection plan

There are currently no initiatives to increase measurement capacity relating to gender and diversity specifically for the Discretionary Immigration Program (Humanitarian and Compassionate and Public Policy). More generally, the Departmental Plan of 2020–21 indicated that the IRCC GBA Plus Unit would work with the Chief Data Officer Branch to continue to enhance data and reporting capacity for GBA Plus.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Resettlement Assistance Program (RAP)

Target Population: Government-assisted refugees (GAR) and other eligible clients (e.g., refugees admitted to Canada under public policies, privately-supported refugees [PSR] admitted under a blended/cost-sharing initiative, such as Blended Visa Office-Referred Refugees [BVOR]).

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts			
Statistics	Observed Results	Data Source	Comment
Gender distribution of all resettled refugee admissions in 2020	46% women (4,293/9,236) 53% men (4,941/9,236)	IRCC, CDO, Permanent Residents as of March 31, 2021	
Gender distribution of resettled refugee admissions who are principal applicants in 2020	31% women (1,132/3,599) 68% men (2,465/3,599)	IRCC, CDO, Permanent Residents as of March 31, 2021	The difference between the gender distribution of all refugees and principal applicants may be attributed to gender roles.

RAP clients by gender in fiscal year 2020–21	Total: 5,424 Female: 2,542 Male: 2,881 Gender X: 1 Not Stated: 1	IRCC, CDO, Settlement Services as of August 31, 2021	
Resettled refugees under RAP by gender in fiscal year 2020–21	GARs (3,302) Female: 1,575 Male: 1,726 Gender X: 1 PSRs (these clients are eligible for Port of Entry (POE) services under RAP) (2,082) Female: 946 Male: 1,136 BVORs (these clients are eligible for POE services under RAP) (40) Female: 21 Male: 19	IRCC, CDO, Settlement Services as of August 31, 2021	
RAP by immediate and essential services. An additional breakdown by immigration category and gender in fiscal year 2020–21	All RAP clients POE Services (5,064) BVOR: 40 GAR: 2,942 PSR: 2,082 Female: 2,359 Male: 2,705 Accommodations (temporary) (3,488) Female: 1,653 Male: 1,834 Gender X: 1 Accommodation (assistance in locating permanent accommodation) (only GARs) (2,069) Female: 991 Male: 1,078 Orientation Services (3,145) BVOR: 9 GAR: 2,916 PSR: 220 (provided within POE services) Female: 1,483 Male: 1,661 Gender X: 1 Needs Assessment (2,515) GAR: 2,511 BVOR: 4	IRCC, CDO, Settlement data as of August 31, 2021	

	<p>Female: 1,199 Male: 1,315 Gender X: 1 Linkages (3,101) BVOR: 9 GAR: 2,874 PSR: 218 (provided within POE services) Female: 1,469 Male: 1,631 Gender X: 1</p>		
Support services by immigration category and by gender in fiscal year 2020–21	<p>All resettled refugees clients Interpretation (outside interpreter) (788) BVOR: 4 GAR: 784 PSR: 0 Female: 385 Male: 403 Interpretation (SPOs) (5,120) BVOR: 40 GAR: 3,118 PSR: 1,962 (provided within POE services) Female: 2,410 Male: 2,710 Translation (405) BVOR: 0 GAR: 405 PSR: 0 Female: 195 Male: 210</p>	IRCC, CDO, Settlement Services as of August 31, 2021	
RAP clients by age group and gender in fiscal year 2020–21	<p>All RAP clients (5,424) Children (0-12): 1,654 Youth (13-17): 615 Adults: (18-59): 3,016 Seniors (60+): 139 <18: 2,269 Female: 1,059 Male: 1,210 18-29: 1,227 Female: 557 Male: 670 30-59: 1,789 Female: 847 Male: 941 Gender X: 1</p>	IRCC, CDO, Settlement Services as of August 31, 2021	

	60+: 139 Female: 79 Male: 60		
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Other

All streams of the Refugee Resettlement Program provide protection and help to many vulnerable populations around the world. Some specific initiatives include:

- The Rainbow Refugee Assistance Partnership, which supports the private sponsorship of LGBTI refugees who are fleeing violence and persecution; and
- The Assistance to Women at Risk Program, within the GAR’s stream, which recognizes the unique needs of refugee women and children. It is designed to offer resettlement opportunities to women who do not have the protection of a family unit and who find themselves in precarious situations.

The pandemic created a more challenging environment for the RAP program, due to the lower number of refugees arriving, the need for quarantine, and distancing requirements. Nevertheless, the proportion of RAP clients by gender and age were similar to the previous fiscal year, with the exception of a slight increase (2%) of the youngest group of clients. In terms of official language knowledge at admission, more RAP clients had no knowledge of either of the official languages in 2020–21 over the previous fiscal year (71% vs 59.5%), where a lower number of refugees had knowledge of English (22% vs 34%).

GBA Plus data collection plan

The RAP data collection plan includes a review of the survey questions collected for RAP in the Newcomer Outcomes Survey. This will result in an in-depth analysis of the data collected to date and potential revisions of the survey questions to better reflect the current program direction and policy. The 2020 annual Newcomer Outcomes Survey included a question on race.

The survey data will be analyzed against the outcomes of the RAP program, as well as outcomes of refugees, to assess successes and barriers in accessing services, achieving outcomes and meeting immediate needs for refugee clients of different races.

The Department is engaged in an ongoing exercise to assess and analyze RAP data from both an operational and policy lens. Data linkages with the Global Case Management System allow analysis of RAP data against client characteristics collected at landing, including gender, age, education levels, mother tongue, knowledge of official languages and country of birth. Outcomes of the three types of resettled refugees (GARs, PSRs and BVORs) will be assessed by program use and outcomes using multiple characteristics. IRCC partners involved in the delivery of the Refugee Resettlement program will be solicited to enable mutual benefit of the findings. The results of this exercise will feed into the outcomes, policy and operational decision making.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Asylum

Target Population: Asylum Seeker

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: Somewhat benefits low income individuals

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts			
Statistics	Observed Results	Data Source	Comment
Gender distribution of asylum claims	In 2020, 44% of asylum claims were made by female and 56% by male.	IRCC, Cognos, MBR as of March 22, 2021	
Gender persecution and gender-based violence	In 2019 and 2020, 18% of finalized claims made by women were due to persecution based on domestic violence.	Immigration and Refugee Board of Canada (IRB) Data	
Sexual orientation/gender identity	In 2020, 7.5% of claimants who had their claims finalized had a claim where the primary reason for seeking asylum was listed as sexual orientation or gender identity.	IRB Data	
Income distribution of asylum claimants	Claimants tend to be in a lower income stratum upon arrival in Canada, but for those who are found in need of protection and who become permanent residents, they achieve Canadian income averages within a decade. The median entry wage for asylum claimant tax filers refers to their income one year after they submitted their refugee claim. Among those who claimed refugee status from 2006 to 2016, the median wage fluctuated between \$10,900 and \$16,000.	Statistics Canada	
Age distribution of asylum claims	In 2020, 74% of asylum claims were adults (18–55 years), 19% were children (0–17 years), and 7% were seniors (55+ years).	IRCC, Cognos, MBR as of March 22, 2021	
Marital status of asylum claims	In 2020, 48% of asylum claims were single, 35% were married, 5% were common law, and 5% were divorced.	IRCC, Cognos, MBR as of March 22, 2021	

Family status of asylum claims	In 2020, 54% of asylum claims filed their claim individually (without family), while 15% filed as families of 2, and another 11% as families of 4.	IRCC, Cognos, MBR as of March 22, 2021	
Country of origin of asylum claims	The top source countries for claims referred to the IRB in 2020 were Mexico, India, Iran, Haiti, Colombia, Nigeria, Pakistan, China, Turkey, and Sri Lanka.	IRB data	

Other

Not applicable.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Settlement

Target Population: Newcomers to Canada (permanent residents of Canada, protected persons, individuals who have been selected to become permanent residents, some temporary foreign workers).

Distribution of Benefits:

By Gender: 60 per cent - 79 per cent women

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts			
Statistics	Observed Results	Data Source	Comment
Settlement services clients by gender in fiscal year 2020–21	Total Unique Clients: 379,375 Female: 214,818 Male: 161,461 Gender X: 5 Not Stated: 3,091	IRCC, CDO, Settlement Services as of August 31, 2021	
Settlement services clients by immigration category and gender in fiscal year 2020–21	Resettled Refugees: 94,704 Female: 48,020 Male: 46,683 Gender X: 1 Protected Persons: 41,139 Female: 22,151 Male: 18,984	IRCC, CDO, Settlement Services as of August 31, 2021	

	<p>Gender X: 2 Not Stated: 2 Economic Immigrants: 142,550 Female: 80,292 Male: 62,258 Sponsored Family Immigrants: 78,170 Female: 53,327 Male: 24,842 Gender X: 1 Humanitarian and Compassionate, Public Policy and Other: 6,120 Female: 3,712 Male: 2,406 Gender X: 1 Not Stated: 1 Category Not Stated: 16,692 Female: 7,316 Male: 6,288 Not stated: 3,088</p>		
<p>Settlement services clients by service type and gender in fiscal year 2020–21</p>	<p>Needs and Assets Assessment and Referrals: 183,853 Female: 102,150 Male: 79,397 Gender X: 3 Not stated: 2,303 Information and Orientations Services: 310,406 Female: 174,020 Male: 134,616 Gender X: 4 Not stated: 1,766 Community Connections Services: 58,673 Female: 35,470 Male: 23,005 Gender X: 1 Not stated: 197 Language Training: 74,997 Female: 51,313 Male: 23,673 Gender X: 3 Not stated: 8 Language Assessments: 28,949 Female: 18,199 Male: 10,743 Gender X: 1 Not stated: 6 Employment Related Services: 41,016</p>	<p>IRCC, CDO, Settlement Services as of August 31, 2021</p>	

	<p>Female: 23,137 Male: 17,859 Not stated: 20 Case management (usually uptake is multi-barrier clients including refugees): 8,290 Female: 4,332 Male: 3,957 Not stated: 1</p>		
Racialized Minority Women Pilot by services, number of clients and percentage in fiscal year 2020–21	<p>Total Clients: 1,697 # and % of pilot clients using support services: 525/31% (525/1,697) # and % of pilot clients who received needs assessment: 200/12% (200/1,697) # and % of pilot clients who received a settlement plan: 146/73% (146/200) # and % of pilot clients receiving an employment related service: 1,313/77% (1,313/1,697)</p>	IRCC, CDO, Settlement Services as of August 31, 2021	
Settlement services, clients percentage by support services requested and gender in fiscal year 2020–21	<p>% of clients who received children care support services: 10% Female: 86% Male: 14% % of clients who received short-term counselling services: 16% Female: 60% Male: 40% % of clients who received transportation services: 15% Female: 60% Male: 40% % of clients who received Disability support services : 2% Female: 54% Male: 45%</p>	IRCC, CDO, Settlement Services as of August 31, 2021	
Settlement services unique clients by age range and gender in fiscal year 2020–21	<p><17: 69,835 Female: 33,310 Male: 35,672 Not stated: 853 18-34: 115,540 Female: 70,566 Male: 44,898 Gender X: 3 Not stated: 73 35-64: 175,180 Female: 101,791</p>	IRCC, CDO, Settlement Services as of August 31, 2021	

	Male: 73,222 Gender X: 2 Not stated: 165 >65: 17,179 Female: 9,367 Male: 7,796 Not stated: 16		
Project Specific (number of contribution agreements)	Domestic Violence Prevention/Gender-Based Violence Prevention: 21 Anti-racism: 60 Indigenous focus: 12 Settlement Workers in Schools : 110 Case Management for GARs and other vulnerable newcomers: 56 Mental health and well-being services: 75 360 Supports: Persons with disabilities: 9 Gender equality: 48 LGBTQ2: 14 Refugees: 23 Seniors: 27 Youth: 86	Grants and Contributions Services	

Other

Program results by gender and other intersecting factors and/or data collection initiatives.

- a. Enhanced settlement programming to address Gender-Based Violence

In June 2017, the Government of Canada announced *It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence* as the federal response to gender-based violence. The initiative focuses on three main areas of action: prevention; support for survivors and their families; and the promotion of responsive legal and justice systems.

Under this federal strategy, IRCC received \$1.5 million in funding over five years (2017–22) to further enhance the Settlement Program, which delivers pre- and post-arrival settlement services to newcomers to Canada. The funding is being used to develop and implement a settlement sector strategy on gender-based violence (GBV) through a coordinated partnership of settlement and anti-violence sector organizations. The GBV Partnership has completed a needs assessment for the settlement sector, and created a series of online capacity building training modules to establish a common base of knowledge and assist front-line settlement workers to identify abuse and make appropriate community referrals. Hundreds of new and

returning participants attended these trainings. The trainings are available on the website www.ngbv.ca, along with the settlement sector strategy.

In response to the increase in gender-based violence in the pandemic context, IRCC consulted Service Provider Organizations (SPOs) to better understand the situation for newcomers. IRCC issued guidance and information to organizations on the continuation of services considered essential, which included providing support to clients experiencing gender-based violence.

This initiative is contributing to Canada's broader gender equality goals and addresses gender-based violence for newcomers through capacity building for front line settlement workers and enhanced place-based services. It aligns with the goal of Pillar 4 (Gender-Based Violence and Access to Justice) of the Gender Results Framework: Eliminating gender-based violence and harassment, and promoting security of the person and access to justice.

b. Racialized Newcomer Women Pilot (formerly Visible Minority Newcomer Women Pilot)

The additional funding builds on existing investments: Budget 2018 committed \$31.9M for a three-year pilot (launched in 2018) to support the employment and career advancement of racialized newcomer women. Programming has been designed to address multiple barriers, including gender- and race-based discrimination, precarious or low-income employment, lack of affordable childcare, and weak social support. Through the pilot, the Social Research and Demonstration Corporation (SRDC) continued to test four employment models, delivered by eight settlement service providers that incorporate tailored programming elements, such as employer engagement, essential skills training, recruitment specialists and/or wage subsidies. The pilot also included funding for partnerships with new settlement service providers, intended to strengthen the employment outcomes of racialized newcomer women through new innovative interventions; capacity building in smaller organizations that serve or are led by visible minority newcomer women; and digital/online learning.

This initiative aligns with the goal of Pillar 2 (Economic Participation and Prosperity) of the Gender Results Framework: "Equal and full participation in the economy." This initiative will contribute to greater opportunities for racialized newcomer women to participate equally and fully in the economy, and best practices may inform further settlement supports for newcomer women.

Key impacts on gender and diversity

IRCC provides funding to more than 500 settlement service provider organizations across Canada to deliver pre- and post-arrival settlement services to help newcomers successfully establish themselves and integrate into Canadian society. IRCC's 2020–21 Settlement Program data indicates that women account for 57% of unique clients. A range

of tailored settlement supports are available to populations that face additional barriers to services and are at increased risk of marginalization, including newcomer and racialized women, youth, seniors, people living with a disability, members of the LGBTQ2 community, and other equity-seeking groups. These services include Needs and Assets Assessments and Referrals, Information and Orientation, Employment-Related Services, Language Training and Community Connections. To facilitate access to this programming, support services are available, including transportation, provisions for persons with disabilities, translation/interpretation for immediate settlement needs, child care, and short-term counselling. GBA Plus informs multiple aspects of the Settlement Program to meet the needs of diverse newcomers.

Progress on Anti-Racism activities:

The 2020 version of the annual Newcomer Outcome Survey included, for the first time, a question on race, resulting in the collection of race disaggregated data for newcomers, including non-clients and clients of the Settlement Program, and refugees. These quantitative data will be combined with other qualitative and quantitative data in future years to produce a more comprehensive picture of the barriers faced by racialized newcomers. This will provide an evidence base about potential programming and policy changes for future funding processes to help address racial bias in our programs and policies and to inform the direction of targeted programming aimed at supporting racialized clients. An intersectional lens will be used to better address not only the needs of gender-diverse, racialized clients, but also the needs of racialized newcomers from all equity-seeking groups.

IRCC is incorporating an anti-racism focus internally. This facilitates recruitment, hiring, retention, and career advancement for employees from diverse backgrounds, and supports external-facing programming and policy development for the Settlement and Resettlement Assistance Programs.

GBA Plus data collection plan

The 2020 annual Newcomer Outcomes Survey will allow for in-depth analysis of the data collected. Potential revisions of the survey questions may be required to better reflect the current program direction and policy. The latest survey also included a question on race.

The survey data will be analyzed against the outcomes of the Settlement Program to assess successes and barriers in accessing services, achieving outcomes and meeting immediate needs for clients of different races.

This work contributes to increasing knowledge on relevant available demographic variables that can be used to support GBA Plus analysis.

Core Responsibility 3: Citizenship and Passports

Program: Citizenship

Target Population: All newcomers, including resettled refugees (both the GAR and the PRS programs) in the grants line of business. Target populations in other lines of business in citizenship program (proofs, renunciation and revocation, citizenship promotion) are Canadian citizens.

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Key Impacts			
Statistics	Observed Results	Data Source	Comment
<p>Outcome: Citizenship is accessible to all who meet the eligibility requirements, including vulnerable groups</p> <p>Indicators: Number of applicants requesting a waiver by social demographic and type or waiver (reason) Number of applicants who receive a waiver by social demographic and type of waiver (reason)</p>	<p>FY 2020-2021 Number of 5(3) Waiver Decisions Completed for 5(1) Adult Citizenship Grant Applicants Aged 18 and Over by Fiscal Year (in persons). Waiver reasons granted: Knowledge: 55 Language: 51 Oath: 19 Total 125 Wavier oath granted: Aged 18-54: 14 Aged 55 & over: 5</p>	<p>IRCC, Cognos, MBR as of June 7, 2021</p>	<p>The Citizenship Program has 44 indicators and collects annual data in the aggregate form only (except for the two indicators mentioned in the statistics column). The Citizenship Program collaborates with other branches to collect individual micro data.</p>

Other

In 2020–21, there was a change in the interpretation of “parent” under the Citizenship Act. This allows non-biological Canadian parents who are their child’s legal parent at birth to pass down Canadian citizenship to their children born abroad in the first generation helps Canadian parents who have relied on assisted human reproduction to start a family, including members of the LGBTQ2+ community.

Supplementary information sources

Program delivery update: [Definition of “parent” for determining citizenship by descent.](#)

GBA Plus data collection plan

The Citizenship Branch is working to finalize the Citizenship Guide and its study tools. A GBA Plus analysis of the draft guide and the study tools has been conducted to ensure adequate representation of various groups in the content and images of the guide.

Also, an assessment has been conducted to identify the main barriers to citizenship acquisition based on socio-economic factors.

Core Responsibility 3: Citizenship and Passports

Program: Passport

Target Population: Individuals seeking a travel document issued by the Government of Canada, either domestically or abroad.

Distribution of Benefits:

By Gender: 60 per cent - 79 per cent women

By Income Level: No significant distributional impacts

By Age Group: Primarily benefits youth, children and/or future generations

Key Impacts			
Statistics	Observed Results	Data Source	Comment
Adult passports issued from Jan 1, 2020 to Dec 31, 2020 (# and % disaggregated by gender)	Passports issued: Total 488,989 Female number: 255,216 Female Percentage: 52% Male number: 233,662 Male percentage: 48%	SAS Central Index Report	In 2020, 52% of all adult passports were issued to women, compared to 48% for men.
Child passports issued from Jan 1, 2020 to Dec 31, 2020 (# and % disaggregated by gender)	Passports issued: Total 370,932 Female number: 182,991 Female Percentage: 49% Male Number: 187,919 Male Percentage: 51%	SAS Central Index Report	In 2020, 51% of all child passports were issued to male children, compared to 49% for female children.
All passports (Adult and Child) issued from Jan 1, 2020 to Dec 31, 2020 (# and % disaggregated by age and gender)	Passport issued: Total 859,921 Female: Child = 182,991 or 22% 16–24: 70,248 or 8% 25–34: 53,909 or 6% 35–44: 46,365 or 5% 45–54: 31,848 or 4%	SAS Central Index Report	Individuals 34 years of age and under represented 71% of all passports issued in 2020. In 2020, female adults and children represented 52% of all passports issued domestically and abroad.

	<p>55–65: 25,817 or 3% 65–74: 15,349 or 2% 75 and more: 11,679 or 1% Adult Total: 255,216 or 30% Grand total: 438,207 or 52%</p> <p>Male: Child: 187,919 or 22% 16–24: 66,334 or 8% 25–34: 44,893 or 5% 35–44: 42,084 or 5% 45–54: 31,401 or 4% 55–65: 25,487 or 3% 65–74: 14,204 or 2% 75 and more: 9,259 or 1% Adult total: 233,662 or 27% Grand Total: 421,581 or 49%</p> <p>Gender X: Child: 22 or 0.003% 16–24: 45 or 0.005% 25–34: 46 or 0.005% 35–44: 17 or 0.002% 45–54: 1 55–65: 1 65–74: 1 75 and more: 0 Adult total: 111 or 0.013% Grand total: 133 or 0.02%</p>	<p>The largest discrepancy between age groups from women to men is 25–34, where 9,016 (55% of all adults age 25–34) more women were issued a passport than men.</p> <p>98.98% of passport issued in 2020 had a gender identified as either male or female.</p> <ul style="list-style-type: none"> • Female adults and children represented 30% and 22% (~52% total) of all passports issued in 2020 respectively. • Male adults and children represented 27% and 22% (~49% total) of all passports issued in 2020 respectively. • Gender X adults and children represented 0.013% and 0.003% of all passports issued in 2020 respectively. <p>98% of all Gender X passports were issued to individuals under the age of 44.</p>
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Other

Social Impact: Historically, Canadian men were more likely than Canadian women to have a valid passport. In 2020, more passports were issued to women than men, especially in the 25–34 age group.

Human Resources: Passport Program employees are being actively encouraged to complete the GBA Plus course developed by the Department of Women and Gender Equality to enhance the integration of GBA Plus concepts in the design and implementation of programs and policies.

GBA Plus data collection plan

The annual Passport Program Client Experience Survey was revised to collect additional data to allow for improved analysis. In addition to expanding beyond binary gender categories, questions were further developed to gather a wider range of demographic information such as age, nationality, disability, language, education and income. The results of the survey help to identify emerging trends and issues that both in-Canada and abroad clients face.

Core Responsibility: Internal Services

Program: Administration, Security and Accommodation (ASA)

Target Population: Department's employees

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors.

Other

ASA started the process of a long-term Accommodation Strategy aimed at consolidating and modernizing IRCC's office space portfolio to support the needs of a remote workforce with access to modern, accessible and agile workspaces.

The Department has also delivered over 14 space retrofit projects throughout its buildings (known as the National Program of Work) in the past year and rolled out measures in accordance with the recommendations of health authorities to support safe re-integration, such as plexiglass installation, physical distancing floorplans, comprehensive signage, and specialized cleaning protocols. IRCC is continuing to implement GBA Plus principles in workplace design including universal accessible washrooms, privacy film and glazing on boardroom windows, and modesty panels on collaborative tables.

Core Responsibility: Internal Services

Program: Anti-racism Task Force

Target Population: Departmental Employees

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Other

In 2020–21, IRCC implemented a number of initiatives to advance its efforts on anti-racism, diversity, equity and inclusion, including the creation of the Anti-Racism Task Force in July 2020.

The Task Force works collaboratively with all branches within the Department to combat systemic racism through the review and reform of IRCC policies, programs and service delivery approaches, including internal people management practices. The work of the Task Force aims to integrate anti-racism into how the Department approaches its work to create a more equitable and inclusive workplace.

The primary focus in the past fiscal year has been building capacity to learn and understand anti-racism and discrimination to equip the Department to take effective action:

1. IRCC Anti-Racism Survey. In November 2020, the Department launched its first anti-racism survey, which was completed by 2,712 employees. The data established a baseline for understanding the impacts of racism on the workforce and will be a mechanism to assess and measure the effects of anti-racism initiatives on the workforce in subsequent annual surveys.
2. Unconscious Bias training offered by the Canada School of Public Service. As of January 31, 2021, there was a completion rate of above 80% across the Department.
3. Anti-Racism Workshops for Middle Management beginning March 2021.
4. Anti-Racism Employee Focus groups hosted February 2021 to discuss how racism can be eliminated in the Department.
5. Anti-Racism Coaching Services for Executives have been contracted for the next two years. The pilot was launched in March 2021 and is currently underway.

Core Responsibility: Internal Services

Program: Human Resources

Target Population: Departmental Employees

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

Other

Human Resources works very closely with the Anti-Racism taskforce towards ensuring that all processes are exempt of bias that could negatively affect individuals from a racialized group.

For example, this has led to implementing recruitment initiatives for the organization where consideration was given to gender and various equity-seeking groups. The Department also attended career fairs targeted towards increasing the representation of groups such as women and other equity-seeking groups in underrepresented areas, such as within IT. In addition, the Department has expanded its leadership program offerings by focusing on building leadership capabilities, networks and sponsorship of members of racialized groups towards achieving the next career step.

GBA Plus data collection plan

In 2020–21, data requirements and collection methods to assess the impact of this program were finalized and implemented with cohorts at the mid-point and post-mortem check-ins. Analysis of results will be conducted in 2021–22 for possible integration as a Departmental leadership program development option.

Employment equity data is voluntary, in that employees self-declare as belonging to one of the designated groups through our platform. IRCC actively encourages participation in the self-identification process and will be launching a campaign in the Fall of 2021 explaining the role of the information in advancing diversity and inclusion initiatives and to ensuring that efforts are properly directed.

Core Responsibility: Internal Services

Program: Research and Evaluation

Target Population: Departmental employees.

Distribution of Benefits:

By Gender: Broadly gender-balanced

By Income Level: No significant distributional impacts

By Age Group: No significant inter-generational impacts or impacts generation between youth and seniors

GBA Plus data collection plan

Acknowledging that evaluation plays a role in wider Government of Canada initiatives, IRCC has taken active measures to support a GBA Plus lens to assessing how interconnected identity factors (e.g., gender and sex) impact an individual's experiences of policies, programs, and initiatives.

Notably, to articulate the role that evaluations can play in GBA Plus, a guide was developed with key questions to ask when conducting evaluations and performance measurement.

In addition, IRCC uses GBA Plus techniques in data collection methods where relevant. Generally, IRCC provides a gender breakdown in its evaluation analyses to examine the extent to which gender differences on relevant variables exist, and explore the potential implications of these differences.

At times, when pertinent for a specific program, the evaluation framework will include specific questions or indicators to investigate particular GBA Plus considerations.

- For example, the Citizenship Evaluation, completed in 2020, looked at the factors affecting the decision to apply for citizenship, and the potential challenges or barriers for vulnerable newcomer groups, exploring factors, such as immigration category, income level, and official language proficiency.
- As another example, the Family Reunification Evaluation, currently underway, will examine newcomer and sponsor access to the program for the Spouse, Common Law and Conjugal Partner as well as Parent and Grandparent streams, including potential barriers to access. Efforts will be focused on equitable access to family reunification, with a specific question related to GBA Plus: To what extent do Family Reunification applicants face barriers related to gender and other GBA Plus considerations with regards to program eligibility and application processes?

Table 3: Program Links to Gender Results Framework

Program	Education and Skills Development	Economic Participation and Prosperity	Leadership and Democratic Participation	Gender-based Violence and Access to Justice	Poverty Reduction, Health and Well Being	Gender Equality around the World
Core Responsibility 1 – Visitor, International Student and Temporary Workers						
Visitors	Yes	Yes	Not applicable (N/A)	Yes	N/A	N/A
International Students	Yes	Yes	N/A	N/A	N/A	N/A
Temporary Workers	Yes	Yes	N/A	Yes	Yes	Yes
Core Responsibility 2 – Immigration and Refugee Selection and Integration						
Federal Economic Immigration	N/A	Yes	N/A	N/A	N/A	N/A

Provincial Economic Immigration	Yes	Yes	Yes	Yes	N/A	Yes
Family Reunification	Yes	Yes	N/A	N/A	Yes	N/A
Humanitarian/ Compassionate and Discretionary Immigration	N/A	Yes	N/A	Yes	Yes	N/A
Refugee Resettlement	N/A	N/A	N/A	Yes	Yes	N/A
Asylum	Yes	Yes	N/A	N/A	Yes	N/A
Settlement	Yes	Yes	N/A	Yes	N/A	N/A
Core Responsibility 3 – Citizenship and Passports						
Citizenship	Yes	Yes	Yes	N/A	N/A	N/A
Passport	N/A	Yes	Yes	Yes	Yes	N/A
Internal Services						
Administration, Security and Accommodations	N/A	Yes	Yes	N/A	N/A	N/A
Anti-Racism	N/A	Yes	Yes	N/A	N/A	N/A
Human Resources	Yes	Yes	N/A	N/A	N/A	N/A
Research and Evaluation	Yes	Yes	Yes	Yes	Yes	Yes

Table 4: Program Links to Quality of Life Framework

Program	Prosperity	Health	Environment	Society	Good Governance
Core Responsibility 1 – Visitor, International Student and Temporary Workers					

Visitors	Yes	N/A	N/A	Yes	N/A
International Students	Yes	N/A	N/A	Yes	N/A
Temporary Workers	Yes	N/A	N/A	Yes	Yes
Core Responsibility 2 – Immigration and Refugee Selection and Integration					
Federal Economic Immigration	Yes	N/A	N/A	Yes	N/A
Provincial Economic Immigration	Yes	N/A	N/A	Yes	N/A
Family Reunification	Yes	Yes	Yes	Yes	N/A
Humanitarian/Compassionate and Discretionary Immigration	Yes	Yes	N/A	Yes	Yes
Refugee Resettlement	N/A	Yes	N/A	Yes	Yes
Asylum	Yes	Yes	Yes	Yes	N/A
Settlement	Yes	Yes	N/A	Yes	Yes
Core Responsibility 3 – Citizenship and Passports					
Citizenship	Yes	N/A	N/A	Yes	N/A
Passport	Yes	Yes	N/A	Yes	Yes
Internal Services					
Administration, Security and Accommodations	N/A	Yes	Yes	N/A	N/A
Anti-Racism Taskforce	Yes	N/A	N/A	Yes	Yes
Human Resources	Yes	N/A	N/A	Yes	N/A
Research and Evaluation	Yes	Yes	Yes	Yes	Yes

Response to Parliamentary Committees and External Audits

Response to parliamentary committees

There were no parliamentary committee reports requiring a response in 2020–21.

Response to audits conducted by the Office of the Auditor General of Canada (including audits conducted by the Commissioner of the Environment and Sustainable Development)

Office of the Auditor General (OAG) 2019 Spring Report:

[Report 1 – Call Centres](#)

The audit focused on whether Employment and Social Development Canada, Immigration, Refugees, and Citizenship Canada (IRCC), and Veterans Affairs Canada provided clients with accessible and timely call centre services. This audit did not examine the funding of call centres or whether call centre agents or the automated self-service systems gave callers accurate information. The audit report contains two recommendations for improvement directed toward IRCC. The Department agreed with the OAG's recommendations. One of two recommendations has been fully implemented by reviewing and updating the service standards to ensure that they are meaningful to clients and achievable by IRCC. Actions to address the remaining recommendation were completed by March 31, 2021.

OAG 2019 Spring Report:

[Report 2 – Processing of Asylum Claims](#)

The audit focused on whether the Canada Border Services Agency (CBSA), IRCC, and the Immigration and Refugee Board of Canada consistently processed asylum claims in an efficient and timely manner. The audit did not examine asylum claims made before December 2012, as well as the quality of decisions made by the Immigration and Refugee Board of Canada. The audit report contains two recommendations for improvement directed toward IRCC. The Department agreed with the OAG's recommendations. Actions to address the recommendations are on target to be completed by September 30, 2021.

Office of the Auditor General (OAG) 2020 Spring Report:

[Report 1 – Immigration Removals](#)

This audit focused on whether CBSA removed individuals ordered to leave Canada as soon as possible. The OAG also examined the coordination of information shared by the Immigration and Refugee Board of Canada, an independent tribunal, and IRCC, which supports CBSA monitoring and enforcement of removal orders. The audit report contains one recommendation for improvement addressed to the CBSA, with implication for IRCC. The Department agreed with the OAG's recommendation. An action plan was developed to address IRCC's portion, which is on target to be completed by September 2021.

Response to audits conducted by the Public Service Commission of Canada or the Office of the Commissioner of Official Languages

There were no audits in 2020–21 requiring a response.