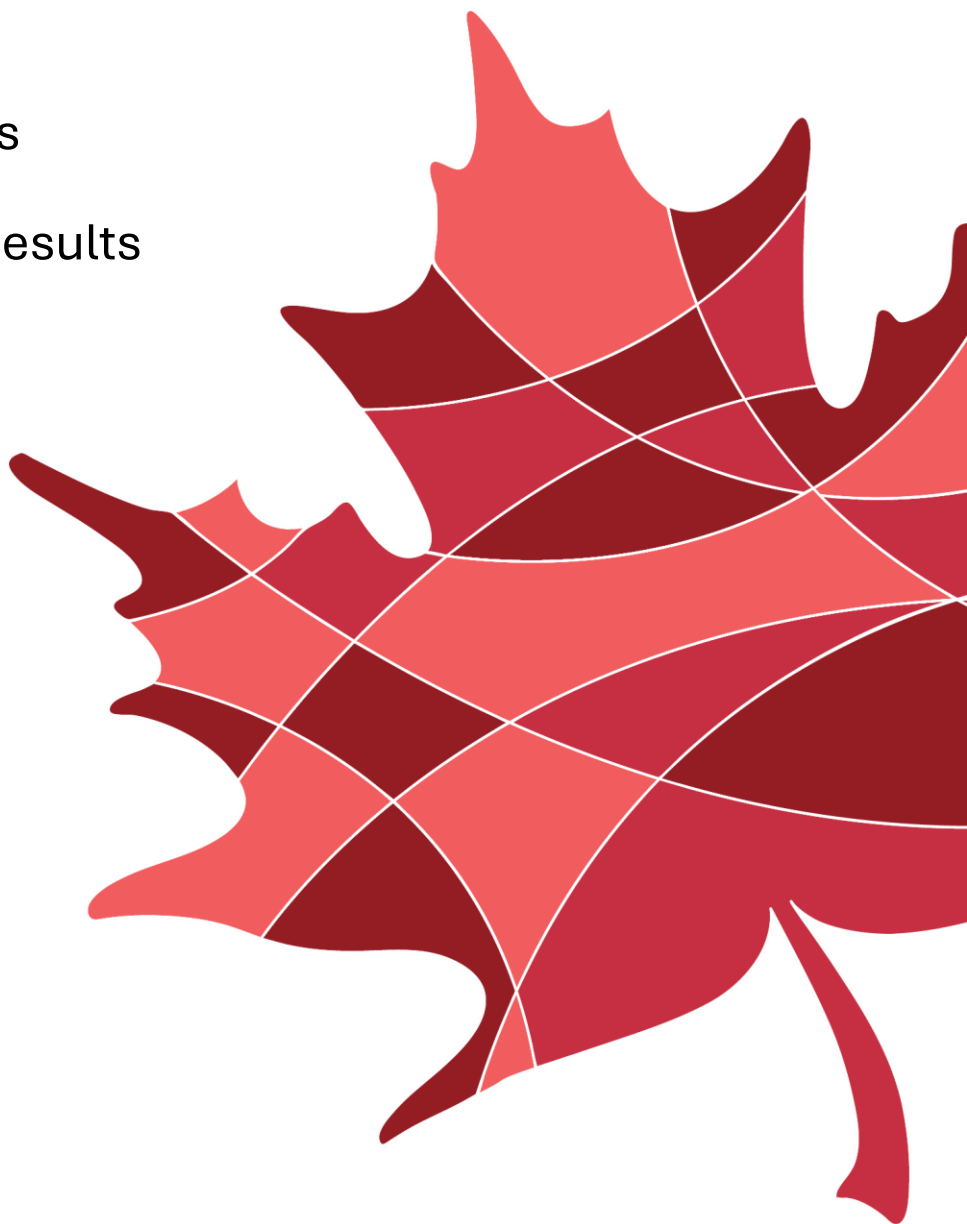


Supplementary Information Tables:

Immigration, Refugees
and Citizenship Canada's

2021–22 Departmental Results
Report

To be published electronically only



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada 

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

Available in alternative formats on request.

Également disponible en français sous le titre : Tableaux de renseignements supplémentaires : Rapport sur les résultats ministériels 2021-2022 d'Immigration, Réfugiés et Citoyenneté Canada

Visit us online

[Website](https://ircc.canada.ca): ircc.canada.ca

[X](https://twitter.com/CitImmCanada): @CitImmCanada

[Facebook](https://www.facebook.com/CitCanada): @CitCanada

[Instagram](https://www.instagram.com/CitImmCanada): @CitImmCanada

[YouTube](https://www.youtube.com/CitImmCanada): @CitImmCanada

[LinkedIn](https://www.linkedin.com/company/immigration-refugees-and-citizenship-canada): Immigration, Refugees and Citizenship Canada

© His Majesty the King in right of Canada, as represented by the Minister of Citizenship and Immigration, 2022.

ISSN 3111-1513

Ci1-29/1E-PDF

IRCC 05-2026

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/Subvention versée en vertu de l’Accord Canada-Québec 4
 - Settlement Program 7
 - Resettlement Assistance Program 11
 - Actual spending of less than \$5 million 13
 - Annual Assessed Contribution to the International Organization for Migration 13
 - Global Assistance for Irregular Migrant 16
 - International Migration Capacity Building Program 18
- Gender-based analysis plus 22
 - Section 1: Institutional GBA Plus capacity 22
 - Section 2: Gender and diversity impacts, by program 26
- Response to parliamentary committees and external audits 52
 - Response to parliamentary committees 53
 - 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) 55
 - Response to audits conducted by the Public Service Commission of Canada or the Office of the Commissioner of Official Languages 56

Operating Context

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

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

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

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

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

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

In recent years, with the exception of 2020, the Department experienced significant increases in some of its most important lines of business as many around the world seek to enter Canada temporarily or permanently.

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

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.

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.

Lastly, IRCC provides evidence-based, results-based strategic policy advice on immigration, settlement and integration issues for Francophone immigrants; and through IRCC's Action Plan for Official Languages.

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 August 2022, there were 166 visa application centres in 111 countries that are providing services to clients, offering biometrics collection among other services, 130 application support centres¹ in the United States, and a network of just over 2,900 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 (24 Service Canada Centres – passport services and 318 Service Canada Centres with 11 offering full passport services). IRCC also partners with [Global Affairs Canada](#), which provides passport services abroad in 206 different locations in 144 countries.

Reporting on Green Procurement

Immigration, Refugee 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, Refugee and Citizenship Canada has developed its corresponding [2021–22 DSDS Report](#), including applicable reporting on green procurement activities. This report can be found on Immigration, Refugee and Citizenship Canada's website.

Details on transfer payment programs

Actual spending of \$5 million or more

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

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

Start date

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

End date

Ongoing

Type of transfer payment

Grant

Type of appropriation

The program is appropriated annually through the Estimates.

Fiscal year for terms and conditions

The grant to Quebec is as per the Canada-Québec Accord signed in 1991.

Link to departmental result(s)

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. The objectives of the Accord are the preservation of Quebec's demographic importance within Canada and the integration of immigrants into that province in a manner that respects the distinct identity of Quebec. The Accord provides Quebec with exclusive responsibility for the selection of immigrants destined to the province (except for family reunification and protected persons in Canada), as well as the reception and linguistic and cultural integration of these immigrants (including resettlement of refugees). Under the Accord, Canada is responsible for defining overall immigration objectives, national levels and admissibility, selecting family category and protected persons in Canada, and granting citizenship. This program uses transfer payment funding from the grant for the Canada-Quebec Accord on Immigration.

Quebec is responsible for selecting immigrants, as well as their reception and integration into the province. In accordance with section 26 and Annex B of the Canada-Quebec

Accord, Canada is required to pay compensation to Quebec for reception and integration services, where it is established that:

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

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 own expected results related to immigration.

While Quebec has jurisdiction over reception and integration of immigrants destined to the province, the Accord specifies that the services covered by the grant must correspond to services offered by Canada in the rest of the country. To that end, Immigration, Refugees and Citizenship Canada (IRCC) and the province of Quebec Ministère de l'Immigration, de la Francisation et de l'Intégration (MIFI) Joint Committee has the mandate to “study, at least once a year, reception and integration services provided by Canada and Québec” (Annex A, sections 3(g) and 23(b)) and to ensure that comparable services continue to be offered to newcomers across the country.

Since 2014, the IRCC-MIFI 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.

As requested by the IRCC-MIFI Joint Committee, collaboration on the comparative study covering the 2020–21 reporting period began in the fall of 2021. The study was influenced by efforts to respond to the COVID-19 pandemic, which required adjustments to the scope and design of service delivery. As such, the comparative study for the period of 2020–21 includes an overview of how the settlement sector responded to the disruption of regular business cycles by recalibrating service delivery and harnessing sector innovation in the context of the COVID-19 pandemic. As with previous studies, in 2020–21, the overall comparability of the integration systems (with respect to reception and integration services) for the Canadian and Quebec jurisdictions faced similar challenges in establishing public health measures, border closures and service delivery interruptions. The study has been completed and is scheduled to be tabled at the IRCC-MIFI Joint Committee meeting in 2022.

Findings of audits completed in 2021–22

There were no audit engagements for the Canada-Quebec Accord Grant in 2021–22.

Findings of evaluations completed in 2021–22

An [evaluation of the grant to Quebec was completed](#) in January 2020. The next planned evaluation is scheduled for completion in 2025–26.

Engagement of applicants and recipients in 2021–22

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

IRCC and MIFI also meet biannually, through the Implementation Committee, to coordinate the implementation of the Accord and develop the necessary terms and conditions of operation.

Under the IRCC-MIFI Joint Committee, co-chaired by assistant deputy ministers of IRCC and Quebec's MIFI, bilateral engagement continues to ensure that reception and integration services offered by Canada and Quebec are comparable. The assistant deputy ministers approve the scope, key areas of examination and schedule for the comparison, and they delegate the development of the comparison to the director-level joint working group. In 2021, IRCC and MIFI jointly established a working group of experts from both jurisdictions to develop a new methodology and a set of indicators for the 2020–21 comparative study of settlement and integration services. This work has been completed, and the study is scheduled to be tabled at the IRCC-MIFI Joint Committee meeting in 2022.

Financial information (dollars)						
Type of transfer payment	2019–20 Actual spending	2020–21 Actual spending	2021–22 Planned spending	2021–22 Total authorities available for use	2021–22 Actual spending (authorities used)	Variance (2021–22 actual minus 2021–22 planned)
Total grants	591,622,000	650,270,000	650,270,000	697,030,000	697,030,000	46,760,000
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	591,622,000	650,270,000	650,270,000	697,030,000	697,030,000	46,760,000

Explanation of variances

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

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 the Estimates.

Fiscal year for terms and conditions

2022–23

Link to departmental result(s)

Permanent residents are welcomed and benefit from settlement supports

Link to the department's Program Inventory

Settlement

Purpose and objectives of transfer payment program

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

The IRCC Settlement Program plays a major role in the integration of newcomers by assisting immigrants and refugees to overcome barriers specific to them so that they can fully engage in social, cultural, civic and economic life in Canada. The program aims to provide newcomers with support prior to their arrival in Canada. Once in Canada, the program provides needs and assets assessments as well as information required to make informed decisions, develop and leverage employment and language skills, and support to build networks within their new communities. The program also supports the integration of French-speaking newcomers through the Francophone Integration Pathway, which

consists of a suite of settlement services in French, offered by Francophone communities outside of Quebec, and aimed at facilitating reception, support, economic and socio-cultural integration, as well as the creation of lasting ties between newcomers and Francophone communities. IRCC funds the delivery of settlement programming across the country and outside Canada, and contributes to the capacity enhancement of recipient organizations.

Results achieved

Despite the ongoing pandemic, in 2021–22, the [Settlement Program](#) was able to successfully support settlement services to almost 427,000 newcomers to Canada through direct services provided by over 550 service provider organizations (SPOs).

To understand and address the needs of newcomers, slightly over 200,000 newcomers received comprehensive needs assessments to guide their settlement journeys. Most Settlement Program clients received referrals to various IRCC-funded services and other community services, including mental health and legal services. Information and orientation services to increase knowledge of life in Canada on topics such as community resources, finding a place to live, building your community, education opportunities, and finding employment were provided to more than 350,000 newcomers. Almost 24,000 clients received settlement services at nearly 80 designated Francophone SPOs to help facilitate integration into their new Francophone communities.

Furthermore, almost 76,500 newcomers participated in IRCC-funded [language training](#) to improve their knowledge and use of Canada’s official languages. Language training services were provided in person, online and/or through a combination of these two approaches.

To increase knowledge about and access to the labour market, a suite of employment-related services were accessed by over 49,000 newcomers in 2021–22.

Through [Community Connection](#) activities, almost 72,000 clients received services to network with Canadian peers, learn to access services in the community, and create linkages with local organizations.

To ensure a welcoming environment for newcomers, in 2021–22, IRCC supported 86 Local Immigration Partnerships (LIPs) to promote service coordination and community planning around the needs of newcomers at the local level. To foster partnership building and strengthen collaboration and information sharing among LIPs across the country, a new National LIPs Secretariat (NLS) continued to act as a focal point and a voice for LIPs at the regional and national level. In response to the COVID-19 pandemic, the NLS took on a central role in gathering and disseminating information on a number of topics relevant to LIPs and post-pandemic recovery. IRCC also supported 13 Réseaux en immigration francophones (RIFs) to attract, recruit, welcome and integrate French-speaking newcomers. In 2021–22, the 14 communities (outside Quebec) participating in the [Welcoming Francophone Communities Initiative](#), continued to implement the activities

reflected in their community plans. The RIFs also played a critical role in developing and implementing projects as part of this Initiative.

In August 2021, IRCC announced an investment of \$100 million over three years ([2021–24](#)) for [Service Delivery Improvement \(SDI\) – archived](#) initiatives to improve the way newcomers access settlement services and support them and the broader settlement sector in recovering from impacts of the COVID-19 pandemic. Following an Expression of Interest (EOI) process, seventy-eight (78) successful projects were approved for funding.

Findings of audits completed in 2021–22

There were no audit engagements for the Settlement Program in 2021–22.

Findings of evaluations completed in 2021–22

An [Evaluation of the Settlement Workers in Schools \(SWIS\) Initiative](#) was completed in February 2022.

Engagement of applicants and recipients in 2021–22

In 2021-22, IRCC Settlement Program officers continued to directly engage SPOs through regular correspondence and communication regarding agreement management, in-person and virtual activity and financial monitors, the review of qualitative and quantitative reporting from SPOs, and at community meetings organized by umbrella organizations, LIPs, RIFs, and other relevant stakeholders.

In June 2021, IRCC launched a [Call for Proposals \(CFP\) for Resettlement Assistance Program and Case Management Services for Government-Assisted Refugees \(GARs\) and other Vulnerable Newcomers – archived](#). Twenty-three (23) projects were selected for funding to support the implementation of the [2021–23 Multi-Year Immigration Levels Plan](#) by building community capacity to resettle GARs and vulnerable newcomers. In addition, new Resettlement Assistance Program SPOs were established in 9 smaller communities across Canada with 3 year agreements effective April 1, 2022.

IRCC also assessed Requests for Quotations in March 2022 for projects to deliver immediate and essential in-person port of entry services at Pearson Airport, such as assistance with immigration and customs procedures and temporary accommodations.

IRCC also finalized the review of results from the third annual Newcomer Outcomes Survey (NOS) which included, for the first time, questions on race. As the only source through which the Department collects data on all newcomers, the NOS is a vital tool to understanding the overall integration outcomes of newcomers to Canada. It also provides insights into trends and barriers to inform settlement program policy and decision-making.

In 2021–22, IRCC played a key role in the dissemination and sharing of information to and among SPOs and other settlement organizations in a variety of ways, at both the national and regional level and both formally and informally. IRCC has a number of forums that bring together SPOs, including the National Settlement and Integration Council (NSIC), a pan-Canadian mechanism for ongoing national dialogue, collaboration, consultation,

planning and information exchange among governments and key partners and stakeholders, as well as regional summits designed to address region-specific information, gaps and needs. Over the course of 2021–22, NSIC held five videoconferences to discuss COVID-19 adaptations, anti-racism, immigration targets, the settlement of Afghans, digital service delivery and measures to support persons facing multiple barriers and inequities.

Francophone Focus

To fulfill its mandate, the Comité consultatif national en établissement francophone (National Francophone Settlement Advisory Committee) coordinated, in February 2022, a series of strategic dialogues involving key stakeholders from Francophone communities across the country. These dialogues enabled productive exchanges on current issues related to Francophone settlement services and on proposed solutions to enhance the Francophone Settlement Sector. Preliminary recommendations will inform a renewed model of service delivery in support of the Francophone settlement sector.

Financial information (dollars)						
Type of transfer payment	2019–20 Actual spending	2020–21 Actual spending	2021–22 Planned spending	2021–22 Total authorities available for use	2021–22 Actual spending (authorities used)	Variance (2021–22 actual minus 2021–22 planned)
Total grants	0	14,433,955	40,000,000	15,817,311	15,817,311	(24,182,689)
Total contributions	773,742,211	786,481,494	845,645,490	864,779,039	832,413,887	(13,231,603)
Total other types of transfer payments	0	0	0	0	0	0
Total program	773,742,211	800,915,449	885,645,490	880,596,350	848,231,198	(37,414,292)

Explanation of variances

Funding in relation to the 2021–23 Multi-Year Immigration Levels Plan and for the Afghanistan humanitarian commitment were not included in 2021–22 Planned Spending.

Actual spending was lower than planned as a result of late in the year lapse due to the nature of the activities performed, and also given the shifts in service delivery related to the ongoing COVID-19 pandemic.

A re-profile request for \$10.1 million in Settlement funding has been approved to move funds from 2021–22 to 2022–23 to address the expected Afghanistan refugee arrivals.

Resettlement Assistance Program

Start date

In February 1951, the program was first launched as the Adjustment Assistance Program; in 1998, it was renamed the Resettlement Assistant Program

End date

Ongoing

Type of transfer payment

Grants and Contributions

Type of appropriation

The program is appropriated annually through the Estimates.

Fiscal year for terms and conditions

2022–23

Link to departmental result(s)

Permanent residents are welcomed and benefit from settlement supports

Link to the department's Program Inventory

Refugee Resettlement Program

Purpose and objectives of transfer payment program

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

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

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

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

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

Results achieved

IRCC continued to meet the immediate and essential needs of GARs. In 2021–22, a total of 12,641 GARs received RAP services² (outside Quebec), an uptake rate of 95% for GARs. The Department funded [9 new RAP SPOs in British Columbia, Alberta, Manitoba and New Brunswick](#). To further support GARs in having the tools to live independently in Canadian society, 89% of GARs accessed IRCC Settlement services within their first year of arrival.

Findings of audits completed in 2021–22

An [Internal Audit of the Private Sponsorship of Refugees Program](#) was completed in June 2021.

Findings of evaluations completed in 2021–22

An [evaluation of the Resettlement Programs \(GAR, Privately Sponsored Refugees, Blended Visa Office- Referred Refugees and RAP\)](#) was completed in October 2016. The next planned evaluation of the Resettlement Assistance Program is scheduled for completion in 2022–23.

Engagement of applicants and recipients in 2021–22

In 2021–22, IRCC regularly consulted with RAP SPOs through national and regional engagement tables to help support capacity building to provide immediate and essential services to refugees, including those from Afghanistan. IRCC partnered with other government departments and stakeholders to receive [Afghan GARs](#), while continuing to respect evolving public health guidelines, and adopted new strategies to resettle them in Toronto, Halifax, Saint John’s, and Saskatoon.

²In 2021–22, 18,000 clients received RAP services, including over 13,000 GARs. As the primary clients of RAP, GARs typically receive the full suite of RAP services.

In June 2021, IRCC held a [Call of Proposals \(CFP\) targeted to select communities for RAP and Case Management Services – archived](#) under the Settlement Program. As a result, new RAP SPOs were established in 9 smaller communities across Canada.

Financial information (dollars)						
Type of transfer payment	2019–20 Actual spending	2020–21 Actual spending	2021–22 Planned spending	2021–22 Total authorities available for use	2021–22 Actual spending (authorities used)	Variance (2021–22 actual minus 2021–22 planned)
Total grants	0	12,000,000	21,374,855	32,463,785	29,000,000	7,625,145
Total contributions	112,362,154	68,066,132	124,328,063	289,915,132	185,498,417	61,170,354
Total other types of transfer payments	0	0	0	0	0	0
Total program	112,362,154	80,066,132	145,702,918	322,378,917	214,498,417	68,795,499

Explanation of variances

Funding in relation to the 2021–23 Multi-Year Immigration Levels Plan and for the Afghanistan humanitarian commitment were not included in 2021–22 Planned Spending.

In addition, the difference between planned spending and actual spending is due to a lapse identified in the Income Support Program stemming at year-end from lower landings than anticipated for the GARs due to later than expected Afghanistan Refugee arrivals.

A re-profile request for \$81.1 million in RAP funding has been approved to move funds from 2021–22 to 22–23 to address the expected Afghanistan refugee arrivals

Actual spending of less than \$5 million

Annual Assessed Contribution to the International Organization for Migration

Start date

Canada was a founding member of the International Organization for Migration (IOM) in 1951 but withdrew membership in 1962. Canada subsequently rejoined the organization as a full member in 1991.

End date

Ongoing

Type of transfer payment

Contributions³

Type of appropriation

The program is appropriated annually through the Estimates.

Fiscal year for terms and conditions

2010–11

Link to departmental result(s)

Potential permanent residents are selected for immigration to Canada

Link to the department's Program Inventory

Asylum

Purpose and objectives of transfer payment program

Contributions to the IOM allow Canada to:

- participate in the organization's governance and decision-making mechanisms, including setting policy and program directions, budget setting practices, as well as evaluation and audit exercises;
- enhance its knowledge on global trends and approaches to managed migration;
- advance its international priorities on migration, which include: helping to ensure the orderly and humane management of migration; promoting international cooperation on migration issues; and assisting in the search for practical solutions to migration problems;
- oversee the delivery of humanitarian assistance for migrants, refugees and internally displaced persons internationally; and
- oversee the delivery of IRCC programs in the areas of resettlement, integration, migration health and capacity building.

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

- managed migration that promotes Canadian interests and protects the health, safety and security of Canadians; and,

³Canada's assessed contribution rate is a percentage of the IOM's annual administrative expenses, determined by IOM on a capacity to pay basis. To determine a state's capacity to pay, and resulting contribution rate, IOM relies upon the United Nations contribution rates, established by United Nations resolution (also determined on a capacity to pay basis).

- international recognition and acceptance of the principles of managed migration consistent with Canada’s broader foreign policy agenda.

Results achieved

In 2021–22, Canada’s efforts, led by IRCC, to reform IOM governance resulted in a positive outcome, as the governance structure now permits equitable access for all member states to the Bureau Council. Positions on the Council Bureau allow member states to influence and advance global migration-related priorities and play a leadership role on world migration issues. The previous structure had excluded approximately one fifth of the IOM members, including Canada, due to the way representation was determined. Canada will have an opportunity to run for a Council Bureau position in 2025.

IRCC continued working closely with the IOM in 2021–22 to arrange travel, facilitate immigration medical exams, and deliver pre-embarkation health checks and other pre-departure medical services to all travel-ready refugees.

Findings of audits completed in 2021–22

There were no audit engagements for the Annual Assessed Contribution to the IOM in 2021–22.

Findings of evaluations completed in 2021–22

An [Evaluation of IRCC’s Memberships in International Migration Forums and Organizations](#) was completed in December 2021.

The evaluation found that there was a continued need for IRCC to fund Canada’s membership in international migration forums and organizations, and overall, the international migration forums and organizations provide good value for money. While benefits varied at the individual forum and organization level, Canada has contributed to international positions through its membership in international forums and organizations.

Engagement of applicants and recipients in 2021–22

As lead department in the overall relationship between the IOM and the Canadian government, IRCC participates in the two governing bodies—the [IOM Council](#) and the [Standing Committee on Programmes and Finance](#)—which allows Canada to play a role in the organization’s governance and decision-making. Because the IOM is state led, Canada has a responsibility to ensure due diligence with respect to how the organization appropriates and uses its resources.

In 2021–22, Canada participated in discussions on reforming the executive governance structure to permit all IOM member states equitable access to the four [Council Bureau](#) positions which was successfully negotiated in November 2021. To address IOM’s administrative budgetary shortfall, IRCC also contributed to the organization’s budget reform discussions which are still ongoing.

IRCC also participates in the organization’s formal working groups on United Nations relations and [budget reform](#). Moreover, IRCC was and continues to be present at all informal consultations organized by the IOM. Additionally, Government of Canada officials meet regularly with IOM management to discuss shared priorities and ways to improve the bilateral relationship.

Financial information (dollars)						
Type of transfer payment	2019–20 Actual spending	2020–21 Actual spending	2021–22 Planned spending	2021–22 Total authorities available for use	2021–22 Actual spending (authorities used)	Variance (2021–22 actual minus 2021–22 planned)
Total grants	0	0	0	0	0	0
Total contributions	2,077,075	2,105,966	2,200,000	2,200,000	2,109,858	(90,142)
Total other types of transfer payments	0	0	0	0	0	0
Total program	2,077,075	2,105,966	2,200,000	2,200,000	2,109,858	(90,142)

Explanation of variances

The amounts represent yearly membership payment to the IOM. Variance is attributable to exchange rates.

Global Assistance for Irregular Migrant

Start date

April 2013

End date

March 31, 2023

Type of transfer payment

Contribution

Type of appropriation

The program is appropriated annually through the Estimates.

Fiscal year for terms and conditions

2018–19

Link to departmental result(s)

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.

The program provides transfer payments in the form of contributions to trusted international, intergovernmental and non-governmental organizations (such as the International Organization for Migration). It contributes to the overall discouragement of human smuggling and irregular migration while ensuring that intercepted migrants:

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

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

Results achieved

In 2021–22, the Global Assistance for Irregular Migrant (GAIM) program providing \$1,273,773 in contributions, assisting 20 intercepted migrants,. These funds contributed to repatriation, housing, food and medical care for stranded migrants as well as continuing the safe migration campaigns in Sri Lanka. This assistance in turn contributed to the overall discouragement of human smuggling and illegal migration while ensuring intercepted migrants have basic needs 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 determined not to be in need of protection as per international principles of protection.

There were fewer intercepted migrants in 2021–22 due to travel restrictions caused by the pandemic. The number of illegal migrants is expected to increase as the pandemic subsides.

Findings of audits completed in 2021–22

There were no audit engagements for the GAIM Program in 2021–22.

Findings of evaluations completed in 2021–22

The last [evaluation of the GAIM](#) was conducted in November 2015. An evaluation of GAIM is currently underway and is planned for completion in 2022–23.

Engagement of applicants and recipients in 2021–22

In 2021–22, IRCC continued to meet monthly with the IOM administrators of the GAIM program to discuss the needs and administration of the program and other related topics as needed.

Financial information (dollars)						
Type of transfer payment	2019–20 Actual spending	2020–21 Actual spending	2021–22 Planned spending	2021–22 Total authorities available for use	2021–22 Actual spending (authorities used)	Variance (2021–22 actual minus 2021–22 planned)
Total grants	0	0	0	0	0	0
Total contributions	1,342,284	1,141,197	3,000,000	3,000,000	1,273,773	(1,726,227)
Total other types of transfer payments	0	0	0	0	0	0
Total program	1,342,284	1,141,197	3,000,000	3,000,000	1,273,773	(1,726,227)

Explanation of variances

The GAIM program is intended to hold \$3,000,000 annually, in anticipation of the possible need for repatriation and other assistance of smuggled and intercepted migrants. The contribution agreement is intentionally higher than the annual expenditure to ensure that funds are readily available when needed. The expenditure for 2021–22 is slightly higher than fiscal 2020–21 because of increased travel due to relaxation of global travel restrictions.

International Migration Capacity Building Program

Start date

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

End date

Ongoing

Type of transfer payment

Grant

Type of appropriation

The program is appropriated annually through the Estimates.

Fiscal year for terms and conditions

2019–20

Link to departmental result(s)

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 International Migration Capacity Building Program (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 facilitates 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

Results achieved

In 2021–22, to build the capacity of Nigeria and Pakistan to respond to the needs of vulnerable migrants, particularly vulnerable women and girls, training and equipment were provided to the governments of both countries to strengthen their border management capacity, counter migrant smuggling and human trafficking, and deter irregular migration.

Canada partnered with [the IOM](#) on the [British Columbia-Mexico Ethical Recruitment Project \(PDF, 521 KB\)](#) which concluded in December 2021. This project established the foundation for an ethical recruitment corridor between Mexico and British Columbia and addressed unethical recruitment practices.

Canada supported the [International Civil Aviation Organization \(ICAO\)](#) to deliver a three-day virtual technical seminar on travel document and border management technologies to Caribbean and Central American states in December 2021. This project increased awareness of tools that can be leveraged to:

- manage irregular migration;
- encourage adherence to ICAO Standards and recommended practices; and
- foster intra-regional collaboration promoting adoption of border management tools and processing, including ePassport issuance.

IRCC funding to the [It Takes A Community \(ITAC\)](#) social media campaign supported activities to showcase the positive impact that migration can have on communities, in an effort to balance migration narratives, promote social cohesion and foster local integration of newcomers. In 2021, ITAC's online event and initiatives generated 6.4 million social media impressions (the number of times ITAC content was displayed).

Canada provided funding for the [International Migration Research Centre](#) at Wilfrid Laurier University to develop an online interactive [Gender + Migration Hub](#), which provides comprehensive guidance and resources to states and stakeholders on designing, implementing and evaluating gender-responsive migration policies in line with the [Global Compact for Migration](#).

Fourteen additional international capacity building projects were approved to strengthen migration, protection and border management capacities internationally in 2021–22. The majority of these projects focus on the Americas region, including to provide targeted support to host countries of Venezuelan refugees and migrants. The activities associated with these projects will be delivered over the coming two years, with results reported in future fiscal years.

Findings of audits completed in 2021–22

There were no audit engagements for the IMCBP in 2021–22.

Findings of evaluations completed in 2021–22

An [evaluation of the IMCBP-Funded Projects Component](#) was completed in December 2021. The evaluation did not examine the Migration Cooperation and Engagement Envelope as it was deemed too early to evaluate, and it did not examine the recently secured funding to support host countries of Venezuela migrants and refugees.

The evaluation found that the IMCBP-Funded Projects Component has evolved over time, and includes participation in events, information sharing and capacity building. These projects are being used as a tool to support activities that contribute to IRCC's bilateral and multilateral relationships, and the program is being administered with the necessary mechanisms and processes in place to support the program's management and oversight.

Despite the successes, challenges exist for the IMCBP-Funded Project Component. Primarily, the broad purpose and objectives of the program have made it difficult to ascertain the role and position the program has within IRCC. In addition, there is a misalignment between the IMCBP expected outcomes and the more specific small-scale nature of the individual IMCBP-Funded Projects, making it difficult to determine the level and impact of the program, and if the program is achieving its expected outcomes

Engagement of applicants and recipients in 2021–22

As a member of 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](#), Canada, represented by IRCC officials, regularly attended meetings, strengthening Canada’s bilateral relationships with other countries, exchanging information on best practices, and advancing Canada’s migration and protections related priorities.

In December 2021, Canada attended the XXVI Vice-Ministerial meeting of the [Regional Conference on Migration](#) in Mexico City. Canada’s participation in this meeting provided the opportunity to engage multilaterally and bilaterally with Central American countries on deterring irregular migration, ensuring regular pathways for protection, and expanding regular pathways for temporary and permanent migration.

Following the fall of Kabul, Afghanistan in August 2021, the [Intergovernmental Consultations on Migration, Asylum and Refugees](#) immediately hosted an *ad hoc* meeting of senior officials to discuss the crisis and to facilitate the exchange of information between member states on the movement of Afghans during the highly volatile time. Canada provided partners with the latest information on Canada’s protection supports for Afghans, created connections to other relevant states and gathered and shared knowledge to support those seeking to flee Afghanistan.

As standard practice, contact between IRCC project sponsors and recipient organizations, such as the [United Nations Refugee Agency](#), the IOM, the [International Labour Organization](#), continued throughout each project’s implementation to monitor progress and compliance with the grant arrangement. Pursuant to the grant arrangements, recipients were required to report on the progress of their activities during project implementation and report results of their project following completion.

Financial information (dollars)						
Type of transfer payment	2019–20 Actual spending	2020–21 Actual spending	2021–22 Planned spending	2021–22 Total authorities available for use	2021–22 Actual spending (authorities used)	Variance (2021–22 actual minus 2021–22 planned)
Total grants	3,999,518	1,699,449	3,750,000	8,000,000	7,999,922	4,249,922

Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	3,999,518	1,699,449	3,750,000	8,000,000	7,999,922	4,249,922

Explanation of variances

A transfer from Settlement to IMCBP and funding for Canada’s Response to the Venezuelan Migrant and Refugee Crisis in Latin America and the Caribbean Region were not included in 2021–22 Planned Spending.

Gender-based analysis plus

Section 1: Institutional GBA Plus capacity

Diversity and intersectionality are important considerations in the work of Immigration, Refugees and Citizenship Canada (IRCC) when facilitating the arrival of immigrants, providing protection to refugees, offering settlement programming to newcomers, and granting citizenship and passport services. Under the *Immigration and Refugee Protection Act (IRPA)*, IRCC has a legislative requirement to report on Gender-based Analysis Plus (GBA Plus) activities in the [Annual Report to Parliament on Immigration](#).

Governance

In February 2022, the Equity Policy and GBA Plus Team was created within IRCC to provide advice on policy and operational initiatives, and review relevant aspects of Memoranda to Cabinet, Treasury Board Submissions, and federal budget proposals, as required. To showcase how GBA Plus can support more robust policies, programs and initiatives that aid in reducing inequity, the team led 12 tailored information sessions that engaged staff and IRCC management, including staff in overseas missions.

In December 2021, IRCC implemented the Inclusion, Diversity and Employment Equity Sub-Committee, a sub-committee to the Human Resources National Labour Management Consultation Committee, which is a consultative table co-chaired by a senior manager representative and a union representative to foster effective communication between IRCC management and bargaining agents. Various topics pertaining to equity-seeking groups in the workforce are discussed in this forum.

The Department is also supported by diversity, equity and inclusion champions at the senior management level, as well as a number of employee networks, including the Women’s Network, the Black Employee Network, the Persons with Disabilities Employee Network and Committee, the Jewish Employees Network, the Racialized Employees and Allies Network, the Latino Employee Network, the Indigenous Peoples Circle, and Pride@IRCC.

Anti-racism

IRCC established a governance structure around anti-racism to foster a more inclusive workplace and society. The Department’s Anti-Racism Task Force (ARTF) works collaboratively throughout IRCC to address racism in three key areas: workplace, policy and program design, and service delivery. ARTF is supported in its work through an internal Anti-Racism Task Force Advisory Board, anti-racism leads, and anti-racism working groups throughout the Department.

Notable achievements in 2021–22 to advance anti-racism include:

- Publishing a [Value Statement](#) to acknowledge the presence of racism in Canada and in the organization and to reaffirm the Department’s resolve to advance racial equity for all employees and clients.
- Publishing the [anti-racism strategy](#), outlining how each sector of the Department will support anti-racism efforts over the next three years (2021–24). The Department has started to embed these same commitments into performance management evaluations for managers and employees to reinforce accountability within the organization.
- Developing a racial impact assessment tool for policy development.
- Creating anti-racism service delivery working groups to support efforts to make service delivery anti-racist and free from bias wherever possible, and change how we work with service delivery organizations. For example, in 2021–22, the Department provided Settlement Program funding to 79 service provider organizations to employ anti-racism in training and decision-making.
- Including a question on race in the 2021 IRCC Newcomer Outcomes Survey, resulting in the collection of race disaggregated data for newcomers, both non-clients and clients of the Settlement Program.
- Incorporating the priorities for 2021–22 issued by the Clerk of the Privy Council into senior management performance management agreements.

Data collection

IRCC is a data driven department that collects personal information,⁴ such as sex, age, mother tongue, country of birth and country of citizenship, on immigrants, temporary

⁴ Personal information provided to IRCC is used in accordance with the [Privacy Act](#) and the [Canadian Charter of Rights and Freedoms](#).

populations, refugees, asylum seekers, and citizenship and travel document applicants to process applications. Additionally, on an annual basis, IRCC conducts client experience surveys regarding its citizenship, immigration and passport programs, which includes the collection of personal information voluntarily provided by clients on gender, language spoken, age group, disability, racial group, and sexual orientation. The anonymized data is available for research and intersectional analysis for the development of IRCC policies, programs, and services.

To further support evidence-based policymaking and enhanced service delivery, IRCC is developing a [Disaggregated Data and Analytics Framework \(DDAF\)](#) to reveal and address systemic biases, inequities, and outcome gaps for diverse populations (e.g., Indigenous persons, racialized groups, gender, disability status, sexual orientation, official language, children and youth, seniors). The development of the DDAF is possible due to IRCC's extensive data holdings and its longstanding strategic data partnership with Statistics Canada and other key data partners, including provinces and territories, non-governmental organizations, and academics.

The DDAF's centrepiece is a disaggregated data policy that will include guidelines and standards for the design, implementation and use of diverse population data within an IRCC context. The DDAF will also include tools, such as a listing of internal and external data sources and a checklist for implementing identity-based questions, as well as support for consistency in data collection, use (analytics), and conceptual comparability across data sources.

The DDAF will align with Statistics Canada's [Disaggregated Data Action Plan](#), IRCC's Data Policy, and Statistics Canada data standards.⁵ These principles and standards, as well as requirements under the [Privacy Act](#) and the [Canadian Charter of Rights and Freedoms](#), provide guidance for the data to be trusted, accessible, interoperable and used ethically. As an evergreen plan, consultations to develop the Framework will continue through 2022. The Framework will start delivering results in 2022–23; the DDAF policy is planned for implementation by end of 2022–23.

Other capacity building and awareness

IRCC is advancing Diversity and GBA Plus departmental capacity through a [Mentorship Plus](#) program. The Department has worked in conjunction with the Treasury Board of Canada Secretariat (TBS) to develop IRCC's own Mentorship Plus program. It was launched in May 2021 as a response to the calls to action made by employment equity (EE) and EE-seeking groups, regarding their lack of opportunities for career growth. The objective of the program is to increase representation rates of EE and EE-seeking groups within the higher ranks of the public service by gaining access to development opportunities and networks through mentorship and sponsorship. The first cohort was

⁵IRCC will ensure alignment with Statistics Canada data standards as per the definition and derivation of the variables listed here.

launched in October 2021. Additionally, sponsorship and mentorship programs were launched across the Department, with focus to support junior-level racialized staff.

IRCC also participates in the [Mosaic Leadership Development Program](#), which is a program co-developed by the TBS [Centre on Diversity and Inclusion](#) for employees belonging to underrepresented equity-seeking groups at senior management levels in the public service. The program consists of sponsorship, a learning component, coaching, and meaningful experience-building opportunities.

In addition, IRCC participates in two leadership programs from [McKinsey's Leadership Academies](#), open to employees who self-identify as Black, Asian, Latino or Hispanic. The [Executive Leadership Program](#) aims to enhance leadership capabilities and build networks through virtual, expert-led sessions and small group discussions. The [Management Accelerator Program](#) is geared towards developing leadership and general management skills, as well as expanding cross-functional knowledge through immersive digital courses, individual and group projects, and virtual workshops.

In November 2021, IRCC launched trauma-informed training and tools for immigration officers who process open work permit applications for vulnerable workers. The training will improve consistency in decision-making while continuing to uphold the integrity of Canada's immigration system.

In 2021–22, internal communication regularly promoted widespread training (e.g., overcoming biases training, inclusive hiring practices for a diverse workforce, harassment and violence prevention training, middle managers anti-racism training, and anti-racism coaching for Executives) and events related to commemorative periods throughout the year, such as International Women's Day, GBA Plus Week, Indigenous History Month, Truth and Reconciliation and National Indigenous Day, Black History Month, Asian Heritage Month, Linguistic Duality Day, and International Day of Persons with Disabilities. For example, they planned an all-staff meeting for Black History Month and four anti-black racism events for IRCC's senior executives. Guest speakers were invited with the purpose of increasing awareness of systemic racism and discrimination faced by the Black community in Canada.

The internal Communications team within IRCC continued to create and update intranet content on GBA Plus, persons with disabilities, anti-racism, the Black Employee Network, the Racialized Employees and Allies Network, the Pride Network, the Jewish Employees Network, the Women's Network, and the Indigenous People's Circle. IRCC's intranet also highlighted personal stories of employee experiences related to ethnicity, gender and ability, with employee engagement (i.e., comments) on those articles increasing in 2021–22.

In 2021, IRCC also created the Employee Support Office to become a centre of expertise and facilitate any [Duty to Accommodate](#) requests under the [13 grounds of discrimination](#) prohibited under the *Canadian Human Rights Act* to ensure employees are provided with the right tools/solutions to perform their tasks and be successful on an

equal basis with others. The Employee Support Office is also building capacity in the Department to identify and remove barriers for persons with disabilities and other EE and EE-seeking groups. Additionally, forums across the Department continued as safe spaces for staff to discuss diversity and inclusion topics, including anti-racism initiatives, commitments, and current affairs.

International contributions

On the international front, IRCC has continued to advocate for a gender-responsive approach to the implementation of the [Global Compact for Safe, Orderly and Regular Migration](#) (GCM). As a Champion country for the GCM since June 2020, Canada has been advancing gender-responsive migration as one of its key priorities for international engagement in support of the GCM. For example, Canada was proud to co-sponsor a side-event to the regional review of the [GCM for the Latin America and Caribbean](#) region in April 2021 dedicated to advancing a gender-responsive approach to migration. The event brought together governments and civil society to share best practices, resources and guidance, so to help build capacity towards the design, implementation and evaluation of gender-responsive migration policies, programmes, and services.

Through the [International Migration Capacity Building Program](#), IRCC has continued to support international work on gender-responsive migration. This includes research work by the [International Organization for Migration](#) on the impacts that COVID-19 has had on migration and migrants, from a gender perspective, to inform policy and program responses over the short- and longer-term. IRCC also continued to support the [Gender+Migration Hub](#) led by the [International Migration Research Centre](#) at Wilfrid Laurier University, which developed tools and compiled resources to advance gender equality and the empowerment of women, girls, and LGBTI people on the move.

Section 2: Gender and diversity impacts, by program

Core Responsibility 1: Visitors, International Students and Temporary Workers

Program: Visitors

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

Distribution of Benefits: Issuance of Temporary Resident Visas and Electronic Travel Authorizations

By Sex: Broadly gender-balanced

By Age Group: Adults

Key Impacts			
Indicators	Results 2021	Data Source	Comments

Percentage of temporary resident visas (TRVs) issued, by sex	Female: 48% Male: 52% Another gender: <1% Unspecified: <1%	IRCC Global Case Management System (GCMS)	Data indicate a gender-balance of TRV issuance. Since the gender X option was introduced in 2019, less than 1% of annual TRVs have been issued to applicants with a gender X identifier.
Percentage of TRVs issued at intake, by age	0-17: 10% 18-65: 84% 65+: 6%	GCMS	The majority of TRVs were issued to adults (18-65).
Percentage of TRVs issued to those with marital status of single	Female: 45% Male: 56%	GCMS	A slightly higher percentage of males who identified as single were issued TRVs compared to females.
Percentage of TRVs issued based on ability to communicate in English and/or French	French: 6% English: 79% Neither: 11% Unspecified: 4%	GCMS	A large majority of TRVs were issued to clients who indicated they were able to communicate English.
Percentage of super visas issued, by sex	Female: 66% Male: 34%	GCMS	Females were issued more super visas compared to males.
Percentage of super visas issued at intake, by age	18-65: 74% 65+: 26%	GCMS	A larger percentage of super visas were issued to individuals aged 18-65 (74%).
Percentage of super visas issued to those with marital status of married	Female: 60% Male: 91%	GCMS	A much higher percentage of males who identified as married were issued super visas compared to females.
Percentage of super visas issued based on ability to communicate in English and/or French	French: 4% English: 56% Neither: 40%	GCMS	Most super visas were issued to clients who indicated they were able to communicate English.
Percentage of Electronic Travel Authorizations (eTAs) issued, by gender	Another gender: <1% Unspecified: <1%	GCMS	Data indicate a gender-balance for eTA issuance. Less than 1% of eTAs have been issued annually to applicants with a gender X identifier since the non-binary option was provided in June 2019.
Percentage of eTAs issued at intake, by age	0-17: 10.4% 18-65: 80.3% 65+: 9.3%	GCMS	The majority of eTAs were issued to adults (18-65).
Percentage of eTAs issued to those with marital status of single, by gender	Female: 44% Male: 45%	GCMS	Data indicate a gender-balance for eTA issuance to single individuals.

Other key program impacts on gender and diversity

The Department is continuing to monitor and evaluate the performance of the framework governing Canada’s visa policy (including the eTA Expansion program) in a pilot project contributing to the Department’s anti-racism work examining real and perceived biases.

GBA Plus data collection plan

The Visitors Program has committed to conducting an internal review in 2022–23 to examine its Performance Measurement Strategy Framework from a GBA Plus and anti-racism perspective. This will ensure that the program continues to build an adequate evidence base to inform policy design and development.

Core Responsibility 1: Visitors, International Students and Temporary Workers

Program: International Students

Target Population: Eligible foreign nationals seeking to enter or remain in Canada as international students

Distribution of Benefits:

By Sex: Broadly gender-balanced

By Age Group: Youth, children; Adults

Key Impacts			
Indicators	Results 2021	Data Source	Comments
Percentage of study permits issued, by sex	Female: 48% Male: 52%	GCMS	
Number and percentage of permanent resident admissions who have ever had a study permit, by sex	Total: 157,285 Female: 46% Male: 54%	GCMS	
Number and percentage of admissions of permanent residents who ever had a study permit, by age group	Total: 157,285 0-14: 8,370 (5%) 15-29: 111,525 (71%) 30-44: 34,525 (22%) 45-59: 2,765 (2%) 60-74: 95 (<1%) 75+: 5 (<1%)	GCMS	
Number of study permits issued at a post-secondary study level to individual under the age of 18 at the time of the application	Total: 15,742	GCMS	Data include college, university and other post-secondary level study permits but does

			not include Cégep (Quebec).
Number of study permit holders at a post-secondary study level under the age of 18	Total: 2,725	GCMS	Data include college, university and Cégep (Quebec) permit holders.

Core Responsibility 1: Visitors, International Students and Temporary Workers

Program: Temporary Workers

Target Population: Vulnerable workers in Canada

Distribution of Benefits:

By Sex: 60%-79% male

Key Impacts			
Indicators	Results 2021	Data Source	Comments
Number of open work permit holders under vulnerable workers by gender	Total: 589 Female: 153 (26%) Male: 436 (74%)	GCMS	

Other key program impacts on gender and diversity

The open work permit for vulnerable workers (OWP-V) facilitated temporary foreign workers in leaving abusive employment in Canada and work for another employer, without compromising their authorization to work in Canada. In 2021, there were 589 vulnerable workers who were open work permit (OWP-V) holders.

GBA Plus data collection plan

Significant data analysis of anonymized data on gender, age, country of citizenship, ability to speak in English/French, and location of work (in Canada) has been conducted to better understand program barriers for clients. This analysis also helps to identify opportunities to improve the OWP-V program for clients, including the development of training to support immigration officers when assessing applications for the OWP-V. In November 2021, IRCC launched a trauma-informed training course for immigration officers who process OWP-V applications.

Core Responsibility1 : Visitors, International Students and Temporary Workers

Program: Temporary Workers

Target Population: Foreign youth (ages 18–35) citizens from [International Experience Canada](#) countries and territories

Distribution of Benefits:

By Age Group: Youth, children

Other key program impacts on diversity and gender

In 2021–22, International Experience Canada (IEC) partnered with key stakeholders in various communities of interest to identify and address information gaps. This included working with the [National Aboriginal Trust Officers Association](#) to develop a financial planning guide targeting Indigenous youth, titled [Moccasin Adventures: A Guide for Working Abroad \(PDF, 8.99 MB\)](#). The guide supports early planning for international experience through IEC and features stories from former Indigenous IEC participants.

IEC promotional and engagement activities in 2021–22 included six events directed to Indigenous youth: five to LGBTI⁶ youth and two to disadvantaged youth.

Diversity and GBA Plus data collection plan

Anonymized data exchanges with partner countries, including on age and gender, are included in each of the youth mobility arrangements of the IEC. In Spring 2022, IEC started the annual data exchange with partner countries for the 2020 season.

IEC also commissioned secondary analysis on the [Brainstorm Strategies Group](#)'s student career interests survey, which surveyed over 15,000 Canadian university students. The data collected was disaggregated, which allowed IEC to assess responses from LGBTQ2 respondents. Findings from this secondary analysis supported IEC's work on the need for, and considerations around, planning early for international travel.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Federal Economic Immigration

Target Population: Foreign national of working age

Distribution of Benefits:

By Sex: Broadly gender-balanced

By Income level: No significant distributional impacts

By Age Group: Adults

⁶ When referring to issues within Canada, the term “LGBTQ2” (lesbian, gay, bisexual, transgender, queer, and two-spirit) is used to reflect use of the term “two spirit” by First Nations. When referring to issues that are international in scope — including refugees — “LGBTI” (lesbian, gay, bisexual, transgender, and intersex) is used.

Key Impacts			
Indicators	Results 2021	Data Source	Comments
Federal economic immigration admissions, by sex	Female: 46% Male: 54%	GCMS	8% more males were admitted as federal economic immigrants.

Other key internal services impacts on diversity and gender

In April 2021, in support of economic recovery, the Government introduced the time-limited [Temporary Resident to Permanent Resident Pathway](#) to help retain the talent across skill levels of temporary residents already living and working in Canada. In 2021, the majority of the admissions included individuals aged 15–29 years (75% overall), followed by those aged 30–44 years (19%). This influx of young permanent residents provides an opportunity to address Canada’s aging workforce.

In February 2022, IRCC analyzed the high human capital model of immigration from a GBA Plus and anti racism lens by looking at criteria such as language and education. Findings were that the federal high skilled immigration system favours those able to accumulate high levels of human capital abroad or in Canada, an ability that may be impacted by gender and race. This work will inform ongoing discussions on the future of Canada’s federal economic immigration system.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Regional Economic Immigration

Target Population: Foreign nationals of employment age

Distribution of Benefits: Total number of permanent resident admissions, against the annual immigration levels plan

By Sex: 60%-79% male

By Income level: No significant distributional impacts

By Age Group: Adults

Key Impacts			
Indicator	Results 2021	Data Source	Comments
Principal applicant admissions of the Provincial Nominee Program, by sex	Total: 28,939 Male: 18,542 (64%) Female: 10,397 (36%)	GCMS	A higher percentage of males (64%) were admitted under to the Provincial Nominee Program in 2022.

Principal applicant admissions of Atlantic Immigration Program, by sex	Total: 2,912 Male: 1,647 (57%) Female: 1,265 (43%)	GCMS	
Principal applicant admissions of Rural and Northern Immigration Pilot, by sex	Total: 232 Male: 129 (56%) Female: 103 (44%)	GCMS	

Core Responsibility 2: Immigrant and Refugee 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 Sex: Broadly gender-balanced

By Age Group: Adults

Key Impacts			
Indicators	Results 2021–22	Data Source	Comments
Percentage of family reunification (spousal) applications finalized, by sex	Female 58% Male: 42%	GCMS	Broadly gender-balanced program.
Percentage of family reunification (parents and grandparents) applications finalized, by sex	Female 58% Male: 42%	GCMS	Broadly gender-balanced program.
Top source countries of birth at admissions	India, China and the Philippines	GCMS	

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Resettled Refugees

Target Population: Resettled refugees

Distribution of Benefits:

By Sex: Broadly gender-balanced

By Age Group: Youth, children; Adults; Seniors

Key Impacts

Indicators	Results 2021–22	Data Source	Comments
Number of resettled refugee admissions by type and sex ⁷ <ul style="list-style-type: none"> Government-assisted refugees (GAR) Blended visa office-referred refugees (BVOR) Private sponsorship refugees (PSR) 	BVOR Total: 76 Female: 37 (49%) Male: 39 (51%) GAR Total: 10,811 Female: 5,337 (49%) Male: 5,474 (51%) PSR Total: 9,541 Female: 4,244 (44%) Male: 5,294 (55%) Other: 3 (<1%)	GCMS	
Number of GARs receiving Resettlement Assistance Program (RAP), by sex ⁸	Total: 13,008 (97%) Female: 6,422 (49%) Male: 6,583 (51%)	Immigration Contribution Agreement Reporting Environment (iCARE)	Among GARs, female and male clients were almost at parity. In 2021–22 none of the GARs identified themselves as another gender.
Number of GARs who received Settlement Program ⁹ services within the first year of arrival	Total: 12,094 (92%) Female: 5,955 (49%) Male: 6,131 (51%)	iCARE	Female and male clients were almost at parity.
Percentage of GARs receiving Settlement Program services in the first year of arrival who accessed support services, such as childcare, interpretation etc., by sex	Total: 77% Female: 76% Male: 77%	iCARE	Out of all immigration categories, resettled refugees, particularly GARs, had the highest percentage of support service usage. Male and female clients used most types of support services at the same rate however, female clients received more childcare services.

⁷ Results for this indicator are for 2022.

⁸ RAP is a national program operating in all provinces, with the exception of Quebec. The province of Quebec receives a separate funding grant under the 1991 Canada-Quebec Accord relating to the Immigration and Temporary Admission of Aliens to provide similar services to eligible refugees destined to that province. Transitional financial assistance provided pursuant to an annex to these terms and conditions may be provided to recipients in Quebec, if specified, and where this would not be inconsistent with the Accord.

⁹ The Settlement Program is a national program operating in all provinces, with the exception of Quebec. The province of Quebec receives a separate funding grant under the 1991 Canada-Quebec Accord relating to the Immigration and Temporary Admission of Aliens to provide similar services to eligible newcomers destined to that province.

<p>Number of eligible in-Canada resettled refugees Interim Federal Health Program (IFHP) beneficiaries, by gender and age¹⁰</p>	<p>Total: 33,205 ≤5: 3,255 (10%) 6-12: 5,599 (17%) 13-18: 4,166 (13%) 19-44: 16,010 (48%) 45-64: 3,459 (10%) 65+: 716 (2%) Female: 15,733 ≤5: 1,565 (10%) 6-12: 2,700 (17%) 13-18: 2,000 (13%) 19-44: 7,427 (47%) 45-64: 1,684 (11%) 65+: 357 (2%) Male: 17,468 ≤5: 1,690 (10%) 6-12: 2,899 (17%) 13-18: 2,166 (12%) 19-44: 8,579 (49%) 45-64: 1,775 (10%) 65+: 359 (2%) Unknown: 4 19-44: 4 (100%)</p>	<p>GCMS</p>	
<p>Number of eligible overseas resettled refugees IFHP beneficiaries, by gender and age^{11, 12}</p>	<p>Total: 40,928 ≤5: 3,932 (5%) 6-12: 6,696 (11%) 13-18: 5,427 (7%) 19-44: 19,372 (56%) 45-64: 4,575 (18%) 65+: 926 (3%) Female: 21,235 ≤5: 2,025 (5%) 6-12: 3,469 (12%) 13-18: 2,831 (8%) 19-44: 10,207 (53%) 45-64: 2,241 (18%) 65+: 462 (4%) Male: 19,680 ≤5: 1,905 (4%) 6-12: 3,227 (10%)</p>	<p>GCMS</p>	

¹⁰ The number of IFHP-eligible beneficiaries is defined as the number of people that have received IFH benefits coverage for at least one day during a fiscal year (FY).

¹¹ The number of IFHP eligible beneficiaries is defined as the number of people that have received IFH benefits coverage for at least one day during an FY.

¹² Note that IFHP users overseas can only access a limited number of services while outside of Canada. These are encompassed within the umbrella of Pre-departure Medical Services (PDMS) and include treatment of Tuberculosis, Syphilis, selected vaccinations, COVID 19 outbreak measures, and medical support in transit. Thus, for this cohort, there is no difference between an eligible PDMS Beneficiary and a User.

	13-18: 2,595 (7%) 19-44: 9,155 (58%) 45-64: 2,334 (19%) 65+: 464 (2%) Unknown: 13 ≤5: 2 (15%) 6-12: 1 (8%) 13-18: 10 (77%)		
Number of resettled refugees IFHP user, by gender and age ^{13, 14}	Total: 21,507 ≤5: 1,975 (9%) 6-12: 3,621 (17%) 13-18: 2,640 (12%) 19-44: 10,011 (47%) 45-64: 2,653 (12%) 65+: 607 (3%) Female: 10,724 ≤5: 1,015 (9.5%) 6-12: 1,872 (17.5%) 13-18: 1,330 (12%) 19-44: 4,885 (46%) 45-64: 1,311 (12%) 65+: 311 (3%) Male: 10,778 ≤5: 960 (9%) 6-12: 1,749 (16%) 13-18: 1,309 (12%) 19-44: 5,122 (48%) 45-64: 1,342 (12%) 65+: 296 (3%) Unknown: 5 13-18: 1 (20%) 19-44: 4 (80%)	GCMS	
Number of resettled refugees who received Settlement Program services	Total: 110,087 Female: 55,983 (50%) Male: 54,883 (50%) Another: 7 (0%)	iCARE	
Percentage of Newcomer Outcomes Survey resettled refugee respondents who have been in Canada longer than three years and who reported that they	English Female: 92% Male: 92%	2020 Newcomer Outcomes	

¹³ The number of IFHP users is defined as the number of eligible beneficiaries who have made at least one claim for health services during a given FY.

¹⁴ Please note that IFHP service providers have up to 6 months to submit claims for reimbursement. Thus, data for FY 2021–22 should be considered as being solely preliminary.

have the ability to communicate independently in an official language in social situations, by sex	French Female: 88% Male: 84%	Survey, ¹⁵ based on services provided in 2019–20	
Percentage of Newcomer Outcomes Survey resettled refugees respondents who reported that they participate in the Canadian labour market two or more years after landing, by sex	Female: 74% Male: 91%	2020 Newcomer Outcomes Survey, based on services provided in 2019–20	

Other key program impacts on diversity and gender

In 2020–21, the [Resettlement Assistance Program](#) (RAP) started a review to identify key issues related to services and service delivery of the program. The research activities captured a variety of identities, experiences, vulnerabilities, and diversity factors, including gender, age, race, sexual orientation, country of origin, official language ability, and disability factors to ensure broad representation. The first phase of the review, completed in fall 2021, included a summary of key findings associated with the needs of GARs, RAP service provider organizations, community capacity, and IRCC program administration. It also included a risk assessment of the most commonly raised and salient issues, including identifying instances where diversity factors may contribute to higher levels of risk for meeting GAR needs. For example, the findings suggested that securing suitable housing for large families or individuals with disabilities requires a higher intensity of services to achieve program objectives.

Established in 2020, the [Rainbow Refugee Assistance Partnership](#) built on the success of the Rainbow Refugee Assistance Pilot by increasing the number of privately sponsored refugees from 15 to 50 per year. The Partnership was established in cooperation with the Rainbow Refugee Society, with the aim of encouraging more Canadians to support LGBTQ2 refugees and strengthening collaboration between LGBTQ2 organizations and the refugee settlement community in Canada. Through the Rainbow Refugee Assistance Partnership, the Government provides start-up costs and three months of income support, while private sponsors offer nine months of income support. In 2021, there were only 13 landings of refugees through this partnership due to COVID-19 travel restrictions. However, in 2021, the partnership was also expanded in response to the crisis in Afghanistan, providing an additional 150 spaces per year between 2022 and 2024.

Diversity and GBA Plus data collection plan

¹⁵ Data is based on unweighted survey respondents who are settlement clients and is not intended to be representative of all settlement clients or the entire population of immigrants.

In 2021, the annual voluntary IRCC [Newcomer Outcomes Survey](#) included a question on race for the second time, resulting in the collection of race disaggregated data for newcomers, both non-clients and clients of the Resettlement Assistance Program. Anonymized data analysis is currently underway. Once available, these data will contribute to a more comprehensive picture of the barriers faced by racialized newcomers. It will also provide evidence to inform potential programming and policy changes for future grants and contributions funding processes, both to address racial biases and to support targeted programming. An intersectional lens will be used to better address the needs of racialized newcomers from all equity-seeking groups.

In Spring 2021, IRCC analyzed RAP operational anonymized data against client characteristics such as gender, age, education levels, mother tongue, knowledge of official languages, and country of birth. Information will be shared with partners involved in the delivery of RAP, and the results will contribute to policy and operational decision-making.

Throughout 2021–22, IRCC continued to include disaggregated data in evaluations. For example, the [Evaluation of the Blended Visa Office-Referred \(BVOR\) Program](#) found that of the surveyed applicants who reported needing referrals to specialized services, 14% required referrals to LGBTQ2 organizations, 9% to special schools (e.g., hearing impaired, sight impaired, learning disabilities), and 7% to women’s shelters/transition houses.

Target Population: Afghan foreign nationals

Following the fall of Kabul in August 2021, IRCC announced a special [humanitarian initiative](#) in response to the situation in Afghanistan, as part of broader Afghanistan commitments up to 2024. In particular, the program aims to resettle vulnerable and at-risk groups, including women leaders, LGBTQI people, human rights defenders, journalists, and members of religious and ethnic minorities. IRCC worked to reduce the administrative and financial burden on Afghans inside and outside of Canada at various points along the resettlement continuum, by waiving various application and biometrics fees in 2021–22. IRCC also exempted Afghan nationals from COVID-19-related entry restrictions through the [National Interest Exemptions \(NIE\)](#) in order to facilitate their entry into Canada. In accordance with public health protocols, those who were not fully vaccinated were quarantined in hotels upon arrival, while onsite nurses provided health assessments, including COVID-19 testing. Access to vaccination as part of Canada’s domestic vaccination strategy was also facilitated. [By March 30, 2022, Canada had welcomed over 10,000 Afghan refugees](#) under the initiative.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Humanitarian/ Compassionate and Discretionary

Target Population: Asylum claimants across the country in the health-care sector

Distribution of Benefits:

By Sex: 60%-79% female

Key Impacts			
Indicators	Results 2021	Data Source	Comments
Percentage of Guardian Angels Public Policy immigration principal applicants (excluding Quebec), by sex	Total: 3,535 Female: 2,481 (70%) Male: 1,053 (30%) Unknown: 1 (<1%)	GCMS	While the aim of this policy was not created with the intent of targeting women, females benefitted the most. This reflects the larger proportion of women working in the health care occupations specified under the public policy.

Key program impacts on diversity and gender

Many humanitarian-based public policies are used to facilitate immigration for at-risk populations with protection needs. For example, in recognition of their exceptional contribution to Canada during the COVID-19 pandemic, on December 14, 2020, IRCC implemented a special measure to provide a pathway to permanent residence for asylum claimants across the country working in the health-care sector providing direct patient care, known as the [Guardian Angels Public Policy](#). While the aim of the policy was not created with the intent of targeting women, 70% of principal applicants in 2021 were females. The initiative ended August 31, 2021.

Target Population: Hong Kong foreign national youth with high human capital

Distribution of Benefits:

By Age Group: Youth

Key Impacts			
Indicators	Results 2021	Data Source	Comments
Percentage of Hong Kong Public Policy immigration applications approved, by age group	Total: 668 0-35: 595 (89%) 36-55: 71 (11%) 56+: 2 (0%)	GCMS	

Key program impacts on diversity and gender:

The [Temporary Public Policy Immigration Initiative for Hong Kong nationals](#) targets youth with high human capital. The measure facilitates permanent residency to Hong Kong residents at risk of being imprisoned following China's adoption of a controversial national

security law introduced in Hong Kong in June 2020. It is also aligned with Canada's interest in supporting its own economy and democracy worldwide. In 2021, out of the 536 Hong Kongers who came to Canada under the special immigration policy, 74% were 35 years of age and under. The policy expires in February 2023.

Target Population: Foreign nationals in vulnerable situations

Key program impacts on diversity and gender

In 2019, the Department implemented [initiatives to support foreign nationals in Canada who are in situations of family violence](#) in finding safety, including an expedited process to apply for permanent residence on humanitarian and compassionate grounds. These measures specifically support 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). In 2021, 84 Humanitarian and Compassionate immigration applicants for victims of family violence were approved.

Target Population: Out-of-status construction workers in the Greater Toronto Area

Distribution of Benefits:

By Sex: ≥ 80% male; ≥ 80% female

Key Impacts			
Indicators	Results 2021	Data Source	Comments
Percentage of Out-of-Status Construction Workers Policy immigration applicants approved, by gender	Total: 171 Female: 85 (50%) Male: 86 (50%) Breakdown by Principal Applicants: Total: 69 Female: 3 (4%) Male: 66 (96%) Breakdown by related dependant: Total: 102 Female: 82 (80%) Male: 20 (20%)	GCMS	While this policy targeted a male dominated industry, it also provided an opportunity for their dependents to attain Permanent Resident status.

On July 30, 2021, the [Temporary Public Policy for Out-of-Status Construction Workers in the Greater Toronto Area](#) was implemented. While the policy targets a male dominated industry, it also provides an opportunity for their dependents to attain permanent resident status. In 2021, while 96% of principal applicants were male, 80% of the related dependents were female. This public policy will end on January 2, 2023, or once 500 principal applicants have been granted permanent residence.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Asylum/Protected Persons

Target Population: Asylum claimants

Distribution of Benefits:

By Sex: Broadly gender-balanced

By Income level: Strongly benefits low income individuals; Somewhat benefits low income individuals

By Age Group: Youth, children; Adults; Seniors

Key Impacts			
Indicators	Results 2021	Data Source	Comments
Percentage of asylum claims, by sex	Female: 44% Male: 56%	GCMS	
Percentage of asylum claims, by reason	Females who claimed asylum due to persecution based on domestic violence: 18% Sexual orientation or gender identity: 8%	Immigration and Refugee Board Canada	
Top source countries of asylum claims referred to the Immigration and Refugee Board	Mexico, India, Iran, Colombia, Turkey, Haiti, China, Pakistan, Venezuela, and Sri Lanka	GCMS	
Percentage of asylum claims, by age	0-17: 20% 18-55: 72% 55+: 8%	GCMS	
Percentage of asylum claims filed, by type of family	Individual: 58% Family of 2: 12% Family of 3: 12% Family of 4: 11% Family of 5+: 7%	GCMS	
Percentage of asylum claims, by marital status	Single: 49% Married: 32% Divorced/Separated/Annulled: 5% Common law: 6% Widowed: 2% Unknown/Unspecified: 6%	GCMS	
Number of eligible asylum seekers (and others) Interim Federal Health	Total: 167,605 ≤5: 7,558 (5%) 6-12: 18,530 (11%)	GCMS	

<p>Program (IFHP) beneficiaries, by gender and age¹⁶</p>	<p>13-18: 12,450 (7%) 19-44: 93,325 (56%) 45-64: 30,958 (18%) 65+: 4,784 (3%) Female: 72,637 ≤5: 3,669 (5%) 6-12: 8,948 (12%) 13-18: 5,963 (8%) 19-44: 38,292 (53%) 45-64: 12,959 (18%) 65+: 2,806 (4%) Male: 94,922 ≤5: 3,889 (4%) 6-12: 9,581 (10%) 13-18: 6,487 (7%) 19-44: 54,996 (58%) 45-64: 17,991 (19%) 65+: 1,978 (2%) Unknown: 46 6-12: 1 (2.2%) 19-44: 37 (80.4%) 45-64: 8 (17.4%)</p>		
<p>Number of eligible asylum seekers (and others) IFHP user, by gender and age^{17, 18}</p>	<p>Total: 128,114 ≤5: 6,555 (5%) 6-12: 11,776 (9%) 13-18: 8,642 (7%) 19-44: 69,825 (55%) 45-64: 26,215 (20%) 65+: 5,101 (4%) Female: 67,287 ≤5: 3,430 (5%) 6-12: 6,061 (9%) 13-18: 4,390 (6%) 19-44: 37,202 (55%) 45-64: 13,902 (21%) 65+: 2,302 (3%) Male: 60,802 ≤5: 3,125 (5%) 6-12: 5,714 (9%) 13-18: 4,252 (7%) 19-44: 32,603 (54%)</p>	<p>GCMS</p>	

¹⁶ The number of IFHP-eligible beneficiaries is defined as the number of people that have received IFH benefits coverage for at least one day during a FY.

¹⁷ The number of IFHP users is defined as the number of eligible beneficiaries who have made at least one claim for health services during a given FY.

¹⁸ Please note that IFHP service providers have up to 6 months to submit claims for reimbursement. Thus, data for FY 2021–22 should be considered as being solely preliminary.

	45-64: 12,309 (20%) 65+: 2,799 (5%) Unknown: 25 6-12: 1 (4%) 19-44: 20 (80%) 45-64: 4 (16%)		
--	---	--	--

Other key program impacts on diversity and gender

The in-Canada asylum system provides specific protection to in-Canada refugee claimants who have fled conflicts or fragile states, supported by the [Immigration and Refugee Board’s Chairperson Guidelines](#) on women refugee claimants fearing gender-related persecution, sexual orientation and gender identity and expression, and with respect to vulnerable persons. Moreover, IRCC has developed specific program delivery instructions with respect to processing in-Canada claims for refugee protection of minors and other vulnerable persons.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program: Settlement

Target Population: Permanent Residents and some Temporary Residents

Distribution of Benefits:

- By Sex:** Broadly gender-balanced
- By Age Group:** Youth, children; Adults; Seniors

Key Impacts			
Indicators	Results 2021–22	Data Source	Comments
Number of Settlement Program project specific contribution agreements targeting vulnerable newcomers	<ul style="list-style-type: none"> • Domestic Violence Prevention/Gender-Based Violence Prevention: 37 • Anti-racism: 79 • Indigenous component: 80 • Mental health and well-being services: 85 • LGBTQ2 focus: 25 • Case Management for GARs and other vulnerable newcomers: 66 	Grants and Contributions System (GCS)	
Number of Settlement Workers in School projects	160 projects	GCS	

targeting student and parents in elementary and secondary schools			
Number of newcomers who received Settlement Program services, by sex	Total: 428,648 Females: 243,546 (57%) Males: 181,689 (42%) Another: 20 (<1%) Not stated: 3,393 ¹⁹ (0.8%)	iCARE	In 2020–21, 20 individuals reported their sex as “other,” while in 2021–22, 19 did so.
Number of Settlement Program clients, by sex and age group	Child (0-14) Total: 60,449 (14%) Females: 28,630 (47%) Males: 30,956 (51%) Not stated: 863 (2%) Youth 15-29 Total: 91,072 (21%) Females: 52,143 (57%) Males: 38,738 (43%) Another: 8 (0%) Not stated: 133 (0%) Adult (30-59) Total: 243,611 (60%) Females: 146,880 (60%) Males: 99,168 (40%) Another: 12 (0%) Not stated: 251 (0%) Seniors >60 Total: 29,289 (5%) Females: 16,323(56%) Males: 12,932 (44%) Not stated: 34 (0%) Age not stated Total: 14 (0%) Females: 5 (36%) Males: 9 (64%)	iCARE	35% of Settlement Program services were provided to children and youth (ages 0-29).
Number of Settlement Program clients who received Needs and Assets	Total: 201,096 Females: 112,398 (56%) Males: 86,274 (43%) Another: 15 (0%) Not stated: 2,409 (1%) Types of needs identified (top 3) Increase knowledge of	iCARE	IRCC delivers needs and asset assessment services to understand the needs of clients and ensure services provided are effective.

¹⁹ “Non-stated” means IRCC does not have gender or sex information. It is mostly for temporary residents. This pertains to all instances where “non-stated” is mentioned in this table.

Assessment services, by sex	<p>community and government services: Females: 80% Males: 80%</p> <p>Increase connection to local community services: Females: 55% Males: 54%</p> <p>Increase knowledge of life in Canada services: Females: 51% Males: 51%</p>		The type of needs identified by female and male clients were almost identical.
Number of Settlement Program clients receiving information and orientations services, by sex	<p>Total 351,804 Females: 197,714 (56%) Males: 151,909 (43%) Another: 19 (0%) Not stated: 2,162 (1%)</p> <p>Types of information received (top 3)</p> <p>Sources of information Females: 78% Males: 77% Another: 83%</p> <p>Important documents Females: 52% Males: 55% Another: 72%</p> <p>Education Female: 46% Males: 47% Another: 33%</p>	iCARE	Generally gender balanced.
Number of Settlement Program clients who received community connection services, by sex	<p>Total: 71,837 Females: 43,842 (61%) Males: 27,730 (39%) Another: 1 (0%) Not stated: 264 (0%)</p>	iCARE	A slight majority of those who received community connection services were females.
Number of Settlement Program clients who received language assessment services, by gender	<p>Total: 49,582 Females: 31,427 (63%) Males: 18,140 (37%)</p>	iCARE	<p>About 2/3 of clients receiving language assessment were female.</p> <p>Of those who were assessed at each Canadian Language Benchmark level, both females and males received similar language assessment results with less than a 2% difference.</p>

Number of Settlement Program clients who received language training services, by gender	Total: 76,467 Female: 53,581 (70%) Male: 22,872 (30%) Another gender: 3 (0%) Not stated: 11 (0%)	iCARE	Almost 2/3 of clients accessing language training were females.
Number of Settlement Program clients who received employment-related services, by gender	Total: 49,359 Female: 29,091 (59%) Male: 20,234 (41%) Not stated: 34 (0%)	iCARE	Female clients participated in employment activities at a higher percentage than male clients.
Number of Settlement Program clients who received support services, by type and sex	Childcare support services Total: 9,089 Females: 7,449 (82%) Males: 1,624 (18%) Not stated: 16 Disability support services: Total: 1,859 Females: 1,084 (58%) Males: 770 (41%) Another: 1 (0%) Not stated: 4 (0%)	iCARE	Child care services were provided to female clients at much higher percentage than male clients.
Percentage of Newcomer Outcomes Survey respondents who reported that they participated in the Canadian labour market	Female: 81% Male: 92%	2020 Newcomer Outcomes Survey based on services provided in 2019–20	More males reported that they participated in the Canadian labour market. The disparity is in line with the overall difference in the Canadian labour market (10% in 2019).
Percentage of Newcomer Outcomes Survey respondents who reported that they have sense of belonging to Canada, by gender	Female: 93% Male: 93%	2020 Newcomer Outcomes Survey based on services provided in 2019–20	The percentage of respondents who indicated that they feel a sense of belonging was identical between females and males.
Percentage of Newcomer Outcomes Survey respondents who	English (out of those who indicated they wanted/needed to speak English):	2020 Newcomer Outcomes Survey based	While the ability to speak English in social situations was similar for both female and male survey respondents, a slightly

reported that they can use English or French in social situations to at least some degree	Female: 94% Male: 95% French (out of those who indicated they wanted/needed to speak French): Female: 75% Male: 78%	on services provided in 2019–20	higher percentage of males reported that they can use French in social situations, to at least some degree.
---	--	---------------------------------	---

Other key program impacts on diversity and gender

For populations that face additional barriers to services and are at increased risk of marginalization, a range of tailored settlement supports, such as women’s only language programming, peer mentoring, provisions for persons with disabilities, translation/interpretation, short-term counselling and child care services, are available. In 2021–22, 82% of childcare services were provided to female clients and 1,859 newcomers received disability services. About 25% of [Settlement Program](#) clients were resettled refugees who are considered more vulnerable than many other immigration categories.

Diversity and GBA Plus data collection plan

In 2021, the annual IRCC Newcomer Outcomes Survey included a question on race for the second time, resulting in the collection of race disaggregated data for newcomers, both non-clients and clients of the Settlement Program.

Target Population: Permanent Residents and some Temporary Residents experiencing gender-based violence

Other key program impacts on diversity and gender

Under the Government of Canada strategy [It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence](#) announced in 2017, IRCC received \$1.5 million in funding over five years (2017–22) to further enhance the Settlement Program. The funding supports implementation of a [settlement sector strategy on gender-based violence](#) through a coordinated partnership of settlement and anti-violence sector organizations. During the pandemic, IRCC issued guidance to the sector to continue providing critical support and resources to newcomers experiencing, or at risk of experiencing, violence. Over 30 funding recipients provide tailored supports and activities to address gender-based violence (GBV), in addition to service provider organizations across the sector that provide referrals to community-based GBV resources.

Target Population: Racialized Newcomer Women

Distribution of Benefits:

By Sex: ≥ 80% female

Key Impacts			
Indicators	Results 2021–22	Data Source	Comments
Number Racialized Newcomer Women Pilot participants	Total: 1,335 participants	iCARE	
Percentage of Racialized Newcomer Women Pilot participants surveyed who reported that services meet their needs	<ul style="list-style-type: none"> • In-class/virtual training/workshops: 90% • Workplace training: 90% • Career development: 89% • Developing essential skills: 83% • Support in finding job: 79% • Networking events: 74% • Work placement: 72% 	Career Pathways for Visible Minority Newcomer Women Pilot , Project Implementation Report, March 2021	The majority of participants surveyed reported that they “agreed” or “strongly agreed” that most of the main activities of the pilot were useful.
Percentage of Racialized Newcomer Women Pilot participants surveyed who reported that they “strongly agreed” or “agreed” that they enhanced their employment preparation, readiness or confidence to work in Canada and their job search and interview skills	85%	Visible Minority Newcomer Women Pilot: Lessons Learned – Retrospective Study of the New Partners Initiative: Final Report, May 2021	Among survey respondents, a high proportion (85%) “strongly agreed” or “agreed” that they enhanced their employment preparation, readiness or confidence to work in Canada and their job search and interview skills.
Percentage of Racialized Newcomer Women Pilot participants surveyed who indicated that they found work, and/or participated in activities that could lead to employment	<ul style="list-style-type: none"> • Employed: 41% • Self-employed: 5% • Enrolled in training to enhance their human capital: 29% • Volunteering: 14% 	Visible Minority Newcomer Women Pilot: Lessons Learned – Retrospective Study of the New Partners Initiative: Final Report. May 2021	

Other key program impacts on diversity and gender:

[Programming under the Racialized Newcomer Women Pilot](#) (formerly the Visible Minority Newcomer Women Pilot) continued to support employment outcomes and career advancement for racialized newcomer women through the delivery of targeted settlement services, including work placements and employment counselling. Services under the pilot contributed to Canada’s efforts to achieve gender equity by addressing barriers faced by many racialized newcomer women, such as gender and race-based discrimination, precarious or low-income employment, lack of affordable childcare, and inadequate social supports. Participants also benefitted from learning about the Canadian workplace culture and environment. In 2021–22, 1,335 recipients received supports under the Racialized Newcomer Women Pilot.

Target Population: Immigrant students and their parents

Other key program impacts on diversity and gender

The [Evaluation of the Settlement Workers in School](#), completed in 2022, found that the program is essential for integrating newcomer youth into Canadian society and the Canadian education system. Ninety-seven percent (97%) of former students who participated in an event aimed at preparing for/learning more about school felt the event was “at least somewhat helpful.” Similarly, 99% of former students who received help from a school settlement worker felt that the “help and support provided by the school settlement worker” was “at least somewhat useful.”

Core Responsibility 3: Citizenship and Passports

Program: Citizenship

Target Population: Permanent residents for citizenship grant; Canadians citizens for other citizenship services (proofs, renunciation and revocation, citizenship promotion).

Distribution of Benefits:

- By Sex:** Broadly gender-balanced
- By Income level:** No significant distributional impacts

Key Impacts			
Indicators	Results 2021–22	Data Source	Comments
Number of citizenship grants granted by gender	Total: 254,722 Female: 131,306 (52%) Male: 123,404 (48%) Other: 8 (0%) Unknown: 4 (0%)	GCMS	
Number of new citizens by gender	Total: 222,731	GCMS	

	Female: 114,436 (51%) Male: 108,282 (49%) Other: 9 (0%) Unknown: 4 (0%)		
--	--	--	--

Other key program impacts on diversity and gender

In 2021–22, a review of the Canadian Citizenship Guide was undertaken to ensure adequate representation of diversity in content and images. As a result of the review, and to provide a more balanced depiction of Canada’s history, the guide will include new content on the history and cultures of First Nations, Inuit and Métis peoples, and the history and legacy of colonialism and residential schools. The guide will also include the influence of cultures other than British and French, showcasing how Canada became one of the most multicultural and diverse countries in the world, while addressing serious injustices that occurred historically and the challenges that remain. The guide will also speak to the evolution of civic rights and freedoms, especially those of racialized minorities, LGBTQ2 communities, women, and individuals with disabilities.

Workshops with citizenship partners were held in 2021–22. The workshops focused on assessing the feasibility of further disaggregating data for key program performance indicators in order to better support diversity, including anti racism. Final recommendations for updated performance indicators are planned for the end of 2022–23.

Core Responsibility 3: Citizenship and Passports

Program: Passport

Target Population: The number of Canadian Citizens, combined with the number of non-Canadians eligible for Canadian passport or travel document services, is impossible to accurately calculate due to many different avenues and eligibilities to these services. According to Statistics Canada, the total number of Canadian Citizens is 38.8 million.

Distribution of Benefits:

By Sex: Broadly gender-balanced

By Age Group: Youth, children; Adults; Seniors

Key Impacts			
Indicators	Results 2021	Data Source	Comments
Number of adult passports issued, by sex	Total: 634,852 Female: 329,944 (52%) Male: 304,699 (48%) Other: 209 (0%)	Integrated Retrieval Information System (IRIS) and GCMS	52% of adult passports were issued to females, compared to 48% for males.

Number of child passports issued, by sex	Total: 495,075 Female: 243,888 (49%) Male: 251,139 (51%) Other: 48 (0%)	IRIS and GCMS	49% of child passports were issued to females, compared to 51% for males.
Number of passports issued, by type, sex and age	Total: 1,129,927 Female Child: 243,888 (43%) Adult: 329,944 (57%) 16-24: 109,245 (19%) 25-34: 64,926 (11%) 35-44: 52,494 (9%) 45-54: 37,524 (7%) 55-65: 28,719 (5%) 65-74: 19,089 (3%) 75+: 17,947 (3%) Total: 573,832 Male Child: 251,139 (45%) Adult: 304,699 (55%) 16-24: 105,603 (19%) 25-34: 54,870 (10%) 35-44: 47,846 (9%) 45-54: 35,757 (6%) 55-65: 28,446 (5%) 65-74: 17,447 (3%) 75+: 14,730 (3%) Total: 555,838 Other Sex Child: 48 (19%) Adult: 209 (81%) 16-24: 114 (44%) 25-34: 61 (24%) 35-44: 18 (7%) 45-54: 8 (3%) 55-65: 6 (2%) 65-74: 2 (1%) 75+: 0 (0%) Total: 257	IRIS and GCMS	44% of passports were issued to children. 73% of passports were issued to those under the age of 35. The largest discrepancy between age groups from female to males was in the 25 to 34 age group, where 10,056 more female than males were issued passports. 94% of all Gender X passports were issued to individuals under the age of 44.

Core Responsibility: Internal Service

Program: Acquisition Management Services

Target Population: Indigenous populations

Other key internal services impacts on diversity and gender

In 2021–22, IRCC awarded \$11.4 million to Indigenous businesses, surpassing the target of \$9.6 million. IRCC is implementing the mandatory minimum target of 5% of the value of

federal procurement awarded to Indigenous businesses by 2022–23. Additionally, 31 IRCC Requests for Proposals included diversity evaluation criteria reflected in targeted questions on social procurement, diversity, and accessibility in the Request for Information (industry engagement) for the IRCC Digital Platform Modernization Phase III procurement. In 2022–23, 100% of IRCC Requests for Proposals with technical rated evaluation will include the diversity criteria.

Program: Communications Services

Target Population: IRCC stakeholders and clients

Diversity and GBA Plus data collection plan

As a result of IRCC’s commitment to review its policies for bias and better understand the impact of bias on clients, the Department sought input through its public opinion research surveys and public engagement activities. For example, IRCC’s 2021 immigration levels consultation involved a request for stakeholder feedback on how to improve equitable access to opportunities for permanent residence through economic immigration. the 2022 survey on newcomers’ experiences of discrimination in their communities sought IRCC client feedback on discrimination based on the diverse identity factors of respondents.

Program: Human Resources Management Service

Target Population: IRCC employees

Distribution of Benefits:

By Sex: 60%-79% female

By Income level: No significant distributional impacts

By Age Group: Adults

Other key internal services impacts on diversity and gender

Human Resources continues to work closely with the Anti-Racism Taskforce to address bias within processes that could negatively affect individuals from a racialized group. In 2021–22, this involved implementing recruitment initiatives for the Department where consideration was given to equity-seeking groups. The Department was also represented at career fairs targeted towards increasing the representation of equity-seeking groups in underrepresented areas, such as information technology. In addition, the Department expanded its leadership program offerings by focusing on building leadership capabilities, networks and sponsorship of members within racialized groups to support their career progression.

Program: Management and Oversight Services – Evaluation

Target Population: IRCC programs, newcomers to Canada and all Canadians

Distribution of Benefits:

By Sex: Broadly gender-balanced

By Income level: No significant distributional impacts

By Age Group: Adults

Other key program impacts on diversity and gender

IRCC’s Inclusive Evaluation and Performance Measurement Guide includes techniques for applying diversity analysis and GBA Plus at different phases during the development of an evaluation or logic model. The guide also includes key diversity-related questions to ask when conducting evaluations and performance measurement activities. The techniques in the guide were applied to the planning stages of four evaluations in 2021–22. For example, the [Evaluation of the Settlement Workers in Schools Initiative](#) incorporated a GBA Plus lens, which included, among other factors, consideration of client: age, gender, immigration status, country of origin, mother tongue/linguistic profile and geographic location (i.e., urban and rural).

Program: Administration, Security and Accommodation (ASA)

Target Population: IRCC employees

Distribution of Benefits:

By Sex: Broadly gender-balanced

By Income level: No significant distributional impacts

By Age Group: Adults

Other key program impacts on diversity and gender:

An Accommodation Strategy aimed at consolidating and modernizing IRCC’s office space will support a remote workforce that has access to modern, accessible and agile workspaces. IRCC is continuing to include diversity considerations in workplace design. Universal accessible washrooms with gender neutral signage, privacy film and glazing on boardroom windows, and modesty panels on collaborative tables are under development. GBA Plus has been integrated in the development of security policy instruments by consulting with subject-matter experts. In addition, Officers undertake training to ensure a screening process that is conducted without bias.

Response to parliamentary committees and external audits

Response to parliamentary committees

Report 3 - Situation at the Russia-Ukraine Border, March 29, 2022

That the Standing Committee on Citizenship and Immigration report the following to the House: We

- a. condemn the unwarranted and unprovoked attack on Ukraine, which was ordered by Russian President Vladimir Putin, a clear violation of international law;
- b. call on the Government of Canada to support Ukrainians and people residing in Ukraine who are impacted by this conflict and ensure that it is prepared to process immigration applications on an urgent basis without compromising needs in other areas; and
- c. implement visa-free travel from Ukraine to Canada, including by the rapid issuance of an electronic travel authorization (eTA), and increase staffing resources so that the existing backlog for all immigration streams is not further impacted by this humanitarian crisis.

No Government Response requested

Report 2 - Immigration in the Time of Covid-19: Issues and Challenges, Standing Committee on Citizenship and Immigration, February 4, 2022, Initially tabled May 13, 2021

By restricting travel, policies to prevent the spread of the virus that causes COVID-19 have delayed and altered the immigration system. The Report examined the impact of the Government's response to the COVID-19 pandemic, and its impact on the family reunification, international students, economic immigrants, and refugee and asylum seekers stream. It also explored the economic immigration incentives put in place by the Government of Canada to respond to the current situation in Hong Kong. The Committee heard witness testimony describing how individuals across Canada and around the world saw their plans to visit, study, work or establish themselves in Canada altered by the pandemic.

There were 38 recommendation, including: fully digitizing immigration systems while also retaining the option of paper applications; extending the validity of medical exams; funding visa application centres in Francophone Africa to increase staff to accelerate the process of student biometrics and permits; and, releasing to applicants full justification for the refusals of their applications.

Government Response

Report 1 - Safe Haven in Canada: Special Immigration and Refugee Measures are Urgently Needed for the People of Hong Kong, Standing Committee on Citizenship and Immigration, February 4, 2022

The [special immigration measures](#) introduced by the Government of Canada help pro-democracy activists and other Hong Kongers who need or want to leave their city, provided that they qualify under existing pathways or recently graduated university, and have secured a job in Canada with approval under the new work permits.

The Report highlighted witness testimony about potential gaps in these measures and in existing immigration and refugee policies, suggesting potential improvements. It also raised concerns about how Hong Kongers fleeing their home can find a safe haven in Canada through various Canadian immigration and refugee pathways.

Among the 15 recommendations, the Committee recommended the Department issue study permits with relaxed criteria; extend the young professionals Working Holiday work permit for individuals from Hong Kong; and, review the criteria for the open three-year work permit. It asked the Department to adopt an inclusive approach and create a pathway to permanent residence based on more humanitarian considerations, while ensuring a pathway to permanent residence for Hong Kong residents who complete their studies in Canada. In addition, the Committee stressed that all Hong Kongers should be exempted from non-essential pandemic travel restrictions.

[Government Response](#)

[Report 8 - Immigration Programs to Meet Labour Market Needs, Standing Committee on Citizenship and Immigration, June 22, 2021](#)

The Report examined the immigration programs designed to respond to Canada's labour needs. It recommended policy improvements that help both employers and workers. It discussed the [Provincial Nominee Program](#), [Atlantic Immigration Program](#), [Home Child Care Provider Pilot](#), [Home Support Worker Pilot programs](#), [Rural and Northern Immigration Pilot program](#) and the [Agri-Food Pilot program](#). It also considered the Government of Canada's [recently announced pathways to permanent residence for essential temporary workers and international graduates](#). The Report highlighted witness testimony about the [Temporary Foreign Worker Program](#) and its related [Labour Market Impact Assessment](#) process. It also considered the impacts of the ongoing COVID-19 pandemic and the prevalence of labour shortages throughout the country, paying particular attention to municipalities and rural communities, and the [Canada–Quebec Accord Relating to Immigration and Temporary Admission of Aliens](#) (Canada–Quebec Accord).

The Report included 13 recommendations to the Government.

The Committee recommended that Immigration, Refugees and Citizenship Canada (IRCC) offer more accessible pathways to permanent residence in order to prevent the abuse of foreign workers with precarious status or of out-of-status individuals; provide continued support to rural and northern communities through the Rural and Northern Immigration Pilot program; and recognize industry-specific training and accepting on-the-job training as equivalent to formal education. The Committee asked IRCC to provide more advance notice and details of requirements when announcing new public policies or programs, and

had additional recommendations that touch on the flexibility, mobility and protection of foreign labour. Finally, the Committee recommended that IRCC, as part of the recently announced pathways, reimburses part of the fee if a low-wage permanent resident application is unsuccessful.

The request for this Government Response died with the dissolution of Parliament in June 2021 and was not retabled in the following Parliament.

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)

Report 1—Access to Benefits for Hard-to-Reach Populations, 2022

As outlined in the Report, benefit programs are intended to reduce poverty and inequality by providing help to low-income Canadians, with hard-to-reach populations presenting a unique service delivery challenge. Having a clear understanding of the demographics of, and barriers impacting, these people enables departments to tailor their outreach approaches in a responsive and effective manner.

Primary entities within scope of the audit included the Canada Revenue Agency (CRA) and Employment and Social Development Canada (ESDC) as leads for the selected benefits and Statistics Canada as a supporting organization providing information and analytical support to the entities in the design and implementation of their outreach approaches. Indigenous Services Canada and IRCC were included in relation to how they are involved in supporting outreach to their specific clientele (for example, Indigenous people and newcomers to Canada).

The audit found that CRA and ESDC had an incomplete picture of potentially eligible people who were not receiving benefits and did not know whether most of their targeted outreach activities had helped to increase benefit take-up rates for hard-to-reach populations. The audit recommended that to better understand the effectiveness of outreach approaches, CRA and ESDC should develop and implement consistent results-based performance measures for targeted outreach to hard-to-reach populations. Additionally, the audit recommended the departments should collaborate to establish a seamless client service experience to address the needs of those requiring a high level of support to access benefits.

Government Response

Report 13—Health and Safety of Agricultural Temporary Foreign Workers in Canada during the COVID-19 Pandemic, December 2021

As outlined in the Report, employers receiving funding from the [Temporary Foreign Workers Program](#) must adhere to requirements, including [Immigration and Refugee](#)

Protection Regulations, to prevent the spread of COVID-19 and provide safe conditions for agricultural temporary foreign workers.

The audit focused on whether ESDC implemented a robust process regarding the inspection of employers and whether Agriculture and Agri-Food Canada met program terms and conditions for two of its COVID-19 support programs intended to help protect the health and safety of workers on farms and support their ability to quarantine safely.

The audit found that inspections provided little assurance of protection for the health and safety of agricultural temporary foreign workers, and that ESDC did not address longstanding concerns about worker accommodations and did not meet the commitments to improve living conditions for agricultural temporary foreign workers that it had made in previous years.

Government Response

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

In 2021–22, there were no Public Service Commission of Canada or Office of the Commissioner of Official Languages audits requiring a response from IRCC.