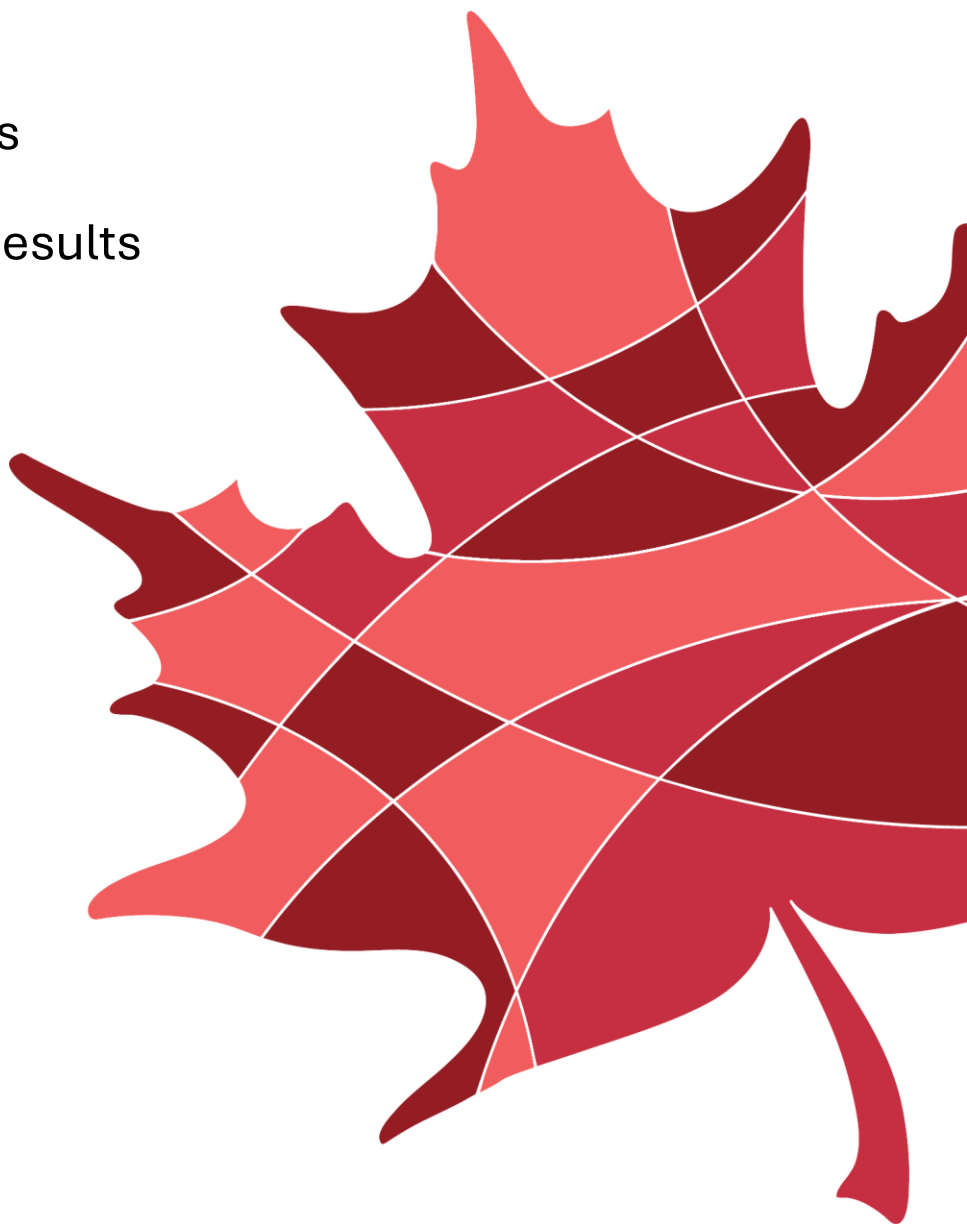


Supplementary Information Tables:

Immigration, Refugees
and Citizenship Canada's

2022–23 Departmental Results
Report

To be published electronically only



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Canada 

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Operating Context

Canada remains a top choice for people looking for a new place to work, study and build their lives with their families. Newcomers and visitors fuel the Canadian economy and add vibrancy to Canada's communities.

In 2022–23, Immigration, Refugees and Citizenship Canada (IRCC) continued to strengthen Canada's immigration system by focusing on people, families and communities. Canada capitalizes its advantage in the global race for talent, supports our industries, and enables us to be flexible in responding to global humanitarian crises and help people when they need it most.

The Department responded to a global environment marked by mounting humanitarian crises, namely in Afghanistan starting in 2021, and Ukraine starting in 2022. More specifically, as part of the Government of Canada's response to Russia's full-scale invasion of Ukraine in 2022, IRCC introduced special programs to help Ukrainian nationals and their family members find safety in Canada. In response to the fall of Kabul in August 2021, IRCC committed to resettling at least 40,000 Afghans by the end of 2023.

The Department balances competing pressures, which include 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. These individuals include those seeking temporary or permanent resident entry into Canada and subsequently settling into Canadian society, those pursuing Canadian citizenship, Canadians seeking a Canadian passport, and 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, and other stakeholders on a variety of key immigration-related topics. These include immigration levels planning, economic immigration, and settlement and integration of newcomers, including refugees and protected persons.

IRCC also strives for 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 has been experiencing significant year-over-year increases in some of its most important lines of business as many around the world seek to enter Canada temporarily or permanently.

IRCC plans to welcome historic numbers of newcomers in 2023–24. In recent years, the Department has added resources, embraced new technology, streamlined processing,

and brought more processes online. These changes are all important improvements to Canada's immigration system and will support IRCC's operations in 2023–24.

IRCC's challenge is to effectively manage increases in application volumes across all of its lines of business as international travel returns to pre-pandemic levels and Canada's economic recovery takes hold. This will occur with the context of 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 (IRCC) facilitates the entry of temporary residents, manages the selection, settlement and integration of newcomers, grants citizenship, and issues passports to eligible citizens. The Minister of Immigration, Refugees and Citizenship is responsible for this organization.

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

Mandate and role

IRCC selects and welcomes, as permanent and temporary residents, foreign nationals whose skills contribute to Canadian prosperity.

It also reunites family members and 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 Canadian Passport Program and issuance of 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 contracts, grants or contribution agreements, 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 28 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 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

This supplementary information table supports reporting on green procurement activities in accordance with the [Policy on Green Procurement](#).

Context

Immigration, Refugees and Citizenship Canada (IRCC) is bound by the [Federal Sustainable Development Act](#) but did not develop an optional 2022–23 Departmental Sustainable Development Strategy (DSDS) report. Instead, to comply with the reporting requirements under the *Policy on Green Procurement* for 2022 to 2023, the Reporting on Green Procurement supplementary information table was prepared and listed for inclusion in the 2022–23 Departmental Results Report.



Commitments

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

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

FSDS targets	FSDS contributing actions	Corresponding departmental actions	Starting points, performance indicators, targets	Results achieved	Contribution by each departmental action to the FSDS goal and target
Reduce greenhouse gas (GHG) emissions from federal government facilities and fleets by 40% below 2005 levels by 2025 and 90% below 2005 levels by 2050.	Fleet management will be optimized by applying telematics to collect and analyze vehicle usage data on vehicles scheduled to be replaced.	Developed a fleet reduction plan within IRCC inventory to reduce fleet GHG emissions. The plan included: 1. Installing telematics on all fleet vehicles to collect and analyze vehicle usage data 2. Recycling within or eliminating old or underutilized (needless) vehicles 3. Replacing current inefficient fuel consuming vehicles with more fuel efficient ones, including use of hybrid and/or all electric models	Starting point: GHG emissions from fleet in fiscal year 2005–06 (base year): = [0.094] ktCO₂e Target: Reduce GHG emissions by 40% in 2025 relative to 2005 Performance indicator: Percentage change of GHG emission change from FY 2005–06	• GHG emissions from fleet in FY 2022–23 = 0.020 ktCO₂e • Percentage change in GHG emissions from baseline year 2005–06 to 2022–23 = 78.72% decrease from baseline year • Disposed of 0 (zero) vehicles in 2022–23 • Purchased 0 (zero) vehicles in 2022–23	FSDS: An annual fleet plan is developed and used to monitor vehicle usage, determine disposal, and recommend replacements with newer vehicle technologies, such as plug-in hybrids or all electric powertrains that reduce GHG emissions. UN-SDG: SDG13.2: CLIMATE ACTION. Integrate climate change measures into national policies, strategies and planning.
		Train fleet managers on	Starting point: In baseline	• Given the suspension of the	FSDS: Fleet training and anti-

		vehicle fleet best practices.	year 2018–19, the number and percentage of fleet managers who received training on vehicle fleet best practices is 5 out of 8 (63%). Target: By 2023, 100% of fleet managers will receive fleet training Performance indicator: Number and percentage of fleet managers who receive training on vehicle fleet best practices	relevant courses at the Canada School of Public Service (CSPS) since 2021, 0 out of 7 (0%) of fleet managers received training on vehicle fleet best practices during 2022–23 (courses were not made available by CSPS).	idling messages to fleet managers and drivers encouraged reduction of GHG emissions. UN-SDG: SDG13.3 CLIMATE ACTION Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.
Our administrative fleet will consist of at least 80% zero-emission vehicles by 2030.	Fleet management will be optimized by applying telematics to collect and analyze vehicle usage data on vehicles scheduled to be replaced.	1. All new executive vehicle purchases will be zero-emission vehicles (ZEVs) or hybrids 2. At least 75% of new light-duty fleet vehicle purchases will be ZEVS or hybrids	Starting point: In baseline year 2018–19, the number of vehicles in IRCC inventory was: • 0 equipped with telematics • 0 electric vehicles • 12 conventional internal combustion vehicles (57%)	By end of 2022–23 • Number of vehicles equipped with telematics: 11/11 (100%) • Number of electric vehicles 0/11 (0%) • Number of conventional vehicles: 6/11 (55%) • Number of hybrid	FSDS: Fleet management adheres to Treasury Board Guidelines on Light-Duty Vehicles and Executive Vehicles when acquiring new vehicles or replacing existing ones. Public Services and Procurement Canada (PSPC) standing offers are leveraged to obtain the most fuel efficient option for a specific application (hybrid or all electric). The acquisition reduces carbon intensity and lowers GHG emissions. IRCC was successful in reducing the inventory of

			• 9 hybrid vehicles (43%) Target: Our light-duty fleet will consist of 100% ZEVs by 2030 Performance indicator: • Number and percentage of vehicles equipped with telematics • Number and percentage of electric vehicles • Number and percentage of conventional vehicles • Number and percentage of hybrid vehicles	vehicles: 5/11 (45%)	its vehicles resulting in a direct reduction in its GHG emissions. UN-SDG: SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
By 2022, departments have developed measures to reduce climate change risks to assets, services and operations.	Increase training and support on assessing climate change impacts, undertaking climate change risk assessments, and	By 2022–23, IRCC will work on understanding and evaluating the risks of climate change impacts that might affect IRCC assets, services and operations on a national level and set measures to	Starting point: Work will be ongoing to complete the IRCC climate risk assessment Target: By 2022–23, complete a departmental	IRCC has well-advanced its development of the climate risk and vulnerability assessment (CRiVa) that will include an action plan with measures and mitigation	FSDS: Introducing climate variability and change into policy, programs, and operations is important to adjust to a changing climate and is consistent with the Government’s risk management approach of enhancing the protection of assets and

	developing adaptation actions to public service employees, and facilitate sharing of best practices and lessons learned.	reduce those climate change risks where necessary.	climate risk assessment and develop measures to reduce identified risks, as required Performance Indicators: Completion of climate risk assessment for IRCC and development of measures to reduce climate change risks to assets, services and operations, as required	strategies to reduce the impact of severe weather conditions on operations and critical services at the national level. Several meetings were convened with the consultant and all relevant stakeholders, and work on the CRiVa has already commenced. There is much more to come in this fiscal 2023–24, with one objective in mind: Finalize the CRiVA with all of its components by end of fiscal 2023–24.	resources and strengthening planning and decision-making. UN-SDG: SDG13.2: CLIMATE ACTION Integrate climate change measures into national policies, strategies and planning.
Actions supporting the Goal: Greening Government [This section is for actions that support the Greening Government Goal but do not directly support an FSDS target]	Departments will use environmental criteria to reduce the environmental impact and ensure best value in government procurement decisions.	Purchase of copy paper and commercial printing that contains a minimum of 30% recycled content.	Starting point: In baseline year 2018–19, 100% of IRCC paper purchases contained a minimum of 30% recycled content Target: 100% of paper purchases contain 30% recycled content or	100% of paper purchases contained a minimum of 30% recycled content via National Master Standing Offers	FSDS: Procurement activities support the transition to a low-carbon economy by procuring green items via National Master Standing Offers, which requires suppliers to offer paper that contains minimum 30% of recycled content. These practices support the reduction of IRCC's ecological footprint and contribute to reducing GHG emissions.

			better via the National Master Standing Offer for Office Supplies Performance indicator: Percentage of copy paper and commercial printing purchases that contain a minimum of 30% recycled content and are certified to a recognized environmental standard to reduce the environmental impact of its manufacturing		UN-SDG: SDG: 12.7 RESPONSIBLE CONSUMPTION AND PRODUCTION Promote public procurement practices that are sustainable, in accordance with national policies and priorities.
		Promote sustainable workplace operations by reducing printing devices to achieve a target of 8 employees to 1 printing device.	Starting point: Ratio of employees to printing devices in fiscal year 2015–16 (base year) = 3.86 employees to 1 printing device (3.86:1) Ratio of employees per printing device in fiscal year 2018–19 = 8.86 employees per printing device (8.86:1) Target: 8 employees	Ratio of employees per printing device in 2022–23 = 20.56	FSDS: IRCC has managed to reduce its printing devices via projects, such as Print Services Modernization and by introducing new tools (e.g., electronic signature) which help reducing IRCC's GHG emissions. UN-SDG: SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

			per printing device achieved as of March 2019, thus a new target of 15 employees per printing device was set in 2020 to be achieved by 2023 Performance indicator: Ratio of employees per printing device		
		Promote sustainable workplace operations by meeting or exceeding paper consumption reduction of 20%.	Starting point: Number of sheets of paper per employee in 2010–11 (base year) = 5,996 sheets/employee Number of sheets of paper per employee in 2018–19 = 1,251 sheets/employee Target: 20% reduction Performance indicator: Percentage (%) change in paper consumption from FY 2010–11; Percentage (%) change in paper	• Number of sheets per employee in 2022–23 = 262 sheets per employee • Percentage (%) change in paper consumption from baseline year 2010–11 to 2022–23 = 95.64% decrease from baseline year	FSDS: IRCC promotes green practices and sustainable workplace operations via messaging and programs that encourage employees to reduce their paper consumption, which leads to GHG reductions during manufacturing and transportation of paper. UN-SDG: SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

			consumption from 2010–11 to 2018–19 = 79% decrease from baseline year		
	Support for green procurement will be strengthened, including the provision of guidance, tools and training for public service employees.	Ensure all procurement officers and decision-makers have the necessary training and awareness to support green procurement.	Starting Point: In base line year 2018–19, 100% of Procurement Specialists and 100% of Materiel Management Specialists received training on green procurement Target: 100% of Procurement Specialists and Materiel Management Specialists Performance indicator: Percentage of Procurement Specialists and Materiel Management Specialists who have completed training on green procurement	• 93% of Procurement Specialists and Compliance and Monitoring have completed green procurement training • 100% of Materiel Management specialists have completed green procurement training	FSDS: Green procurement and green procurement training incorporates environmental criteria into purchasing decisions, which directly lead to reduced embodied GHG emissions in acquired goods and services. Procurement officers who are trained to apply such criteria can result in the award of contracts to suppliers with a reduced GHG footprint. This is expected to motivate suppliers to reduce GHG emissions associated with their goods, services and supply chains. UN-SDG: SDG12.7: RESPONSIBLE CONSUMPTION AND PRODUCTION Promote public procurement practices that are sustainable, in accordance with national policies and priorities.
		Ensure key officials include contribution to and support for the Government of Canada Policy	Starting Point: In base line year 2018–19, 100% of key officials have included	• 9 out of 9 (100%) managers and functional heads of	FSDS: Performance evaluations of managers and functional heads of procurement include green procurement

		on Green Procurement objectives in their Performance Management Agreements (PMA).	contribution to and support for the Government of Canada Policy on Green Procurement objectives in their PMA – 6 out of 6 (100%). Target: 100% of Key Officials Performance indicator: Percentage of functional heads and managers of procurement and materiel management whose performance evaluation include support and contribution toward green procurement in the current fiscal year	procurement and materiel whose performance evaluation includes support and contribution toward green procurement This includes: • 1 Director General • 1 Director • 3 Assistant Directors • 4 Managers	objectives to educate and ensure procurement officers are leveraging green procurement criteria in solicitations whenever possible. UN-SDG: SDG12.7: RESPONSIBLE CONSUMPTION AND PRODUCTION Promote public procurement practices that are sustainable, in accordance with national policies and priorities.
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Report on integrating sustainable development

IRCC will continue to ensure that its decision-making process includes consideration of Federal Sustainable Development Strategy (FSDS) goals and targets through its strategic environmental assessment (SEA) process. An SEA for a policy, plan or program proposal includes an analysis of the impacts of the proposal on the environment, including on relevant FSDS goals and targets.

Public statements on the results of IRCC's assessments are made public when an initiative has undergone a detailed [SEA](#). The purpose of the public statement is to demonstrate that the environmental effects, including the impacts on achieving the FSDS goals and targets, of the approved policy, plan or program have been considered during proposal development and decision-making.

Details on transfer payment programs

Actual spending of \$5 million or more

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

General information

Name of program:

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

Start date:

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

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

Ongoing

Link to departmental result:

Permanent residents are welcomed and benefit from settlement supports

Link to Department's program inventory:

Purpose and objectives of transfer payment program:

Under the Canada-Quebec Accord, 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 the 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 for 2022–23:

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 Quebec's 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 six comparative studies that show reception and integration services for newcomers to be generally comparable in both jurisdictions, therefore meeting the requirements of the Accord.

The last comparative study covering the 2020–21 reporting period was tabled at the IRCC-MIFI Joint Committee meeting on November 1, 2022. 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 included 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. For the first time, the study introduced a new methodology with indicators of comparison to better understand the comparability of services in both jurisdictions and to be used as a baseline for future comparisons. 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 next biannual study covering the 2022–23 reporting period is scheduled for the fall 2023.

Findings of audits completed in 2022–23:

There were no audit engagements related to the Canada-Quebec Accord in 2022–23.

Findings of evaluations completed in 2022–23:

There were no evaluation completed in 2022–23.

The next planned evaluation is scheduled for completion in 2025–26.

Engagement of applicants and recipients in 2022–23:

IRCC and MIFI (formerly Ministère de l'Immigration, de la Diversité et de l'Inclusion) meet on an annual basis, through the IRCC-MIFI Joint Committee, to coordinate the implementation of Canada's 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 was tabled at the IRCC-MIFI Joint Committee meeting in November 2022.

Financial information (dollars)						
Type of transfer payment	2020–21 actual spending	2021–22 actual spending	2022–23 planned spending	2022–23 total authorities available for use	2022–23 actual spending (authorities used)	Variance (2022–23 actual minus 2022–23 planned)
Total grants	650,270,000	697,030,000	697,030,000	726,729,000	726,729,000	29,699,000
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	650,270,000	697,030,000	697,030,000	726,729,000	726,729,000	29,699,000

Explanation of variance: 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.

Interim Housing Assistance Program

General information

Name of transfer payment program:

Interim Housing Assistance Program (IHAP)

Start date:

March 21, 2019

End date:

March 31, 2023

Type of transfer payment:

Grants

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2020–21

Link to departmental result:

Potential permanent residents are selected for immigration to Canada.

Link to Department's program inventory:

Asylum

Purpose and objectives of transfer payment program:

Canada experienced an increase in asylum claimants starting in 2017, including both arrivals through ports of entry and between ports of entry (i.e., irregular migration). Provinces called for support in managing the downstream impact of asylum flows, including interim housing pressures. While COVID-19-related travel and border measures reduced the number of asylum claimants entering Canada in 2020 and 2021, the gradual lifting of these measures, beginning in November 2021, led to an increase in the number of asylum claimants entering Canada. This resulted in additional pressures on provincial and municipal shelter systems, whose costs were exacerbated by COVID-19 related requirements (e.g., physical distancing and cleaning) and longer than average stays, influenced by a national affordable housing crisis.

As a temporary program, IHAP has contributed to the federal Government's commitment to provide time-limited financial support to provinces and municipalities to address extraordinary interim housing pressures resulting from increased volumes of asylum claimants entering Canada in recent years. The program was extended to 2022–23 to continue addressing provincial and municipal interim housing costs given the historical nature of the volumes of claimants.

Results achieved for 2022–23:

IHAP has enabled provinces and municipalities to continue to provide interim housing to increasing numbers of asylum claimants while also providing services to other vulnerable

Canadians. Starting in November 2021, with the removal of COVID-19-related border measures related to asylum claimants, historical and unprecedented volumes of asylum claimants were experienced in 2022–23. These claimants totalled 106,657 most of which continued to arrive in Quebec and Ontario. This placed additional pressures on the shelter systems and related support services of provincial and municipal partners.

In 2022–23, Immigration, Refugees and Citizenship Canada (IRCC) provided a total of \$164.3 million through six grants to assist the City of Toronto, the City of Ottawa and the Province of Quebec with costs incurred in providing interim housing to asylum claimants in 2021 and 2022, including ongoing expenses related to the pandemic. Payments were made in 2022–23, because IHAP was only renewed late in 2021 with funding received through Main Estimates in 2022–23.

Payments provided through the Interim Housing Assistance Program in 2022–23

Provinces/Municipalities	Amount Paid (dollars)	Coverage		
		2021	2022	2023
Province of Quebec	17.6 million	X		
	49.3 million		X	
City of Toronto	17.1million	X		
	39.9 million (first payment)		X	
	31.4 million (second payment)		X	
City of Ottawa	9 million		X	
Total	164.3 million			

Findings of audits completed in 2022–23:

There were no audit engagements related to the Interim Housing Assistance Program conducted in 2022–23.

Findings of evaluations completed in 2022–23:

No evaluation has been undertaken for the Interim Housing Assistance Program.

The next planned evaluation is scheduled for completion in 2026–27 as part of the Evaluation of the Asylum Program.

Engagement of applicants and recipients in 2022–23:

Following a written request by provinces and municipalities demonstrating that they incurred eligible costs in providing interim housing for asylum claimants, departmental officials engaged applicants to assess the claim and support discussions on the final amount of the funding relief. IRCC also continues to engage provinces through existing fora to better understand and help alleviate the pressures they are facing with respect to providing temporary housing to asylum claimants.

Financial information (dollars)						
Type of transfer payment	2020–21 actual spending	2021–22 actual spending	2022–23 planned spending	2022–23 total authorities available for use	2022–23 actual spending (authorities used)	Variance (2022–23 actual minus 2022–23 planned)
Total grants	163,000,000	0	173,000,000	173,000,000	164,300,000	(8,700,000)
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	163,000,000	0	173,000,000	173,000,000	164,300,000	(8,700,000)

Explanation of variance: Transfer payments under IHAP were lower than planned spending, given the ongoing discussions with provinces and municipalities on eligible expenses, which resulted in lower payments than originally expected.

Settlement Program

General information

Name of transfer payment program:

Settlement Program

Start date:

May 15, 2008

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2019

Link to departmental result:

Permanent residents are welcomed and benefit from settlement supports.

Link to Department's program inventory:

Settlement

Purpose and objectives of transfer payment program:

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

IRCC Settlement Program plays a major role in the integration of newcomers by assisting immigrants and refugees to overcome barriers specific to them so that they can fully engage in social, cultural, civic and economic life in Canada. The program aims to provide

newcomers with support prior to their arrival in Canada. Once in Canada, the program provides needs assessment, assets assessments and information required to make informed decisions, develop and leverage employment and language skills, and support to build networks within their new communities. The program also supports the integration of French-speaking newcomers through the Francophone Integration Pathway, which consists of a suite of settlement services in French, offered by Francophone communities outside Quebec, and aimed at facilitating reception, support, economic and socio-cultural integration, and 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 for 2022–23:

[IRCC is investing approximately \\$1 billion in 2022–23](#) to support the settlement needs of newcomers (outside of Quebec) through the [Settlement Program](#). Settlement services include information and orientation to help newcomers make informed decisions about their settlement and better understand Canada’s laws and institutions, language training to help with integration into communities and the labour market, community connections services to help build a sense of belonging, and employment-related services such as job-search orientation, employer connections and information about foreign credential recognition pathways. In 2022–23, the Settlement Program was able to successfully support settlement services to 607,866 newcomers to Canada through direct services provided by over 550 service provider organizations (SPOs) to help newcomers prepare for life in Canada and successfully integrate. This includes close to 80 francophone service providers, which support the integration of French-speaking newcomers into francophone-minority communities. Tailored supports are also available to newcomer populations that face additional barriers to services and who are at increased risk of marginalization, including racialized newcomers, females, youth, seniors, people living with a disability, and 2SLGBTQI+ individuals.

To understand and address the needs of newcomers, 295,269 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 504,129 newcomers.

Furthermore, 100,325 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 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 68,825 newcomers in 2022–23. Through [Community](#)

[Connection](#) activities, 103,680 clients received services to network with Canadian peers, learn to access services in the community, and create linkages with local organizations. IRCC launched the Racialized Newcomer Women Pilot in 2018 to support targeted employment services for racialized newcomer females through the Settlement Program. While the Pilot officially ended in March 2023, [funding for some projects is being extended until March 31, 2025](#) to address ongoing need.

To ensure a welcoming environment for newcomers, IRCC supported 86 Local Immigration Partnerships (LIPs) in 2022–23 to promote service coordination and community planning around the needs of newcomers at the local level. IRCC also supported nine new Zonal Immigration Partnerships (ZIPs) in their efforts to attract, welcome and retain newcomers to small and rural centres. Since its launch in 2020, the National LIPs Secretariat (NLS) continues to foster partnership building and strengthen collaboration and information sharing among LIPs and ZIPs across the country. NLS acts as a focal point and unified voice for LIPs at national tables, including consultations leading to the Call for Proposals 2024. IRCC also continues to support LIPs by expanding their eligible activities to include anti-racism and anti-discrimination initiatives, and supporting the mobilization of key community partners to support Afghan and Ukrainian arrivals to Canada.

IRCC also supported 13 Réseaux en immigration francophones (RIFs) to attract, recruit, welcome and integrate French-speaking newcomers. In 2022, the RIF Logic Model has been revised to strengthen and expand the RIFs' role in community engagement, community capacity building and promotion of francophone immigration. In 2022–23, the 14 communities (outside Quebec) participating in the [Welcoming Francophone Communities Initiative](#) continued to implement the activities outlined in their community plans, which aim to create spaces where French-speaking newcomers would feel welcomed and facilitate long-lasting linkages between them and the host community. Furthermore, in November 2022, IRCC piloted the funding of a delegation of 20 Francophone community organizations at the [Destination Canada Mobility Forum](#) in Paris (France) and Rabat (Morocco). The Forum promoted immigration to Francophone communities outside Quebec, and helped immigration candidates make informed decisions regarding the region in which they wish to settle and start creating links with their future home community before they even begin their Canadian immigration journey.

In August 2021, [IRCC announced an investment of \\$100 million](#) over three years (2021–24) for [Service Delivery Improvement – archived](#) (SDI) 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, 78 successful projects were approved for funding. All projects are underway and will end no later than March 31, 2024. Under the 2022–23 Equity Request for Quotations, IRCC is supporting 17 projects in the area of anti-racism, mainstreaming gender equality, and Gender-Based Analysis Plus (GBA Plus). Projects funded under the research and capacity building streams will identify gaps and barriers to newcomer integration and fund initiatives to build the capacity of small, racialized organizations.

Others funded under the service delivery stream will increase the ability of service provider organizations to address racism in newcomer service delivery.

Efforts have been made to further consolidate the Francophone Integration Pathway (FIP), a suite of settlement services in French and offered by francophone organizations, to facilitate lasting ties between newcomers and Francophone communities outside of Quebec. In 2022–23, 61% of French-speaking newcomer clients have accessed at least one service provided by an IRCC-funded francophone service provider organization, compared to 57% in the previous fiscal year.

Findings of audits completed in 2022–23:

A review of Settlement Network’s Management of the Administrative Flat Rate is currently in the reporting phase and will be tabled September 2023.

Findings of evaluations completed in 2022–23:

No evaluation has been undertaken for the Settlement Program.

The next planned evaluation is scheduled for completion in 2026–27.

Engagement of applicants and recipients in 2022–23:

In 2022–23, IRCC strategically engaged key internal and external partners on different elements of the Settlement Program ahead of the 2024 Call for Proposals in order to inform them of IRCC’s approach to program changes, and to provide stakeholders with the opportunity to provide feedback, given the key role that stakeholders play in newcomers’ settlement and integration experience.

In addition, correspondence and communication with SPOs continued on a regular basis, to address agreement management, in-person and virtual activity and financial monitors, and the review of qualitative and quantitative reporting from SPOs. It was also carried out at community meetings organized by umbrella organizations, LIPs, RIFs, and other relevant stakeholders.

IRCC also finalized the review of results from the fourth annual Newcomer Outcomes Survey (NOS), which included questions on race. As the only source through which the Department collects data on all newcomers, the NOS is a vital tool for 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.

Ongoing engagement with service delivery partners and stakeholders supports IRCC’s program policy and operational goals of developing and delivering programming that is responsive to the needs of clients and communities. The National Settlement and Integration Council (NSIC) has been IRCCs main mechanism for information exchange, stock taking, and the sharing of innovative and promising practices among the settlement

sector, institutions and other partners, key settlement, resettlement and integration stakeholders, provincial/territorial governments, and other federal government departments. In 2022–23, IRCC held two videoconference meetings of the NSIC to discuss emerging issues for groups facing multiple barriers and inequities, and to seek NSIC members’ views on ways to increase uptake and knowledge of tax benefits among newcomers. Together with settlement sector leadership, IRCC has also been reviewing its current engagement model with a view to strengthening the two-way dialogue between the settlement sector and the Department going forward.

In 2022–23, IRCC continued engaging with IRCC’s [Youth Advisory Group](#) (YAG), a forum dedicated to engagement between youth (aged 16 to 24) and officials on a range of departmental-related issues and priorities. Since the fall 2022, the YAG has focused on the theme of refugee resettlement, with a view to develop recommendations for the Department on this topic. On November 10, 2022, a videoconference was held during which the Refugee Resettlement Policy Branch presented on Canada’s Refugee Resettlement Program and sought the YAG members’ views on this program. On February 7, 2023, Minister Fraser met with the group and shared his reflections in response to members’ questions on refugee resettlement, family reunification, and public attitudes toward refugees. At this meeting, the YAG also engaged with Afghanistan Settlement Branch to discuss housing as it relates to the (re)settlement journey and mass arrivals. The YAG met in Ottawa on May 15–16, 2023 to engage senior officials on a variety of topics, and to advance their group work to develop refugee resettlement recommendations for the Department, which will be presented in Summer 2023.

Francophone Focus

In 2022–23, the Comité consultatif national en établissement francophone (National Francophone Settlement Advisory Committee, or CCNEF), co-led by IRCC, continued to advance discussions on francophone settlement programming and on ways to better support the francophone settlement sector. A preliminary report highlighting key findings was produced in June 2022. In January 2023, the CCNEF convened in-person in Ottawa to discuss and validate these findings and continue the analysis of key themes related to Francophone settlement programming. The final report, including recommendations for IRCC, is on track to be delivered in late Spring 2023.

From May to August 2022, Canadian Heritage held pan-Canadian consultations on the [Action Plan for Official Languages 2023–2028](#), including a thematic session on francophone immigration with community stakeholders led by IRCC on June 22, 2022. These consultations allowed community, national and regional stakeholders, provincial/territorial government stakeholders, and the general public to share their opinions on key issues and inform the development of the proposed initiatives.

Financial information (dollars)

Type of transfer payment	2020–21 actual spending	2021–22 actual spending	2022–23 planned spending	2022–23 total authorities available for use	2022–23 actual spending (authorities used)	Variance (2022–23 actual minus 2022–23 planned)
Total grants	14,433,955	15,817,311	55,000,000	17,468,920	17,155,774	(37,844,226)
Total contributions	786,481,494	832,413,887	971,022,398	1,046,184,896	956,360,675	(14,661,723)
Total other types of transfer payments	0	0	0	0	0	0
Total program	800,915,449	848,231,198	1,026,022,398	1,063,653,816	973,516,449	(52,505,949)

Explanation of variance: Funding in relation to the 2022–2024 Multi-Year Immigration Levels Plan, for the Afghanistan humanitarian commitment, and for the Special Immigration Measures for Ukrainian Nationals were not included in 2022–23 Planned Spending.

Actual spending was lower than planned as a result of a late-in-the-year lapse due to the nature of the activities performed, including SPO delays in recruiting staff due to labour shortages, as well as delays in planned activities.

Resettlement Assistance Program

General information

Name of transfer payment program:

Resettlement Assistance Program (RAP): Voted

Start date:

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

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2022–23

Link to departmental result:

Permanent residents are welcomed and benefit from settlement supports.

Link to Department's program inventory:

Refugee Resettlement Program

Purpose and objectives of transfer payment program:

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

Pre-departure services for RAP clients are delivered through funding arrangements with international partners, such as the International Organization for Migration (IOM) and the United Nations Refugee Agency (UNHCR).

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

Income support is administered directly by the Department and can be provided for up to 12 months, if the RAP client's income is insufficient to meet their own needs and the

needs of any accompanying dependants. In most cases, RAP clients also receive start-up allowances for expenses related to furniture and other household supplies.

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

RAP also funds certain in-Canada activities to support the private sponsorship of refugees (for example, the Refugee Sponsorship Training Program).

Results achieved for 2022–23:

In 2022–23, IRCC continued to meet the immediate and essential needs of government-assisted refugees (GARs) and certain other eligible clients through the RAP. The program continued to support an increasing number of GAR arrivals, including those from Afghanistan. Pre-departure services continued to be provided to all resettled refugees (GARs, Privately Sponsored Refugees, Blended Visa Office Referred Refugees and Joint Assistance Sponsorship), and to all other clients eligible through RAP who elected to use these services. Exceptional temporary accommodation supports to Afghan clients in transit countries in 2022–23 was also provided.

In 2022–23, there were 23,759 GAR admissions across the country, compared to 14,526 admissions in 2021–22. During the period, a total of 20,843 GARs received RAP services (excluding Quebec), an uptake rate of 95% for GARs. To further support GARs in having the tools to live independently in Canadian society, 93% of GARs outside of Quebec accessed IRCC Settlement services within their first year of arrival.

Communities across Canada continued to face tight rental market conditions and RAP faced pressures due to extended stays of clients in temporary accommodation and delays in moving clients into more permanent accommodation. In response, RAP provided funding to SPOs to implement additional housing search supports, testing new ways of providing temporary housing supports, and providing additional supports to clients in the tightest markets who face additional barriers to securing housing (e.g., larger families or those with accessibility and/or safety considerations).

During the period, continued efforts to extend the resettlement community footprint were undertaken to include smaller and more remote communities. This was carried out to alleviate pressures on service provider organizations created by increased volumes of GAR arrivals, as well as to better support client resettlement and integration, accounting for cost of living considerations.

Through Canada's Afghan initiatives, IRCC facilitated the resettlement to Canada of 10,734 GARs as well as 1,283 additional clients through the Extended Family Public Policy (EFPP) of former Afghan interpreters for a total of 12,016 clients in 2022–23. Of this total, 11,943 Afghan clients were resettled to 60 medium and smaller sized cities across Canada, excluding Quebec. All GARs resettled to Canada receive up to 12 months of RAP

income support, whereas EFPP clients are provided with a one-time payment equal to three months of RAP income support.

Findings of audits completed in 2022–23:

There were no audit engagements related to the RAP conducted in 2022–23.

Findings of evaluations completed in 2022–23:

No evaluation has been undertaken for the RAP.

The next planned evaluation is underway and scheduled to be completed in 2023–24.

Engagement of applicants and recipients in 2022–23:

In 2022–23, IRCC regularly consulted with RAP settlement provider organizations through national and regional engagement tables to help support capacity building with respect to the provision of immediate and essential services to refugees, including those from Afghanistan. The RAP National Coordinator has continued to play an instrumental role in providing centralized planning and communication to RAP SPOs and settlement service providers across Canada to facilitate the resettlement of Afghan refugees. The Afghanistan National Resettlement Steering Committee held an in-person meeting in October 2022 to discuss progress made and forward planning to support the [Government of Canada's commitment](#) to welcome at least 40,000 Afghan refugees by the end of 2023.

Financial information (dollars)						
Type of transfer payment	2020–21 actual spending	2021–22 actual spending	2022–23 planned spending	2022–23 total authorities available for use	2022–23 actual spending (authorities used)	Variance (2022–23 actual minus 2022–23 planned)
Total grants	12,000,000	29,000,000	25,433,896	569,035,458	495,718,572	470,284,676
Total contributions	68,066,132	185,498,417	190,489,718	626,544,596	415,603,358	225,113,640
Total other types of	0	0	0	0	0	0

transfer payments						
Total program	80,066,132	214,498,417	215,923,614	1,195,580,054	911,321,930	695,398,316

Explanation of variance: Funding in relation to the 2022-2024 Multi-Year Immigration Levels Plan, for the Afghanistan humanitarian commitment and for the Special Immigration Measures for Ukrainian Nationals, were not included in 2022–23 Planned Spending.

A re-profile request for \$20 million in RAP funding has been approved to move funds from 2022–23 to 2023–24 to support the expected arrivals of Afghans.

Actual spending of less than \$5 million

Annual Assessed Contribution to the International Organization for Migration

General information

Name of transfer payment program:

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

Start date:

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

End date:

Ongoing

Type of transfer payment:

Contribution²

Type of appropriation:

Funds are appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2010–11

Link to departmental result:

Potential permanent residents are selected for immigration to Canada.

Link to 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 evaluation and audit, and budget setting practices.
- Enhance its knowledge on global migration trends and approaches to managed migration.
- Advance its international priorities on migration and protection, which include promoting well-managed migration systems and deterring irregular migration; facilitating economic growth and addressing labour market needs; supporting other states' efforts on settlement and integration; promoting balanced public narratives on migrants and refugees; contributing to international efforts for refugee protection; and responding to emerging global trends and policy issues.
- Deliver IRCC programs in the areas of resettlement, migration health and capacity building.
- Provide humanitarian assistance for migrants, refugees and internally displaced persons (Global Affairs-related priority).

² Canada's assessed contribution rate is a percentage of the IOM's annual administrative expenses, determined by IOM on a capacity-to-pay basis. To determine a state's capacity to pay, and resulting contribution rate, IOM relies upon the United Nations contribution rates, established by United Nations resolution (also determined on a capacity-to-pay basis).

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

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

Results achieved for 2022–23:

IRCC continued working closely with the IOM in 2022–23 to arrange travel, facilitate immigration medical exams, and deliver pre-embarkation health checks and other pre-departure medical services, as well as cultural orientation, to all travel-ready refugees. IRCC also partners closely with the IOM toward capacity building to help improve the migration systems and outcomes in countries and regions.

Findings of audits completed in 2022–23:

There were no audit engagements related to the Annual Assessed Contribution to the International Organization for Migration in 2022–23.

Findings of evaluations completed in 2022–23:

No evaluation has been undertaken for the Annual Assessed Contribution to the International Organization for Migration.

The next planned evaluation is scheduled for completion in 2026–27.

Engagement of applicants and recipients in 2022–23:

As lead department in the overall relationship between the IOM and the Government of Canada, 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, as well as the IOM's alignment with the UN system as an UN related organization.

In 2022–23, Member States of the IOM completed a budget reform exercise which led to consensus agreement to increase Assessed Contributions to address a chronic shortfall in the organization's administrative budget.

IRCC also participates in the organization's formal working groups on Partnerships, Governance and Organizational Priorities, and Budget Reform. Moreover, IRCC was and continues to be present at all informal consultations organized by the IOM and is an active participant at the International Dialogue on Migration, an international biennial migration

policy and governance conference led 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	2020–21 actual spending	2021–22 actual spending	2022–23 planned spending	2022–23 total authorities available for use	2022–23 actual spending (authorities used)	Variance (2022–23 actual minus 2022–23 planned)
Total grants	0	0	0	0	0	0
Total contributions	2,105,966	2,109,858	2,200,000	2,682,654	2,657,574	457,574
Total other types of transfer payments	0	0	0	0	0	0
Total program	2,105,966	2,109,858	2,200,000	2,682,654	2,657,574	457,574

Explanation of variance: The amount represents the yearly membership payment to the International Organization for Migration. Variance is attributable to exchange rates.

Global Assistance for Irregular Migrants

General information

Name of transfer payment program:

Global Assistance for Irregular Migrants

Start date:

April 2013

End date:

March 31, 2024

Type of transfer payment:

Contribution

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2018–19

Link to departmental result:

Potential permanent residents are selected for immigration to Canada.

Link to Department's program inventory:

Asylum

Purpose and objectives of transfer payment program:

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

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

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

Result achieved for 2022–23:

In 2022–23, the Global Assistance for Irregular Migrant (GAIM) program provided \$2,365,150 in contributions, assisting 156 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.

Findings of audits completed in 2022–23:

Audit completed by Internal Controls in 2022–23 recommended that the next contribution agreement should be entered in the Grants and Contributions Systems portal.

A financial monitor was completed in the 2022–23 fiscal year by the Grants and Contributions Financial Management team (GCFM) and no overpayments or follow-up items were identified for the period of review.

There were no internal audit engagements related to GAIM conducted by the Internal Audit and Accountability Branch in 2022–23.

Findings of evaluations completed in 2022–23:

An [Evaluation of the Global Assistance for Irregular Migrants](#) was completed in October 2022.

The next planned evaluation is scheduled for completion in 2027–28.

Engagement of applicants and recipients in 2022–23:

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

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

Financial information (dollars)

Type of transfer payment	2020–21 actual spending	2021–22 actual spending	2022–23 planned spending	2022–23 total authorities available for use	2022–23 actual spending (authorities used)	Variance (2022–23 actual minus 2022–23 planned)
Total grants	0	0	0	0	0	0
Total contributions	1,141,197	1,273,773	3,000,000	3,000,000	2,365,150	(634,850)
Total other types of transfer payments	0	0	0	0	0	0
Total program	1,141,197	1,273,773	3,000,000	3,000,000	2,365,150	(634,850)

Explanation of variance: GAIM 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.

International Migration Capacity Building Program

General information

Name of transfer payment program:

International Migration Capacity Building Program: Voted

Start date:

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

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

Funds are appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2022–23

Link to departmental result:

Potential permanent residents are selected for immigration to Canada

Link to Department's program inventory:

Asylum

Purpose and objectives of transfer payment program:

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

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

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

Results achieved for 2022–23:

The IMCBP has several funding streams: IMCBP Core, the Migration Cooperation and Engagement Envelope (MCEE), the Venezuela Crisis Capacity Building Program Envelope, support to the International Organization for Migration's (IOM) Comprehensive Action Plan for Afghanistan and Neighbouring Countries (CAP), and the Americas Capacity Building Envelope.

IRCC's IMCBP projects undertaken in 2022–23 contributed to the development and strengthening of migration and protection systems in different countries, which enabled migrants and refugees in vulnerable situations and communities facing mobility challenges to receive support and protection and improve their condition. For the target countries and regions, this support was made possible by providing technical assistance,

training and necessary resources, including technology and equipment, to state authorities and organizations to improve migration service provision, management capacity and governance. Through the IMCBP, IRCC has contributed to the strengthening of institutional capacities to ensure safer, more orderly, and regular migration internationally. Canada's bilateral and multilateral relationships with international organizations and the state authorities concerned were facilitated and strengthened through various international fora, conferences and meetings aimed at increasing open dialogue and cooperation, strategic consultation and evidence-based information sharing on international migration and protection. Enhanced cooperation on international migration and refugee protection is key to the success of projects, and helps ensure that Canadian efforts are aligned with current international migration and protection needs.

In the Americas, Canada partnered with the International Organization for Migration (IOM), United Nations Refugee Agency (UNHCR), and International Labour Organization (ILO) to support efforts to facilitate safe, orderly and regular migration while addressing irregular migration and forced displacement in the hemisphere. This includes providing targeted support to host countries of Venezuelan refugees and migrants. Initiatives focused on strengthening migration governance, asylum and protection systems, socio-economic integration of migrants, refugees and returnees, and promoting positive narratives on the contributions of migrants and refugees to their communities.

The following activities occurred in 2022–23 through IMCBP funded projects:

- ILO in Central America supported member countries of the Comprehensive Regional Protection and Solutions Framework (MIRPS) to develop and approve a Regional Strategy for the Recognition of Skills, a key component to facilitate regional mobility and migrants' integration to the labour market.
- In Panama and Colombia, ILO supported the socio-economic integration of Venezuelan refugees and migrants. ILO undertook a mapping and study of the challenges that refugee and migrant females and LGBTQI+ face in accessing vocational training and skills certifications pathways in Colombia and Panama. The study will inform a publication with short- and medium-term policy recommendations.
- Canada partnered with the IOM to support the integration of migrants in Venezuela and Panama by promoting their regularization and access to employment. Preliminary results include expansion of the national registration system for temporary migrant workers to other productive sectors such as construction and transport sectors. The transport sector alone could create a regular pathway for approximately 2,000 migrants.
- In partnership with the UNHCR, Canada continued to support Mexican Commission for Refugee Assistance (COMAR) efforts to strengthen Mexico's asylum system. In 2022–23, there were increased digitization efforts in key offices in Mexico to expedite case processing and adjudications, as well as installation of mobile offices to increase COMAR's presence in high migratory flow areas.

- The IOM worked with the Mexican and British Columbia governments to encourage ethical recruitment from Mexico to Canada through an innovative multi-stakeholder approach. This project contributed to increased awareness and capacity to effectively address a cross-section of issues related to international ethical recruitment and related risks to migrant workers. It also helped to build awareness and capacity of recruiters in Mexico on ethical international recruitment and develop relationships between recruiters in Mexico and employers in British Columbia.
- The IOM supported stakeholders and government authorities in Panama and Costa Rica to increase cross-border coordination and improve capacity to identify and address the protection needs of vulnerable migrants crossing borders.

Canada also continued to support targeted projects in other regions, including the implementation of measures in Pakistan and Nigeria to provide training and equipment to the governments of both countries to strengthen their border management capacity and counter migrant smuggling and trafficking in persons:

- Though Canada's support in Pakistan, along with the United Nations Office on Drugs and Crime (UNODC), over 200 government officials were trained on data management, investigation and victim protection, which contributed to over 1,900 victims of Trafficking in Persons and Smuggling of Migrants (TIPSOM) being identified, and an increase in TIPSOM investigations and prosecutions, with over 1,900 investigations and 1,000 prosecutions conducted.
- In Nigeria, Canada's support to the IOM Border Management project contributed to over 1,300,000 international travellers scanned at the Abuja and Lagos airports using the IOM Migration Information and Data Analysis System (MIDAS) systems delivered through our projects, with over 100 potential human trafficking victims identified by Nigerian authorities using MIDAS.

In 2022–23, IRCC continued to invest in existing and new projects through the IMCBP to allow Canada to contribute to the strengthening of migration and protection systems, to facilitate safe, orderly and regular migration while deterring irregular migration, and to promote open and evidence-based discourse on migration and refugee issues. These investments will continue to support Canada's migration and protection diplomacy priorities and leadership role. IMCBP's expenditures for 2022–23 reached \$19.6 million and the projects funded will contribute to:

- Supporting migration and protection governance management at national and local levels to improve access to protection services for Afghan refugees outside of their country of origin. This may include support to improve their access to the labour market and better social integration, to improve access to basic health services, and to collect data on the living conditions of Afghan refugees and displacement trends.

- Supporting existing projects in the Americas and funding new projects to address a range of migration and protection challenges, including strengthening migration governance, asylum and protection systems, and socio-economic integration of migrants, refugees, and returnees.
- Supporting projects in other regions or that are global in nature to contribute to strengthening international migration and protection governance, such as work related to promoting balanced narratives on migration and promoting complementary pathways.

Projects funded in 2022–23 will be reported on in future fiscal years.

Findings of audits completed in 2022–23:

There were no audit engagements related to the IMCBP in 2022–23.

Findings of evaluations completed in 2022–23:

No evaluation has been undertaken in 2022–23 for the IMCBP.

The next planned evaluation is scheduled for completion in 2024–25, and will focus on the Migration Cooperation and Engagement Envelope.

Engagement of applicants and recipients in 2022–23:

As standard practice, contact between IRCC project sponsors and recipient organizations, such as the UNHCR, the IOM, and the ILO, 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.

IRCC also conducted scoping and monitoring missions to India, Nigeria, Mexico, Costa Rica, Guatemala and Honduras to assess the preliminary results of each project against proposed outcomes, as well as to engage with relevant stakeholders and identify new meaningful initiatives where Canada could contribute the most.

Through the IMCBP, IRCC has continued to pay the membership fees of international organizations related to migration, including the Regional Conference on Migration, the Global Forum on Migration and Development, and the Inter-Governmental Consultations on Migration, Asylum and Refugees (IGC). IRCC’s contribution and active engagement in these organizations allows Canada to contribute to direction-setting and helps advance Canada’s migration and protection diplomacy priorities, strengthens Canada’s relationships with other countries and stakeholders, and allows for the exchange of information on best practices:

- In December 2022, the Regional Conference on Migration organized its XXVII Vice-Ministerial meeting in San Salvador. Canada’s participation in this meeting provided the opportunity to engage multilaterally and bilaterally with Central American countries on promoting regional cooperation and common approaches to address shared migration challenges including irregular migration, and expansion of regular pathways for temporary and permanent migration. Canada also leveraged this opportunity to engage bilaterally with key countries and international organizations active in the region to discuss potential areas of collaboration and obtain an overview of their most pressing challenges.
- In 2022–23, the Chair of the Global Forum on Migration and Development (GFMD) launched roundtable discussions to strengthen international cooperation and policy development on six key topics: the impacts of climate change on human mobility, human rights and migration, diasporas, labour migration, public narratives on migration, and multi-level governance. As a member of the GFMD, Canada has carried out work to promote balanced and evidence-based public discourse on migrants and refugees, recognizing the broader impact discourse can have on social cohesion, support for diversity, economic growth, and innovation. Canada co-chairs the GFMD Working Group on Public Narratives on Migration, which brings together stakeholders from local and national governments, international organizations, civil society, the business sector, and youth, to promote balanced and evidence-based public discourse on migrants and refugees by showcasing the rich contributions they make to communities.
- Canada’s membership in the IGC enabled senior and working level exchanges with IGC member states on a host of valuable immigration, asylum and border management programming issues. Canada had the opportunity to discuss best practices and challenges related to temporary protection programs and long-term planning for Ukrainian displacement following Russia’s full-scale invasion in February 2022 through a series of meetings and workshops that generated helpful outcome materials for member states like questionnaire compilations, background reports, and meeting summaries on responses and plans for displaced Ukrainians. Canadian representatives also benefited from focused discussions on topics such as migration diplomacy, and the latest advances and challenges in asylum, immigration, technology, and border management programming.

Canada also contributed to the Migration Policy Institute (MPI), including support for the Transatlantic Council on Migration. Canada’s participation in MPI events has contributed to strengthening engagement with states and stakeholders, and Canada has also benefit from MPI’s advice and expertise, including through targeted discussions.

Financial information (dollars)

Type of transfer payment	2020–21 actual spending	2021–22 actual spending	2022–23 planned spending	2022–23 total authorities available for use	2022–23 actual spending (authorities used)	Variance (2022–23 actual minus 2022–23 planned)
Total grants	1,699,449	7,999,922	9,650,000	19,650,000	19,650,000	10,000,000
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	1,699,449	7,999,922	9,650,000	19,650,000	19,650,000	10,000,000

Explanation of variance: Funding in relation to the support to the IOM for Comprehensive Action Plan for Afghanistan and Neighbouring Countries, and the Americas Capacity Building Envelope, were not included in 2022–23 Planned Spending.

Gender-based analysis plus

Section 1: Institutional GBA Plus governance and capacity

Diversity and intersectionality are important considerations for 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

IRCC strengthened its support mechanisms for employees in 2022–23, building initiatives introduced in the previous year.

In December 2021, IRCC implemented the Inclusion, Diversity and Employment Equity Sub-Committee, which is a sub-committee to the Human Resources National Labour Management Consultation Committee, 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.

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 employment equity (EE) and equity-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.

Additionally in 2022, the Settlement and Integration Sector established a working group to integrate GBA Plus and Gender Equality into the work of the settlement programs. Now in its second year, the Settlement and Integration Sector (SIS) working group is an established community of practice to build capacity by sharing resources, developing tools and guidance relevant to the sector, as well as organizing an annual learning series to hear from academics and practitioners on migration issues.

Anti-racism

In 2022–23, IRCC enhanced the capacity of anti-racism governance within the Department to address systemic racism more effectively and foster more inclusion in policies, programs, operations and people management practices. The Department’s Anti-Racism Task Force (ARTF), reporting directly to the Deputy Minister, has worked collaboratively with all IRCC sectors to address racism in three key areas: equitable 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 Sector Leads, and working groups within business lines serving as primary agents of coordination of anti-racism initiatives within the sectors.

IRCC’s [Anti-Racism Strategy 2.0 \(2021–24\)](#) was developed in consultation with Diversity, Equity and Inclusion networks and stakeholders including Unions and published in July 2022. The Department has continued the Strategy’s implementation, socialization and refinement through expanded engagement with internal and external stakeholders. Key actions completed in 2022–23 to advance anti-racism in each of the five pillars of the strategy include:

- **Leadership Accountability:** Developing an Anti-Racism, Equity and Inclusion (ARDEI) index prototype to equip executives with the tools to achieve success in reaching employment equity goals and accelerate anti-racism efforts. Providing

Quarterly Reports for the Minister's Office to highlight areas of progress and focus the Department is taking to address racism and bias in workplace culture, policies and programs, and service delivery.

- **Equitable Workplace:** Releasing the second iteration of IRCC Anti-Racism Employee Survey, capturing indicators and sentiment around how the Department has improved or regressed in areas related to workplace culture and service delivery since the first Anti-Racism Employee Survey in 2020.
- **Policy/program Design:** Completing racial equity review pilots, enhanced with application of the Racial Impact Assessment Tool (RIAT), GBA Plus, and intersectional lenses to provide a baseline understanding of bias and generate recommendations to address systemic racism in targeted policy and program areas. Developing the Institutional Bias and Racism Identification method to address bias and racism in decision-making and risk management. Disseminating information within IRCC about equity in humanitarian responses.
- **Service Delivery:** Piloting an assessment of causes, gaps and biases in differential outcomes for populations from Black-majority countries through an application of the Institutional Bias and Racism Identification Method (IBRIM). Designing an expansion of IBRIM application for other comparative case loads to identify gaps in risk management in 2023–24. Supporting 17 new projects in the area of anti-racism, and mainstreaming GBA Plus within the Settlement and Integration Sector under 2022–23 Equity Request for Quotations to identify gaps and barriers to newcomer integration and fund initiatives to build the capacity of small, racialized organizations.
- **Data and Research:** Completing IRCC's Disaggregated Data and Analytics Directive (DDAD) to ensure that standards for the collection, use and analysis of disaggregated data, including collection of race/ethnicity data in departmental surveys of client outcomes, are consistent, ethical and methodologically sound. Finalized review of results from the fourth annual Newcomer Outcomes Survey that includes disaggregated race/ethnicity data.

Data collection

IRCC is a data driven department that collects personal information on immigrants, temporary populations, refugees, asylum seekers, and citizenship and travel document applicants to process applications.³ This information includes gender, age, mother tongue, country of birth, and country of citizenship. 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

³ Personal information provided to IRCC is used in accordance with the Privacy Act and the Canadian Charter of Rights and Freedoms.

orientation. The anonymized data is available for research and intersectional analysis for the development of IRCC policies, programs, and services.

The Settlement and Integration Sector has a robust system in place to measure and report on Settlement Program uptake and outcomes. For example, the Annual Project Performance Reports and iCARE provide evidence based on program delivery, reach and uptake, whereas the Newcomer Outcomes Survey collects and analyses how well clients (and non-clients) are progressing on their settlement and integration journey. Both iCARE and the Newcomer Outcomes Survey results are linked to IRCC's administrative files to obtain disaggregated demographics by which results are examined.

To further support evidence-based policymaking and enhanced service delivery, IRCC is developing a Disaggregated Data and Analytics Directive (DDAD), formerly the Disaggregated Data Analytics Framework, 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 DDAD 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 centrepiece of DDAD 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. DDAD 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.

DDAD will align with Statistics Canada's [Disaggregated Data Action Plan](#), IRCC's Data Policy, and Statistics Canada data standards.⁴ 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 2023. The Framework will start delivering results in 2022–23; the DDAF policy is planned for implementation by end of 2022–23.

IRCC's memorandum of understanding (MOU) with Statistics Canada (STC), which provides the authority for information sharing between the departments, was renewed in May 2023. Among other updates, the renewed MOU established an interdepartmental governance framework for the agreement shared between STC's Justice, Diversity and Population Statistics Branch and the Research and Data Branch at IRCC.

⁴ IRCC will ensure alignment with Statistics Canada data standards as per the definition and derivation of the variables listed here.

Capacity

Other capacity building and awareness

The Department engaged in significant efforts to bolster its GBA Plus capacity in 2022–23.

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 three tailored information sessions that engaged staff and IRCC management, including staff in overseas missions.

IRCC strengthened diversity within the organization through departmental employee networks, mentorship programs for equity-seeking/deserving groups, and diversity focused training opportunities.

The Department's work in this area is 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.

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 and equity-seeking/deserving groups,⁵ regarding their lack of opportunities for career growth. The objective of the program is to increase representation rates of EE and equity-seeking groups within the higher ranks of the public service by gaining access to development opportunities and networks through mentorship and executive-led employee support and development referred to as sponsorships. The first cohort was launched in October 2021 and the second cohort was launched in October of 2022 with planned completion in October 2023. The current cohort initially had four executive sponsorships, however, only two of these are ongoing due to employee departures. Additionally, sponsorship and mentorship programs were launched across the Department, with a focus on supporting junior-level racialized employees.

⁵ The term Employment Equity groups makes specific reference to the four identified and designated groups within the Employment Equity (EE) Act, as follows; Aboriginal Peoples to be referred to as Indigenous Peoples, visible minorities to be referred to as racialized, persons with disabilities, and women. The terminology of equity-seeking or sometimes also referred to as equity-deserving are not part of the EE Act, however, they are a group of individuals who, due to systemic discrimination, also face barriers that prevent them from having the same access to resources and opportunities that are available to other members of society.

IRCC 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 under-represented 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 toward developing leadership and general management skills, as well as expanding cross-functional knowledge through immersive digital courses, individual and group projects, and virtual workshops.

IRCC designed and delivered seminar-style workshops on Anti-Racism and diversity, equity and inclusion themes related to people management and service delivery reaching over 500 staff who are involved in processing cases. Topics discussed in training workshops include bias in case decision-making, risk tolerance and cross-cultural sensitivity.

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). It also promoted 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, an all-staff meeting was planned for Black History Month as well as 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 Settlement and Integration Sector also led a series of GBA Plus training events to raise awareness and build capacity among IRCC settlement sector staff.

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.

IRCC promotes the online training module titled Introduction to GBA Plus for all employees. The Digital Strategy, Services and Innovation (DSSI) sector provides a DEI Calendar with important dates to highlight or celebrate, has a dedicated Team Culture

Captain to promote and emphasize gender equality, and a Diversity and Inclusion senior adviser to lead the DSSI Anti-Racism team and Anti-Racism Advisory Committee.

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 the department that leads Canada's participation in the GCM Champion Countries initiative, IRCC has identified several priorities to guide its GCM engagements internationally, including the promotion of gender-responsive migration programs and policies. IRCC will continue to build on its previous efforts to promote an inclusive approach to migration. These past efforts include hosting a side event to encourage the gender-responsive implementation of the Global Compact for Migration at the Spring 2022 International Migration Review Forum (IMRF), where Canada showcased the work of the [Gender + Migration Hub](#) by the [International Migration Research Centre](#) and migrant female voices, and provided a platform for stakeholders to share examples of gender-responsive practices and resources in support of GCM implementation. Canada also took on an informal rapporteur role on gender-responsiveness at the IMRF.

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. In 2022–23, IRCC also supported the [Gender and Migration Research Policy Action Lab](#) (“GenMig”), an IOM multi-stakeholder initiative focused on research for supporting gender-responsive policies, operations, programming and practices in migration. IRCC looks forward to increased international collaboration on gender-responsive migration through this initiative.

Canada also advocates for gender mainstreaming, equity and inclusion through its leadership role as a Bureau Member on the Organisation for Economic Co-operation and Development's (OECD) Working Party on Migration. Here, Canada supports the rules-based international order and the shared values of OECD members.

Canada was the Chair of the Comprehensive Regional Protection and Solutions Frameworks (“MIRPS” as per the Spanish acronym) Support Platform from July 2021 to September 2022. Canada remains involved as Past Chair, while the Chair position is currently filled by the United States. The MIRPS Support Platform is a regional application of the Global Compact on Refugees. Canada's theme as Chair was “The Protection and Empowerment of Women and Girls on the Move,” which provided the opportunity to draw attention to the international protection and education needs of refugee women and girls, as well as the need to protect the human rights of displaced women, girls, and 2SLGBTQI+ individuals in vulnerable situations. This theme framed a number of key events and activities throughout Canada's tenure as Chair, including several high-level events. During a Solidarity event organized in September 2022, the World Bank, being the newest member of the MIRPS Support Platform, announced its plans to collaborate with UNHCR, IOM and

other institutions on Sexual and Gender-Based Violence issues and increasing accessibility of services for women and girls on the move.

Section 2: gender and diversity impacts, by program

Core responsibility 1: Visitors, International Students and Temporary Workers

Program name: Visitors

Program goals:

The Visitors Program facilitates the entry of travellers to Canada to foster economic, social, and cultural benefits. This results in positive societal and cultural impacts that can come from shared experiences and transfer of knowledge between visitors and Canadians alike. When Canada welcomes the world for major events, or enables international connections between friends, family and communities, the country grows both socially and culturally. Furthermore, there are positive residual impacts from visitors who return to Canada as students, workers or permanent residents.

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

Distribution of benefits: Issuance of Temporary Resident Visas and Electronic Travel Authorizations (eTA)

Distribution	Group
By gender	broadly gender-balanced
By age group	Majority 18–65

Key program impacts on gender and diversity:

The Visitors Program facilitates travel to Canada by issuing visas or eTAs to visitors. Eligibility to obtain these travel documents is not based on gender or other diverse identity factors.

Summary of Key Trends:

- Visitor data indicates that more females applied for super visas (a visa that provides multiple entries for a period up to 10 years) than males. In July 2022, the [period](#) for which a super visa holder could remain in Canada was increased to five years per entry to support family reunification.

- While visitor applicants who do not identify as males or females make up less than 0.01% of all TRVs and eTA issued, the number of applicants who are selecting Gender X on their visitor applications is steadily increasing since the introduction of the expanded options.
- Individuals unable to communicate in either English or French make up almost half of Super Visas issued.

Key program impact statistics

Statistic	Observed results CY 2022	Data source	Comment
Percentage of temporary resident visas (TRVs) issued, by gender	Females: 53% Males: 47% Another gender: <1%	IRCC Global Case Management System (GCMS)	Based on five-year trends from 2018, pre-pandemic, there were slightly more TRVs issued to females than males. Data from 2022 almost reached pre-pandemic TRV levels, with slightly more females issued TRVs. Less than 1% of TRVs were issued to applicants with a gender X identifier since the non-binary option was provided in June 2019. However, the number of applicants who identify as gender X has steadily increased.
Percentage of TRVs issued, by age	0–17: 15% 18–65: 76% 65+: 9%	GCMS	In 2022, the majority of TRVs were issued to adults (18–65). However, the percentage of TRVs issued to people 0–17 and 65+ increased slightly from previous years.
Percentage of TRVs issued to those with marital status of single	Females: 36% Males: 42%	GCMS	In 2022, a slightly higher percentage of males who identified as single were issued TRVs compared to females who identified as single. The pandemic 2020 and 2021 levels had higher proportion of TRVs issued to single males (averaged 56%) and single females (average 45%)
Percentage of TRVs issued based on ability to communicate	French: 4% English: 75% Neither: 19%	GCMS	A large majority of TRVs were issued to clients who indicated they were able to communicate English.

in English and/or French	Unspecified: 2%		TRVs issued to those individuals who have the ability to communicate in French are consistent to pre-pandemic levels of issuance. TRVs issued to individuals who speak neither English or French is returning to pre-pandemic levels (pre-pandemic average was 27%).
Percentage of super visas issued, by gender	Females: 60% Males: 40%	GCMS	Females were issued more super visas compared to men. In July 2022, the period for which a super visa holder could remain in Canada was increased to five years per entry to support family reunification. Pandemic years (2020 and 2021) had the highest number of super visas issued to females (average 65%).
Percentage of super visas issued, by age	0-17: < 1% 18-65: 78% 65+: 22%	GCMS	In 2022, more super visas were issued to individuals aged 18–65 (78%) than other age groups. Of note, IRCC announced changes to the super visa program in July 4, 2022, allowing super visa holders to remain in Canada for five years per entry, which could have increased applications.
Percentage of super visas issued to those with marital status of married	Females: 69% Males: 93%	GCMS	A much higher percentage of males who identified as married were issued super visas compared to females who identified as married. The rate of super visas issued to married females during the pandemic decreased slightly.
Percentage of super visas issued based on ability to communicate in English and/or French	French: 1% English: 54% Neither: 45%	GCMS	Most super visas were issued to clients who indicated they were able to communicate in English. 2022 had the lowest number of super visas issued to those who communicate in French. The percentage of super visas issued to those who indicated they were unable to communicate in either official language is

			returning to pre-pandemic levels, after facing a decrease during pandemic years.
Percentage of Electronic Travel Authorizations (eTAs) issued, by gender	Males: 52% Females: 48% Another gender: <1%	GCMS	Based on five-year trends from 2018, pre-pandemic eTA issuance was gender-balanced. However, during the pandemic, there was a slight divergence, as more males were issued eTAs than females by a few percentage points. Current 2022 data indicates that eTAs by gender are returning to pre-pandemic levels. Less than 1% of eTAs have been issued to applicants with a gender X identifier since the non-binary option was provided in June 2019. However, more eTAs have been issued to gender X currently than ever before, even as eTA numbers are still returning to pre-pandemic levels.
Percentage of eTAs issued, by age	0–17: 13% 18–65: 78% 65+: 9%	GCMS	The majority of eTAs were issued to adults (18–65). 2022 eTA issuance rebounded to pre-pandemic levels.
Percentage of eTAs issued to those with marital status of single, by gender	Females: 48% Males: 47% Another gender: <1%	GCMS	Data indicates gender-balance for eTA issuance to single individuals.

Other key program impacts

COVID-19 travel restrictions continued to impact the number of visitors applying to come to Canada in 2022–23, due to backlogs, despite these restrictions being lifted in 2022. With the resumption of global travel, a modernized Visitors Program is essential for meeting client expectations and upholding program integrity.

On June 6, 2023, IRCC lifted the visa requirement on eligible travellers from 13 countries flying to or through Canada (eTA Expansion program), resulting in a faster, easier, and more equitable client experience for racialized visitors to Canada. This contributes to IRCC's ongoing commitment to improving equitable access for diverse visitors.

Canada-Ukraine authorization for emergency travel (CUAET)

In response to the war in Ukraine, IRCC implemented a series of measures to support Ukrainians seeking temporary safe haven while they flee war. On March 17, 2022 the Canada-Ukraine authorization for emergency travel (CUAET) was introduced as a facilitative temporary resident measure that expedites the issuance of fee-exempt travel documents to Ukrainian nationals and their family members, as well as fee-exempt status documents that enable them to live, work and study for up to three years in Canada. Certain clients are exempt from providing biometrics and the immigration medical exam overseas. As of March 25, 2023, close to 973,000 CUAET applications have been received, over 626,000 of which have been approved. Furthermore, since its introduction in March 2022, a significant percentage of CUAET visa holders have been women and girls.

As of June 2, 2022, Ukrainians arriving in Canada under CUAET can apply to receive transitional financial assistance. These funds help Ukrainian nationals and their family members meet their basic needs—such as transportation and longer-term housing—as they arrive in communities across Canada and find a job. The benefit consists of a direct one-time payment of \$3,000 per adult and \$1,500 per child (17 years and under). As of March 25, 2023, over 141,000 individuals have been approved for payment.

GBA Plus data collection plan

In 2022, the Visitors Program conducted an internal review to examine its Performance Measurement and Strategy Framework from a GBA Plus and Anti-Racism perspective. This internal review was completed in March 2023. The program will continue to explore visitor identity factors and how diversity ensures an adequate evidence base to inform policy design and development. The Department will continue to use GBA Plus data from the annual Client Experience Survey of Citizenship and Immigration to assess whether specific client groups or demographics experience certain aspects of the Visitors Program differently.

Core responsibility 1: Visitors, International Students and Temporary Workers

Program name: International Students

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

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By age group	Youth, children and adults

Key program impact statistics

Statistic	Observed results CY 2022	Data source	Comment
Percentage of study permits issued, by gender	Women: 48% (262,861) Men: 52% (287,265) Another gender: <1% (48) Unspecified: <1% (13)	GCMS	No major change observed in gendered issuance of study permits since 2021.
Number and percentage of permanent resident admissions who have ever had a study permit, by gender	Total: 94,552 Women: 47% (44,518) Men: 53% (50,032)	GCMS	Data includes permanent residence through all immigration streams. Data shows a 1% increase of women permanent residents admissions who had a study permit compared to 2021.
Number and percentage of admissions of permanent residents who ever had a study permit, by age group	Total: 94,552 0–14: 6,399 (7%) 15–29: 61,154 (64%) 30–44: 24,233 (26%) 45–59: 2,677 (3%) 60+: 89 75+: 3 (<1%)	GCMS	A larger percentage of permanent residents holders ages 15–29 previously had a study permit.

Core responsibility 1: Visitors, International Students and Temporary Workers

Program name: Temporary Workers

Program goals:

IRCC facilitates the entry of foreign nationals who wish to work temporarily in Canada, through two main streams: the Temporary Foreign Workers Program and the International Mobility Program.

Through IRCC's Global Case Management System, IRCC collects several socio-economic variables like age, country of birth, country of residency, official language on work permit holders that allow for monitoring, reporting and analysis of program impacts by gender and diversity.

Target population: Vulnerable workers in Canada

Distribution of benefits

Distribution	Group
By gender	60% – 79% men
By income level	somewhat benefits low-income individuals (somewhat progressive)
By age group	Impacts generation between youth and seniors (74% of users are between 30 and 60 years of age)

Specific demographic group outcomes

Workers with an open work permit for vulnerable workers (OWP-V) would have come to Canada on an employer-specific work permit and subsequently applied for an open work permit for vulnerable workers to escape workplace abuse. While not all OWP-V holders are low-income earners, many came to Canada for low-skill/low-wage occupations that are typically classified in NOC codes C & D. Examples of these industries include trade, transport, and agriculture. Workers in these industries are vulnerable due to their dependence on their employer, and—especially for those in low-skill jobs—their lack of information, language skills, and supports to exercise their rights without fear of reprisal.

Key program impacts on gender and diversity

Key program impact statistics

Statistic	Observed results CY 2022	Data source	Comment
Number and percentage of open work permit holders under vulnerable workers by gender	Total: 750 Females: 204 (27%) Males: 546 (73%)	GCMS	
Number and percentage of open work permit holders under vulnerable workers by age	Total: 750 15 to 29 years old: 197 30 to 44 years old: 461 45 to 60 years old: 92	GCMS	74% of users are between 30 and 60 years of age.

Other key program impacts

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 2022, there were 750 holders of the open work permit for vulnerable workers (OWP-V).

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. Analysis shows there is still a gap in useful data related to education and racialization/ethnicity, and how they may play a factor in foreign workers applying and successfully obtaining an OWP-V.

Additionally, analysis of OWP-V applications and approvals is used to improve the internal trauma-informed training course for immigration officers who process OWP-V applications. The continued delivery of this training provides support to immigration officers through the provision of a decision-making framework and procedures for following up with clients to address systemic barriers that prevent vulnerable foreign workers from applying and being successful in obtaining an OWP-V.

Core responsibility 1: Visitors, International Students and Temporary Workers

Program name: Temporary Workers

Program goals:

Through the negotiation of youth mobility arrangements, International Experience Canada (IEC) facilitates international work experience opportunities for youth aged 18–35 in partner countries around the world. In its work identifying potential new country partners, IEC assessed countries for opportunities and other factors that could impact work and travel for diverse populations, including female, Indigenous youth, racialized youth, and youth identifying as 2SLGBTQI+ and will continue to do so.

Target population: Canadian and Foreign youth (ages 18–35) citizens from IEC countries and territories

Distribution of benefits

Distribution	Group
By age group	Youth

Specific demographic group outcomes

Canadian and foreign youth (ages 18–35) citizens from IEC countries and territories.

Other key program impacts of IEC’s promotional and engagement activities in 2022–23 included seven events directed to Indigenous youth/organizations and six directed to 2SLGBTQI+ youth/organizations.

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 2023, IEC started the annual data exchange with partner countries for the 2022 season.

Core responsibility 2: Immigrant and Refugee Selection and Integration

Program name: Federal Economic Immigration

Program goals:

Canada’s economic immigration programs select immigrants with an enhanced likelihood of establishing themselves economically in Canada. Program criteria vary, but there are usually thresholds for work experience, post-secondary education and training, and language proficiency.

The federal pathways managed through Express Entry include the Federal Skilled Worker Class, the Canadian Experience Class, and the Federal Skilled Trades Class. The minimum thresholds for these programs must be met in order to be an eligible candidate in the Express Entry pool. A portion of the Provincial Nominee Class is also managed through the Express Entry System.

Drawing on human capital and other factors, Express Entry’s Comprehensive Ranking System identifies the higher ranking among a pool of eligible candidates, and invites them to apply for permanent residence under one of the above programs. Gender-disaggregated data, along with data on country of citizenship and residence of applicants, level of official language skills, educational background, and so on is collected and analyzed to understand the socio-demographic profile of candidates in the pool and admitted individuals, to assess whether selection policies are resulting in equity-based outcomes, and not privileging particular groups.

In addition to the above Express Entry programs, there are several other regulatory and pilot programs supporting the admission of economic immigrants to meet the Government’s goals for economic immigration that track gender-disaggregated data. These include regional programs (Atlantic Immigration Class, Regional and Northern Immigration Pilot) and pilots such as the two caregiver pilots (Home Child Care Provider Pilot and Home Support Worker Pilot) and the Agri-food Pilot. The pilots are temporary,

volume-limited pathways, testing new approaches and partnerships, to meet specific economic goals.

Furthermore, the time-limited Temporary Resident to Permanent Resident Pathway, which ran from May to November 2021, was developed to help retain the talent of those already living and working in Canada in support of economic recovery. The pathway targeted recent international graduates and workers in over 130 essential occupations, including in areas such as health care, caregiving, agriculture, manufacturing, service industry, trades and transportation. Dedicated streams for French-speaking and bilingual temporary residents were also included, whereby an unlimited number of applications were accepted. Admissions continue throughout 2023. Gender-disaggregated information is tracked for this pathway as well.

Canada’s economic immigration programs also include two Federal Business Immigration Programs, the Start-Up Visa Program and Self-Employed Program. These programs support economic growth and competitiveness by facilitating access to permanent residence for entrepreneurs and exceptional individuals in athletics or cultural activities. Both of these programs provide direct pathways to permanent residency for business owners and their families. In 2022, IRCC admitted 1,364 foreign entrepreneurs and their family members to become permanent residents and launch their businesses in Canada. In March 2023, the Organisation for Economic Co-Operation and Development (OECD) recognized Canada as the most attractive country for start-ups, largely due to the Start-Up Visa program.

Target population: Foreign nationals of working age

Distribution	Group
By gender	broadly gender-balanced
By income level	no significant distributional impacts
By age group	Adults

Specific demographic group outcomes

People admitted to Canada through Canadian Experience Class, Federal Skilled Workers Program and Federal Skilled Trades Program consist of 49% females and 51% males, with some variation by program.

In 2022, 48% permanent residence admissions under the Federal economic immigration programs and pilots (Canadian Experience Class, Caregiver pilots, Federal Skilled Trades, Federal Skilled Workers, Federal Business, Atlantic Immigration Program, Agri-food Pilot,

Rural and Northern Immigration Pilot, and Temporary Resident to Permanent Resident Pathway) were welcomed from those identified as female and 52% from those identified as male.

Since Express Entry and the programs it manages requires skilled work experience and favours those with higher levels of education, it benefits individuals with higher income. Individuals admitted with the other economic programs that are not managed within the Express Entry application system would have varied income levels as skill level and education requirements vary.

In 2022, for the Federal economic immigration programs and pilots (the Canadian Experience Class, Caregiver pilots, Federal Skilled Trades, Federal Skilled Workers, Federal Business, Atlantic Immigration Program, Agri-food Pilot, Rural and Northern Immigration Pilot and Temporary Resident to Permanent Resident Pathway), the majority of admissions were between the ages of 15–29 (41%) and 30–44 (41%).

As mentioned in the distribution of benefits chart, the Federal Skilled Worker Program or Federal Skilled Trades Program require skilled worker experience, therefore favouring those with higher levels of education. As a result, the program benefits individuals with higher income. Furthermore, although the program is open to adults, those between the ages of 20–29 (without a spouse) receive a maximum point score of 110, while the number of points allotted decreases for those who are older than 29 years. No points are given to those who are 45 years and older. In 2021, 64% of those who were invited to apply for permanent residency (PR) were between the ages of 20–29. As a result, differences in point allocations according to age may negatively impact the Comprehensive Ranking System (CRS) score of those who are 30 years and older; hence, their chance to be invited to apply for PR will decrease. Furthermore, although the distribution of benefits by gender is broadly gender-balanced, males who are admitted to Canada are more likely to be unaccompanied than females in general.

For other federal economic programs, age is not always a factor (e.g., caregivers pilots, agri-food pilot and the Temporary Resident to Permanent Resident Pathway) and as a result, the age range is slightly higher than the high-skilled programs managed under Express Entry. Furthermore, education requirements and skill levels for other economic programs are varied, resulting in differing income levels. Among the federal economic programs, almost half (45%) of those admitted were married.

Key program impacts on gender and diversity:

Key program impact statistics

Statistic	Observed results CY 2022	Data source	Comment
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Federal economic immigration admissions, by gender	Total: 115,641 Females: 48% Males: 52%	GCMS	4% more males were admitted as federal economic immigrants. Generally, males are more likely to be unaccompanied than females when looking at federal economic immigration programs under EE.
Federal Skilled Trades Program admissions, by gender	Total: 460 Females: 46% Males: 54%	GCMS	Somewhat equal distribution with slightly higher portion of males being admitted than females.
Federal Skilled Worker Program admissions, by gender	Total: 41,014 Females: 49% Males: 51%	GCMS	Somewhat equal distribution with slightly higher portion of males being admitted than females.
Canadian Experience Class admissions, by gender	Total: 28,702 Females: 49% Males: 51%	GCMS	Somewhat equal distribution with slightly higher portion of males being admitted than females.
Canadian Experience Class admissions by official language, gender and family status	Total: 28,702 English Female Principal Applicant: 42% Female Spouse of Dependents: 58% Male Principal Applicant: 58% Male Spouse or Dependents: 42% French Female Principal Applicant: 45% Female Spouse or Dependents: 56% Male Principal Applicant: 55% Male Spouse or Dependents: 44% Both French and English	GCMS	

	Female principal applicant: 46%Female Spouse or Dependants: 56% Male Principal Applicant: 54% Male Spouse or Dependants: 44% Neither Female Principal Applicant: 43% Female Spouse or Dependants: 50% Male Principal Applicant: 57% Male Spouse or Dependants: 50%		
Federal Skilled Worker admissions by official language, gender and family status	Total: 41,014 English Female Principal Applicant: 50% Female Spouse of Dependants: 44% Male Principal Applicant: 50% Male Spouse or Dependants: 56% French Female Principal Applicant: 54%Female Spouse or Dependants: 49% Male Principal Applicant: 46% Male Spouse or Dependants: 51% Both French and English Female principal applicant: 56% Female Spouse or Dependants: 44% Male Principal Applicant: 44% Male Spouse or Dependants: 56% Neither Female Principal Applicant: 25%	GCMS	

	Female Spouse or Dependents: 50% Male Principal Applicant: 75% Male Spouse or Dependents: 50%		
Federal Skilled Trades admissions by official language, by gender and family status	Total: 460 English Female Principal Applicant: 23% Female Spouse of Dependents: 69% Male Principal Applicant: 77% Male Spouse or Dependents: 31% French Male Spouse or Dependents: 100% Both French and English Female Spouse or Dependents: 100% Male Spouse or Dependents: 100% Neither Female Spouse or Dependents: 33% Male Spouse or Dependents: 67%	GCMS	
Canadian Experience Class, top five country of citizenship, by gender	Female principal applicant: 1. India, 2. Korea 3. China 4. Philippines 5. UK – British Citizen Male principal applicant: 1. India 2. China 3. UK-British Citizen 4. USA 5. Brazil	GCMS	There were differences in the top 5 countries of citizenship among the genders.
Federal Skilled Worker, top five country of	Female principal applicant: 1. India, 2. Nigeria 3. Pakistan, 4. Lebanon 5. China	GCMS	There were differences in the top three countries of citizenship among the genders.

citizenship, by gender	Male principal applicant: 1. India, 2. Nigeria 3. Pakistan 4. China 5. Lebanon		
Federal Skilled Trade, top five country of citizenship, by gender	Female principal applicant: 1. India, 2. Korea, 3. China, 4. Pakistan, 5. Iran Male Principal Applicant: 1. India, 2. Korea, 3. Nigeria, 4. Iran, 5. China	GCMS	There were slight differences in the country of citizenship among the genders but top two is the same.
Caregiver programming (exclude Quebec), by gender	Total: 4,058 Female: 54% Male: 46%	GCMS	Principal applicants were predominantly female. 93% of caregivers admitted were female, 7% were male.
Agri-Food Pilot, by gender	Total: 999: Female: 44% (443) Male: 56% (556) Principal Applicants: Female: 22% (90) Male: 78% (320) Spouses and Dependants: Female: 60% (353) Male: 40% (236)	GCMS	Under this pilot, overall more males were admitted than females by 12 percentage points. This is partly due to the fact that the workforce of the agriculture and agri-food industry sector, which the pilot focuses on, is predominantly male. Whereas the majority (78%) of principal applicants admitted were males, the majority (60%) of spouses and dependants admitted were females.
Temporary Resident to Permanent Resident Pathway	Total: 39,044: Female: 45% (17,510) Male: 55% (21,534) Principal Applicants: Female: 44% (12,590) Males: 56% (15,914) Spouses and Dependants: Female: 47% (4,920) Male: 53% (5,620)	GCMS	Under this pathway, overall more males were admitted than females by 10.4 percentage points.

Federal Business Immigration Programs (Self-Employed Persons Program and Start-Up Visa Program)	Total: 1,364 Female: 49% Male: 51% Principal Applicants: Female: 36% Male: 64% Spouses and Dependents: Female: 57% Male: 43%	GCMS	Under this program most principal applicants were male.
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Other key program impacts

Federal economic immigration programs support Canada's prosperity goals for immigration with the selection of immigrants likely to establish well in Canada, as measured by indicators such as earnings and employment rates. As such, they discriminate in targeting persons likely to be self-supporting following their admission to Canada. However, within that profile of admitted immigrants, there remains considerable diversity in levels of skill, income and education.

In February 2022, IRCC analyzed the high human capital model of immigration from a GBA Plus and anti-racism lens by reviewing criteria such as language and education. The federal high-skilled immigration pathways generally favour those able to accumulate high levels of human capital abroad or in Canada, an ability that may be impacted by gender and race. Decisions on program mix, volumes and priorities can either mitigate or compound the risk of normalizing certain biases in selection. For instance, reliance on factors such as arranged employment (job offers) and certain occupations in demand (caregivers and construction workers) can have particular gender and equity outcomes. By comparison, relying on core factors such as language proficiency and post-secondary educational attainment (which use third-party tests and assessments) can actually counter bias (compared to labour market factors), and in general have proven to benefit certain equity groups, including francophones and females.

In 2022, under the time-limited [Temporary Resident to Permanent Resident Pathway](#), 55% of admissions were male (principal applicants and dependents) and 45% were female. The majority of the admissions were individuals aged 15–29 years (63% overall), followed by those aged 30–44 years (26%) in 2022. This influx of young permanent residents also provides an opportunity to address Canada's aging workforce.

The admissions of caregivers in 2022–23 derives from several caregiver programs including the legacy Live-in Caregiver regulatory program, two 2014 Ministerial Instructions pilots, the 2019 public policy referred to as the Interim Pathway for Caregivers, and the current Home Child Care Provider and Home Support Worker pilots launched in 2019. The

caregiver programming provides permanent resident pathways for those working in the care sector, and therefore has tended to be female dominated. Following a 2014 GBA Plus analysis of the Live-in Caregiver Program, the 2014 pilots removed the mandatory live-in requirement of the program. Additionally, features of the current pilots seek to address vulnerabilities identified in relation to working in private households and ensure clear pathways to permanent residence. On January 1, 2023, special measures were introduced to ensure that applicants unable to apply online to the highly subscribed Home Child Care provider pilot (e.g., due to disability, or access challenges) would have reasonable opportunity to apply. Monitoring of the outcomes of the current pilots will continue, which considers how program design affects caregivers and their families, including GBA Plus considerations.

Core responsibility 2: Immigrant and Refugee Selection and Integration

Program name: Regional Economic Immigration

Program goals:

Regional economic immigration programs, namely the Provincial Nominee Program, Atlantic Immigration Program, and Rural and Northern Immigration Pilot, are designed to allow delivery partners, (i.e., provinces, territories, and communities) to select immigrants with the skills and experience needed to fill labour market needs in local and regional labour markets. In doing so, regional economic immigration programs support the full economic participation of females and diverse groups of people, which contributes to the Gender Results Framework, particularly the pillar on economic participation and prosperity.

Target population: Foreign nationals of employment age

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

Distribution	Group
By gender	60% to 79% men
By income level	no significant distributional impacts
By age group	Adults

Key program impact statistics

Statistic	Observed results CY 2022	Data source	Comment
Principal applicant admissions of the Provincial Nominee Program, by gender	Total: 38,688 Male: 23,221 (60%) Female: 15,467 (40%)	GCMS	• A higher percentage of males (60%) were admitted under to the Provincial Nominee Program compared to females (40%) in 2022. • The discrepancy of gender in principal applicant admissions of the PNP can be largely due to the gender trends in the Canadian labour market, rather than the program. • All applicants under the PNP are and will continue to be assessed equally according to a defined set of selection criteria, irrespective of gender, religion, ethnicity, sexual orientation, or other diversity factors. Since the program is administered by provinces and territories (PTs), foreign nationals are identified, selected and nominated by PTs based on their labour market needs, rather than by the Government of Canada. • The PNP allows PTs to responsively adapt their program streams to meet evolving labour needs that arise in their respective jurisdictions. As a result, the numbers can be varied based on the occupations of these principal applicants. For instance, for Trade and Transport sector, there were 50 female applicants (1.45%), compared to 3,406 (98.55%) male applicants. However, for the healthcare sector, there were 1,074 female applicants (74.74%), compared to 363 male applicants (25.26%). • While principal applicant admissions data may be slightly male-dominant, PNP admissions including dependents are much closer in ratio. In 2021, 45% of PNP admissions were female, and 47% in 2022. Since dependents are on the same PR applications as principal applicants, they also gain permanent residency, and the ability to join the labour force. • Of the 19 principal applicant admissions through the PNP under the Economic

			Mobility Pathways Pilot during the reporting period, 16 were male (84%) and 3 were female (16%).
Principal applicant admissions of Atlantic Immigration Program, by gender	Total: 2,180 Male: 57% Female: 43%	GCMS	• A higher percentage of males were admitted under the Atlantic Immigration Program (AIP) compared to females in 2022. • The AIP is an employer-driven program that allows businesses to fill their labour market needs with skilled workers that meet the program requirements, in occupations ranging from skill level Training, Education, Experience and Responsibilities (TEER) 0 to TEER 4. Similar to the Provincial Nominee Program, Atlantic provinces issue endorsement certificates to candidates with job offers from designated employers, which then allows them to apply for permanent residency. • While AIP principal applicant admissions are slightly male-dominated, they are in line with gender trends in the Canadian labour market, similar to the PNP. All applicants under the program are and will continue to be assessed equally according to a defined set of selection criteria, irrespective of gender, religion, ethnicity, sexual orientation or other diversity factors. • Furthermore, female AIP admissions were 46% of AIP 2021 and 47% in 2022. The percentage is lower (43%) when spouses and dependants are excluded. Thus spouses and dependents gain permanent residency and the ability join the labour force. • Since the program is designed to be employer-driven, applicants are identified by the employer not by the Government of Canada. Also, designated employers under the program are required to take intercultural competency training as part of their commitment, which includes training on how to overcome implicit bias in hiring and managing employees.

Principal applicant admissions of Rural and Northern Immigration Pilot (RNIP), by gender	Total: 728 Male: 424 (58%) Female: 304 (42%)	GCMS	• A higher percentage of males (58%) were admitted under the Rural and Northern Immigration Pilot (RNIP) compared to females (42%) in 2022. • While RNIP principal applicant admissions are slightly men-dominated, they are in line with gender trends in the Canadian labour market, similar to the AIP and PNP. All applicants under the Pilot are and will continue to be assessed equally according to a defined set of selection criteria, irrespective of gender, religion, ethnicity, sexual orientation or other diversity factors. • Furthermore, in 2022, females (principal applicants) made up the majority of the Health Care and Social Assistance North American Industry Classification System (NAICS) (84%), as well as 89% of Early Childhood Educators (NOC).
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Core responsibility 2: Immigrant and Refugee Selection and Integration

Program name: Family Reunification

Program goals:

Canadian permanent residents and citizens may sponsor certain relatives⁶ to come to Canada as permanent residents, bringing many economic, social, and cultural benefits to communities across the country. In 2022, 97,338 persons were admitted under the family class, consisting of 58% females and 42% males. By far the largest categories within the family class are the spouse/partner category (66% of family class admissions in 2022) and the parent/grandparent category (28% of family class admissions in 2022).

Target population: While the target population is foreign nationals who have relatives in Canada (Canadian citizens or permanent residents), family members can accompany the principal applicant to Canada (they can be adult or dependent children).

Distribution of benefits

Distribution	Group
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⁶ Members of the family class include spouses, partners, children (adopted and 'to be' adopted children), parents, grandparents, and certain other family members (i.e., an orphaned relative under the age of 18 and last remaining relative).

By gender	broadly gender-balanced
By age group	Adults

Specific demographic group outcomes:

For the parent/grandparent program, due to the income requirements to sponsor parents and grandparents, given that females, on average, earn less than males, females (especially single females) may be more negatively impacted by the income requirement. There is no income requirement for the spousal program.

Key program impact statistics

Key disaggregated statistics related to the **spousal and partner program** (55,394 admissions of principal applicants - adults):

Statistic	Observed results CY 2022	Data source	Comment
Percentage of admissions by gender	Female: 60% Male: 40% Another gender: <1%	GCMS	Majority were female.
Percentage of admissions by age	18 to 29 years old: 40% 30 to 44 years old: 46% 45 years old and up: 14%	GCMS	The vast majority were of working age and between 18 and 44 years old.
Percentage of admissions by top three source countries (country of birth)	India: 22% China: 6% United States of America: 6%	GCMS	India represents the largest source country.

Key program impact statistics

Key disaggregated statistics related to the **parent and grandparent program** (27,262 admissions of principal applicants and accompanying spouses/partners - adults):

Statistics	Observed results CY 2022	Data Source	Comment
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Percentage by gender	Female: 59% Male: 41% Another gender: 0%	GCMS	Majority were female.
Percentage by age	59 years old and under: 20% 60 years old and up: 80%	GCMS	The majority were over 60 years of age.
Percentage by top three source countries (country of birth)	India: 42% China: 22% Philippines: 5%	GCMS	India and China represent the largest source countries.

GBA Plus data collection plan

For the Family Reunification Program, as well as other immigration programs, an important data gap is the lack of race data collection. The Department currently collects data on country of citizenship, country of birth, and country of residence, but this can only give a proxy when it comes to analyzing the racialized impact of a program. As raised in the subsection on data collection in the Anti-racism section of this report, the Department is working on a Disaggregated Data and Analytics Directive, which will be a useful tool.

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 2022 immigration levels consultation involved a request for stakeholder feedback on how to improve equitable access to opportunities for permanent residence through economic immigration. Stakeholders had additional opportunities to provide feedback through an online engagement platform called "Let's Talk immigration" and during regional town hall conversations with the Minister and Parliamentary Secretary.

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.

Core responsibility 2: Immigrant and Refugee Selection and Integration

Program name: Resettled Refugees

Program goals:

Refugees are individuals residing outside of their home country who are unable to return for fear of persecution based on race, religion, nationality, political opinion, or membership in a particular group, or have been seriously affected by civil war or armed

conflict, or have been denied basic human rights on an ongoing basis. Refugees resettled to Canada land as permanent residents and are provided with financial and social support to facilitate their settlement and integration.

IRCC officers abroad assess vulnerability on the basis of intersectional identity factors, as well as country conditions. Both Government-Assisted Refugee (GAR) and Blended Visa Office-Referred (BVOR) refugees are referred by UNHCR and other referral partners, who prioritize referrals for individuals and families that face acute risks, such as survivors of violence and torture, LGBTQI+ persons, females and children at risk, human rights defenders, and others.

Under the Resettlement Assistance Program (RAP), the Government of Canada helps GARs and other eligible clients when they first arrive in Canada by providing direct financial support and funding the provision of immediate and essential services. In 2022–23, RAP continued to provide referrals and orientations on community resources, including information sessions on employment, schooling, and child care, as well as Canadian laws, rights and responsibilities. For example, it included informing clients that in Canada females and males have the same rights and opportunities and that abuse of any sort (e.g., physical, psychological or sexual) is a crime. Orientations also included referrals to specialized services to address the specific barriers faced by LGBTQI+ refugees, as well as supports for newcomers with disabilities, seniors, youth, and to address gender-based violence.

Target population: Resettled refugees

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By age group	Youth, Adults, Seniors

Specific demographic group outcomes

The Department has several facilitative measures for vulnerable refugees at risk due to intersectional identity factors. The Urgent Protection Program (UPP) provides expedited resettlement to persecuted persons who are facing immediate threats to their life, liberty, or physical safety. In 2022, 269 individuals came to Canada through UPP.

Gender-based persecution is one of the grounds upon which Canada grants refugee protection. As a result of forced displacement, refugee women and girls in particular are at a heightened risk of violence. Although female refugees are often persecuted on similar grounds as males, the types of persecution may take different forms. In some cases,

females may be subject to persecution simply because they are females. As such, referral organizations and IRCC officers may attach the Assistance to Women at Risk (AWR) flag to refugee referrals and case files to indicate women or girls in perilous or permanently unstable situations; and in situations where urgent or expedited processing may be necessary. Females at risk may be offered a Joint Assistance Sponsorship and a longer period of support to become integrated and established in Canada. In 2022, 2,087 resettled refugees were flagged as AWR.

Additionally, individuals in a number of countries around the world experience serious human rights abuses and other forms of persecution due to their actual or perceived sexual orientation, gender identity, gender expression, or sex characteristics (SOGIESC). Individuals fleeing persecution for reasons related to their SOGIESC can qualify as refugees as members of a particular social group. Canadian migration officers will assess a resettlement applicant's vulnerability in their country of asylum to determine if the applicant requires expedited processing. This may include individuals whose legal or physical safety is at risk due to their SOGIESC.

For Canadian citizens and permanent residents who wish to privately sponsor LGBTQI+ refugees, the [Rainbow Refugee Assistance Partnership](#), established in cooperation with the Rainbow Refugee Society, encourages Canadians to support 2SLGBTQI+ refugees and strengthens collaboration between 2SLGBTQI+ 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 2022, there were 40 landings of refugees through this partnership. Additionally, the partnership was expanded in response to the crisis in Afghanistan, providing an additional 150 spaces per year between 2022 and 2024.

Key program impact statistics

Statistic	Observed results	Data source	Comment
Number and percentage of resettled refugee admissions by type and gender in CY* - Government-assisted refugees (GAR) - Blended visa office-referred refugees (BVOR)	GAR Total: 23,911 Female: 11,846 (49%) Male: 12,056 (50%) Other: < 1% BVOR Total: 100	GCMS	

* Results for this indicator are for 2022.

Private sponsorship refugees (PSR)	Female: 47 (47%) Male: 53 (53%) PSR Total: 22,517 Female: 10,432 (46%) Male: 12,085 (54%)		
Number and percentage of GARs receiving Resettlement Assistance Program** (RAP), by gender in FY	Total: 23,843 Female: 10,297 (49%) Male: 10,540 (51%) Another gender: 6 (<1%)	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 and percentage of GARs who received Settlement Program*** services within the first year of arrival in FY	Total: 20,324 Female: 10,047 Male: 10,271 Another gender: 6	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 gender in FY	Total: 76% Female: 82% Male: 82%	iCARE	Out of all immigration categories, resettled refugees, particularly GARs, had the highest percentage of support service usage. Male and female clients used most

** 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.

*** 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.

			types of support services at the same rate however, female clients received more childcare services.
Number and percentage by gender of resettled refugees who received Settlement Program services in FY	Total: 136,739 Female: 67,424 (50%) Male: 67, 594 (50%) Another gender: 9 (<1%)	iCARE	This refers to resettled refugees who received services in 2022–23, regardless of their year of landing.
Percentage of resettled refugee client respondents in Canada for three years or more, who reported that they have sense of belonging to Canada, by gender	Female: 94% Male: 93%	2021 Newcomer Outcomes Survey****	
Percentage of Newcomer Outcomes Survey resettled refugee client respondents who have been in Canada longer than three years and who reported that they have the ability to communicate independently in an official language in social situations, by gender	English Female: 93% Male: 93% French Female: 89% Male: 82%	2021 Newcomer Outcomes Survey based on services provided in 2020–21	
Percentage of Newcomer Outcomes Survey resettled refugees client respondents who reported that they participate in the Canadian labour market two or more years after landing, by gender	Female: 72% Male: 90%	2021 Newcomer Outcomes Survey, based on services provided in 2020–21	

**** 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.

Other key program impacts

In 2022, the Department initiated a GBA Plus assessment of the Refugee Resettlement Program to examine the extent to which biases (related but not limited to, inequitable processing outcomes or other biases as a result of gender, race, ethnicity, religion, age, or other identity factors) may be present in Refugee Resettlement Program policy and its implementation. The GBA Plus assessment will include qualitative and quantitative data analysis and the findings will inform recommendations for changes to policy or program design.

In 2022–23, IRCC regularly consulted with RAP SPOs through national and regional engagement tables to help support capacity to provide immediate and essential services to refugees, including those from Afghanistan. In 2022–23 IRCC continued to support the resettlement of Afghan GARs in 44 communities across Canada, including small- and medium-sized centres, outside of Quebec.

GBA Plus data collection plan

The annual voluntary IRCC [Newcomer Outcomes Survey](#) (NOS) gathers information from clients of the Resettlement Assistance Program, as well as resettled refugees who access settlement services. The NOS is a vital tool for understanding the resettlement outcomes (meeting their immediate needs) and overall integration outcomes of all newcomers, including resettled refugees to Canada. An intersectional lens applied to the analysis of the survey enables the Department to understand the particular needs of resettled refugees belonging to all equity-seeking groups.

In 2022, questions that identify gender, 2SLGBTQI+, disability, household income, and number of children in the household were added to the survey. A question on race was also included for the third time, with respondents providing us with their self-identified race/ethnicity, with only a very small percentage (less than 3%) selecting “prefer not to say.” Analysis of this data is currently underway and will contribute to a more comprehensive picture of the trends and barriers faced by resettled refugees, which in turn will inform resettlement and Settlement Program policy decision-making.

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.

In 2021, Canada was among the first countries to have launched a special humanitarian resettlement program for vulnerable Afghans, including LGBTQI+ refugees. As part of this program, the U.S. Government has referred LGBTQI+ refugee cases identified by the Rainbow Railroad. Recently, IRCC has also engaged with a range of stakeholders, including Rainbow Railroad, to help facilitate the resettlement of specific groups or individuals facing extraordinary circumstances, including additional LGBTQI+ Afghan refugees.

In addition, the Rainbow Refugee Assistance Partnership was expanded in response to the Afghanistan crisis, providing an additional 150 spaces for Afghan LGBTQI+ refugees between 2022 and 2024.

Target population: Afghan foreign nationals

Following the fall of Kabul in August 2021, IRCC announced the expansion of Canada's resettlement program in response to the situation in Afghanistan. This expansion includes a humanitarian program that aims to resettle members of vulnerable and at-risk groups of Afghan nationals, including female leaders, 2SLGBTQI+ people, human rights defenders, journalists, and members of religious and ethnic minorities.

The Department has considered GBA Plus in the design of the Afghanistan resettlement initiative by partnering with referral organizations that are experts in identifying priority vulnerability factors for refugees and also by offering tailored supports for vulnerable Afghan refugees (e.g., females, LGBTQ+, etc.). Informed by the recommendations of the House of Commons Special Committee on Afghanistan, in 2022, the Government of Canada facilitated the resettlement of vulnerable Afghans facing elevated risks due to their connection to Canada or membership in a group experiencing increased marginalization and discrimination with, among others, Rainbow Railroad, Journalists for Human Rights, the Raoul Wallenberg Centre for Human Rights, and Focus Humanitarian Assistance. More generally, the Afghan resettlement initiative has supported the advancement of gender equality goals for Canada by offering protection and support to Afghan refugees and, in particular, specific vulnerable populations, by settling them in Canada permanently. By March 31, 2023, Canada had welcomed 29,733 vulnerable Afghans and refugees under the initiative.

Core responsibility 2: Immigrant and Refugee Selection and Integration

Program name: Humanitarian/ Compassionate and Discretionary

Program goals:

The Humanitarian and Compassionate Program and temporary public policies provide flexibility and discretion to the Minister to grant exemptions or facilitate permanent residence in exceptional circumstances and/or cases not anticipated in the legislation. Humanitarian and Compassionate and Discretionary programs deliver immigration programs to individuals and their families who would not otherwise qualify under a regular immigration category. When developing and managing Humanitarian and Compassionate and Discretionary programs, GBA Plus is used to ensure that intersecting identities are taken into account, and to assess outcomes on diverse groups.

Target population: Asylum claimants across the country who worked in the health-care sector during the COVID-19 pandemic.

Distribution of benefits

Distribution	Group
By gender	Female (77%); Male (23%) (principal applicants)
By age group	adults

Specific demographic group outcomes

The majority of principal applicants admitted under this public policy were racialized females who were refugee claimants working in the health-care sector and providing direct care to patients during the COVID-19 pandemic. The top five countries of citizenship were Haiti, Nigeria, Democratic Republic of the Congo, Cameroon and Angola.

Key program impact statistics admissions for principal applicants only

Statistic	Observed results CY 2022	Data source	Comment
Number and percentage of Guardian Angels Public Policy admissions, by gender	Total: 1,682 Female: 1,298 (77%) Male: 384 (23%)	GCMS	While the aim of this policy was not created with the intent of targeting females, they benefited the most. This reflects the larger proportion of females working in the health-care occupations specified under the public policy.
Number and percentage of Guardian Angels Public Policy immigration admissions, by age	18–34 years old (20%) 35–64 years old (79%) 65 years old and above (1%)	GCMS	
Number and percentage of Guardian Angels Public Policy immigration admissions, by citizenship (Top five countries)	Nigeria: 630 (37%) Haiti: 492 (29%) Democratic Republic of the Congo: 105 (6%) Kenya: 37 (2%) Cameroon: 35 (2%)	GCMS	

Other key program impacts

Many temporary public policies are used to facilitate immigration for populations with humanitarian 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 females, 77% of principal applicants in 2022 were female. The initiative ended on August 31, 2021.

The Guardian Angels Public Policy also had an important positive Anti-Racism component. Approximately 90% of applicants were from Sub-Saharan Africa or Black Caribbean nations.

Target population: Hong Kong residents with high human capital

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By age group	Youth

Specific demographic group outcomes

This public policy is relatively gender-balanced. In regards to age, recent education was used as a proxy to target applicants with high human capital, there was a small number of applicants who graduated from a post-secondary institution at an older age, met the eligibility requirements and were admitted under the public policy.

Key program impact statistics 2022 admissions for principal applicants only

Statistic	Observed results CY 2022	Data source	Comment
Number and percentage of Hong Kong Public Policy permanent resident admissions, by age group for principal applicants	Total: 701 0-34: 568 (81%) 35-64: 132 (19%) 65+: 1 (< 1%)	GCMS	

Other key program impacts

The [Temporary Public Policy creating pathways to permanent residence for Hong Kong residents](#) targets Hong Kong residents with high human capital. The measure facilitates permanent residence to Hong Kong residents 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 2022, out of the 701 Hong Konger principal applicants who were admitted to Canada under the special immigration policy, 81% were 34 years of age and under. The policy expires on August 31, 2026.

Target population: Foreign nationals in vulnerable situations

Key program impacts on gender and diversity

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 or an expedited, fee-exempt temporary resident permit (TRP). 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 2022, 118 applicants were approved for the expedited Humanitarian and Compassionate (H&C) measure for victims of family violence and 142 applicants were approved for the TRP for victims of family violence. The majority of applicants for both measures are female between the ages of 25-54. This data includes dependant children.

Distribution of benefits

Distribution	Group
By gender	Predominantly female (80% or more females)
By Age	Adults

Key program impact statistics

Statistic	Observed results CY 2022	Data source	Comment
Family Violence TRP approved applications	19% of applicants are between the ages of 0-17	GCMS	The number of applicants falling between the ages of 0-17 would be dependents of the individual leaving

	• 8% of applicants are between the ages of 18-24 • 70% of applicants are between the ages of 25-54 • 3% of applicants are 55+		the abusive situation. The data showcases 75% of male applicants for both these measures fall within this age strata, meaning the majority of males who utilize these measures are those who are accompanying their parent leaving abusive situations.
Expedited H&C Measure approved applications	• 31% of applicants are between the ages of 0-17 • 9% of applicants are between the ages of 18-24 • 59% of applicants are between the ages of 25-54 • 1% of applicants are 55+	GCMS	The number of applicants falling between the ages of 0-17 would be dependents of the individual leaving the abusive situation. The data showcases 75% of male applicants for both these measures fall within this age strata, meaning the majority of males who utilize these measures are those who are accompanying their parent leaving abusive situations.
TRP issued to family violence by gender	Female: 80% Male: 20%	GCMS	The majority of female applicants (76%) were between the ages of 25-54.
Permanent resident approved applications under an Expedited H&C for Victims of Family Violence by gender	Female: 81% Male: 19%	GCMS	The majority of female applicants (76%) were between the ages of 25-54.

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

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By income level	somewhat benefits low-income individuals (somewhat progressive)

By age group	no significant inter-generational impacts or impacts generation between youth and seniors
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Specific demographic group outcomes

This public policy is broadly gender-balanced and is likely to benefit low-income individuals most, as undocumented migrants typically have lower wages than immigrants with proper work authorization. While the majority of beneficiaries are working age (70% between the ages of 30-59), many children and youth are also benefiting from this initiative, which has positive generational impacts.

Key program impact statistics

Statistic	Observed results CY 2022	Data source	Comment
Percentage of Out-of-Status Construction Workers Policy immigration applicants and dependents approved, by gender	Total: 536 Female: 240 (45%) Male: 296 (55%) Breakdown by Principal Applicants: Total: 226 Female: 4 (2%) Male: 222 (98%) Breakdown by related dependant: Total: 310 Female: 236 (76%) Male: 74 (24%)	GCMS	While this policy targeted a male-dominated industry, it also provided an opportunity for their dependents (spouses and children) 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. In January 2023, [the public policy](#) was extended for another year (until January 2, 2024) and the cap was expanded from 500 principal applicants to 1,000 principal applicants. While the policy targets a male-dominated industry, it also provides an opportunity for their dependents to attain permanent resident status. In 2022, while 98% of principal applicants were male, 76% of the related dependents were female. This public policy will end on January 2, 2024, or once 1,000 principal applicants have been granted permanent residence.

GBA Plus data collection plan

The Department continues to gather results and lessons learned to inform future regularization policy and programming. Significant data analysis of anonymized data on gender, age, country of birth, occupation and uptake of settlement services, has been conducted to better understand program barriers for clients. An important data gap, as with other immigration programs, is the lack of race data collection.

Core responsibility 2: Immigrant and Refugee Selection and Integration

Program name: Asylum/Protected Persons

Target population: Asylum claimants

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By income level	somewhat benefits low-income individuals (somewhat progressive)
By age group	Youth children, Adults, and Seniors

Key program impact statistics

Statistic	Observed results FY 2022–23	Data source	Comment
Percentage of asylum claims, by gender	Female: 40% Male: 60% Another gender: <1%	GCMS	
Percentage of asylum claims, by reason	Females who claimed asylum due to persecution based on domestic violence: 20% Sexual orientation or gender identity: 5%	Immigration and Refugee Board Canada	
Top source countries of asylum claims referred	Mexico Turkey, Haiti, Colombia, Iran, India, Venezuela, Pakistan, Afghanistan, and Nigeria	GCMS	

to the Immigration and Refugee Board			
Percentage of asylum claims, by age	0–17: 22% 18–55: 74% 55+: 4%	GCMS	
Percentage of asylum claims filed, by type of family	Individual: 56% Family of 2: 11% Family of 3: 13% Family of 4: 12% Family of 5+: 8%	GCMS	
Percentage of asylum claims, by marital status	Single: 49% Married: 31% Divorced/Separated/Annulled: 3% Common law: 10% Widowed: 1% Unknown/Unspecified: 6%	GCMS	
Number and percentage of eligible asylum seekers Interim Federal Health Program (IFHP) beneficiaries, by gender and age*	Total: 224,106 ≤5: 6,948 (3%) 6–12: 24,496 (11%) 13–18: 17,340(8%) 19–44: 124,956 (56%) 45–64: 43,366 (19%) 65+: 7,000 (3%) Female: 98,078 ≤5: 3,362 (3%) 6–12: 11,819 (12%) 13–18: 8,382 (9%) 19–44: 51,897 (53%)	GCMS	

* 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.

	45–64: 18,513 (19%) 65+: 4,105 (4%) Male: 125,990 ≤5: 3,586 (3%) 6–12: 12,676 (10%) 13–18: 8,955 (7%) 19–44: 73,027 (58%) 45–64: 24,852 (20%) 65+: 2,894 (2%) Another gender: 38 6–12: 1 (3%) 13–18: 3 (8%) 19–44: 32 (84%) 45–64: 1 (3%) 65+: 1 (3%)		
Number and percentage of eligible asylum seekers IFHP users, by gender and age ^{**} , ^{***}	Total: 164,074 ≤5: 11,409 (7%) 6–12: 15,167 (9%) 13–18: 10,577 (6%) 19–44: 96,742 (59%) 45–64: 25,702 (16%) 65+: 4,497 (3%) Female: 92,054 ≤5: 5,956 (6%) 6–12: 7,886 (9%) 13–18: 5,589 (6%) 19–44: 56,262 (61%) 45–64: 14,590 (16%) 65+: 1,771 (2%)	GCMS	

^{**} 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.

^{***} 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.

	Male: 71,988 ≤5: 5,453 (8%) 6–12: 7,280 (10%) 13–18: 4,966 (7%) 19–44: 40,452 (56%) 45–64: 11,111 (15%) 65+: 2,726 (4%) Another gender: 32 6–12: 1 (3%) 13–18: 2 (6%) 19–44: 28 (88%) 45–64: 1 (3%)		
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Other key program impacts

The in-Canada asylum system provides specific protection to in-Canada refugee claimants, supported by the [Immigration and Refugee Board's Chairperson Guidelines](#) on female 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 name: Settlement

Program goals:

IRCC supports the successful integration of newcomers to Canada through a suite of settlement and integration services provided through the Settlement Program. Services include pre-arrival and post-arrival orientation and information services, needs and assets assessment and referrals, language training, employment-related services including mentorship and apprenticeship programming, and services that help newcomers connect and contribute to their communities. These services also help newcomers navigate the labour market as well as barriers to employment.

Multiple factors, such as race, ethnicity, gender, religion, disability, sexual orientation, education, income, language, and age may influence newcomer's access to settlement services and their social and economic outcomes. For this reason, the Settlement Program continues to provide tailored supports to newcomer populations that face additional barriers to services and who are at increased risk of marginalization.

Based on the Settlement Program’s logic model, the Settlement Program collects activity and output data on funded activities targeting the needs of specific populations with intersecting characteristics, such as racialized females, members of the 2SLGBTQI+ community, persons with disabilities, and seniors. Newcomer outcomes data is collected through the Newcomer Outcomes Survey. As it is linked to immigration information, it allows for disaggregation by client characteristics (e.g. age, gender, education level, etc.) and, since 2020, by race. This data provides important insights on access to services and on program design, which in turn builds evidence to support future settlement policy and programming.

Target population: Permanent Residents and some Temporary Residents

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By age group	Youth children, Adults, and Seniors

Specific demographic group outcomes

Newcomers to Canada benefit from the Settlement Program, including permanent residents of Canada, protected persons, and individuals who have been selected to become permanent residents.

Key program impacts on gender and diversity

Under the Settlement Program, eligible clients have access to information to help newcomers make informed decisions about their settlement and to better understand Canada’s laws and institutions, language training to help their integration into communities and the labour market, community connections services to help build a sense of belonging, and employment-related services such as job-search orientation, employer connections and information about foreign credential recognition pathways. Tailored supports are available to newcomer populations that face additional barriers to services and who are at increased risk of marginalization, including female, youth, seniors, people living with a disability and 2SLGBTQI+ individuals. In addition, 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. Support services include females’s only language programming, peer mentoring, provisions for persons with disabilities, translation/interpretation, short-term counselling, and child-care services. In 2022–23, 76% of child-care services were provided to female clients and 2,135 newcomers received

disability services. About 22% of [Settlement Program](#) clients were resettled refugees who are considered more vulnerable than many other immigration categories.

In addition, the Settlement Program is advancing Truth and Reconciliation by delivering programming that builds awareness and understanding of Indigenous-related history and culture among newcomers, and facilitates meaningful connections between Indigenous peoples, newcomers and Canadians. This also includes partnerships between some settlement service providers and Indigenous organizations and/or peoples.

Key program impact statistics

Statistic	Observed results FY 2022–23	Data source	Comment
Number of Settlement Program project specific contribution agreements targeting newcomers that experience increased barriers to integration	- Gender-Based Violence Prevention: 37 - Anti-racism: 75 - Indigenous component: 90 - Mental health and well-being services: 82 - LGBTQ2+ focus: 25 - Case Management for GARs and other vulnerable newcomers: 73	Grants and Contributions System (GCS)	
Number of Settlement Workers in School projects targeting student and parents in elementary and secondary schools	115 projects	GCS	The same number of agreements are in place from last year.
Number and percentage of newcomers who received Settlement Program services, by gender	Total: 607,866 Female: 332,120 (55%) Male: 260,471 (43%) Another gender: 37 (<1%) Not stated: 15,238 * (3%)	iCARE	In 2022–23, a total of 37 newcomers identified as ‘other,’ up from 21 newcomers in 2021–22, an increase of nearly 76%.

* “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.

Number of Settlement Program clients, by gender and age group	Child (0-14) Total: 95,497 (16%) Female: 41,015 (43%) Male: 43,986 (46%) Another gender: 1 (<1%) Not stated: 10,495 (11%) Youth 15-29 Total: 136,019 (22%) Female: 76,152 (56%) Male: 59,221 (44 %) Another gender: 14 (<1%) Not stated: 632 (<1%) Adult (30-59) Total: 331,277 (54%) Female: 191,690 (58%) Male: 139,206 (42%) Another gender: 22 (<1%) Not stated: 359 (<1%) Seniors >60 Total: 42,070(7%) Female: 23,683 (56%) Male: 18,271 (43%) Not stated: 33 (<1%)	iCARE	38% of Settlement Program services were provided to children and youth (ages 0–29).
Number and percentage of Settlement Program clients who received Needs and Assets Assessment services, by gender:	Total: 295,269 Female: 158,217 (54%) Male: 127,011 (43%) Another gender: 26(<1%) Not stated: 10,015 (3%)	iCARE	IRCC delivers needs and asset assessment services to understand the needs of clients and ensure services provided are effective. More female clients than male clients received Needs and Assets Assessments.
Number and percentage of	Total: 504,129	iCARE	More than half of female clients

Settlement Program clients receiving information and orientations services, by gender	Female: 272,851 (54%) Male: 219,408 (44%) Another gender: 33 (<1%) Not stated: 11,837 (2%)		received information and orientation services.
Number and percentage of Settlement Program clients who received community connection services, by gender	Total: 103,680 Female: 60,204 (58%) Male: 41,009 (40%) Another gender: 5 (<1%) Not stated: 2,462 (2%)	iCARE	More than half of those who received community connection services were female.
Number and percentage of Settlement Program clients who received language assessment services, by gender	Total: 104,431 Female: 63,912 (61%) Male: 40,443 (39%) Another gender: 11 (<1%) Not stated: 65 (<1%)	iCARE	Almost 2/3 of clients receiving language assessment were female.
Number and percentage of Settlement Program clients who received language training services, by gender	Total: 100,325 Female: 68,827 (69%) Male: 31,465 (31%) Another gender: 6 (<1%) Not stated: 27 (<1%)	iCARE	More than 2/3 of clients accessing language training were female.
Number and percentage of Settlement Program clients who received employment-related services, by gender	Total: 68,825 Female: 39,160 (57%) Male: 29,571 (43%) Another gender: 4 (<1%) Not stated: 90 (<1%)	iCARE	Female clients participated in employment activities at a higher percentage than male clients.
Number and percentage of Settlement Program clients who received support services, by type and gender	Childcare support services: Total: 16,929 Female: 12,793 (76%) Male: 3,999 (24%) Not stated: 137 (<1%)	iCARE	More female than male clients received childcare support services.

	Disability support services: Total: 2,152 Female: 1,238 (58%) Male: 887 (41%) Not stated: 27 (1%)		
Percentage of Newcomer Outcomes Survey client respondents who reported that they participated in the Canadian labour market	Female: 82% Male: 92%	2021 Newcomer Outcomes Survey based on services provided in 2020–21	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 client respondents who reported that they have sense of belonging to Canada, by gender	Female: 91% Male: 91%	2021 Newcomer Outcomes Survey based on services provided in 2020–21	The percentage of respondents who indicated that they feel a sense of belonging was identical between females and males.
Percentage of Newcomer Outcomes Survey client respondents who reported that they can use English or French in social situations to at least some degree	English (out of those who indicated they wanted/needed to speak English): Female: 96% Male: 96% French (out of those who indicated they wanted/needed to speak French): Female: 81% Male: 82%	2021 Newcomer Outcomes Survey based on services provided in 2020–21	While the ability to speak English in social situations was similar for both female and male survey respondents, a slightly higher percentage of male reported that they can use French in social situations, to at least some degree.

*2022–23 or most recent

GBA Plus data collection plan

The annual voluntary IRCC [Newcomer Outcomes Survey](#) (NOS) gathers information from Resettlement Assistance and Settlement Programs clients as well as from those who did not use the programs. The NOS collects information from newcomers who became

permanent residents (PR) over a 7-year period to enable analysis of short-, medium-, and longer-term outcomes. Clients are identified if they have accessed at least one settlement service since becoming a permanent resident.

The NOS is a vital tool for understanding the overall integration outcomes of all newcomers to Canada yet an intersectional lens in the analysis of the survey enables the Department to address the needs of all equity-seeking groups. In 2022, questions that identify gender, 2SLGBTQI+, disability, household income, and number of children in the household were added to the survey. A question on race was also included for the third time, with respondents providing us with their self-identified race/ethnicity, with only a very small percentage (less than 3%) selecting “prefer not to say.” Overall, 86% of client respondents identify themselves as racialized. Analysis of this data is currently underway and will contribute to a more comprehensive picture of the trends and barriers faced by various newcomers groups, which in turn will inform Settlement Program policy decision-making.

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

Other key program impacts

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 ([ngbv.ca](#)). The Gender-based Violence Strategy Partnership is continuing through Budget 2021 investments with an additional \$2M in funding for five years until 2026. The GBV Partnership has advanced best practices that address emerging GBV issues for the settlement sector, along with effective resources for stakeholders to support a strong cross-sectoral approach. These resources include online training webinars covering specific issues and a bilingual online course designed specifically for the settlement sector, Bridges to Safety. In addition, the GBV Partnership has piloted a client information session with participants, established a settlement sector Champion Network, and produced multiple guides. Initial project results indicate that the initiative has successfully established a common base of knowledge for service providers and has increased collaboration between the settlement and anti-violence sectors, as well as between agencies.

Supplementary information sources

Refer to the [settlement sector strategy on gender-based violence](#).

Target population: Racialized Newcomer Females

Distribution of benefits

Distribution	Group
By gender	predominantly female (80% or more females)

Key program impacts on gender and diversity

2022–23 was the final year for the Racialized Newcomer Women Pilot (RNWP). The Pilot was designed to support employment outcomes and career advancement for racialized newcomer females, which included testing and evaluating the effectiveness of services for racialized newcomer females through the Settlement Program, such as work placements, mentorships and employment counselling for female-only cohorts. Results to date show improvements in career adaptability and employment outcomes, including the likelihood of working, wages, and hours of work for participants.

The Department anticipates integrating overall learnings from the Pilot into broader employment-related settlement services to help ensure the program can better meet the needs of clients facing barriers on the basis of gender and ethnicity. While RNWP has concluded, funding for select projects has been extended until March 2025. In 2022–23, 1,496 recipients received supports under the Racialized Newcomer Women Pilot.

Core responsibility 3: Citizenship and Passports

Program name: Citizenship

Program goals:

The Citizenship Program aims to provide equitable access in the delivery of citizenship services, including citizenship grant processing, proof applications, and citizenship ceremonies. In addition, the program is working to improve client access and experience while advancing accessibility and inclusion through online applications, virtual interviews, oath and hearings.

To support these program goals, the Department collects demographic data (gender, age, country of birth, etc.) and other available data, such as citizenship test results, compassionate waivers, language results, tax filing history, and linkages with permanent residence admissions data. The Department also uses data from Statistics Canada to inform program analyses. Collectively, these data support GBA Plus analyses and outcomes, including access to citizenship. For example, a GBA Plus lens is being applied to understanding the impacts of options being considered to help make citizenship more financially affordable for applicants.

As the program becomes more digital, GBA Plus will also be applied. Through its modernization efforts, the Department is planning to leverage technology to make it easier for clients to apply for citizenship. In addition, the Department is planning to provide more proactive, real-time communication with clients, so that they are regularly updated on the

status of their applications and prompted when action on their part is required. The program has very high citizenship grant approval rates (99% in 2022–23) and supporting technology would enable quicker approval decisions and improve service delivery, upholding the facilitative nature of the Citizenship Program. The program will continue to assess GBA Plus indicators as modernization initiatives are designed and implemented. A gradual and cautious uptake of technology is planned to ensure that such tools are built to detect and prevent bias or any discriminatory impacts, and performance will be monitored to identify any potential unintended impacts.

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

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By income level	no significant distributional impacts

Specific demographic group outcomes

All Canadians and Newcomers/Immigrants.

While many applicants will benefit from enhanced accessibility and affordability as modernization initiatives are implemented and options are advanced for fee elimination, the positive impact is expected to be greater for some groups, including low-income and vulnerable populations and families.

Digital literacy and access to the internet may be a barrier to applicants from lower-educated, low-income, and newcomer/immigrant populations, but accessibility options will help mitigate these impacts.

Key program impacts statistics

Statistic	Observed results FY 2022–23	Data source	Comment
Number of citizenship application decisions granted by gender	Total: 376,289 Female: 192,872 Male: 183,391 Another gender: 24	GCMS	

	Unknown: 2		
Number of new citizens by gender	Total: 364,166 Female: 186,892 Male: 177,257 Another gender: 15 Unknown: 2	GCMS	

Other key program impacts

During 2022–23, the Citizenship Program applied GBA Plus in the development of the new citizenship study guide. The new citizenship guide will respond to the Truth and Reconciliation Commission’s Call to Action 93 by providing a more balanced and inclusive history of Indigenous peoples. The new guide will also cover the evolution of civil rights and freedoms, especially those of racialized minorities, 2SLGBTQI+ communities, females, and individuals with disabilities. In addition, the new guide will be available in accessible formats such as large print, braille and audio. A GBA Plus lens was also applied in developing digital study tools to accompany the new citizenship guide and support clients who will be taking the citizenship test.

Workshops with internal and external partners and stakeholders were held in 2022–23. The workshops focused on assessing the feasibility of further disaggregating data for key program performance indicators to better support diversity, including anti-racism. Work is ongoing to update these key performance indicators.

GBA Plus data collection plan

The Citizenship Program currently collects data through the Global Case Management System (GCMS), Longitudinal Immigration Database (IMDB), and General Social Survey (GSS), and through IRCC’s annual client experience survey.

Program Name: Passport, including Certificates of Identity, Refugee Travel Documents, Diplomatic and Special Passports

In 2022–23, the Passport Program conducted a review of its operational policies using an adapted Racial Impact Assessment Tool, which applied a GBA Plus intersectional analysis and included themes of systemic racial inequality, socio-economic barriers, truth and reconciliation, and digital modernization. This work carries on in 2023–24 as the Passport Program makes continuous adjustments to the identified policies and procedures to advance more equitable practices in areas such as:

- Reducing barriers for disadvantaged groups
- Improving access for individuals with disabilities

- Recognizing family structures under custody, foster care, adoption and surrogacy
- Eliminating prejudices

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

The Passport Program has collected data that shows that applicants come from diverse family structures. For example, the mother’s maiden name requirement is not inclusive terminology that considers the diversity of family structures such as same-sex male parents; instead a parent’s surname at birth is better, more inclusive terminology.

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 40 million.

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By age group	Youth children, Adults and Seniors

Key program impact statistics

Statistic	Observed results FY 2022–23	Data source	Comment
Number and percentage of adult passports issued, by gender	Total: 2,099,308 Female: 1,106,059 (53%) Male: 992,006 (47%) Another gender: 1,243 (<1%)	Integrated Retrieval Information System (IRIS) and GCMS	53 % of adult passports were issued to females, compared to 47% for males.
Number and percentage of child passports issued, by gender	Total: 1,446,453 Female: 712,047 (49%) Male: 734,115 (51%)	IRIS and GCMS	49% of child passports were issued to females, compared to 51% for males.

	Another gender: 291 (<1%)		
Number and percentage of passports issued, by type, gender and age	Total: 3,545,761 Female: 1,818,106 Child: 712,047 (39%) Adult: 1,106,059 (61%) 16–24: 326,563 (18%) 25–34: 201,998 (11%) 35–44: 192,854 (11%) 45–54: 132,232 (7%) 55–64: 116,133 (6%) 65–74: 83,923 (5%) 75+: 52,356 (3%) Male: 1,726,121 Child: 734,115 (43%) Adult: 992,006 (57%) 16–24: 308,011 (18%) 25–34: 169,907 (10%) 35–44: 167,093 (10%) 45–54: 119,916 (7%) 55–64: 105,861 (6%) 65–74: 76,091 (4%) 75+: 45,127 (3%) Another gender: 1,534 Child: 291 (19%) Adult: 1,243 (81%) 16–24: 567 (37%) 25–34: 247 (16%) 35–44: 131 (9%) 45–54: 82 (5%) 55–64: 51 (3%) 65–74: 61 (4%) 75+: 104 (7%)	IRIS and GCMS	41% of passports were issued to children. 69% of passports were issued to those under the age of 35. The largest discrepancy between age groups from female to male was in the 25 to 34 age group, where 32,091 more females than males were issued passports. 62% of all Gender X passports were issued to individuals under the age of 44.

Internal Service

Program name: Acquisition Management Services

Target population: Indigenous populations

Other key program impacts

IRCC has successfully implemented the mandatory minimum target of 5% of the value of federal procurements awarded to Indigenous-owned businesses. In 2022–23, IRCC awarded \$26.6 million to Indigenous-owned businesses, surpassing its target of \$14 million of planned procurements. Additionally, 21 IRCC Requests for Proposals included diversity evaluation criteria. Diversity was also reflected in major projects with 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 Name: Communications Services

Target population: The Canadian public and IRCC stakeholders and clients

GBA Plus data collection plan

IRCC's public opinion research (POR) surveys, including the Annual Tracking survey, include demographic questions asking participants to share their gender, age, race, citizenship status, etc., to allow for the disaggregation of data when results are being analyzed and/or used in informing the Department's programs, policies, and services. Additionally, whenever possible while conducting focus groups with the general population, efforts are made to include groups of typically under-represented populations (e.g., newcomers, Indigenous peoples, Francophones outside of Quebec, etc.) to ensure that their perspectives are included.

As a result of IRCC's commitment to review its policies for bias and better understand the impact of bias on clients, the Department also sought input through its public engagement activities with stakeholders and key partners from the immigration sector. For example, IRCC's 2022 consultations on immigration levels included a survey question designed to gather feedback on how to improve equitable access to opportunities for permanent residence. Stakeholders had additional opportunities to provide feedback through an online engagement platform called "Let's Talk immigration" and during regional town hall conversations with the Minister and Parliamentary Secretary. Equity considerations were also embedded in IRCC's consultations on category-based selection in Express Entry, whereby participants were asked to share their thoughts on how the online system that IRCC uses to manage immigration applications from skilled workers could also improve access to opportunities for permanent residence.

Work is ongoing to diversify and broaden the scope of stakeholders invited to attend or participate in the Department's consultation and engagement activities, with a significant

increase expected in the number of 2SLGBTQI+, Indigenous and faith-based organizations involved in IRCC's outreach efforts. Additionally, the Department proactively asks participants to identify any needs for accommodation when engaging with them, whether as part of virtual, hybrid, or in-person activities.

Program name: Human Resources Management Service

Target population: IRCC employees

Distribution of benefits

Distribution	Group
By gender	60%–79% female
By income level	no significant distributional impacts
By age group	Adults

Key program impact statistics

Statistic	Observed results FY 2022–23	Data source	Comment
IRCC Gender Representation	As of March 31, 2023, IRCC's workforce was 65% female and 35% male.	PeopleSoft	

Other key program impacts

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 toward increasing the representation of equity-seeking groups in under-represented 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, as outlined in Section 1. In 2022–23, employment equity baselines were leveraged to inform recommendations made by Human Resources to senior management

with respect to the centralized investments in executives for leadership development programs. More specifically, this included prioritizing investments for VM males and for programs specializing in females in leadership. In addition, for executive buddy and mentor matches, gender is one of the factors that may be considered when providing a recommended shortlist.

Human Resources also developed a tool that allows us to better identify employment equity gaps by gender. This allows us to better target our recruitment efforts to attract the right candidates. Additionally, data from the Executive Feeder Talent Management Questionnaire continues to be used to provide recommendations to Executive Resourcing looking to staff vacant EX-01 positions with candidates from EE groups, with experience in a particular field. Gender is one of the factors considered when providing lists of potential candidates.

Program name: Management and Oversight Services - Evaluation

Program goals:

As evaluations help to inform decision-making, innovation and accountability within IRCC, where appropriate, evaluations undertake a GBA Plus lens, including the disaggregation of data and surveys to provide information to program managers and executives to better understand program results, with a view to improvements and toward addressing challenges and barriers.

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

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By income level	no significant distributional impacts
By age group	Adults

Other key program impacts

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.

GBA Plus data collection plan

The techniques in the guide were applied to the planning stages of six evaluations in that were launched in 2022–23. For example, all evaluations have incorporated a GBA Plus lens where appropriate, which included, among other factors, consideration of a client’s age, gender, immigration status, country of origin, mother tongue/linguistic profile, and geographic location (i.e., urban and rural).

Program name: Administration, Security and Accommodation (ASA)

Target population: IRCC employees

Distribution of benefits

Distribution	Group
By gender	broadly gender-balanced
By income level	no significant distributional impacts
By age group	Adults

Other key program impacts

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 continues to include diversity considerations in workplace design. Universal accessible washrooms with gender neutral signage, privacy film, and glazing on boardroom windows, as well as 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. All personnel security screening administrators and investigators have completed key courses in relation to GBA Plus, unconscious biases, harassment, and violence prevention. This training supports the conducting of a fair security screening process, without any bias.

Response to Parliamentary committees and external audits

Response to parliamentary committees

Report 12 – Promoting Fairness in Canadian Immigration Decisions, November 16, 2022

In Canadian embassies, high commissions and processing centres all over the world, visa officers make decisions about which applications are successful and which are not. These decisions allow some applicants to follow their ambitions or meet their needs—and frustrate the ambitions and needs of others, often at significant personal cost. They occur in the context of larger legislative and legal decisions, program criteria choices, funding and processing priorities, settlement options, and enforcement interventions—a network of choices and evaluations that inevitably favour some types of applicants over others.

This report examined outcomes in Canadian immigration decisions and in the Canadian immigration system that may systematically and unjustifiably disadvantage certain populations based on characteristics such as race and country of origin. It follows a March 22 to May 4, 2022 study on differential outcomes in Canadian immigration decisions by the House of Commons Standing Committee on Citizenship and Immigration.

This report is organized largely by what types of outcomes immigration decisions may affect. Chapter One draws from testimony on the differential outcomes for applicants caused by, and based on the application of, law and policy. This includes addressing different processing times and inventories for different streams and populations. Chapter Two explores potential effects of decisions about processing technology, the location and funding of Immigration, Refugees and Citizenship Canada (IRCC) visa offices and global network, and settlement funding on applicants or newcomers. Chapter Three examines potential outcomes of conscious and unconscious bias or racism for IRCC employees—outcomes that ultimately also affect refusals, processing times, and infrastructure for applicants.

Government Response

Report 11 – Immigration Response to Events in Iran, October 17, 2022

In light of the downing of Ukrainian International Airlines flight PS 752 by the Iranian Revolutionary Guard Corps (IRGC), and in light of the killing of Mahsa Amini by the Iranian Guidance Patrol, the committee demanded the Government stop issuing visas to all Iranian nationals directly affiliated with the IRGC, Iranian Armed Forces, Iranian Guidance Patrol or Iranian intelligence organizations.

Government Response

Report 8 – Differential Treatment in Recruitment and Acceptance Rates of Foreign Students in Quebec and the Rest of Canada, May 31, 2022

Over the last five years, IRCC has seen significant growth in its programs designed to welcome international students to Canada. This growth brings opportunities and challenges.

The House of Commons Standing Committee on Citizenship and Immigration decided to study the recruitment and acceptance rates of foreign students in Quebec and in the rest

of Canada, including francophone students from African countries. It wanted to understand the realities of increasing processing times and higher refusal rates and their impacts on students and institutions, which is explored through testimony and data in Chapter 2.

This report discusses, in its first chapter, the important and growing responsibility of the federal government to attract, select and retain international students in relation to the responsibilities of the provinces and the Canadian designated learning institutions. It lays out the different programs and policies that frame international student mobility to Canada.

Chapter 3 explores the reasons given for refusals and explains potential causes for systemic differences in decisions by IRCC officials. Finally, the fourth chapter examines the opportunities presented by welcoming international students to Canada and the need to integrate and retain students after their studies. Overall, based on testimony from 31 witnesses and several briefs, the Committee makes 35 recommendations to IRCC and to the federal government, more broadly.

Government Response

Report 6 – Supporting Uyghurs and other Turkic Muslims to find safety in Canada, October 25, 2022

In light of the fact that Uyghurs and other Turkic Muslims in China face an ongoing genocide, and in light of the fact that those in third countries are at continuing risk of detention and deportation back to China, where they face serious risk of arbitrary detention, torture, and other atrocities, the committee called on the Government to:

- a) extend existing special immigration measures to Uyghurs and other Turkic Muslims, including the expansion of biometrics collection capabilities in third countries and the issuance of Temporary Resident Permits and single journey travel documents to those without a passport;
- b) allow displaced Uyghurs and other Turkic Muslims in third countries, who face risk of detention and deportation back to China, to seek refuge in Canada;
- c) waive the United Nations Refugee Agency refugee determination; and
- d) the government provide a comprehensive response by letter to the committee within 30 days.

No Government Response was requested.

Report 5 – Support for Russians opposing Russia's attack on Ukraine, October 18, 2022

The Standing Committee on Citizenship and Immigration reported the following to the House: We

- a) condemn the continuing attack on Ukraine ordered by Russian President Vladimir Putin;
- b) recognize that a growing proportion of the Russian people are bravely resisting and opposing this attack; and
- c) call on the Government of Canada to develop measures to support Russian dissidents, human rights defenders, and conscientious objectors within the military who are seeking to urgently flee Russia, while ensuring that necessary security precautions are taken.

No Government Response was requested.

Official Languages/Langues Officielles (OLLO) Report – Francophone immigration to minority communities: Towards a bold, strong and coordinated approach

The Standing Senate Committee on Official Languages examined the need to take action to reverse the decline of the demographic weight of the Francophone community in Canada; namely by increasing the number of francophone immigration to minority communities in order to attain the federal francophone immigration target. A total of 12 recommendations were presented, 10 of which have implication for IRCC.

The application of the OLLO recommendations require collaboration between Federal, Provincial and territorial governments, as well as municipalities official languages minority communities to:

1. Adopt a francophone immigration policy without delay (rec. 1)
2. Set a new target for francophone immigrants settling outside Quebec (rec. 2)
3. Adapt its measures and programs to the needs of the Canadian Francophonie (rec. 4)
4. Determine the proportion of francophone applicants to be recruited in each immigration category (rec. 5)
5. Increase funding for francophone immigration in the 2023-2028 Action Plan for Official Languages (rec. 6)
6. Review IRCC recruitment and promotion activities for francophone immigration (rec. 7)
7. Ensure IRCC employees, partners and subcontractors are aware of the existence and importance of institutions and organizations in Francophone-minority communities (rec. 9)
8. Review IRCC practices in order to streamline processes and practices that have a direct impact on the achievement of the Francophone Immigration Strategy (rec. 10)
9. Facilitate the transition of francophone candidates to permanent residence (rec. 11)
10. Create an Assistant Deputy Minister position to support IRCC Minister for the francophone immigration policy, setting a new target for francophone immigrants settling outside Quebec (rec. 12)

The Government Response will be tabled by September 25, 2023.

Response to External Audits

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

This audit focused on whether Employment and Social development Canada and the Canada Revenue Agency directly or through leveraging other federal departments and other non-federal government entities, ensure that hard-to-reach populations are made aware of, and can access, the Canada Child Benefit, Canada Workers Benefit, Guaranteed Income Supplement, and Canada Learning Bond. Indigenous Services Canada and IRCC were included in relation to how they are involved in supporting outreach to their specific clientele (i.e., newcomers to Canada).

It was found that the Canada Revenue Agency and Employment and Social Development Canada have not done enough to help hard-to-reach populations connect with the benefits put in place to support low-income Canadians.

There were no recommendations for IRCC.

There were no audits in 2022–23 requiring a response.

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

There were no audits in 2022–23 requiring a response.