

# Supplementary Information Tables:

Immigration, Refugees  
and Citizenship Canada's

2023–24

Departmental  
Results Report

To be published electronically only



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# Details on transfer payment programs

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## Actual spending of \$5 million or more

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

### General information

**Name of transfer payment program:**

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

**Start date:**

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

**End date:**

Ongoing

**Type of transfer payment:**

Grant

**Type of appropriation:**

The program is appropriated annually through Government of Canada Estimates.

**Fiscal year for terms and conditions:**

Ongoing

**Link to departmental result:**

Permanent residents are welcomed and benefit from settlement supports

**Link to Department's program inventory:**

## Settlement

### **Purpose and objectives of transfer payment program:**

Under the Canada-Quebec Accord, signed in 1991, Canada has devolved settlement and integration responsibility to Quebec, and provides Quebec with an annual grant that notionally covers settlement and integration services to permanent residents in the province.

The objectives of the Accord are the preservation of Quebec's demographic importance within Canada; and the integration of immigrants into that province in a manner that respects the distinct identity of Quebec.

Under the Accord, Canada is responsible for defining overall immigration objectives, national immigration levels and admissibility, selecting applicants in the family sponsorship class and protected person class, determining refugee status in Canada, and granting citizenship. The Accord provides Quebec with exclusive responsibility for selecting economic immigrants destined to the province (with admissibility decision resting with Canada) and for resettled refugees destined to the province (amongst individuals identified as refugees from abroad by Canada), as well as the settlement and integration of all permanent residents. This program uses transfer payment funding from the grant for the Canada-Quebec Accord on Immigration.

In accordance with section 26 and Annex B of the Canada-Quebec Accord, Canada is required to provide compensation to Quebec for these services, where it is established that:

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

### **Results Achieved:**

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

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

continue to be offered to newcomers across the country. The comparative study is currently conducted biennially, as per the Joint Committee’s decision in 2017, which the committee upheld in 2023.

Since 2014, the IRCC-MIFI Joint Committee has tabled seven 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 2022–23 reporting period was approved at the IRCC-MIFI Joint Committee meeting in December 2023. The study demonstrated that post-pandemic, during this reporting period, both orders of government resumed in-person service delivery and focused on continuing to adapt digital innovation and to align programming with changing immigration realities. The study continued to use the methodology developed jointly with Quebec in 2020–21, including indicators of comparison to better understand the comparability of services in both jurisdictions, which will continue to be used as a baseline for future comparisons. The next biennial study covering the 2024–25 reporting period is expected to be tabled at the Joint Committee in Fall 2025.

#### **Findings of audits completed in 2023–24:**

No audits were completed during the reporting year, and no audits are currently planned or underway.

#### **Findings of evaluations completed in 2023–24:**

The next evaluation of the Grant to Quebec is tentatively scheduled to be completed by the end of 2025–26.

#### **Engagement of applicants and recipients in 2023–24:**

As required by the Canada-Quebec Accord, 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 (or Comité mixte), to coordinate the implementation of Canada’s and Quebec’s policies related to the immigration and integration objectives outlined in the Accord. The most recent Joint Committee took place in Ottawa in December 2023. The next Joint Committee is anticipated in Montreal in the fall of 2024.

While the meeting labelled “Comité mixte” meets the formal requirement of the Accord, IRCC and MIFI hold biweekly Intergovernmental ADM meetings where compensation matters are often on the agenda; and meet regularly at the ADM level on Asylum Sector, Service Delivery and Economic, Family and Social Immigration matters.

As required by the Canada-Quebec Accord, IRCC and MIFI also meet regularly, through the Implementation Committee (Comité d’application), to coordinate the implementation of the Accord and develop the necessary terms and conditions of operation. In 2023 IRCC

and MIFI agreed to meet approximately every two months. The Comité d'application met in April and again in June 2024.

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. The methodology and indicators continued to be used to develop the 2022–23 comparative study, which was approved by the Joint Committee in December 2023.

### Financial information (dollars)

Financial information (dollars)						
Type of transfer payment	2021–22 Actual spending	2022–23 Actual spending	2023–24 Planned spending	2023–24 Total authorities available for use	2023–24 Actual spending (authorities used)	Variance (2023–24 actual minus 2023–24 planned)
<b>Total grants</b>	697,030,000	726,729,000	726,729,000	775,064,000	775,064,000	48,335,000
<b>Total contributions</b>	0	0	0	0	0	0
<b>Total other types of transfer payments</b>	0	0	0	0	0	0
<b>Total program</b>	697,030,000	726,729,000	726,729,000	775,064,000	775,064,000	48,335,000

### Explanation of variances

Actual spending is 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, 2024

**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:**

Since 2017, Canada has experienced an increase in asylum claims, both at ports of entry and by irregular migrants intercepted crossing the border at locations that were not designated land ports of entry. Provinces have called for support in managing the downstream impact of asylum flows, including interim housing pressures. The Government of Canada committed to provide funding to help alleviate the pressures provinces are facing in providing services to asylum claimants.

IHAP's main purpose is to provide financial support to provinces and, if necessary to municipal governments should a cost-sharing agreement not be reached with provinces, to address extraordinary interim housing pressures resulting from increased volumes of asylum claimants entering Canada.

The program enables provinces and municipal governments to continue delivering effective interim housing solutions for asylum claimants, strengthen their interim housing capacities, and limit the need for the federal government to directly provide interim housing services.

IHAP also contributes to the Department’s Results Framework through the Core Responsibility of Immigrant and Refugee Selection and Integration. More specifically, IHAP relates to Result 3: potential permanent residents are selected for immigration to Canada.

**Results Achieved:**

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 populations. Following the lifting of pandemic border response measures in November 2021, Canada experienced historic and unprecedented volumes through 2022–23 and 2023–24. From April 2023 to the end of March 2024, about 160,000 asylum claims were received, representing a 50% increase from the previous year’s total of 106,657. Most claimants continued to arrive in Quebec and Ontario. These volumes placed additional pressures on the shelter systems and related support services of provincial and municipal partners. In 2023–24, IRCC provided a total of \$259.9 million through sixteen grants to assist thirteen jurisdictions (see below) with costs incurred in providing interim housing to asylum claimants.

<b>Payments provided through the Interim Housing Assistance Program in 2023–24</b>			
<b>Provinces/Municipalities</b>	<b>Amount Paid (dollars) 2023–24 FYTD</b>	<b>Costs Covered</b>	
		<b>2023</b>	<b>2024 (Jan. – March)</b>
<b>City of Dieppe</b>	\$3,780	x	Reimbursement requests submitted for costs claimed by participating jurisdictions for FY Q4 2023–24 will be paid in 2024–25.
<b>City of Moncton</b>	\$10,000	x	
<b>City of Toronto</b>	\$192,400,000	x	
<b>Niagara Region</b>	\$912,000	x	
<b>City of Hamilton</b>	\$5,200,000	x	
<b>Durham Region</b>	\$4,600,000	x	
<b>City of Waterloo</b>	\$1,000,000	x	
<b>Halton Region</b>	\$257,000	x	
<b>City of Windsor</b>	\$106,000	x	
<b>Peel Region</b>	\$22,400,000	x	
<b>York Region</b>	\$2,300,0000	x	
<b>City of Ottawa</b>	\$27,700,000	x	

<b>Province of Manitoba</b>	\$3,060,000	x	
<b>Total</b>	\$259,948,780		

### Findings of audits completed in 2023–24:

No audits were completed during the reporting year, and no audits are currently planned or underway.

### Findings of evaluations completed in 2023–24:

An evaluation of IHAP is currently scheduled to begin in 2025–26.

### Engagement of applicants and recipients in 2023–24:

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

### Financial information (dollars)

Financial information (dollars)						
Type of transfer payment	2021–22 Actual spending	2022–23 Actual spending	2023–24 Planned spending	2023–24 Total authorities available for use	2023–24 Actual spending (authorities used)	Variance (2023–24 actual minus 2023–24 planned)
<b>Total grants</b>	0	164,300,000	0	574,400,000	259,948,780	259,948,780
<b>Total contributions</b>	0	0	0	0	0	0
<b>Total other types of transfer payments</b>	0	0	0	0	0	0
<b>Total program</b>	0	164,300,000	0	574,400,000	259,948,780	259,948,780

### Explanation of variances

At the time the 2023–24 Departmental Plan was tabled, no funding decisions had been approved. Announcements of funding to support the Program were made later in the fiscal year which is why actual spending is higher than planned.

Of the authorities allocated, a portion was not spent given the ongoing discussions with provinces and municipalities on eligible expenses. A funding re-profile request has been approved to move funds from 2023–24 to 2024–25 to continue to support interim housing for asylum claimants.

## **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:**

2023–24

**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. The IRCC Settlement

Program plays a major role by assisting immigrants and refugees to overcome barriers specific to the newcomer experience so that they can undertake their longer-term integration on a similar footing to other Canadians.

The Settlement Program and related services aim to provide newcomers with the information required to make informed decisions, language skills adequate to their settlement and integration goals, and the support they need to build networks within their new communities. IRCC funds the delivery of settlement programming across the country and outside Canada, and provides support for initiatives that contribute to the capacity enhancement of recipient organizations.

### **Result Achieved:**

In 2023–24, IRCC invested approximately \$1.1 billion to support the settlement needs of newcomers (outside of Quebec) through the [Settlement Program](#). IRCC administers the Settlement Program to help newcomers settle and adapt to life in Canada, setting them on a path to integration and full citizenship. This is accomplished through a National Call for Proposals (CFP) process, wherein successful applications are recommended for funding through Funding Agreements to support program delivery. This process assists IRCC in supporting organizations across Canada (outside of Quebec) to deliver settlement and resettlement supports and services to newcomers.

IRCC launched a National CFP 2024 in November 2023 to solicit proposals for funding agreements of up to five years with settlement service organizations across Canada (outside of Quebec). Agreements are expected to be in place by April 1, 2025. The National CFP 2024 features two new distinct funding streams: a new Equity funding stream to provide targeted support to organizations representative of equity deserving populations to increase their participation in the settlement sector; and a Service Delivery Improvement (SDI) funding stream for larger-scale pilot projects that will further test promising practices or concepts identified through previous SDI Expression of Interest processes. Changes proposed through CFP 2024 aim to improve service delivery and were based on research findings, the collection of client data, and feedback received from the settlement sector. For example, enhancements include full remote delivery of pre-arrival services, provision of digital supports and a national standardized needs assessment.

In line with [IRCC's commitments to Anti-Racism](#), [Gender-based Analysis Plus](#), and [Gender Equality](#), the Department is advancing equity priorities within the National CFP 2024 to ensure that diverse populations can benefit from inclusive Settlement and Resettlement Assistance programming. This includes the integration of Gender-based Analysis Plus throughout the CFP process and expanding targeted programming to meet the needs of specific client populations facing distinct barriers to settlement and integration, such as racialized communities, newcomer women, and LGBTQI+ populations. This approach also includes incorporating [Truth and Reconciliation](#) through programming that increases awareness of Indigenous-related topics among newcomers as well as facilitates

meaningful connections and social cohesion between Indigenous Peoples, newcomers and Canadians.

Under the 2022–23 Equity Request for Quotations, IRCC is supporting 17 projects in the area of anti-racism, mainstreaming gender equality, and 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. Funded projects will conclude at various points throughout 2024.

In August 2021, [IRCC announced an investment of \\$100 million](#) over three years (2021–24) for [Service Delivery Improvement](#) (SDI) initiatives to improve the way newcomers access settlement services and support them and the broader settlement sector in recovering from impacts of the pandemic. Following an Expression of Interest (EOI) process, 78 successful projects were approved for funding. All funded projects concluded on March 31, 2024.

In 2023–24, the Settlement Program was able to deliver settlement services including service delivery improvement and resettlement assistance program to nearly 700,000 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 included close to 80 francophone service providers, which support the integration of French-speaking newcomers into francophone-minority communities. Tailored supports were 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 LGBTQI+ individuals.

To understand and address the needs of newcomers, 329,996 newcomers received comprehensive needs and assets 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 568,882 newcomers.

Furthermore, 120,706 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.

In addition, 83,436 newcomers accessed employment services to support them in acquiring the knowledge and skills needed to navigate the Canadian labour market and connect with employers. Through [Community Connection](#) activities, 121,488 clients received services to network with Canadian peers, learned to access services in the

community, and created 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.

The Settlement Program provides funding to Local Immigration Partnerships (LIPs) and Zonal Immigration Partnerships (ZIPs) to foster welcoming and inclusive communities. In 2023–24, the network of communities grew to more than 88 LIPs/ZIPs across Canada (excluding Quebec). LIPs actively support local engagement and cross-sector collaboration to coordinate services at the community level. Activities include partnering with local stakeholders and equity groups to advance anti-racism initiatives and Truth and Reconciliation, promoting newcomer attraction and retention in small and rural communities, and working with local municipalities and associations to address housing accessibility issues.

The National LIPs Secretariat plays a critical role as the voice of LIPs regionally and nationally, and continues to facilitate partnership building to enhance collaboration and information sharing among LIPs across Canada. In addition, the Secretariat leads anti-racism and anti-oppression initiatives, while enhancing coordination among LIPs to support the resettlement of Afghan and Ukrainian individuals. The National LIP Secretariat also collaborates closely with the Department to inform the national perspective on community-based partnerships.

IRCC also supported 13 [Réseaux en immigration francophones \(RIFs\)](#) to help Francophone and Acadian communities better attract, welcome and integrate French-speaking newcomers. In 2023–24, the RIF and Fédération des communautés francophones et acadienne have helped to raise the awareness of the Francophone integration pathway in the sector through various events and Forums such as the annual [Semaine nationale de l'immigration francophone \(SNIF\)](#) funded by IRCC. Following the success of the [Welcoming Francophone Community Initiative](#)'s pilot which ended in March 2024, [IRCC has renewed the initiative](#) for up to four more years and is expanding it to add up to ten additional communities. Overall, IRCC received very positive feedback from most regions when Francophone stakeholders were consulted in 2023 on the Initiative's successes and challenges. A preliminary report by the Prairies Research Association, Inc. (PRA) documenting best practices was also delivered in December 2023. The process is currently underway to select the new communities for this Initiative across Canada. The development of this Initiative has been possible due to funding from the [Action Plan for Official Languages 2023-2028](#).

Efforts have been made to improve and strengthen 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 2023–24, 64% of French-speaking newcomer clients have accessed at least

one service provided by an IRCC-funded francophone service provider organization, compared to 61% in the previous fiscal year.

### **Findings of audits completed in 2023–24:**

A review of the Settlement Network’s Management of the Administrative Flat Rate and the review of Settlement Network’s Management of Contribution Programs were completed. The reports may be provided upon request.

### **Review of the Settlement Network’s Management of the Administrative Flat Rate**

The advisory engagement concluded that IRCC’s process for determining the Administrative Flat Rate (AFR) as part of the Settlement and Resettlement Assistance Programs is aligned with best practices. The process facilitates AFR determinations that are reasonable and fair to stakeholders.

Opportunities for improvement were identified which could support further refinement and ensure that the process continues to result in reasonable and fair AFR determinations.

### **Review of Settlement Network’s Management of Contribution Programs**

This advisory engagement concluded that Settlement Network has taken considerable steps to decrease the administrative burden imposed by its contribution programs and is functioning as designed and accurately reflects the Department’s current risk appetite.

Settlement Network made progress in reducing barriers to access funding for smaller service organizations. However, these organizations continue to be subjected to administrative burdens that may be beyond their capacity to manage.

Settlement Network has the policy, training, and systems in place to support the management of its contribution programs. Due to the ongoing changes to policy and guidance, as well as the variety of users relying on data available, it is important that Settlement Network continues to proactively manage these areas.

### **Findings of evaluations completed in 2023–24:**

The next evaluation of the Settlement Program is tentatively scheduled for completion in 2026–27. However, components of Settlement programming are also scheduled for distinct evaluations, such as Local Immigration Partnerships (to be completed in 2025–26).

### **Engagement of applicants and recipients in 2023–24:**

In 2023–24, IRCC actively engaged with settlement sector actors to inform key priority areas to address different elements of the Settlement Program National Call for Proposals 2024. This included presentations and discussions at the national and regional levels. These interactions informed IRCC’s approach to program changes and provided

stakeholders with the opportunity to ask questions and provide feedback, given the key role that they play in newcomers' settlement and integration experience.

IRCC also maintained ongoing communication with Service Provider Organizations (SPOs) to support funding agreement management and to ensure high quality settlement services are delivered to newcomers. This included in-person and virtual activity and financial monitors, and the review of qualitative and quantitative reports submitted by SPOs. Engagement with SPOs extended to community meetings organized by umbrella organizations, Local Immigration Partnerships (LIPs), Réseaux en immigration francophone (RIFs), and other relevant stakeholders.

In 2023–24, IRCC also finalized the review of results from the fifth annual Newcomer Outcomes Survey, which included questions on race. As a key source through which the Department collects data on all newcomers, the survey 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 IRCC's main mechanism for information exchange 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.

### **Francophone Focus**

In 2023–24, the Comité consultatif national en établissement francophone (National Francophone Settlement Advisory Committee, or CCNEF), co-led by IRCC, delivered a Final Report containing its recommendations regarding the francophone settlement sector, in June of 2023. This Final Report was the fruit of over three years of CCNEF's discussions with stakeholders and its analysis of key findings related to Francophone settlement programming. IRCC welcomed this report and given the timing with the Department's preparation for the National Call for proposals 2024 (CFP), the Department was able to integrate many of the report's recommendations into its guidelines for the launch of CFP in November 2023. IRCC has met with the CCNEF to discuss its Final Report and formally responded to the Final Report in March 2024, to highlight its implementation of the recommendations.

IRCC dedicated a stream to the Francophone Integration Pathway for the first time in CFP 2024. Beginning in Fall 2023 the Department held a series of four webinars to support Francophone organizations identify funding opportunities through CFP 2024, and to answer their questions to guide them in preparing their submissions.

### **Financial information (dollars)**

Financial information (dollars)						
Type of transfer payment	2021-22 Actual spending	2022-23 Actual spending	2023-24 Planned spending	2023-24 Total authorities available for use	2023-24 Actual spending (authorities used)	Variance (2023-24 actual minus 2023-24 planned)
<b>Total grants</b>	15,817,311	17,155,774	55,000,000	19,387,441	18,856,413	(36,143,587)
<b>Total contributions</b>	832,413,887	956,360,675	1,048,071,586	1,079,278,032	1,060,401,578	12,329,992
<b>Total other types of transfer payments</b>	0	0	0	0	0	0
<b>Total program</b>	848,231,198	973,516,449	1,103,071,586	1,098,665,473	1,079,257,991	(23,813,595)

### Explanation of variances

Actual spending is lower than planned as a result of late in the year lapse related to the nature of the activities performed; mainly due to recipient organisations experiencing delays in recruiting staff due to labour shortages as well as delays in execution of planned activities.

## Resettlement Assistance Program

### General information

#### Name of transfer payment program:

Resettlement Assistance Program: Voted

#### Start date:

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

#### End date:

Ongoing

#### Type of transfer payment:

Grants and Contributions

**Type of appropriation:**

The program is appropriated annually through Government of Canada Estimates.

**Fiscal year for terms and conditions:**

2018–19, updated in 2023

**Link to departmental result:**

Permanent residents are welcomed and benefit from settlement supports

**Link to Department's program inventory:**

Refugee Resettlement Program

**Purpose and objectives of transfer payment program:**

The Resettlement Assistance Program (RAP) provides direct financial support and funds the provision of immediate and essential services to government assisted refugees and other eligible recipients. RAP funds refugee resettlement activities and services for clients identified in Section 4B of these terms and conditions and provides transitional financial assistance to a class of recipients who are temporary residents.

RAP contributes to the objectives of Sections 3(2) (b) , 3(1) (a) and 3(1) (e) of the *Immigration and Refugee Protection Act* (IRPA), to respectively: “Fulfill Canada’s international legal obligations with respect to refugees and affirm Canada’s commitment to international efforts to provide assistance to those in need of resettlement;” “Permit Canada to pursue the maximum social, cultural and economic benefits of immigration” and “Promote the successful integration of permanent residents into Canada while recognizing that integration involves mutual obligations for new immigrants and Canadian society”.

**Results Achieved:**

In 2023–24, IRCC continued to meet the immediate and essential needs of government-assisted refugees (GARs) and certain other eligible clients through the RAP. Pre-departure services continued to be provided to all resettled refugees (GARs, Privately Sponsored Refugees, Blended Visa Office Referred Refugees (BVORs) and Joint Assistance Sponsorship), and to all other clients eligible through RAP who elected to use these services.

In 2023–24, there were 23,976 GAR admissions across the country, compared to 23,759 admissions in 2022–23. During the period, a total of 24,775 GARs received at least one RAP service (excluding Quebec). To further support GARs in having the tools to live independently in Canadian society, 99% of GARs (outside of Quebec) accessed IRCC

Settlement services within their first year of arrival. In addition, GARs resettled to Canada (outside of Quebec) receive up to 12 months of income support under RAP, while BVORs receive up to six months. In 2023–24, a total of 22,599 GARs and BVORs received RAP income support.

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). As of March 2024, the average days a RAP client spent in temporary accommodations had fallen to 41 days (as compared to more than 52 days in March 2023).

In 2023–24, RAP continued to support a significant number of clients arriving in Canada through IRCC's Afghan initiatives. During this period, IRCC facilitated the resettlement to Canada of 9,687 GARs, an additional 2,274 clients through the Extended Family Public Policy (EFPP) of former Afghan interpreters, as well as 137 clients through the Language and Cultural Advisor (LCA) public policy, for a total of 12,098 clients in 2023–24. Of this total, 5,140 Afghan clients were resettled to 43 medium and smaller sized cities across Canada (excluding Quebec), and received immediate and essential services through RAP. EFPP and LCA clients were provided with a one-time payment equal to three months of RAP income support.

In 2023–24, individuals arriving in Canada under the Canada-Ukraine Authorization for Emergency Travel (CUAET) were eligible to apply for one-time transitional financial assistance through the RAP, in the amount of \$3,000 per adult and \$1,500 per child, to help support their immediate needs. During this period, more than 133,000 CUAET holders were approved for transitional financial assistance payments.

In 2023–24, Canada also began welcoming clients from Colombia, Haiti and Venezuela through a new humanitarian pathway for extended family members of Canadian citizens and permanent residents. Clients arriving through this pathway may be eligible for a one-time financial assistance payment through RAP equivalent to three months of RAP income support. In 2023–24, 89 clients were approved for transitional financial assistance payments.

#### **Findings of audits completed in 2023–24:**

No audits were completed during the reporting year, and no audits are currently planned or underway.

#### **Findings of evaluations completed in 2023–24:**

An evaluation of the Refugee Resettlement Programs, including RAP, will be completed in Q2 2024–25.

### Engagement of applicants and recipients in 2023–24:

In 2023–24, IRCC regularly consulted with RAP service 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 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. An in-person meeting was held in September 2023 with the RAP service provider network to share information about the resettlement program and 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.

In 2023–24, IRCC also engaged directly with service provider organizations in support of the humanitarian pathway for Colombian, Haitian and Venezuelan nationals through a focused stakeholder engagement table. These meetings provided the opportunity for information sharing between IRCC and service provider organizations, including information on supporting clients in accessing RAP transitional financial assistance.

### Financial information (dollars)

Financial information (dollars)						
Type of transfer payment	2021–22 Actual spending	2022–23 Actual spending	2023–24 Planned spending	2023–24 Total authorities available for use	2023–24 Actual spending (authorities used)	Variance (2023–24 actual minus 2023–24 planned)
<b>Total grants</b>	29,000,000	495,718,572	232,315,930	421,788,337	420,988,234	188,672,304
<b>Total contributions</b>	185,498,417	415,603,358	304,516,274	442,430,476	427,642,672	123,126,398
<b>Total other types of transfer payments</b>	0	0	0	0	0	0
<b>Total program</b>	214,498,417	911,321,930	536,832,204	864,218,813	848,630,906	311,798,702

### Explanation of variances

Funding in relation to the 2023–25 Multi-Year Immigration Levels Plan was not included in the 2023–24 Planned Spending which mainly explains why actual spending is higher than planned. As well, additional funding was obtained during the year due to higher arrivals of

Ukrainians, approved for payment, through the Resettlement Assistance Program - Canada-Ukraine Transitional Assistance Initiative (CUTAI).

Of the authorities allocated, a portion was not spent as a result late in the year lapse related to the nature of the activities performed; mainly due to recipient organisations experiencing issues with staff retention and recruitment.

## **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 have paid their annual Assessed Contributions ever since.

##### **End date:**

Ongoing

##### **Type of transfer payment:**

Contribution<sup>1</sup>

##### **Type of appropriation:**

Funds are appropriated annually through Government of Canada Estimates.

##### **Fiscal year for terms and conditions:**

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<sup>1</sup> 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).

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 trends and approaches to managed migration.
- Advance its international priorities on migration, which include: helping to ensure the orderly and humane management of migration; promoting international cooperation on migration issues; and assisting in the search for practical solutions to migration problems.
- Provide humanitarian assistance for migrants, refugees and internally displaced persons.
- Deliver IRCC programs in the areas of resettlement, migration health and capacity building.

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

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

**Results Achieved:**

IRCC represents Canada as a Member State of the IOM, and Canada paid the assessed contribution to the IOM annually and in a timely manner. As a Member State, IRCC has been able to participate in IOM’s governance and decision-making, including the meetings of the IOM Council and the IOM Standing Committee on Programmes and Finance. This allowed Canada to play a role in the organization’s governance and decision-making to advance international priorities on migration and support delivery of IRCC programs in the areas of resettlement, migration health and capacity building.

**Findings of audits completed in 2023–24:**

No audits were completed during the reporting year.

### Findings of evaluations completed in 2023–24:

The next evaluation of IRCC’s membership in the IOM is currently scheduled to be completed in 2027–28.

### Engagement of applicants and recipients in 2023–24:

IRCC is the lead federal department in overseeing the institutional relationship between the IOM and the Government of Canada. IRCC participated in the two IOM governing bodies: the IOM Council, and the Standing Committee on Programmes and Finance. This allowed Canada to play a role in the organization’s governance and decision-making.

IRCC also participated 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 also at IOM’s International Dialogue on Migration, which is an international biennial meeting on migration policy and governance led by the IOM. Additionally, Government of Canada officials met regularly with IOM management to discuss shared priorities and ways to maintain and continue to improve the positive bilateral relationship.

### Financial information (dollars)

Financial information (dollars)						
Type of transfer payment	2021–22 Actual spending	2022–23 Actual spending	2023–24 Planned spending	2023–24 Total authorities available for use	2023–24 Actual spending (authorities used)	Variance (2023–24 actual minus 2023–24 planned)
<b>Total grants</b>	0	0	0	0	0	0
<b>Total contributions</b>	2,109,858	2,657,574	2,947,103	3,286,603	3,286,603	339,500
<b>Total other types of transfer payments</b>	0	0	0	0	0	0
<b>Total program</b>	2,109,858	2,657,574	2,947,103	3,286,603	3,286,603	339,500

### Explanation of variances

The amount represents the yearly membership payment to the IOM. Variance is attributable to currency 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.

**Results Achieved:**

In 2023–24, funding for the Global Assistance for Irregular Migrant (GAIM) program provided \$1,000,000 in contributions, assisting 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. In 2023–24, 8,700 individuals participated in safe migration campaign sessions. This assistance, in turn, contributed to the overall discouragement of human smuggling and illegal migration, while ensuring intercepted migrants have basic needs; 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 2023–24:**

An Audit of the Asylum Program and a Performance Audit of Undocumented Migration Pilot Program Design are scheduled for completion in 2025–26.

**Findings of evaluations completed in 2023–24:**

The next evaluation of GAIM is currently scheduled to be completed in 2027–28.

**Engagement of applicants and recipients in 2023–24:**

Regular meetings are held with the IOM to oversee activities and ensure the program continues within the intent and letter of the contribution agreement. The GAIM program requires the IOM to seek approvals from IRCC before undertaking significant new activities. Officials meet on an ongoing basis to discuss operations..

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)**

Financial information (dollars)						
Type of transfer payment	2021–22 Actual spending	2022–23 Actual spending	2023–24 Planned spending	2023–24 Total authorities available for use	2023–24 Actual spending (authorities used)	Variance (2023–24 actual minus 2023–24 planned)

<b>Total grants</b>	0	0	0	0	0	0
<b>Total contributions</b>	1,273,773	2,365,150	0	1,000,000	1,000,000	1,000,000
<b>Total other types of transfer payments</b>	0	0	0	0	0	0
<b>Total program</b>	1,273,773	2,365,150	0	1,000,000	1,000,000	1,000,000

### **Explanation of variances**

Funding for the GAIM program ended in fiscal year 2022–23 and was excluded from the Planned Spending. In September 2023, the program was extended, and spending occurred for repatriation and other assistance of smuggled and intercepted migrants.

## **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:**

International Migration Capacity Building Program (IMCBP) provides funding to eligible grant beneficiaries for initiatives that advance global migration policies and programs, in support of Canada's migration and humanitarian objectives.

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

- a. the advancement of capacity building efforts; and,
- b. an increase in the development and exchange of migration-related information and expertise.

The IMCBP aligns with standard qualitative as well as, results-based measurement (RBM) practices, such as the inclusion of outcomes, indicators, and targets. These performance measures will assess the effectiveness of initiatives to contribute to:

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

**Results Achieved:**

In 2023–24, IRCC continued to invest in existing and new projects through the IMCBP to contribute to the strengthening of migration and protection systems, to facilitate safe, orderly and regular migration while helping to address 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.

In 2023–24, the IMCBP has several funding streams: IMCBP Core Funding; the Migration Cooperation and Engagement Envelope (MCEE); support to the International Organization for Migration's (IOM) Comprehensive Action Plan for Afghanistan and Neighbouring Countries; a Climate Finance transfer payment from Global Affairs Canada; the Americas Capacity Building Envelope; and the Venezuela Crisis Capacity Building Envelope whose final projects ended in March 2024.

Specific IMCBP projects undertaken in 2023–24 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 challenges with human mobility flows, to receive support and protection and improve their condition. For the countries and regions where projects took place, this support provided 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 abroad to ensure safer, more orderly, and regular migration internationally. Canada’s bilateral and multilateral relationships with international organizations and State authorities 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.

As part of the International Migration Capacity Building Program, IRCC continued to support targeted projects including:

- In Nigeria, in partnership with the [ARK Group](#), Canada also facilitated the training of over 550 state police officers on sensitization in trafficking in persons and smuggling of migrants as well as the delivery of a countrywide trafficking in persons awareness bus campaign benefiting 1,400 transport personnel and national communications officers. This campaign provided targeted training on strategic communications and messaging for identifying signs of a potential trafficking victim, as well as a weekly TV program and YouTube channel.
- In Pakistan, through a project with [United Nations Office on Drugs and Crime](#) (UNODC), Canada helped provide trainings and capacity building assistance to law enforcement agencies nationwide on identifying and deterring human trafficking. The project helped contribute to the identification of more than 3,000 cases related to human trafficking and the successful prosecution of approximately 2,000 individuals involved in these crimes.
- In Central Asia, Canada partnered with the IOM to support the IOM’s [Comprehensive Action Plan for Afghanistan and Neighbouring Countries](#). The project seeks to address the needs of vulnerable Afghans in Central Asia by working with local partners and authorities to generate opportunities for integration, resilience, and social cohesion. In 2023, activities supported the strengthening of government capacities to respond to emergencies and protect vulnerable migrants and displaced people. For example, in Kazakhstan, 500 Afghan nationals received assistance with the development of a business plan as well as language courses, and 29 representatives of a number of government departments and police

academies received training which covered topics such as international instruments of protection of migrant rights.

#### **Findings of audits completed in 2023–24:**

No audits were completed during the reporting year.

#### **Findings of evaluations completed in 2023–24:**

The next evaluation of the IMCBP is currently scheduled to be completed in 2028–29.

#### **Engagement of applicants and recipients in 2023–24:**

As standard practice, IRCC maintained close contact between IRCC project sponsors and recipient organizations, such as the UNHCR, the IOM, the UNODC and the ILO throughout each project’s implementation duration 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, and Mexico, 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 also 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:

- Canada’s membership in the IGC continued to enable senior and working level exchanges with IGC member states on a number of timely immigration, asylum, and border management programming issues. Canada also contributed to the Migration Policy Institute, 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 benefitted from MPI’s advice and expertise, including through targeted discussions.

#### **Financial information (dollars)**

Financial information (dollars)

Type of transfer payment	2021–22 Actual spending	2022–23 Actual spending	2023–24 Planned spending	2023–24 Total authorities available for use	2023–24 Actual spending (authorities used)	Variance (2023–24 actual minus 2023–24 planned)
<b>Total grants</b>	7,999,922	19,650,000	24,950,000	26,450,000	26,449,996	1,499,996
<b>Total contributions</b>	0	0	0	0	0	0
<b>Total other types of transfer payments</b>	0	0	0	0	0	0
<b>Total program</b>	7,999,922	19,650,000	24,950,000	26,450,000	26,449,996	1,499,996

### Explanation of variances

Actual spending is higher than planned as a result of the Climate Finance transfer from Global Affairs Canada in 2023–24, which was not included in earlier Planned Spending.

## Gender-based analysis plus

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### Introduction

In 2018, Parliament passed the [Canadian Gender Budgeting Act](#). The Departmental Plans and Departmental Results Reports are being used to fulfill the President of the Treasury Board’s obligations to make public, every year, analysis on the impacts of expenditure programs on gender and diversity.

Each organization is responsible for conducting their own [Gender-based Analysis Plus \(GBA Plus\)](#).

The Policy on Results indicates that Program officials, as designated by Deputy Heads, are responsible for ensuring data collection for meeting policy requirements.

### Applicability

All organizations must complete GBA Plus supplementary information tables in Departmental Plans and Departmental Results Reports on an annual basis.

### Section 1: Institutional GBA Plus Governance and Capacity

Equity, fairness, inclusion, 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, granting citizenship and offering passport services.

## **Governance**

In October 2023, IRCC established a new Equity Branch to serve as an equity-focused centre of expertise for the Department. This is intended to help IRCC take a more intersectional approach to equity and ensure greater consistency and fairness in all aspects of IRCC's work including people management, policy and program design, and service delivery.

The Equity Branch provides guidance and monitors performance on anti-racism, GBA Plus, accessibility, equity policy, and other initiatives that will support improving the wellness of the workplace and achieving equitable outcomes for employees, clients and Canadians. Branch mandate includes the work of the Employee Support Office, the Office of Conflict Resolution, and the Equity Advancement Office (formerly Anti-Racism Task Force). An Ombuds Office will be added to the Branch in the future to serve as an independent channel of recourse for employee complaints regarding racism and discrimination, and other well-being related issues. Additionally, the Ombuds Office will play a key role in identifying systemic biases in employment systems and the workplace and ensuring that departmental actions are effective in remedying issues.

The GBA Plus Working Group serves as a community of practice to enhance the understanding and application of GBA Plus across all areas of IRCC. With 73 members from across the Department, the Working Group allows the participants to consult on equity considerations in policy proposals. This year, the working group addressed a range of priority topics including IRCC's GBA Plus Policy Review, an anti-racism vision for the settlement, GBA Plus in the Express Entry Ranking System, and instilling GBA Plus in the Call for Proposals for the settlement sector.

## **Human Resource (HR) programs and Employment Systems Review**

IRCC is striving to improve diversity in its hiring. In 2023, IRCC undertook a review to identify whether there are barriers for employment equity (EE) groups in HR processes. The information collected will support the development of a multi-year Anti-Racism, Diversity, Equity & Inclusion (ARDEI) Plan, which will address barriers faced by EE groups.

- IRCC is actively responding to the Clerk's Call to Action in 2021 on Anti-Racism, Equity and Inclusion in the in Federal Public Service and Forward Direction in 2023 by setting and pursuing multi-year goals to promote growth and representation of equity-seeking groups. This includes mandatory training for all IRCC employees, departmental events and virtual town halls to promote awareness, middle managers anti-racism foundational training, and Trust Circles with Indigenous, Black and Racialized employees and senior management.
- The Department has made significant strides in advancing employment equity following the launch of a comprehensive strategy to achieve employment equity

baselines reflective of the Canadian population by 2024. This strategy, endorsed by IRCC’s Executive Committee in October 2021, centers on providing access to disaggregated employment equity data, an accountability model and customized training and tools for managers and HR professionals. Since its launch, the strategy has driven increases in representation across all categories. However, further efforts are necessary to achieve baselines for representation across various career levels within each employment equity group.

## **Anti-racism & Equity**

In 2023–24, IRCC continued to bolster its anti-racism governance to more effectively tackle systemic racism and embed equity as a core value across the Department. This commitment is demonstrated through initiatives that foster a more equitable workplace, and policy and programs that undergo GBA Plus assessments. Strategies were identified to integrate anti-racism and equity-related measures into departmental planning, evaluations, and reporting of results. The initiatives outlined in IRCC’s [Anti-Racism Strategy 2.0 \(2021-2024\)](#) were further developed to advance equity for employees, clients, and Canadians.

## **Capacity**

In 2023–24, IRCC made significant strides in bolstering departmental GBA Plus capacity to enhance the methods to monitor and evaluate policy and program outcomes. The Department led strategic initiatives to improve data utilization and disaggregation, and promoted tools and resources to better integrate GBA Plus into the Department’s work.

## **Promotion of tools, resources, and employee networks**

The Department continued to promote GBA Plus tools and resources, providing guidance on how to apply them to IRCC’s policies, programs, and operations. These tools help strengthen departmental capacity for uncovering and monitoring different outcomes related to gender, diversity, equity, and accessibility.

Tools and resources are promoted through various channels at IRCC, including training, advisory boards, and employee networks. In 2023, IRCC provided online training and GBA Plus resources for all employees, including an “Introduction to GBA Plus” course, Racial Impact Assessment Tool (RIAT), and guidelines for inclusive writing. In addition, the Settlement, Integration and Francophone Affairs Sector led a series of GBA Plus training sessions to raise awareness and build capacity among IRCC settlement sector staff. This included two sector-wide staff surveys to collect information about awareness and barriers and a plan forward to continue to raise awareness among sector employees. At a broader level, the Anti-Racism Advisory Board and Anti-Racism Sector Leads, with approximately 65 members combined, supported the promotion of tools and resources, share best practices to further equity throughout the Department. Additionally, the Department supported employee networks, mentorship programs, and diversity-focused

training opportunities, including the Women’s Network, the Black Employee Network, the Persons with Disabilities Employee Network and Committee, the Racialized Employees and Allies Network, the Indigenous Peoples Circle, and Pride@IRCC. These groups and initiatives are championed by senior management, and promote inclusion, address barriers, and increase the sense of belonging for all employees.

**Review of GBA Plus Policy**

Internal consultations were undertaken to review IRCC's existing GBA Policy. The focus of this review was to identify gaps in the intersectional aspects of identity and lived experience included in the “Plus” of GBA Plus, acknowledge the non-binary aspects of gender, and deepen the integration of GBA Plus within IRCC’s policy and program development cycles.

**Human resources (full-time equivalents) dedicated to GBA Plus**

The Department had 11.5 full-time equivalents dedicated to GBA Plus.

**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. This results in positive societal and cultural impacts that can come from shared experiences and transfer of knowledge between visitors and Canadians. 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 (TRVs) and Electronic Travel Authorizations (eTAs)

Distribution	Group
By gender	Broadly gender-balanced
By age group	No significant intergenerational impacts or impacts on generations between youth and seniors

### Specific Demographic Group Outcomes:

Visitor data indicates that more females applied for super visas (a visa intended for parents and grandparents that provides multiple entries for a period up to 10 years) than males. In July 2023, the period for which a super visa holder could remain in Canada 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 eTAs 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 all super visas issued.

### Key Program impacts on Gender and diversity

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

#### Key Program Impact Statistics

Statistic	Observed Results FY 2023-24	Data Source	Comment
Percentage of temporary resident visas (TRVs) issued, by gender	Females: 50% Males: 50% Another gender: <1%	IRCC Global Case Management System (GCMS)	Not applicable (N/A)
Percentage of TRVs issued, by age	0-17: 14% 18-67: 80% 68+: 6%	GCMS	N/A
Percentage of TRVs issued based on ability to communicate in English and/or French	French: 7% English: 75% Neither: 17% Unspecified: 1%	GCMS	The percentage of TRVs issued to French-speakers is higher than any of the past five fiscal years.
Percentage of super visas issued, by gender	Females: 61% Males: 39%	GCMS	N/A
Percentage of super visas issued, by age	0-17: <1% 18-67: 82% 68+: 18%	GCMS	N/A

Percentage of super visas issued based on ability to communicate in English and/or French	French: 3% English: 53% Neither: 44%	GCMS	N/A
Percentage of Electronic Travel Authorizations (eTAs) issued, by gender	Females: 50% Males: 50% Another gender: <1%	GCMS	N/A
Percentage of eTAs issued, by age	0–17: 13% 18-67: 79% 68+: 8%	GCMS	N/A
Percentage of eTAs issued to those with marital status of single, by gender	Females: 50% Males: 50% Another gender: <1%	GCMS	N/A

**Other Key Program impacts:**

In June 2023, IRCC lifted the visa requirement on eligible travellers from 13 countries flying to or through Canada (eTA Expansion Program). These 13 countries included: The Seychelles, Morocco, Panama, Costa Rica, Uruguay, Argentina, Trinidad & Tobago, Saint Kitts and Nevis, Saint Lucia, Antigua and Barbuda, Saint Vincent and the Grenadines, Thailand, and the Philippines. The eTA Expansion Program results in a faster, easier, and more equitable client experience for racialized visitors to Canada. Early results indicate that the partial visa exemption has successfully encouraged travel for all visitors from these countries in a broadly gender-balanced manner.

**GBA Plus Data Collection Plan:**

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.

**Program Name:** [International Students](#)

**Program Goals:**

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

**Distribution of Benefits:**

Distribution	Group
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<b>By gender</b>	Broadly gender-balanced
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youth and seniors

### Key Program impacts on Gender and diversity

Not available

#### Key Program Impact Statistics

Statistic	Observed Results CY 2023	Data Source	Comment
Number and percentage of study permit holders, by gender	Females: 47% (319,990) Males: 53% (362,825) Another gender: <1% (65) Unspecified: <1% (20)	GCMS	N/A
Number and percentage of permanent resident admissions who have ever had a study permit, by gender	<b>Total: 118,680</b> Females: 46% (54,800) Males: 54% (63,875) Another gender: <1% (5)	GCMS	Data includes permanent residence through all immigration streams. Data shows a 1% decrease of female permanent residents admissions with a study permit compared to 2022.
Number and percentage of admissions of permanent residents who ever had a study permit, by age group	<b>Total: 118,680</b> 0-14: 10,175 (9%) 15-29: 76,055 (64%) 30-44: 29,415 (25%) 45-59: 2,935 (2%) 60+: 100 (<1%)	GCMS	N/A

### Program Name: Temporary Workers

#### Program Goals:

IRCC collects information about age, country of birth, country of residency, and official language on work permit holders which allows for monitoring and analysis of program impacts based on gender and diversity.

**Target Population:** Vulnerable workers in Canada

#### Distribution of Benefits:

Distribution	Group
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<b>By gender</b>	60% to 79% men
<b>By income level</b>	No significant distributional impacts
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youths and seniors

### Specific Demographic Group Outcomes:

Workers with an Open Work Permit for Vulnerable Workers (OWP-V) would have originally come to Canada on an employer-specific work permit under the TFW or the IMP. These workers would have subsequently applied for an OWP-V as they were experiencing or were at risk of experiencing abuse in the context of their employment in Canada. In 2023, 70% of all OWP-Vs were granted to males, and the majority of the permit holders (1,235) were between the ages of 30-44 years old. As well, approximately 21% of OWP-Vs were issued to individuals from India and 15% to those from Mexico.

### Key Program impacts on Gender and diversity

Not available

#### Key Program Impact Statistics

<b>Statistic</b>	<b>Observed Results CY 2023</b>	<b>Data Source</b>	<b>Comment</b>
Number and percentage of open work permit holders under vulnerable workers by gender	<b>Total: 2,055</b> Males: 1,440 (70%) Females: 615 (30%)	GCMS	N/A
Number and percentage of open work permit holders under vulnerable workers by age	<b>Total: 2,055</b> 15-29: 595 (29%) 30-44: 1,235 (60%) 45+: 230 (11%)	GCMS	N/A

### Other Key Program impacts:

The OWP-V provides foreign workers in Canada on valid employer-specific work permits access to an open work permit if they are experiencing, or are at risk of experiencing, abuse in their job. This allows foreign workers to quickly leave the abusive situation and start working for any eligible employer in Canada.

### GBA Plus Data Collection Plan:

We intend to continue to collect data about temporary workers data over time. 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.

**Program Name:** Temporary Workers – International Experience Canada

**Program Goals:** Through the negotiation of youth mobility agreements and arrangements, International Experience Canada (IEC) facilitates international work experience opportunities for youth aged between 18 and 35 years old in partner countries around the world.

**Target Population:** Canadian and foreign youth (ages 18–35) from IEC countries and territories.

**Distribution of Benefits:**

Distribution	Group
By age group	Primarily benefits youth, children or future generations

**Key Program impacts on Gender and diversity**

Not available

**Other Key Program impacts:**

IEC promotional and engagement activities in 2023–24 included five events directed to Indigenous youth/organizations and three 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 agreements and arrangements of the IEC program. In spring 2024, IEC started the annual data exchange with partner countries for the 2023 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. Although the eligibility criteria varies among the economic immigration programs, there are usually thresholds for work experience, education and training, and language proficiency.

**Target Population:** Foreign nationals of working age

**Distribution of Benefits:**

<b>Distribution</b>	<b>Group</b>
<b>By gender</b>	Broadly gender-balanced
<b>By income level</b>	No significant distributional impacts
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youths and seniors

**Specific Demographic Group Outcomes:**

In 2023, permanent residence admissions under the federal economic immigration programs and pilots (Canadian Experience Class, Caregiver Programs, Economic Mobility Pathways Program, Federal Skilled Trades, Federal Skilled Workers, Federal Business, Agri-food Pilot, and Temporary Resident to Permanent Resident Pathway) consisted of 47% females and 53% males. The majority of principal applicant admissions for these programs were between the ages of 15-29 (53%) and 30-44 (43%).

In 2023, permanent residence admissions under the two Federal Business Programs (the Start-Up Visa Program and the Self-Employed Program) included 49% females and 51% males. While this represents a close parity between the two groups, females were underrepresented as principal applicants (35% compared to 65% for males).

People admitted to Canada through the Canadian Experience Class, Federal Skilled Workers Program and Federal Skilled Trades Program consist of 48% females and 52% males (principal applicants and spouses or dependents), with some variation by program.

The programs, managed under Express Entry (Canadian Experience Class, Federal Skilled Workers Program and Federal Skilled Trades Program), require skilled work experience and favour those with higher levels of education, language and Canadian work experience as more points are provided to candidates with those attributes. Express Entry's Comprehensive Ranking System is calibrated to reward individuals with attributes shown to lead to positive economic outcomes post landing. Furthermore, although all adults are able to submit their expression of interest to apply for Express Entry, the system awards maximum points to individuals who are 29 years and younger. In 2023, 54% of those who received an invitation to apply for permanent residence were between the ages of 20-29. Hence, due to differences in point allocation based on age, candidates who are 30 years and older may have a decreased likelihood of receiving an invitation to apply.

**Key Program impacts on Gender and diversity**

Not available

## Key Program Impact Statistics

Statistic	Observed Results CY 2023	Data Source	Comment
Federal economic immigration admissions, by gender Includes: (Canadian Experience Class, Caregiver Programs, Economic Mobility Pathways Program, Federal Skilled Trades, Federal Skilled Workers, Federal Business, Agri-food Pilot, and Temporary Resident to Permanent Resident Pathway)	<b>Total: 121,450</b> Females: 47% Males: 53%	GCMS	6% more males were admitted as federal economic immigrants. Generally, males are more likely to be unaccompanied than females.
Federal Skilled Trades Program admissions, by gender	<b>Total: 117</b> Females: 47% Males: 53%	GCMS	N/A
Federal Skilled Worker Program admissions, by gender	<b>Total: 65,473</b> Females: 49% Males: 51%	GCMS	N/A
Canadian Experience Class admissions, by gender	<b>Total: 42,081</b> Females: 47% Males: 53%	GCMS	N/A
Canadian Experience Class admissions by official language (excluding unspecified language), gender and family status	<b>Total: 42,081</b> <b>English</b> Female Principal Applicants: 41% Female Spouse or Dependents: 61% Male Principal Applicants: 59% Male Spouse or Dependents: 39% <b>French</b> Female Principal Applicants: 52% Female Spouse or Dependents: 51% Male Principal Applicants: 48% Male Spouse or Dependents: 49% <b>Both French and English</b> Female principal applicants: 48% Female Spouse or Dependents: 59% Male Principal Applicants: 52% Male Spouse or Dependents: 41% <b>Neither</b> Female Principal Applicants: 78%	GCMS	N/A

	<p>Female Spouse or Dependents: 47%</p> <p>Male Principal Applicants: 22%</p> <p>Male Spouse or Dependents: 53%</p>		
<p>Federal Skilled Worker admissions by official language (excluding unspecified language), gender and family status</p>	<p><b>Total: 65,473</b></p> <p><b>English</b></p> <p>Female Principal Applicants: 48%</p> <p>Female Spouse or Dependents: 49%</p> <p>Male Principal Applicants: 52%</p> <p>Male Spouse or Dependents: 51%</p> <p><b>French</b></p> <p>Female Principal Applicants: 53%</p> <p>Female Spouse or Dependents: 48%</p> <p>Male Principal Applicants: 47%</p> <p>Male Spouse or Dependents: 52%</p> <p><b>Both French and English</b></p> <p>Female principal applicants: 54%</p> <p>Female Spouse or Dependents: 47%</p> <p>Male Principal Applicants: 46%</p> <p>Male Spouse or Dependents: 53%</p> <p><b>Neither</b></p> <p>Female Principal Applicants: 60%</p> <p>Female Spouse or Dependents: 50%</p> <p>Male Principal Applicants: 40%</p> <p>Male Spouse or Dependents: 50%</p>	GCMS	N/A
<p>Federal Skilled Trades admissions by official language (excluding unspecified language), by gender and family status</p>	<p><b>Total: 117</b></p> <p><b>English</b></p> <p>Female Principal Applicants: 16%</p> <p>Female Spouse or Dependents: 66%</p> <p>Male Principal Applicants: 84%</p> <p>Male Spouse or Dependents: 34%</p> <p><b>French</b></p> <p>None reported</p> <p><b>Both French and English</b></p> <p>None reported</p> <p><b>Neither</b></p> <p>Female Principal Applicants: none reported</p> <p>Female Spouse or Dependents: 53%</p> <p>Male Principal Applicants: none reported</p> <p>Male Spouse or Dependents: 47%</p>	GCMS	N/A

Canadian Experience Class principal applicant admissions, by gender and top five countries of citizenship	<p><b>Females</b></p> <ol style="list-style-type: none"> <li>1. India</li> <li>2. China</li> <li>3. Nigeria</li> <li>4. Philippines</li> <li>5. France</li> </ol> <p><b>Males</b></p> <ol style="list-style-type: none"> <li>1. India</li> <li>2. China</li> <li>3. Nigeria</li> <li>4. Iran</li> <li>5. United Kingdom and Overseas Territories</li> </ol>	GCMS	N/A
Federal Skilled Worker principal applicant admissions, by gender and top five countries of citizenship, by gender	<p><b>Females</b></p> <ol style="list-style-type: none"> <li>1. India</li> <li>2. Nigeria</li> <li>3. Cameroon</li> <li>4. Morocco</li> <li>5. China</li> </ol> <p><b>Males</b></p> <ol style="list-style-type: none"> <li>1. India</li> <li>2. Nigeria</li> <li>3. Cameroon</li> <li>4. Pakistan</li> <li>5. Morocco</li> </ol>	GCMS	N/A
Federal Skilled Trade principal applicant admissions, top three country of citizenship, by gender	<p><b>Females</b></p> <ol style="list-style-type: none"> <li>1. India</li> <li>2. South Korea</li> <li>3. Iran</li> </ol> <p><b>Males</b></p> <ol style="list-style-type: none"> <li>1. India</li> <li>2. Pakistan</li> <li>3. Iran</li> </ol>	GCMS	N/A
Canadian Experience Class principal applicant admissions, top five countries of citizenship, by gender	<ol style="list-style-type: none"> <li>1. India 15,666 (F: 36%; M: 64%)</li> <li>2. China 2,024 (F: 58%; M: 42%)</li> <li>3. Nigeria 827 (F: 51%; M: 49%)</li> <li>4. Iran 715 (F: 44%; M: 56%)</li> <li>5. France 679 (F: 50%; M: 50%)</li> </ol>	GCMS	N/A
Federal Skilled Worker principal applicant admissions, top five countries of citizenship, by gender	<ol style="list-style-type: none"> <li>1. India 7,635 (F: 45%; M: 55%)</li> <li>2. Nigeria 1,882 (F: 63%; M: 34%)</li> <li>3. Cameroon 1,341 (F: 51%; M: 49%)</li> <li>4. Morocco 1,009 (F: 54%; M: 46%)</li> <li>5. South Korea 824 (F: 42%; M: 58%)</li> </ol>	GCMS	N/A

Federal Skilled Trade principal applicant admissions, top three countries of citizenship, by gender	<ol style="list-style-type: none"> <li>India (F: 36%; M: 64%)</li> <li>Pakistan (F: 0%; M: 100%)</li> <li>Iran (F: 33%; M: 67%)</li> </ol>	GCMS	N/A
Caregiver Program admissions (exclude Quebec), by gender and family status	<p><b>Total: 2,965</b>  Females: 1,763 (59%)  Males: 1,202 (41%)  <b>Principal Applicants: 1,341</b>  Females: 1,239 (92%)  Males: 102 (8%)  <b>Spouses or Dependants: 1,624</b>  Females: 524 (32%)  Males: 1,100 (68%)</p>	GCMS	Principal applicants were predominantly females with 92%. This reflects trends within the care sector's workforce, which is predominantly female.
Agri-Food Pilot admissions, by gender and family status	<p><b>Total: 1,565</b>  Females: 690 (44%)  Males: 875 (56%)  <b>Principal Applicants:</b>  Females: 24%  Males: 76%  <b>Spouses and Dependants:</b>  Females: 60%  Males: 40%</p>	GCMS	In 2023, more males were principal applicants as the workforce of the agriculture and agri-food industry sector is predominantly male.
Temporary Resident to Permanent Resident Pathway admissions, by gender and family status	<p><b>Total: 36,315</b>  Females: 16,236 (45%)  Males: 20,079 (55%)  <b>Principal Applicants:</b>  Females: 42%  Males: 58%  <b>Spouses and Dependants:</b>  Females: 50%  Males: 50%</p>	GCMS	Among total admissions, there is a higher proportion of males than females. For spouses and dependants, there was an equal distribution of males and females.
Self-Employed Persons Program admissions, by gender and family status	<p><b>Total: 1,285</b>  <b>Principal Applicants: 451</b>  Females: 37%  Males: 63%  <b>Spouses or Dependants: 834</b>  Females: 56%  Males: 44%</p>	GCMS	N/A
Self-Employed Persons Program admissions by official language (excluding unspecified language), by gender and family status	<p><b>Total: 1,285</b>  <b>English</b>  Female Principal Applicants: 39%  Female Spouse or Dependants: 59%  Male Principal Applicants: 61%  Male Spouse or Dependants: 41%  <b>French</b></p>	GCMS	N/A

	<p>Figures less than five</p> <p><b>Both French and English</b>  Female principal applicants: 57%  Female Spouse or Dependents: 57%  Male Principal Applicants: 43%  Male Spouse or Dependents: 43%</p> <p><b>Neither</b>  Female Principal Applicants: 16%  Female Spouse or Dependents: 51%  Male Principal Applicants: 84%  Male Spouse or Dependents: 49%</p> <p><b>Unspecified</b>  Figures less than five</p>		
Self-Employed Persons Program principal applicant admissions by top five countries of citizenship, by gender	<p><b>Total: 451</b></p> <ol style="list-style-type: none"> <li>1. China 263 (F: 38%; M: 62%)</li> <li>2. Iran 46 (F: 46%; M: 54%)</li> <li>3. India 46 (F: 13%; M: 87%)</li> <li>4. Korea 14 (F: 43%; M: 57%)</li> <li>5. Hong Kong SAR 13 (F: 54%; M: 46%)</li> </ol>	GCMS	N/A
Start-Up Visa Program admissions, by gender	<p><b>Total: 1,468</b></p> <p><b>Principal Applicants: 469</b>  Females: 33%  Males: 67%</p> <p><b>Spouses or Dependents: 999</b>  Females: 56%  Males: 44%</p>	GCMS	N/A
Start-Up Visa Program admissions by official language (excluding unspecified language), gender and family status	<p><b>Total: 1,468</b></p> <p><b>English</b>  Female Principal Applicants: 32%  Female Spouse or Dependents: 57%  Male Principal Applicants: 68%  Male Spouse or Dependents: 43%</p> <p><b>French</b>  Principal Applicants: None reported  Female Spouse or Dependents: 33%  Male Spouse or Dependents: 67%</p> <p><b>Both French and English</b>  Female principal applicants: 38%  Female Spouse or Dependents: 62%  Male Principal Applicants: 63%  Male Spouse or Dependents: 38%</p>	GCMS	N/A

	<p><b>Neither</b> Principal Applicants: None reported Female Spouse or Dependents: 49% Male Spouse or Dependents: 51% <b>Unspecified</b> Figures less than five</p>		
Start-Up Visa Program principal applicant admissions, by top five countries of citizenship, by gender	<p><b>Total: 469</b> 1. Iran 131 (F: 34%; M: 66%) 2. India 80 (F: 19%; M: 81%) 3. Hong Kong SAR 53 (F: 36%; M: 64%) 4. Vietnam 52 (F: 48%; M: 52%) 5. China 39 (F: 38%; M: 62%)</p>	GCMS	N/A

**Other Key Program impacts:**

With the objective of addressing structural labour shortages in Canada and supporting economic growth through Francophone immigration in communities outside of Quebec, category-based selection was launched in summer 2023 to invite to apply for permanent residence, individuals with French language proficiency or work experience in eligible occupations facing structural shortages. Those with work experience in an eligible occupation or with French language ability may have an advantage.

The Department initiated an evaluation of Caregiver Programming in 2023, which will apply a GBA Plus and anti-racism lens to the assessment of expected outcomes for this programming.

**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, allow provinces, territories, and communities to play a role in the selection of immigrants to fill in local and regional labour market needs.

**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% - 79% men
By income level	No significant distributional impacts
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

## Key Program impacts on Gender and diversity

Not available

### Key Program Impact Statistics

Statistic	Observed Results CY 2023	Data Source	Comment
Provincial Nominee Program (PNP) principal applicant admissions, by gender	<b>Total: 52,927</b> Males: 32,682 (62%) Females: 20,245 (38%)	GCMS	The discrepancy of gender in principal applicant admissions is largely due to gender trends in the Canadian labour market. The PNP allows PTs to responsively adapt their program streams to meet evolving labour needs. As a result, the numbers can be varied based on the occupations of these principal applicants.
Atlantic Immigration Program (AIP) principal applicant admissions, by gender	<b>Total: 1,929</b> Males: 1,045 (54%) Females: 884 (46%)	GCMS	While AIP principal applicant admissions are slightly male-dominated, they are in line with gender trends in the Canadian labour market.
Rural and Northern Immigration Pilot (RNIP) principal applicant admissions, by gender	<b>Total: 1,619</b> Males: 996 (62%) Females: 623 (38%)	GCMS	RNIP principal applicant admissions are slightly male-dominated, but they are in line with gender trends in the Canadian labour market

### Program Name: Family Reunification

**Program Goals:** Canadian permanent residents and citizens may sponsor certain relatives to come to Canada as permanent residents, bringing many economic, social, and cultural benefits.

**Target Population:** Foreign nationals reuniting with family members in Canada who are Canadian citizens or permanent residents

**Distribution of Benefits:**

Distribution	Group
By gender	60% to 79% women
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

**Key Program impacts on Gender and diversity**

Not available

**Key Program Impact Statistics**

Key disaggregated statistics related to the spousal and partner program:

Statistic	Observed Results CY 2023	Data Source	Comment
Sponsored spouses and partners admissions, by gender	Total : 75,261 Females: 45,768 (61%) Males: 29,490 (39%) Another gender: less than five	GCMS	N/A
Sponsored spouses and partners admissions, by age group	18-34: 47,488 (63%) 35-64: 19,641 (26%)	GCMS	N/A
Sponsored spouses and partners admissions, by top four source countries (country of birth)	India: 29% Philippines: 7% China: 6% United States of America: 5%	GCMS	N/A

**Key program impact statistics**

Key disaggregated statistics related to the parent and grandparent program:

Statistic	Observed Results CY 2023	Data Source	Comment
Sponsored parents and grandparents admissions, by gender	Total: 28,313 Females: 16,907 (60%) Males: 11,406 (40%)	GCMS	N/A

Sponsored parents and grandparents admissions, by age group	64 years old and under: 12,234 (43%) 65 years old and up: 16,079 (57%)	GCMS	N/A
Sponsored parents and grandparents admissions, by top three source countries (country of birth)	India: 43% China: 16% Philippines: 9%	GCMS	N/A

### GBA Plus Data Collection Plan:

For the Family Reunification Program, the Department currently only 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. An important data gap, that the Department is working on, is the collection and integration of race-based data.

### Program Name: [Refugee resettlement](#)

### Program Goals:

Refugees are individuals residing outside of their home country who cannot 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.

IRCC assesses vulnerability based on intersectional identity factors and country conditions.

**Target Population:** Resettled Refugees

### Distribution of Benefits:

Distribution	Group
By gender	Broadly gender-balanced
By income level	Somewhat benefits low-income individuals
By age group	No significant intergenerational impacts or impacts on generations between youths and 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 2023, 232 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 are at a heightened risk of violence. As such, referral organizations and IRCC officers may identify women or girls in perilous or permanently unstable situations; and where urgent or expedited processing may be necessary. Women at risk may be offered a Joint Assistance Sponsorship and a longer period of support to become integrated and established in Canada.

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 LGBTQI+ 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 2023, there were 50 landings of refugees through this partnership.

In June 2023, IRCC entered into a memorandum of understanding with Rainbow Railroad, a Canadian non-profit organization dedicated to assisting persecuted LGBTQI+ individuals globally in locating safe havens. As an official referral partner, Rainbow Railroad will collaborate with the UNHCR to refer refugees for resettlement to Canada through the GARs program, thereby enabling more LGBTQI+ refugees to begin anew in Canada.

Internationally, IRCC reinforced Canada's commitments to protections against persecution based on SOGIESC, gender equality, diversity, LGBTQI+ protection pathways, and the elimination of all forms of gender-based violence in statements delivered at the October 2023 UNHCR Executive Committee meeting and the December 2023 UNHCR Global Refugee Forum.

### **Key Program impacts on Gender and diversity**

Not available

### **Key Program Impact Statistics**

Statistic	Observed Results Mostly FY 2023–24	Data Source	Comment
Resettled refugee admissions by immigration category and gender in calendar year 2023 <ul style="list-style-type: none"> <li>• Government-assisted refugees (GAR)</li> <li>• Blended visa office-referred refugees (BVOR)</li> <li>• Private sponsorship refugees (PSR)</li> </ul>	<p><b>GAR</b>  <b>Total: 23,311</b>            Females:11,392 (49%)            Males:11,915 (51%)            Another gender: &lt;1%</p> <p><b>BVOR</b>  <b>Total: 110</b>            Females: 49 (45%)            Males: 61 (55%)</p> <p><b>PSR</b>  <b>Total: 27,660</b>            Females: 12,596 (46%)            Males: 15,059 (54%)            Another gender: &lt;1%</p>	GCMS	N/A
GARs receiving Resettlement Assistance Program (RAP), by gender in fiscal year (FY)	<p><b>Total: 24,775</b>            Females: 12,096 (49%)            Males: 12,671 (51%)            Another gender: &lt;1%</p>	Immigration Contribution Agreement Reporting Environment (iCARE)	N/A
GARs who received Settlement Program services within the first year of arrival in FY	<p><b>Total: 21,272</b>            Females: 10,362 (49%)            Males: 10,902 (51%)            Another gender: &lt;1%</p>	iCARE	N/A
GARs receiving Settlement Program services in the first year of arrival who accessed support services, such as childcare, interpretation etc., by gender in FY	<p><b>Total: 82%</b>            Females: 82%            Males: 82%</p>	iCARE	Out of all immigration categories, resettled refugees, particularly GARs, had the highest percentage of support service usage. Male and female clients used most types of support services at the same rate, however female clients had a higher rate of using childcare services.
Resettled refugees who received Settlement Program services in FY	<p><b>Total: 144,812</b>            Females: 72,111 (50%)            Males: 72,682 (50%)            Another gender: &lt;1%</p>	iCARE	N/A

Resettled refugee client respondents in Canada for three years or more, who reported that they have sense of belonging to Canada, by gender in FY	Females: 93% Males: 91%	2022 Newcomer Outcomes Survey	N/A
Newcomer Outcomes Survey resettled refugee 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 in FY	<b>English:</b> Females: 94% Males: 93%  <b>French:</b> Females: 91% Males: 78%	2022 Newcomer Outcomes Survey	N/A
Newcomer Outcomes Survey resettled refugee client respondents who reported that they participate in the Canadian labour market two or more years after landing, by gender in FY	Females: 58% Males: 77%	2022 Newcomer Outcomes Survey	N/A

**GBA Plus Data Collection Plan:**

The annual voluntary IRCC [Newcomer Outcomes Survey](#) (NOS) gathers information from clients of settlement and/or resettlement services, as well as newcomers who did not access IRCC-funded services. An intersectional lens applied to the analysis of the survey enables the Department to understand the outcomes of clients and newcomers belonging to equity-seeking groups.

**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, LGBTQI+ 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 are for vulnerable Afghan refugees (e.g., females, LGBTQI+, etc.). By March 31, 2023, Canada had welcomed 29,733 vulnerable Afghans and refugees under the initiative.

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.

**Program Name: Humanitarian/Compassionate and Discretionary Immigration**

**Program Goals:**

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

**Humanitarian/Compassionate and Discretionary Immigration - Hong Kong**

**Target Population:** Hong Kong foreign nationals with education or work experience in Canada

**Distribution of Benefits:**

Distribution	Group
By gender	Broadly gender balanced
By income level	No significant distributional impacts
By age group	Primarily benefits youth, children or future generations

**Specific Demographic Group Outcomes:**

The Temporary Public Policy creating pathways to permanent residence for Hong Kong residents is relatively gender balanced. In regard 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 impacts on Gender and diversity**

Not available

**Key Program Impact Statistics**

Statistic	Observed Results CY 2023	Data Source	Comment
Hong Kong Public Policy principal applicant admissions, by age group	<b>Total: 3,229</b> 15-29: 1,989 (62%) 30-44: 1,016 (31%) 45-59: 217 (7%) 60-74: 7 (< 1%)	GCMS	N/A

## Humanitarian/Compassionate and Discretionary Immigration - Family Violence

**Target Population:** Foreign nationals in vulnerable situations

### Distribution of Benefits:

Distribution	Group
By gender	Predominately women (80% or more women)
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

### 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 2023, 53 applicants were approved for the expedited Humanitarian and Compassionate (H&C) measure for victims of family violence and 155 applicants were approved for the TRP for victims of family violence. The majority of applicants for both measures are female between the ages of 19-40. This data includes dependant children.

### Key Program Impact Statistics

Statistic	Observed Results CY 2023	Data Source	Comment
Family Violence TRP issued	The overall approval rate is 61% 17% of applicants are between the ages of 0-18 25% of applicants are between the ages of 19-30	GCMS	N/A

	35% of applicants are between the ages of 31-40 17% of applicants are between the ages of 41-50 6% of applicants 51 years old and over		
Expedited H&C Measure approved applications	The approval rate was 60% 24% of applicants are between the ages of 0-17 19% of applicants are between the ages of 18-24 57% of applicants are between 25-54	GCMS	Applicants aged 0-17 are dependents of the individual leaving the abusive situation. The majority of males who utilize these measures are accompanying their parent.
TRP issued to family violence by gender	87% of applicants are female. 13% of applicants are male	GCMS	The majority of female applicants (50%) are between the ages of 19-40 years old.
Permanent resident approved applications under an Expedited H&C for Victims of Family Violence by gender	79% of applicants are female. 21% of applicants are male.	GCMS	The majority of female applicants (62%) are between the ages of 25-54.

## Humanitarian/ Compassionate and Discretionary Immigration - Out of Status Construction Workers

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

### Distribution of Benefits:

Distribution	Group
By gender	Predominantly men (80% or more men)
By income level	Somewhat benefits low-income individuals (somewhat progressive)
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

### Specific Demographic Group Outcomes:

The public policy for Out-of-Status Construction Workers (OSCW) in the Greater Toronto Area (GTA) predominantly benefits men, reflecting the overall demographic of the construction sector, as well as low-income individuals as undocumented migrants

typically have lower wages than immigrants with proper work authorization. While the majority of beneficiaries are working age (67% between the ages of 30-59), children and youth are also benefiting from this initiative.

**Key Program impacts on Gender and diversity**

Not available

**Key Program Impact Statistics**

Statistic	Observed Results CY 2023	Data Source	Comment
Out-of-Status Construction Workers admissions, by gender and family status	<p><b>Total: 325</b>            Females: 147 (45%)            Males: 178 (55%)</p> <p><b>Principal Applicants: 145</b>            Female: 3 (2%)            Males: 142 (98%)</p> <p><b>Spouses and dependants: 180</b>            Females: 144 (80%)            Males: 36 (20%)</p>	GCMS	While this policy targeted a male-dominated industry, it also provided an opportunity for their dependants (spouses and children) to attain Permanent Resident status.

**Other Key Program impacts:**

The Temporary Public Policy for Out-of-Status Construction Workers in the Greater Toronto Area, introduced in 2020, was extended in January 2023 for another year and the cap was expanded from 500 principal applicants to 1,000 principal applicants. This public policy will end on July 2, 2024, or once 1,000 principal applicants have been granted permanent residence.

**GBA Plus Data Collection Plan:**

The female-to-male ratio of principal applicants continues to be low under the extended Out-of-Status Construction Workers in the Greater Toronto Area (GTA). The Department continues to gather results and lessons learned to inform future regularization policy and programming.

**Program Name:** [Asylum](#)

**Program Goals:** The In-Canada Asylum System assesses the validity of claims and provides protected person status to individuals who are in Canada and found to have a well-founded fear of persecution or are at risk of torture, or cruel or unusual punishment in their home countries.

## Target Population: Asylum claimants

### Distribution of Benefits:

Distribution	Group
By gender	60% to 79% men
By income level	No significant distributional impacts
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

### Key Program impacts on Gender and diversity

Not available

#### Key Program Impact Statistics

Statistic	Observed Results FY 2023–24	Data Source	Comment
Asylum claims, by gender	Females: 38% Males: 61% Another gender: <1%	GCMS	N/A
Asylum claims, by claim of persecution	Females who claimed asylum due to persecution based on domestic violence: 16% Sexual orientation or gender identity: 6% Race/Ethnicity/Nationality: 12% Religion: 11%	Immigration and Refugee Board of Canada	N/A
Top source countries of asylum claims referred to the Immigration and Refugee Board of Canada	Mexico India Nigeria Bangladesh Kenya Haiti Pakistan Iran Uganda Turkey	GCMS	N/A
Asylum claims, by age group	0-17: 16% 18-55: 80% 55+: 4%	GCMS	N/A

Asylum claims, by family size	Individuals: 61% Family of 2: 12% Family of 3: 11% Family of 4: 10% Family of 5+: 7%	GCMS	In 2023–24, a significant proportion of asylum claims (61%) were filed by individuals. Families comprising 2 – 5+ members represented between 7% and 12% of claims.
Asylum claims, by marital status	Single: 50% Married: 37% Divorced/Separated/ Annulled: 4% Common law: 6% Widowed: 1% Unspecified: 1%	GCMS	Single claimants represented 50% of all asylum claims in 2023–24, while married claimants represented 37%. All other claimant categories represented between 1% and 6% of the total.
Eligible asylum seekers and <a href="#">other</a> Interim Federal Health Program users, by gender and age group	<b>Total: 322,329</b> ≤5: 17,596 (5%) 6–12: 26,155 (8%) 13–18: 18,652 (6%) 19–44: 203,047 (63%) 45–64: 49,516 (15%) 65+: 7,363 (2%) <b>Females: 181,465</b> ≤5: 9,302 (5%) 6–12: 13,726 (8%) 13–18: 9,696 (5%) 19–44: 117,607 (65%) 45–64: 28,159 (16%) 65+: 2,975 (2%) <b>Males: 140,793</b> ≤5: 8,294 (6%) 6–12: 12,427 (9%) 13–18: 8,955 (6%) 19–44: 85,376 (61%) 45–64: 21,353 (15%) 65+: 4,388 (3%) <b>Another gender: 71</b> 6–12: 2 (3%) 13–18: 1 (1%) 19–44: 64 (90%) 45–64: 4 (6%)	GCMS	Users of the Interim Federal Health Program consisted of 56% females and 44% males. Other gender identities represented a small portion of the total.

**GBA Plus Data Collection Plan:**

The Department has conducted significant data analysis of anonymized information on gender, age, country of birth, and family structure to better understand the barriers clients

face within the program. Additionally, we are committed to continuously improving our data collection methods to provide more comprehensive insights and inform future regularization policy and programming.

**Program Name:** [Settlement](#)

**Program Goals:** IRCC supports the successful integration of newcomers to Canada through settlement and integration services.

**Target Population:** Permanent residents and some temporary residents

**Distribution of Benefits:**

Distribution	Group
By gender	Broadly gender-balanced
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

**Specific Demographic Group Outcomes:**

Newcomers to Canada benefit from the Settlement Program.

**Key Program impacts on Gender and diversity**

By applying a GBA Plus lens, the Department acknowledges the need to pay attention to systemic barriers and the ways identities, experiences and histories connect or overlap to create unique needs and experiences Settlement services supported by IRCC include female-only language programming, peer mentoring, provisions for persons with disabilities, translation/interpretation, short-term counselling, and child-care services.

The Settlement Program is advancing Truth and Reconciliation by delivering programming that increase awareness and of Indigenous-related history and culture among newcomers, and facilitating meaningful connections between Indigenous Peoples, newcomers and Canadians.

**Key Program Impact Statistics**

Statistic	Observed Results FY 2023–24	Data Source	Comment
Number of Settlement Program project specific contribution agreements targeting newcomers	<ul style="list-style-type: none"> <li>Gender-Based Violence Prevention: 20</li> <li>Anti-racism: 65</li> <li>Indigenous-related programming: 90</li> </ul>	Grants and Contributions System (GCS)	N/A

that experience increased barriers to integration	<ul style="list-style-type: none"> <li>• Mental health and well-being services: 73</li> <li>• LGBTQI+ focus: 10</li> <li>• Case Management for GARs and other vulnerable newcomers: 71</li> </ul>		
Number of Settlement Workers in School projects targeting student and parents in elementary and secondary schools	160 projects	GCS	N/A
Newcomers who received Settlement Program services, by gender	<b>Total: 694,982</b> Females: 374,886 (54%) Males: 299,042 (43%) Another gender: 55 (<1%) Unspecified: 20,999 (3%)	iCARE	In 2023-24, a total of 55 newcomers identified as “other”, up from 37 in 2022-23, an increase of nearly 49%
Settlement Program clients, by gender and age group	<b>Child (0-14)</b> Total: 106,917 (15%) Females: 44,861 (42%) Males: 47,651 (45%) Another gender: 1 (<1%) Unspecified: 14,404 (13%) <b>Youth (15-29)</b> Total: 162,838 (24%) Females: 89,743 (55%) Males: 71,982 (44%) Another gender: 24 (<1%) Unspecified: 1,089 (<1%) <b>Adults (30-59)</b> Total: 373,671 (54%) Females: 214,152 (57%) Males: 158,966 (43%) Another gender: 30 (<1%) Unspecified: 523 (<1%) <b>Seniors (60+)</b> Total: 48,339 (7%) Females: 27,211 (56%) Males: 21,005 (43%) Unspecified: 123 (<1%)	iCARE	39% of Settlement Program clients were children and youth (ages 0-29)
Settlement Program clients who received Needs and Assets Assessment services, by gender	<b>Total: 329,996</b> Females: 173,786 (53%) Males: 143,357 (43%) Another gender: 36 (<1%) Unspecified: 12,817 (4%)	iCARE	N/A

Settlement Program clients who received information and orientations services, by gender	<b>Total: 568,882</b> Females: 304,859 (54%) Males: 247,643 (44%) Another gender: 41 (<1%) Unspecified: 16,339 (3%)	iCARE	N/A
Settlement Program clients who received community connection services, by gender	<b>Total: 121,488</b> Females: 69,535 (57%) Males: 48,022 (40%) Another gender: 11 (<1%) Unspecified: 3,920 (3%)	iCARE	N/A
Settlement Program clients who received language assessment services, by gender	<b>Total: 114,602</b> Females: 66,843 (58%) Males: 47,686 (42%) Another gender: 16 (<1%) Unspecified: 57 (<1%)	iCARE	N/A
Settlement Program clients who received language training services, by gender	<b>Total: 120,706</b> Females: 80,009 (66%) Males: 40,611 (34%) Another gender: 15 (<1%) Unspecified: 71 (<1%)	iCARE	N/A
Settlement Program clients who received employment-related services, by gender	<b>Total: 83,436</b> Females: 46,611 (56%) Males: 36,650 (44%) Another gender: 8 (<1%) Unspecified: 167 (<1%)	iCARE	N/A
Settlement Program clients who received support services, by type and gender	<b>Childcare support services:</b> Total: 18,565 Females: 13,890 (75%) Males: 4,535 (24%) Unspecified: 140 (<1%) <b>Disability support services:</b> Total: 2,631 Females: 1,428 Males: 1,170 Unspecified: 33 (<1%)	iCARE	More female than male clients accessed these support services, especially childcare support services.
Newcomer Outcomes Survey respondents who reported that they participated in the Canadian labour market	Females: 75% Males: 86%	2022 Newcomer Outcomes Survey	Males had a higher reported rate of labour market participation. The disparity aligns with the difference in labour market participation by gender ( <a href="#">8% in 2020</a> )

Newcomer Outcomes Survey respondents who reported that they have sense of belonging to Canada, by gender	Females: 90% Males: 90%	2022 Newcomer Outcomes Survey	N/A
Newcomer Outcomes Survey respondents who reported that they can use English or French in social situations to at least some degree	<b>English</b> (out of those who indicated they had any level of knowledge/fluency in English): Females: 96% Males: 96% <b>French</b> (out of those who indicated they had any level of knowledge/fluency in French): Females: 81% Males: 82%	2022 Newcomer Outcomes Survey	A higher proportion of survey respondents reported being able to use English than French in social situations.

**GBA Plus Data Collection Plan:**

The annual IRCC Newcomer Outcomes Survey (NOS) gathers self-reported outcomes from clients of settlement and/or resettlement services, as well as newcomers who did not access IRCC-funded services. The intersectional lens applied to NOS responses enables the Department to address the needs of equity-seeking groups. A more in-depth disaggregated outcomes analysis is currently underway to compare outcomes of different populations. The Department also leveraged the National Call for Proposals to implement in-program design changes related to EDI and GBA Plus.

**Program Name:** Settlement - Gender-based Violence Strategy Partnership

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

**Distribution of Benefits:**

Distribution	Group
By gender	Predominantly women (80% or more women)

**Specific demographic group outcomes:**

The Gender-based Violence Strategy Partnership under the Government of Canada strategy It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence is continuing with an additional \$2M in funding for five years until 2026. The funding supports 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. 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.

### **Key program impacts on gender and diversity**

Not available

### **Supplementary Information Sources:**

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

### **Program Name: Settlement - Racialized Newcomer Women Pilot**

**Target Population:** Racialized Newcomer Women

### **Specific Demographic Group Outcomes:**

The Racialized Newcomer Women Pilot (RNWP) first launched in 2018 and concluded in 2022–23. Research on the impact of the interventions has continued in 2023-24, through which the Department has been able to draw lessons from the pilot and integrate findings into Settlement programming. Notably, the Department used knowledge gained from the pilot to prioritize targeted programming for racialized newcomer women.

The latest results as of February 2024, show improvements for program participants in career adaptability. This translates into increases in an increased likelihood of working, more hours of work, and higher earnings. Program participants were more likely to find employment relevant to their skills and experiences faster than participants of the pilot who used regular employment services.

### **Key Program impacts on Gender and diversity**

Not available

### **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. To support these program goals, the Department collects demographic to inform program analyses. Collectively, these data support GBA Plus analyses and outcomes.

IRCC plans to continue to leverage technology to improve client service and processing, while also continuing to advance accessibility and inclusion through online applications, virtual interviews, ceremonies and hearings. The Department developed an up-front waiver process that is more facilitative, accessible, and transparent for clients requiring a waiver of the knowledge and language requirements. The Department also increased the duration for completing the knowledge test from 30 minutes to 45 minutes. A gradual and thoughtful 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 and correct any potential unintended impacts.

**Target Population:** Eligible permanent residents applying for a grant of citizenship; Canadian citizens who apply for other citizenship services (proofs, renunciation, and search of records).

**Distribution of Benefits:**

Distribution	Group
By gender	Broadly gender-balanced
By income level	No significant distributional impacts
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

**Specific Demographic Group Outcomes:**

All Canadians and Newcomers/Immigrants.

Applicants may benefit from enhanced accessibility and affordability as modernization initiatives are implemented and the Department develops options designed to minimize financial barriers faced by certain applicants. The positive impact of these initiatives is expected to be greater for some groups, including low-income individuals, applicants with lower-level Official Languages competencies, those with disabilities and families.

**Key Program impacts on Gender and diversity**

Not available

**Key Program Impact Statistics**

Statistic	Observed Results FY 2023–24	Data Source	Comment
Citizenship application decisions granted by gender	<b>Total: 379,321</b> Females: 193,190 (51%)	GCMS	N/A

	Males: 185,946 (49%) Another gender: 37 (<1%) Unspecified: 148 (<1%)		
New citizens by gender	<b>Total: 397,600</b> Females: 202,631 (51%) Males: 194,752 (49%) Another gender: 42 (<1%) Unspecified: 175 (<1%)	GCMS	N/A

**Other Key Program impacts:**

The Department is finalizing a new citizenship guide that 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, women, and individuals with disabilities. In addition, the new guide will be available in accessible formats such as large print, braille and audio.

The Department worked with Indigenous experts to develop a video on the theme of welcoming and Reconciliation that is now played at all citizenship ceremonies.

**Program Name:** [Passport, including Certificates of Identity, Refugee Travel Documents, Diplomatic and Special Passports](#)

**Program goals:**

In 2023–24, the Passport Program continued to review its operational policies using an adapted Racial Impact Assessment Tool. This work continues in 2024–25 as the Department makes adjustments 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

**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 33.1 million (2021). Around 26.5 million travel documents were in circulation at the end of 2023 calendar year.

**Distribution of Benefits:**

Distribution	Group
By gender	Broadly gender-balanced
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

### Specific demographic group outcomes

The Passport Program has collected data that shows that applicants come from diverse family structures and as a result, the Program continues to make updates to its policies and procedures in recognition of this diversity. For example, in 2023–24, the Passport Program updated its policy for applicants with one name only. This policy update removed the “XXX” in the given name field of the passport in lieu of the field remaining blank for clients who have one name only. By removing XXX, the Passport Program is able to increase inclusivity as it relates to diverse cultural and ethnic naming conventions that do not adhere to Western naming approaches which usually contain both a given name and a surname. In 2023–24, the number of passports issued with no given name was 5,537.

In 2023–24, work continued to implement updates to the Passport Program’s operating model for child passport applications. These updates are expected to be fully implemented in 2024–25. These changes will better reflect modern approaches to family law in Canada, easing the burden for families, and reducing operational burden for processing officers.

### Key Program impacts on Gender and diversity

Not available

#### Key Program Impact Statistics

Statistic	Observed Results FY 2023–24	Data Source	Comment
Passports issued to adults, by gender	<b>Total: 3,553,816</b> Females: 1,835, 469 (52%) Males: 1,717, 454 (48%) Another gender: 893 (<1%)	Integrated Retrieval Information System (IRIS) and GCMS	N/A
Passports issued to children, by gender	<b>Total: 1,161,865</b> Females: 573,784 (49%) Males: 593,892 (51%) Another gender: 189 (<1%)	IRIS and GCMS	N/A
Passports issued, by gender and age group	<b>Total: 4,721,681 Females</b> Total: 2,409,253 Child: 573,784 (24%) Adult: 1,835,469 (76%)	IRIS and GCMS	The largest discrepancy was in the 55 to 64 age group, where 11% more

	<p>16-24: 264,575 (11%)  25-34: 287,498 (12%)  35-44: 305,195 (13%)  45-54: 285,932 (12%)  55-64: 320,043 (13%)  65-74: 251,972 (10%)  75+: 120,254 (5%)</p> <p><b>Males</b>  Total: 2,311,346  Child: 593,892 (26%)  Adult: 1,717,454 (74%)</p> <p>16-24: 263,087 (11%)  25-34: 270,524 (12%)  35-44: 290,155 (13%)  45-54: 263,607 (11%)  55-64: 287,882 (12%)  65-74: 229,402 (10%)  75+: 112,797 (5%)</p> <p><b>Another gender</b>  Total:1,082  Child: 189 (17%)  Adult: 893 (83%)</p> <p>16-24: 540 (50%)  25-34: 221 (20%)  35-44: 99 (9%)  45-54: 20 (2%)  55-64: 8 (&lt;1%)  65+: 5 (&lt;1%)</p>		<p>female than males were issued passports.</p>
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**GBA Plus data Collection Plan:**

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 the Department to assess GBA Plus impacts.

**Internal Services**

**Program Name:** Acquisition Management Services

**Program Goals:**

IRCC is committed to meeting the Government of Canada’s commitment of awarding 5% of the total value of its contracts to Indigenous businesses.

**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 2023–24, IRCC awarded \$36 million to Indigenous-owned businesses, surpassing its target of \$18.5 million of planned procurements.

**Program Name:** Communications Services

**Target Population:** The Canadian public and IRCC stakeholders and clients

**GBA Plus Data Collection Plan:**

In accordance with IRCC’s Disaggregated Data and Analytics Directive (DDAD), 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. Collecting disaggregated data allows the Department to evaluate whether certain groups are under or over-represented in samples. To reduce barriers and improve accessibility, we include diverse perspectives at all project stages and collect data using multiple formats that respect plain language requirements.

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 in the number of 2SLGBTQI+, Indigenous, and faith-based organizations involved in IRCC’s outreach efforts. For our annual consultations on immigration levels, we broadened the range of stakeholders and partners invited to complete our online consultation survey, from 513 organizations in 2019 to 4,780 organizations in 2023 – a significant increase in four years. Since 2022, we have also worked to increase the proportion of underrepresented groups invited as part of immigration levels planning. This work led to an increase in the number of surveys completed by underrepresented groups – from zero in 2022 to 11 in 2023 for Indigenous organizations, from two to eleven for 2SLGBTQI+ organizations and from seven to 10 for faith-based organizations.

The Department is actively working on identifying, removing and preventing barriers in our communications activities, in support of the Accessible Canada Act. IRCC proactively asks participants to identify any needs for accommodation when engaging with external stakeholders and partners. We are now able to offer French and English simultaneous interpretation, as well as American Sign Language (ASL) and Quebec Sign Language (Langue des signes québécoise) interpretation, as needed.

**Program Name:** Human Resources Management Service

**Target Population:** IRCC employees

**Key program impacts on gender and diversity**

Not available

**Key Program Impact Statistics**

<b>Statistic</b>	<b>Observed Results FY 2023–24</b>	<b>Data Source</b>	<b>Comment</b>
IRCC gender representation	As of March 31st, 2024, IRCC’s workforce was 65% women and 35% men.	PeopleSoft	N/A

**Other Key Program impacts:**

In 2023-24, Human Resources updated the tool that allows us to better identify Employment Equity gaps by gender to include acting appointments and promotions. 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.

**Program Name:** Management and Oversight Services – Evaluation

**Program Goals:**

As evaluations help to provide evidence, inform decision-making, and support 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 senior management to better understand program results, with a view to improvements and toward addressing challenges and barriers.

**Target Population:** IRCC programs, immigrants and all Canadians

**Key program impacts on gender and diversity**

Not available

**GBA Plus Data Collection Plan:**

All evaluations have incorporated a GBA Plus lens when appropriate, which included, among other factors, consideration of clients’ age, gender, immigration status, country of origin, mother tongue/linguistic profile, and geographic location (i.e., urban and rural).

Also, the Department worked closely with departmental data and performance measurement experts to develop new methods to monitor GBA Plus implementation across IRCC. to monitoring, reporting and analysis of program impacts.

**Program Name:** Administration, Security and Accommodation (ASA)

**Target Population:** IRCC employees

**Other Key Program impacts:**

The Accommodation Strategy for IRCC's office space aims to modernize and optimize workspaces, fostering staff reintegration into contemporary, accessible, and flexible environments. IRCC maintains its commitment to prioritizing accessibility and employee wellness in workplace design, including ongoing efforts to identify spiritual spaces and ensure compliance with accessibility standards. Soliciting feedback from DEI groups through an inclusive design working group is ongoing. Plans are underway to install inclusive artwork by minority group artists, such as Indigenous and Black artists, in various IRCC office locations.

## **Response to Parliamentary committees and external audits**

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### **Response to parliamentary committees**

#### [Report 16 – Asylum-Seekers at Canada’s Border](#)

Immigration, Refugee and Citizenship Canada projects that, throughout 2022, a potentially record-setting 50,000 asylum-seekers will have crossed irregularly into Canada, bypassing points of entry at the border to file a refugee claim. Following migratory trends observed by the Royal Canadian Mounted Police in the last five years, 95% of these irregular refugees will have crossed at Roxham Road, into the province of Quebec. Not only is the situation at Roxham Road highlighting the need for a modernized approach to responsibility sharing at the border, but it also confronts Canadians to the vulnerability inherent to international humanitarian migration, in a very tangible way.

This report examines the impacts of Canadian legislation, related administrative processes, and the Safe Third Country Agreement on the conditions that refugee claimants face to seek protection in Canada, specifically for those who cross at Roxham Road. It follows a study by the House of Commons Standing Committee on Citizenship and Immigration on the conditions faced by asylum-seekers conducted from 15 November 2022 to 25 November 2022.

#### [Government Response](#)

#### [Report 18 – In Demand Yet Unprocessed: Endemic Immigration Backlogs](#)

Canada continues to be one of the top countries attracting people from around the world and remains steady in its need for a robust labour force. In the era of globalization, people

are highly mobile; they come to Canada to work, study or start a new life. This process takes place through forms that are submitted by hopeful applicants. These forms are reviewed by IRCC, which eventually makes a determination. Unfortunately, the number of applications has far outpaced processing capacity, while the transition to a digital processing environment has faced major challenges, forming a seemingly insurmountable backlog.

This report follows a study by the House of Commons Standing Committee on Citizenship and Immigration on application backlogs and processing times conducted from 5 May 2022 to 1 November 2022.

## [Government Response](#)

### **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)**

Office of the Auditor General (OAG) 2023 Fall Report: [Report 9 – Performance Audit of Processing Applications for Permanent Residence](#)

This audit focused on whether IRCC processes applications for permanent residence in a prompt and efficient manner to support Canada’s economic, family reunification and humanitarian objectives. The scope covered the period from January 1<sup>st</sup> to December 31, 2022, and eight programs comprising: four Economic Class programs; two Family Class programs; and two Refugee and Humanitarian Class programs. The audit resulted in six recommendations. The Department agreed with all six recommendations and an action plan was developed to address these.

[Office of the Auditor General \(OAG\) Audit of the 2022-23 Consolidated Financial Statements of The Government of Canada](#)

This commentary includes the Auditor General’s observations on significant findings identified as part of the Audit of the Government of Canada’s Consolidated Financial Statements, for which IRCC was a stakeholder. The audit focused on personnel expenses, pension and other future benefits transactions. While the audit’s focus covered fiscal year 2022–23, the report was published in October of 2023. There were no recommendations for IRCC.

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

There were no audits requiring a response in 2023–24.

# United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals

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Immigration, Refugee and Citizenship Canada is bound by the [\*Federal Sustainable Development Act\*](#) and was required to develop a [2023 to 2027 Departmental Sustainable Development Strategy](#) (DSDS). Immigration, Refugee and Citizenship Canada has developed its corresponding [2023-2024 DSDS Report](#), including applicable reporting on green procurement activities and the United Nations 2030 Agenda for Sustainable Development. This report can be found on Immigration, Refugee and Citizenship Canada's website.