

Supplementary Information Tables:

Immigration, Refugees
and Citizenship Canada's

2024–25

Departmental
Results Report

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Details on transfer payment programs

Transfer payment programs spending of \$5 million or more

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

General information

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 on December 7, 2023. The study demonstrated that during the reporting period, both orders of government resumed in-person service delivery and focused on continuing to adopt 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 has been launched with Quebec in June 2025 and is expected to be tabled at the Joint Committee in Fall 2025.

Findings of audits completed in 2024–25:

Not applicable (N/A)

Findings of evaluations completed in 2024–25:

Next evaluation is planned for 2026–27.

Engagement of applicants and recipients in 2024–25:

As required by the Canada-Quebec Accord, IRCC and MIFI meet on an annual basis 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 was held in Montreal in January 2025. Intergovernmental meetings were also held on a biweekly basis.

As required by the Canada-Quebec Accord, IRCC and MIFI also meet regularly to coordinate the implementation of the Accord. In 2024, IRCC and MIFI agreed to meet quarterly, and the most recent Comité d’application was held in May 2025.

Under the IRCC-MIFI Joint Committee, bilateral engagement continues to ensure that reception and integration services offered by Canada and Quebec are comparable.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)
Total grants	726,729,000	775,064,000	775,064,000	867,335,000	867,335,000	92,271,000

Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	726,729,000	775,064,000	775,064,000	867,335,000	867,335,000	92,271,000

Explanation of variance:

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.

Francophone Immigration Support Program

General information

Start date:

December 18, 2023

End date:

March 31, 2028

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 results:

- Entry to Canada of eligible visitors, international students and temporary workers is facilitated
- Facilitation of temporary entry helps to generate economic benefits

- Potential permanent residents admitted to Canada, outside Quebec, who identify as French-speaking
- Immigrants and refugees achieve economic independence and contribute to labour force growth

Link to the department’s Program Inventory:

Settlement

Purpose and objectives of transfer payment program:

This Program aims to better integrate the Francophone lens into the immigration continuum by strengthening the engagement of Francophone communities in activities promoting Francophone minority communities (FMCs) abroad, activities promoting immigration programs and activities aimed at identifying, supporting and recruiting French-speaking candidates to immigrate to Canada.

Results achieved:

In 2024–25, the [Centre for Innovation in Francophone Immigration](#) (CIFI) funded 13 projects, representing an investment of approximately \$10.2 million under the [Francophone Immigration Support Program](#). This investment supported the program’s three core activity streams: 1) Collaborative selection projects; 2) Promotion of FMCs abroad; and 3) Case studies, innovation and applied research.

These projects aim to strengthen FMCs, by reducing barriers to Francophone immigration, promoting these communities and immigration programmes overseas and facilitating the recruitment of French-speaking candidates.

Immediate outcomes in 2024–25 included:

- Helped to develop strategies and recruitment efforts to address critical shortages of qualified French-speaking workers in various sectors critical to FMCs, notably in education and early childhood education;
- Informed French-speaking candidates about immigration pathways in FMCs;
- Supported partnerships between provincial governments and Francophone organizations to implement coordinated recruitment approaches, align training pathways and improve credential recognition; and
- Launched targeted studies to better understand systemic barriers and inform immigration policies and programs.

Findings of audits completed in 2024–25:

N/A

Findings of evaluations completed in 2024–25:

Next evaluation is planned for 2026–27.

Engagement of applicants and recipients in 2024–25:

In 2024–25, the CIFI engaged a wide range of stakeholders through established mechanisms such as the Forum of Ministers Responsible for Immigration, the IRCC-CFSM table (Communautés francophones en situation minoritaire), Francophone organisations, post-secondary institutions, and economic development organizations outside of Quebec. More specifically, with respect to the recruitment of French-speaking teachers, the CIFI engaged with the Fédération nationale des conseils scolaires and their Tripartite Committee members, which includes provincial and territorial ministers of education, representatives of the Council of Ministers of Education Canada and national Francophone organizations working in schools. Funding opportunities were shared amongst the stakeholders.

Updates and opportunities were shared via IRCC's [CIFI website](#), and departmental communication tools.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)
Total grants	0	0	1,216,667	1,041,360	111,587	(1,105,080)
Total contributions	0	0	2,433,333	2,608,640	2,342,210	(91,123)
Total other types of transfer payments	0	0	0	0	0	0
Total program	0	0	3,650,000	3,650,000	2,453,797	(1,196,203)

Explanation of variance:

The Francophone Immigration Support Program was launched in 2024–25 as part of the Official Languages Action Plan. Actual spending is lower than planned as a result of delays associated with the analysis and negotiations of new agreements.

Funding to Continue Providing Support to Asylum Claimants

General information

Start date:

June 2024

End date:

March 31, 2025

Type of transfer payment:

Grant

Fiscal year for terms and conditions:

2024–25

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:

In recognition of the exceptional costs incurred by the influx of asylum claimants between 2021 and 2024, as announced by the Prime Minister and the Premier of Quebec in June 2024.

Results achieved:

\$581.3M was provided as compensation in recognition of the influx of asylum claimants – stemming back to arrivals as early as 2021 – to the province. This was administered as a stand-alone payment in recognition that the province of Quebec has been disproportionately affected by the volumes of individuals seeking assistance in Canada. This was part of the \$750M funding commitment made by the Government of Canada in June 2024.

Findings of audits completed in 2024–25:

N/A

Findings of evaluations completed in 2024–25:

An evaluation is planned for 2026–27.

Engagement of applicants and recipients in 2024–25:

In response to the disproportionate number of asylum claimants received by the province of Quebec and other communities, the Department assembled a Federal Provincial/Territorial Asylum Working Group with the aim of identifying avenues for collaboration regarding asylum reception. Following the closure of this working group, the Department engaged provinces and territories on immigration levels and asylum claimant volumes – resulting in several provinces committing to receive asylum claimants who have volunteered to relocate to smaller communities in Canada.

The program continues to leverage existing Departmental engagement opportunities with Quebec’s Ministère de l’Immigration, de la Francisation et de l’Intégration to provide updates on the Interim Housing Assistance Program and voluntary relocation efforts when required.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)
Total grants	0	0	0	581,300,000	581,300,000	581,300,000
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	0	0	0	581,300,000	581,300,000	581,300,000

Explanation of variance:

In recognition of housing and immigration-related challenges caused by the irregular border crossing at Roxham Road between 2021 and 2023, an agreement was reached in June 2024 with the Government of Quebec to provide federal funding through a grant.

Interim Housing Assistance Program

General information

Start date:

March 21, 2019

End date:

March 31, 2027

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:

2024–25

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. Provinces have called for support in managing the downstream impact of asylum flows, including interim housing pressures. While housing matters have traditionally fallen under the purview of provincial and municipal jurisdictions, the Government of Canada recognizes the need for all levels of government to work together to address pressures on the shelter system, and to ensure that claimants have the supports they need to achieve housing independence.

With a view to supporting asylum claimants in quickly achieving housing independence while awaiting determination of their claim, the Interim Housing Assistance Program (IHAP) will provide funding to provinces, municipalities, and community organizations to help:

- Adopt sustainable, cost-effective approaches to addressing the housing needs of asylum claimants; and
- Build capacity to receive and address the housing needs of claimants in jurisdictions across the country.

Results achieved:

Through Budget 2024, the Government committed to the renewal and extension of the Program with \$1.1B in funding over a three-year period (2024–2027). The first year of this three-year commitment focused on concluding the old reimbursement model of the Program to refocus collaborations towards more forward-looking, sustainable and cost-effective response models.

In accordance with this plan, \$526.3M in funding was allocated to 16 provinces and municipalities in recognition of costs incurred in providing interim accommodations for asylum claimants and for investing in the early adoption of reception centres and transitional models. These allocations mark the end of the transition period for the IHAP – after which funding will be determined through the assessment of proposed eligible activities.

Findings of audits completed in 2024–25:

N/A

Findings of evaluations completed in 2024–25:

An evaluation is planned for 2026–27.

Engagement of applicants and recipients in 2024–25:

IRCC conducted a call-out for claims to reimburse eligible funding recipients for costs incurred related to providing interim housing accommodations for asylum claimants. IRCC engaged provinces and municipalities following a written request for claims to assess for reimbursement eligibility. Once eligible costs were determined and funding envelope limitations were accounted for, approved funding amounts were agreed to and received by recipients.

With the renewal of the Program and its new, broadened eligibilities, IRCC also received proposals from eligible provinces, territories and municipalities seeking to adopt more sustainable and cost-effective models to assist claimants towards housing independence. IRCC has undertaken engagement and provided technical briefings in support of this process and will respond to these funding proposals in 2025–26.

The Department continued to engage provinces through existing fora to enhance collaboration and support models aimed at building capacity to support asylum claimants while they await a determination on their claim.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)

Total grants	164,300,000	259,948,780	0	543,390,629	526,277,373	526,277,373
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	164,300,000	259,948,780	0	543,390,629	526,277,373	526,277,373

Explanation of variance:

At the time the Departmental Plan was presented, no resources were yet allocated to the IHAP in fiscal year 2024–25. Announcements for the renewed program were made as part of Budget 2024 in April explaining why actual spending is higher than planned.

International Migration Capacity Building Program

General information

Start date:

First launched as the Migration Policy Development Program in 2003. It was renamed the International Migration Capacity Building Program in 2019.

End date:

Ongoing

Type of transfer payment:

Grant

Type of appropriation:

Funds are appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2022–23

Link to departmental result:

Potential permanent residents are selected for immigration to Canada

Link to Department's program inventory:

Asylum

Purpose and objectives of transfer payment program:

The 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 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 2024–25, IRCC continued to invest in new and ongoing projects that strengthen migration and protection systems internationally.

Key funding streams include IMCBP the core envelope, the Americas Capacity Building Envelope, and cooperation with Global Affairs Canada's International Climate Finance.

Two funding streams concluded in 2024–25: the Migration Cooperation and Engagement Envelope, and the International Organization for Migration (IOM) Comprehensive Action Plan for supporting displaced Afghans in Central Asia and Pakistan.

IMCBP projects delivered measurable results by building capacity in migration governance and service delivery through technical assistance, training, and provision of equipment.

Key accomplishments included:

- In Nigeria, in partnership with the [United Nations Office on Drugs and Crime](#), IRCC supported the production and dissemination of an awareness-raising infomercial documentary on the risks of migrant smuggling. It was widely published online and

was included in training material for Nigeria’s National Youth Service Corps (NYSC) platform, reaching over 7,000 youth.

- In Brazil, IRCC supported the United Nations Refugee Agency (UNHCR) work to ensure protection and socio-economic integration of Haitian and Afghan refugees in Brazil. In 2024, over 1,000 Afghan refugees received essential information on available protection services, including referrals to shelters and legal aid, and nearly 300 Haitian refugees received support to better access the labour market and integrate into local communities.
- IRCC partnered with the IOM in Uruguay in 2024, supporting the Uruguayan government’s efforts to expand regular pathways and provide regularization through family reunification. This included the establishment of a migrant reference and orientation centre in Montevideo to provide migrants with direct access to key services including legal assistance, employment guidance, and social support.
- In Mexico, IRCC supported the UNHCR in developing a multi-service reception centre in Tapachula, Chiapas, which officially opened in March 2025. The centre provides comprehensive services to migrants and asylum seekers, including pre-registering asylum claims, and providing information on accessing employment opportunities, healthcare, and gender-focused support.
- Since 2023 in Central Asia, IRCC has partnered with the IOM to support their [Comprehensive Action Plan for Afghanistan and Neighbouring Countries](#). In 2024, activities supported the strengthening of government capacities to respond to emergencies and protect vulnerable migrants and displaced people. For example, in Kazakhstan, capacity building sessions were provided to border service personnel on curbing migrant smuggling and, in Tajikistan, vocational and technical skills programs were offered to 118 Afghan refugees and Tajiks in order to support Afghan refugees to access the labour market in Tajikistan and online.
- With funding from Canada’s International Climate Finance, IRCC built on previous climate mobility work in Mexico by partnering with the IOM and Rainforest Alliance on a project on Strengthening climate adaptation to address the adverse environmental drivers of migration in agriculture- and resource-dependent communities in Southern Mexico. In 2024, the IOM began developing a policy toolkit to provide decisionmakers with practical tools to integrate migration, environment, and climate change considerations in local adaptation and development policies.
- In the Philippines, IRCC partnered with the IOM to support their collaboration with the Government of the Philippines to raise awareness of fair and ethical recruitment standards amongst relevant stakeholders, including private recruitment agencies. In 2024, a total of 365 individuals from private companies, recruitment agencies, and industry associations received basic orientation and information on fair and ethical recruitment principles.

Findings of audits completed in 2024–25:

N/A

Findings of evaluations completed in 2024–25:

N/A

Engagement of applicants and recipients in 2024–25:

In 2024–25, IRCC continued to maintain regular engagement with implementing partners (e.g., UNHCR, IOM), who reported on implementation progress and post-completion outcomes. Scoping and monitoring missions were conducted in the countries of the Caribbean, Central America, South America, and Central Asia, to assess results of funded projects and to identify future opportunities.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)
Total grants	19,650,000	26,449,996	27,200,000	27,200,000	27,200,000	0
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	19,650,000	26,449,996	27,200,000	27,200,000	27,200,000	0

Explanation of variance:

Actual spending is equal to planned spending as a result of continued oversight of the program's priorities.

Resettlement Assistance Program

General information

Start date:

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

End date:

Ongoing

Type of transfer payment:

Grants and Contributions

Type of appropriation:

The program is appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2018–19, updated in 2024

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 as identified in the RAP terms and conditions.

RAP contributes to the objectives of Sections 3(2) (b) , 3(1) (a), 3 (1) (c), and 3(1) (i) of the *Immigration and Refugee Protection Act*, 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”, “to support the development of a strong and prosperous Canadian economy, in which the benefits of immigration are shared across all regions of Canada;” 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 2024–25, 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 resettled refugees (GARs, Privately Sponsored Refugees [PSRs], Blended Visa Office-Referral [BVORs]), and other eligible clients who elected to use these services.

A total of 18,865 GARs received at least one RAP service in 2024–25 (excluding those in Quebec).¹ GARs resettled to Canada (outside of Quebec) generally receive up to 12 months of income support under RAP. In 2024–25, a total of approximately 15,800 GARs received RAP income support.

The availability of affordable rental housing continued to be a challenge in communities across Canada. As a result, RAP faced pressures due to extended stays of clients in temporary accommodation and delays in moving clients into more permanent accommodation. In response, RAP continued to provide funding to Service Provider Organizations (SPOs) to implement additional housing search supports and provided additional supports to clients on as-needed basis through the Housing Top-Up Initiative. As of March 2025, the average days a RAP client spent in temporary accommodations had fallen to 24 days (as compared to 41 days in March 2024).

Individuals arriving in Canada under the Canada-Ukraine Authorization for Emergency Travel (CUAET) by March 31, 2024, and who applied by June 30, 2024, were eligible for a one-time transitional financial assistance (TFA) through the RAP. Eligible clients received \$3,000 per adult and \$1,500 per child, to help support their immediate needs. During this period, 15,725 CUAET holders were approved for TFA payments. Since the online application for transitional financial assistance was launched in June 2022, 296,780 CUAET holders have been approved for payment.

IRCC also delivered transitional financial assistance through RAP to 455 clients through the Canada-Gaza TFA Initiative. Similar to CUAET clients, eligible clients arriving through temporary measures for Gaza were eligible for \$3,000 per adult and \$1,500 per child.

IRCC provided financial assistance through RAP to clients arriving in Canada through the Family-based humanitarian program for Colombians, Haitians and Venezuelans. During this period, 8,330 clients were approved and received the one-time financial assistance payments equivalent to three months of RAP income support.

Findings of audits completed in 2024–25:

N/A

Findings of evaluations completed in 2024–25:

Previous [evaluation](#) completed in 2024. Next evaluation is planned for 2028–29.

Engagement of applicants and recipients in 2024–25:

For clients arriving through the Gaza and Americas initiatives, the Department provided letters to clients and their anchor Canadian citizen or permanent resident family member

¹ The total number of GAR clients accessing RAP services in 2024–25 exceeds GAR arrivals in that fiscal year as GARs arriving at the end of the previous fiscal year are included in service usage data for the 2024–25 fiscal year.

upon approval of the visa application. These letters outline available benefits, including eligibility criteria and instructions on applying for TFA upon arrival in Canada.

IRCC also engaged on a regular basis with RAP SPOs, to address administrative and implementation issues and challenges.

In 2024–25, IRCC resumed the work of the IRCC-RAP Sector Working Group. The working group is jointly led by IRCC and the RAP SPO Network. It provides refugee resettlement stakeholder organizations (that have a role in GAR resettlement) and IRCC with a platform to share information and perspectives on program and policy issues related to supports and services for GARs, and other resettled refugees.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)
Total grants	495,718,572	420,988,234	94,890,328	96,390,328	95,496,930	606,602
Total contributions	415,603,358	427,642,672	368,588,162	379,588,162	342,102,637	(26,485,525)
Total other types of transfer payments	0	0	0	0	0	0
Total program	911,321,930	848,630,906	463,478,490	475,978,490	437,599,567	(25,878,923)

Explanation of variance:

Actual spending is lower than planned mainly due to less GAR arrivals than planned.

Settlement Program

General information

Start date:

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 aims 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 and gain meaningful employment in Canada. 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.

Results achieved:

In 2024–25, IRCC spent approximately \$1.1B 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. Through a national Call for Proposals (CFP) process, successful applications are recommended for funding through funding agreements to support organizations across Canada (outside of Quebec) to deliver essential settlement and resettlement services to newcomers.

[IRCC launched a national CFP 2024](#) in November 2023 to solicit proposals for funding agreements with Settlement and Resettlement Assistance Program service provider

organizations (SPOs) across Canada, outside of Quebec. In 2024, the Department negotiated and signed 802 agreements with a total 3-year value of \$3.2B. Over 520 unique organizations will receive funds to deliver programming, with most agreements beginning April 1, 2025, and ending March 31, 2028.

In 2024–25, the Settlement Program supported 667,070 newcomers in Canada and 59,415 with pre-arrival services overseas, for a total of 688,845 unique clients² served through direct services. The Settlement Program funds over 550 service provider organizations to provide direct and indirect services, including close to 80 francophone service providers, which support the integration of French-speaking newcomers into francophone-minority communities.

To understand and address the needs of newcomers, 323,985 newcomers received comprehensive needs and assets assessments to guide their settlement journeys, followed by referrals to various IRCC-funded and/or other community services, including mental health and legal services. This represents a slight decrease of approximately 4% relative to the previous year. 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 551,160 newcomers. Tailored supports remain available to newcomer populations that face additional barriers to services and who are at increased risk of marginalization.

Furthermore, 133,370 newcomers participated in IRCC-funded language training to improve their knowledge and use of Canada's official languages, an increase of 10% relative to the previous year. In contrast, clients receiving language assessments declined by about 9% from 116,820 in 2023–24 to 106,915 in 2024–25. The decline of clients receiving language assessments is in part due to decreased demand for assessments resulting from the conclusion of special initiative programs.

To increase knowledge about and access to the labour market, a suite of employment-related services were accessed by 85,790 newcomers in 2024–25. These volumes are similar to volumes reported in the previous year. Through Community Connection activities, 133,810 clients received services to network with Canadian peers, learned to access services in the community, and created linkages with local organizations. This is an increase of approximately 8% relative to 2023–24. Following the 2024 CFP for Settlement Services, pre-arrival services were expanded to include enhanced foreign credential recognition (FCR) focused supports. These services provide clients with a step-by-step FCR action guide, facilitate connections with regulatory bodies, mentors, and employers, recommend appropriate training, and assist with preparation of documentation required by regulators.

² The total number of unique clients may not equate to the sum of clients, because an individual may receive more than one type of service over a given period.

IRCC leads several periodic assessments of the effectiveness of the settlement program including the [Annual Settlement Outcomes Report](#), the Annual Report on Project Implementation and Outcomes, and the Annual Report on Umbrella Organizations.

Findings of audits completed in 2024–25:

N/A

Findings of evaluations completed in 2024–25:

An evaluation of Local Immigration Partnerships is planned for 2025–26 and an evaluation of Employment-Related Services is planned for 2026–27.

Engagement of applicants and recipients in 2024–25:

In 2024–25, IRCC developed supports to assist the CFP 2024 process. This supportive engagement included five national webinars attended by over 1,300 participants for successful applicants. Webinars provided information regarding the negotiation process and addressed questions in real time to facilitate the successful negotiation of new agreements.

The Settlement and Integration Service Delivery Committee (SISDC), brings together IRCC and representatives of the Settlement Sector that are funded by the Department to discuss and address administration and service delivery issues, including operational ideas for effective investment in settlement programs and processes. In 2024–25, SISDC held three meetings with the broad objective of identifying key issues in the area of grants and contributions delivery, as well as trends and risks to help position SPOs to deliver high-quality settlement and resettlement projects. Themes the SISDC established for discussion included data privacy and cybersecurity within Canada’s Settlement and Resettlement Assistance Programs, and understanding and improving the overall state of the settlement sector, including organizational retention and professional development.

The Settlement and Integration Policy and Program Committee (SIPPC) brings together IRCC and representatives of IRCC funded Settlement Umbrella Organizations to identify emerging trends and issues related to the delivery of federal Settlement and Resettlement Assistance Programs, to foster welcoming communities, and to share promising practices. In 2024–25, SIPPC held four meetings to understand the needs of settlement organizations and to help inform IRCC policy decisions. Themes for discussion included technology within Canada’s Settlement and Resettlement Assistance Programs, directing specific and meaningful actions to address racism, and advancing reconciliation, accessibility, equity, and inclusion.

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

IRCC also supported 13 Réseaux en immigration francophone (RIF) and the Comité atlantique sur l'immigration francophone (CAIF) to help Francophone and Acadian minority communities better attract, welcome and integrate French-speaking newcomers. In 2024–25, the RIF and the Fédération des communautés francophones et acadienne du Canada raised awareness of the Francophone integration pathway through various events and forums such as the annual Semaine nationale de l'immigration francophone 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 in up to ten additional communities, for a total of 24 communities.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)
Total grants	17,155,774	18,856,413	55,000,000	18,495,022	18,483,476	(36,516,524)
Total contributions	956,360,675	1,060,401,578	1,127,125,131	1,160,980,109	1,107,436,959	(19,688,172)
Total other types of transfer payments	0	0	0	0	0	0
Total program	973,516,449	1,079,257,991	1,182,125,131	1,179,475,131	1,125,920,435	(56,204,696)

Explanation of variance:

Actual spending is lower than planned spending mainly as a result of delays in the execution of activities related to the nature of the work performed, limited programming under the Service Delivery Improvement envelope as well as recipient organisations reducing activities to adapt to future year allocations.

Transfer payment programs spending of under \$5 million

Annual Assessed Contribution to the International Organization for Migration

General information

Start date:

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

End date:

Ongoing

Type of transfer payment:

Contribution³

Type of appropriation:

Funds are appropriated annually through Government of Canada Estimates.

Fiscal year for terms and conditions:

2010–11

Link to departmental result:

Potential permanent residents are selected for immigration to Canada

Link to Department's program inventory:

Asylum

Purpose and objectives of transfer payment program:

Contributions to the IOM allow Canada to:

- Participate in the organization's governance and decision-making mechanisms, including evaluation and audit, and budget setting practices.
- Enhance its knowledge on global trends and approaches to managed migration.

³ 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).

- 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:

The IOM is a Member State-led international organization, and annual assessed contributions provide Canada with the opportunity to directly influence the development of IOM programs and policies and support the organization’s administrative budget.

In 2024–25, IRCC advocated for issues and policies to shape the global migration agenda in ways that align with Canada’s priorities on migration and protection. Key areas of focus included promoting well-managed migration pathways, gender responsive migration programming, and the promotion of balanced public narratives on migrants and refugees. IRCC also leveraged its membership to call for enhancing the efficiency of international migration governance structures, including institutional accountability and oversight.

As a Member State, Canada continued to benefit from engagement with international experts and migration officials through participation in IOM meetings. These engagements contributed to the Department’s understanding of global migration dynamics and the evolving priorities on migration related challenges and opportunities faced by other countries and regions. These insights helped inform IRCC’s approach to domestic policies and programs.

Findings of audits completed in 2024–25:

N/A

Findings of evaluations completed in 2024–25:

Next evaluation is planned for 2027–28.

Engagement of applicants and recipients in 2024–25:

IRCC is the lead federal department overseeing the institutional relationship between the IOM and the Government of Canada. In 2024–25, IRCC actively participated in IOM institutional governance and policy meetings, which allowed Canada to influence the organization’s governance and decision-making, examples include but are not limited to:

- Meetings with IOM officials ensured that the delivery of IOM’s services to Canada and capacity are aligned with Canada’s migration policies, priorities, and targets;
- Canada advocated for IOM to prioritize their policies to reflect Canadian interests, such as the benefits of well-managed migration and the importance of integration, the promotion of gender mainstreaming in IOM’s policies and programs, and the upholding of integrity efforts including the prevention of sexual abuse and exploitation; and,
- As a major donor, Canada emphasized the importance of strong financial oversight, consistently urging IOM to increase transparency and strengthen governance to maximize value for Canada and other Member States.

In June 2024, IRCC also hosted the head of IOM and other senior officials for a Canada-IOM High-Level Dialogue in Canada. The meetings focused on ongoing and emerging areas of cooperation to advance Canada’s migration and refugee protection programs and priorities, as well as to anticipate and respond to global and regional migration trends. Discussions covered challenges and opportunities in migration and humanitarian protection, updates on migration situations in conflict- and disaster-affected regions, and key topics such as disaster response, climate-induced migration, complementary migration pathways, labour mobility, and Francophone immigration.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)
Total grants	0	0	0	0	0	0
Total contributions	2,657,574	3,286,603	3,360,551	4,010,551	3,836,775	476,224
Total other types of transfer payments	0	0	0	0	0	0
Total program	2,657,574	3,286,603	3,360,551	4,010,551	3,836,775	476,224

Explanation of variance:

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

Global Assistance for Irregular Migrants

General information

Start date:

April 2013

End date:

March 31, 2026

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 Global Assistance for Irregular Migrants (GAIM) program has two primary functions: to manage the consequences of disrupting migrant smuggling events that target Canada; and to encourage transit countries to cooperate with Canada's migrant smuggling interceptions efforts, by assuring that Canada will cover the cost of assisting eligible intercepted persons.

The GAIM program does this by funding a third party to:

- provide basic needs and medical care to intercepted irregular migrants;
- voluntarily return migrants and assist in their reintegration; and
- deliver information and awareness activities in migrants’ countries of origin, with the aim of discouraging participation in irregular migration.

Results achieved:

In 2024–25, funding for the GAIM program provided \$935,435 in contributions. These funds ensured operational readiness to provide to repatriation, housing, food and medical care for stranded migrants; as well as continuing the safe migration campaigns in Sri Lanka. Nearly 9,000 individuals participated in safe migration campaign sessions in 2024–25, which provided participants with information on the importance of opting for regular migration routes, and the dangers associated with irregular channels and using human smuggling syndicates to cross international borders. This assistance contributed to the overall discouragement of human smuggling and irregular migration, while ensuring intercepted migrants have basic needs, including shelter, water, food, and emergency medical care; are treated in accordance with international principles of protection including protection against refoulement; and are returned to their countries of origin if determined not to be in need of protection as per international principles of protection.

Findings of audits completed in 2024–25:

N/A

Findings of evaluations completed in 2024–25:

Next evaluation is planned for 2027–28.

Engagement of applicants and recipients in 2024–25:

The IOM is responsible for engaging directly with the final recipients of assistance, including intercepted irregular migrants, and potential migrants who participate in safe migration campaigns and trainings. The IOM then reports back to IRCC through regular progress reports, which include counts of migrants identified and supported through the program.

Financial information (dollars)						
Type of transfer payment	2022–23 Actual spending	2023–24 Actual spending	2024–25 Planned spending	2024–25 Total authorities available for use	2024–25 Actual spending (authorities used)	Variance (2024–25 actual minus 2024–25 planned)
Total grants	0	0	0	0	0	0

Total contributions	2,365,150	1,000,000	0	2,000,000	935,435	935,435
Total other types of transfer payments	0	0	0	0	0	0
Total program	2,365,150	1,000,000	0	2,000,000	935,435	935,435

Explanation of variance:

Funding for the GAIM program ended in fiscal year 2022–23 and has not since been part of planned spending. The program is currently reliant on temporary funding, from internal reallocations. The variance between authorities for use and actual expenses is consistent with the program being designed to ensure operational readiness and when funding is only used where there is a need to support intercepted migrants. However, there were less intercepted irregular migrants than expected which explains the variance between authorities available for use and actual expenses.

Gender-based analysis plus

About the data in this report

- Data are suppressed or rounded to prevent the identification of individuals when the figures are compiled and compared with other publicly available statistics. Values between 0 and 5 are shown as “--” and all other values are rounded to the nearest multiple of 5. This may result to the sum of the figures not equating to the totals indicated. Please note that this applies to all data from 2024 onwards.
- Data are preliminary and subject to change, and they may not match official IRCC reporting.
- While IRCC programs are to default to the collection of gender information, certain programs still collect sex information to maintain compliance with international standards.

Section 1: Institutional GBA Plus Governance and Capacity

Governance

Immigration, Refugees and Citizenship Canada (IRCC) is committed to being more inclusive for everyone, removing barriers, and fostering an equitable workplace culture that values diversity and accessibility. The Equity Advancement Office (EAO) serves as the Department’s authority on GBA Plus, provides leadership in supporting IRCC’s commitment to inclusivity. The EAO encourages the Department to take concrete efforts to increase workforce representation and promote a culture of respect and inclusion.

The GBA Plus Working Group serves as a community of practice to enhance the understanding and application of GBA Plus across departmental policies, programs and decision-making processes. With 147 members from across the Department (increased from 73 in 2023–24), the Working Group allows members to consult on equity considerations in policy proposals, program design and service delivery processes. In 2024–25, the Working Group addressed a range of priority topics to support integration of GBA Plus within departmental decision making including IRCC’s GBA Plus Policy Review, and the launch of the renewed [Canada's Anti-Racism Strategy](#) and the new [Canada's Action Plan on Combatting Hate \(CAP-CH\)](#).

Capacity

In 2024–25, IRCC made significant strides in bolstering its GBA Plus capacity to enhance its application and to better monitor and evaluate equitable outcomes in departmental policies and programs. IRCC also promoted tools and resources to better integrate GBA Plus into its work.

Promotion of GBA Plus resources and employee networks

The Department continued to promote GBA Plus resources, including new guidance from Women and Gender Equality Canada to strengthen capacity and support the application of GBA Plus to IRCC’s policies, programs, and services.

Additionally, the Department supported employee networks and their senior management champions to further solidify IRCC’s commitment to diversity, equity, inclusion, and accessibility in the workplace. DEI Employee Networks at IRCC include the Women’s Network, the Black Employee Network, the Persons with Disabilities Network and Committee, the Racialized Employees and Allies Network, the Indigenous Peoples Circle, Pride@IRCC and the Network for Diversity Equity and Inclusion. These employee networks led a variety of initiatives in 2024–25, including commemorative events, mentorship programs, and diversity-focused training opportunities such as Pride prom, Transgender Day, storytelling sessions, trust circles, and various workshops.

Review of GBA Plus Policy

A draft report on the GBA Plus Policy Review was completed in February 2025. The objectives of this review were to identify gaps and barriers in departmental GBA Plus implementation and guide recommendations for the update of the departmental 2011 GBA Policy. The GBA Policy has not been updated since 2011 and is being revised to reflect gender diversity, the rebranding and intersectional approach to GBA Plus, and changes following departmental realignments. In 2025–26, recommendations from the review will be implemented as part of IRCC’s updated GBA Plus Policy.

Anti-Racism and Equity

In 2024–25, IRCC continued to bolster its anti-racism governance to tackle systemic racism and embed equity as a core value across the Department. This commitment is

demonstrated through departmental consultations and surveys with employees for feedback on how to create a more equitable workplace. In 2024, IRCC gathered information through questionnaires and group discussions, including 44 consultation sessions with employees and senior management.

IRCC reviewed the [Anti-Racism Strategy 2.0 \(2021–2024\)](#) and the department’s progress on anti-racism to inform the Department’s next Equity Strategy for 2025 to 2028. A critical component of this work was seeking the input of employees with lived experiences of racism and discrimination. The 2025 Anti-Racism Strategy 2.0 Reflections Survey was completed to collect employee perspectives and assess progress made under the strategy. 356 employees from the Department’s Diversity, Equity and Inclusion Employee Networks participated in the survey and offered their feedback, reflecting a response rate of 24%. This response rate reflects the significant commitment and engagement that exists within IRCC’s employee networks, who continue to positively influence IRCC towards a more inclusive, diverse, equitable and accessible organizational culture.

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

The Department had 13 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: [International Students](#)

Program goals: IRCC facilitates the entry of students who wish to study at designated Canadian educational institutions. The program integrates GBA Plus within policy development for program redesign, student temporary resident status and stakeholder engagement.

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

Distribution of benefits

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(s) to be monitored:

IRCC monitors the following demographic indicators:

- Foreign national looking to come to study for more than six months;
- Age population for post-secondary education;
- Gender;
- Official languages; and
- Country of citizenship to improve the diversification of source countries.

Key program impacts on gender and diversity

The International Student program generates economic gain for Canada, it also provides significant socio-cultural benefits, such as diversifying the make-up of the country.

IRCC recognizes that international students’ gender may influence their post-graduation employment opportunities and income. In other words, certain academic fields have traditionally attracted one gender over the other—for example, caregiving professions are often female-dominated, while science, technology, engineering and mathematics fields tend to be male-dominated. These trends can contribute to ongoing gender disparities and may even influence post-graduation employment given that eligibility for the Post-Graduation Work Permit (PGWP) program, for non-degree graduates, is tied to fields of study that are linked to in-demand occupations. The International Student Program has remained mainly gender balanced overtime, but it is important to continue monitoring this indicator for significant shifts. Furthermore, the International Student Program has historically been dominated by applicants from a limited number of source countries. This indicator may intersect with the gender divide, given that traditional gender roles may be more prominent in some countries and may therefore influence in which fields those students end up choosing. As such, IRCC will continue efforts to diversify the source countries for the international student program. This includes encouraging designated learning institutions (DLIs) to strengthen their international student recruitment strategies, as well as ongoing initiatives—such as the Francophone Minority Communities Student Pilot (FM CSP)—aimed at attracting students from a variety of source countries that often face barriers.

Key Program Impact Statistics

Statistic	Observed Results Calendar Year (CY) 2024	Data Source	Comment
Study permits holders, by gender	Total: 516,275 Female: 242,970 (47%) Male: 273,235 (53%) Another gender: 55 (0%) Not stated:10 (0%)	Global Case Management System (GCMS)	No major change observed in gendered issuance of study permits.
Study permits holders, by age	0-17: 113,425 (22%) 18-29: 335,860 (65%)	GCMS	Largest demographic of study permit holders in

	30-65: 67,550 (13%) 66+: 40 (0%)		the 18-29 range which is expected given the nature of the ISP.
Study permits holders, by official language	English: 429,350 (83%) French: 28,500 (6%) Both French and English: 46,690 (9%) Neither: 6,510 (1%) Not stated: 6,170 (1%)	GCMS	Not applicable (N/A)
Study permits holders, by top five country of citizenship	India: 188,465 (37%) China, People's Republic of: 56,355 (11%) Nigeria: 26,520 (5%) Philippines: 24,730 (5%) France:13,750 (3%)	GCMS	Notable decrease in study permit holders from India in 2024.

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

Policy initiatives in the International Student Program, including FM CSP implementation and regulatory changes, have been shaped by a GBA Plus lens to ensure the program reforms are inclusive and effectively address systemic inequalities.

Specifically, the FM CSP was introduced as a means to support government priorities to increase Francophone immigration outside Quebec, improve the vitality and cultural diversity of Francophone communities, and facilitate access to study permits for student coming from countries with historically low approval rates (i.e. Africa, Middle East, and Americas). The Pilot was designed to achieve these objectives by modifying study permit application requirements, such as waiving the intent to return and adjusting the financial requirements based on the size of the community where the applicants intends to reside.

GBA Plus data collection plan

IRCC will continue to collect and review data related to general demographic trends throughout different stages of the student life cycle (Studies and PGWP phase) and analyze multiple GBA Plus factors to identify areas of parity or disparity among various groups.

Program Name: Temporary Workers

Program goals: IRCC allows foreign nationals to work in Canada, with or without a work permit, when Canadians and permanent residents are not available or when there are broader benefits to Canada. Through the International Mobility Program (IMP) and jointly administering the Temporary Foreign Worker Program (TFWP) with Employment and Social Development Canada, IRCC support the Canadian labour market in line with economic conditions, national interests, and government priorities.

Target population: Temporary workers in Canada

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(s) to be monitored

The Temporary workers Program covers foreign nationals seeking to enter Canada for work purposes, under the following stream:

- TFWP;
- IMP; and
- Permit-exempt workers.

In administering TFWP and IMP work permits, IRCC reviews the use of these programs across all work permit applicants and holders. Sociodemographic characteristics are collected as part of the work permit application, and used to inform program analysis.

Key program impacts on gender and diversity

By design, eligibility criteria under the TFWP and the IMP focus on elements of the intended work to be performed in Canada, and assesses whether a foreign national - regardless of their sociodemographic characteristics - is able to perform that work. From that perspective, both the IMP and TFWP are intended to be gender- and diversity-agnostic. Foreign workers, no matter their gender, age, and country of origin have the ability to apply for work permit authorization if they meet eligibility criteria.

However, the nature of the work and other macro factors (e.g., conditions in a foreign national's country of residence), may impact gender and diversity representation. For example, the type of physical labour required in occupations in agriculture and construction may result in gender differences across the population of temporary foreign workers within these sectors.

Key program impact statistics

Statistic	Observed Results CY 2024	Data Source	Comment
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Work permit holders, by gender	Total: 905,440⁴ Female: 384,390 (42%) Male: 520,965 (58%) Another gender: 50 (0%) Not stated: 40 (0%)	GCMS	A portion of the gender disparity can be accounted for under the TFWP, where a majority of agriculture workers are male.
Work permit holders, by age	0-17: 7,500 (1%) 18-29: 404,855 (45%) 30-65: 486,455 (54%) 66+: 7,325 (1%)	GCMS	N/A
Work permit holders, by official language	English: 637,190 (70%) French: 34,750 (4%) Both French and English: 59,185 (7%) Neither: 72,565 (8%) Not stated: 107,295 (12%)	GCMS	N/A
Work permit holders, by top five country of citizenship	India: 248,230 (27%) Ukraine: 112,050 (12%) Philippines: 58,110 (6%) Mexico: 52,200 (6%) Iran: 42,005 (5%)	GCMS	N/A

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

The Open Work Permit for Vulnerable Workers (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.

GBA Plus data collection plan

IRCC maintains data systems, such as the Global Case Management System (GCMS), which enables comprehensive and reliable monitoring and reporting on the Programs' usage and outputs, and helps to identify potential gaps and trends to support program and policy development.

For both the TFWP and the IMP, IRCC collects qualitative and quantitative data on gender, age, country of citizenship, ability to speak in English or French, prior and subsequent work permits, and location of work (in Canada) in GCMS. Per commitments in the Management Response Action Plan for the [IMP Evaluation](#), IRCC is exploring ways to more effectively

⁴ The total unique count may not equal to the sum of permit holders as an individual may hold more than one permit over a given period.

mine this data to further understand GBA Plus factors, as well as gather other types of data, to support a more comprehensive GBA Plus analysis if necessary.

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: Visitors

Program goals: The Program seeks to achieve a balance between facilitating the travel of foreign nationals while maintaining the integrity of the immigration and asylum system.

Target population: Eligible foreign nationals seeking to enter Canada as visitors (Issuance of Temporary Resident Visas [TRVs] and Electronic Travel Authorizations [eTAs])

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(s) to be monitored

- The Visitors Program covers most foreign nationals seeking to enter or remain in Canada for one or more temporary purposes, including:
 - Visiting family and/or friends;
 - Tourism;
 - Participating in international events;
 - Engaging in business;
 - Permit-exempt students and/or workers;
 - Transiting through Canada to reach another destination.
- Further monitoring of visitor applications where applicants are selecting Gender X (not identifying as males or females) would be instructive to determine whether there are barriers.

Key program impacts on gender and diversity

The Visitors Program facilitates travel to Canada by issuing TRVs or eTAs to eligible foreign nationals. Eligibility to obtain these travel documents is not based on gender or other diverse identity factors. Issuance of travel documents is also based on demand which, to a large extent, is beyond the scope of IRCC's control. Many external drivers contribute to this demand including general accessibility to Canada (e.g., airline routes, proximity to Canada, etc.) and income available for international travel.

Key program impact statistics

Statistic	Observed Results CY 2024	Data Source	Comment
Temporary resident visas (TRVs) issued, by gender	Total: 2,103,760 Female: 1,013,145 (48%) Male: 1,090,595 (52%) Another gender: 15 (0%) Unspecified: -- (0%)	GCMS	Data from 2024 indicate slightly more males were issued TRVs.
TRVs issued, by age	0-17: 236,530 (11%) 18-29: 584,100 (28%) 30-65: 1,125,940 (54%) 66+: 157,190 (8%)	GCMS	N/A
TRVs issued, by official language	English: 1,590,415 (76%) French: 152,070 (7%) Neither: 353,025 (17%) Unspecified: 8,250 (0%)	GCMS	A large majority of TRVs were issued to clients who indicated they were able to communicate in English. TRVs issued to individuals who speak neither English nor French is returning to pre-pandemic levels (pre-pandemic average was 27%).
TRVs issued, by top five country of citizenship	India: 721,600 (34%) People's Republic of China: 323,280 (15%) Mexico: 100,215 (5%) Philippines: 87,730 (4%) Nigeria: 72,685 (4%)	GCMS	The large majority of TRVs were issued to those holding Indian or Chinese citizenship.
Electronic Travel Authorizations (eTAs) issued, by gender	Total: 3,494,730 Female: 1,738,835 (48%) Male: 1,755,785 (52%) Another Gender 105 (0%) Unspecified: -- (0%)	GCMS	Less than 1% of eTAs have been issued to applicants with a gender X identifier since the non-binary option was provided in June 2019.
eTAs issued, by age	0-17: 446,030 (13%) 18-29: 751,270 (22%) 30-65: 1,940,550 (56%) 66+: 356,875 (10%)	GCMS	N/A
eTAs issued, by top five country of citizenship	France: 554,790 (16%) United Kingdom and Overseas Territories: 502,270 (14%) Mexico: 318,375 (9%) Federal Republic of Germany: 284,160 (8%) Australia: 199,235 (6%)	GCMS	The majority of eTAs were issued to those holding French or UK citizenship.

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

Not available

GBA Plus data collection plan

The Visitors Program has examined its Performance Measurement Strategy Framework from a GBA Plus and Anti-Racism perspective, and developed a findings summary report to consolidate recommendations from key internal stakeholders. In 2024–25, IRCC examined the implementation of these recommendations.

IRCC has leveraged the use of advanced analytics since 2018 to improve client service by expediting the processing of temporary resident applications. The Department monitored the impacts of the advanced analytics tools with a GBA Plus and Anti-Racism lens to detect and mitigate any potential biases which the automated tools may introduce into the Visitor Program.

In June 2023, IRCC [partially lifted the visa requirement on 13 countries](#) and began monitoring GBA Plus data for this cohort of visitors. In 2024, data suggested no concerning outcomes in terms of approval and refusal rates in relation to gender, age group, marital status, and correspondence language decisions (i.e., English or French). Canada imposed a partial visa requirement on Mexican nationals at the end of February 2024, and similar monitoring efforts will be undertaken for this cohort.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program Name: [Asylum](#)

Program goals: IRCC is accountable for the oversight of the in-Canada asylum system which provides protection to people in Canada who have a well-founded fear of persecution or are at risk of torture, or cruel and unusual punishment. This includes protection for refugee claimants fleeing gender-based violence and persecution based on sexual orientation, race, nationality, ethnicity, or religion.

Target population: Foreign nationals who seek refugee protection from within Canada

Distribution of benefits

Distribution	Group
By gender	60% to 79% men
By income level	Somewhat benefits low-income individuals (somewhat progressive)
By age group	No significant intergenerational impacts or impacts on generations between youth and seniors

Specific demographic group(s) to be monitored

Asylum claimants are a diverse, non-homogenous group of individuals with a wide variety of intersectional identity factors including, but not limited to, gender, age, sexual orientation, race, nationality, ethnicity, and religion. Given this diversity, the entire asylum claimant population is monitored for equitable program impact. Focus is placed on certain subgroups:

- minors,
- individuals fleeing gender-based violence, and
- those seeking protection from persecution based on sexual orientation, gender identity and expression, or sex characteristics.

Key program impacts on gender and diversity

Not available

Key program impact statistics

Statistic	Observed Results CY 2024	Data Source	Comment
Asylum claimants, by gender	Total: 171,850 Female: 62,980 (37%) Male: 108,810 (63%) Another gender: 10 (0%) Not stated: 50 (0%)	GCMS	N/A
Asylum claimants, by age	0-17: 27,435 (16%) 18-29: 55,405 (32%) 30-65: 86,570 (50%) 66+: 2,440 (1%)	GCMS	Majority (82%) of asylum claimants in 2024 were of working age, between 18 to 65 years.
Asylum claimants, by official language	English: 40,640 (24%) French: 14,605 (8%) Both French and English: 3,210 (2%) Neither: 70,755 (41%) Not stated: 42,640 (25%)	GCMS	In 2024, 41% of asylum claimants did not know an official language, while 25% did not state their knowledge.
Asylum claimants, by top five country of citizenship and by gender	India: 32,285 (19%) <ul style="list-style-type: none"> • Female: 7,540 (23%) • Male: 24,735 (77%) • Another gender: -- (0%) • Not stated: 5 (0%) Bangladesh: 15,680 (9%) <ul style="list-style-type: none"> • Female: 4,370 (28%) • Male: 11,300 (72%) • Not stated: 5 (0%) Nigeria: 13,135 (8%)	GCMS	N/A

	<ul style="list-style-type: none"> Female: 5,320 (40%) Male: 7,815 (59%) Not stated: -- (0%) <p>Sri Lanka: 9,805 (6%)</p> <ul style="list-style-type: none"> Female: 3,710 (42%) Male: 5,140 (58%) Another gender: -- (0%) Not stated: -- (0%) <p>Mexico: 8,855 (5%)</p> <ul style="list-style-type: none"> Female: 3,710 (42%) Male: 5,140 (58%) Another gender: -- (0%) Not stated: -- (0%) 		
Top five source countries of eligible asylum claims referred to the Immigration and Refugee Board of Canada ⁵	India: 31,955 Bangladesh: 16,985 Nigeria: 16,005 Mexico: 12,340 Sri Lanka: 10,270 Others: 98,975	GCMS	N/A
Asylum claimants, by reason of persecution (claims finalized in CY 2024)	Gender-based violence: 9% Sexual orientation: 8% Race / nationality / ethnicity: 10% Religion: 8%	Immigration Refugee Board of Canada, Partner Engagement SDCA	The numbers associated with the claim types in this report reflect what claimants have asserted as the basis of their claims.
Asylum claimants, by marital status	Single: 85,000 (49%) Married: 68,935 (40%) Widowed: 2,620 (2%) Divorced: 3,470 (2%) Separated: 3,410 (2%) Common Law: 7,350 (4%) Annulled Marriage: 40 (0%) Not stated: 1,020 (1%)	GCMS	N/A
Eligible asylum claimants and other Interim Federal Health Program users, by gender and age group	Total: 303,610 0-17: 51,050 (17%) 18-29: 78,985 (26%) 30-65: 167,315 (55%) 66+: 6,260 (2%) Females: 124,980 0-17: 24,605 (20%) 18-29: 29,300 (23%)	GCMS	Users of the Interim Federal Health Program consisted of 41% females and 59% males. Other gender identities represented a small portion of the total.

⁵ Some of the asylum claims referred to the Immigration, Refugee Board of Canada in 2024 were received in the previous years.

	30-65: 67,270 (54%) 66+: 3,810 (3%) Males: 178,575 0-17: 26,440 (15%) 18-29: 49,665 (28%) 30-65: 100,020 (56%) 66+: 2,450 (1%) Another gender: 55 0-17: 5 (11%) 18-29: 20 (33%) 30-65: 30 (55%) 66+: (2%)		
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Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

Refugee claimants have diverse experiences and needs in interacting with the in-Canada Asylum System, with gender, age, sexual orientation, race, nationality, ethnicity, religion or disability status shaping their experiences. Recognizing these unique needs, the in-Canada asylum system is supported by the [Immigration and Refugee Board’s Chairperson’s Guidelines](#), which provide guidance on proceedings involving minors, people with disability, refugee claimants fearing gender-related persecution, and proceedings involving sexual orientation, gender identity and expression and sex characteristics. Moreover, IRCC has developed specific program delivery instructions with respect to processing in-Canada claims for refugee protection of minors and other vulnerable persons.

GBA Plus data collection plan

IRCC and its partners continue to collect, analyze, and report data that is disaggregated by gender, age, country of origin, and other key indicators for the purpose of monitoring the program impacts on gender and diversity. IRCC continuously strives to find ways to measure GBA Plus performance and progress.

Program Name: [Family Reunification](#)

Program goals: IRCC facilitates the admission of a targeted number of permanent residents under the family reunification category. The Program collects disaggregated data on the gender of sponsors, co-signers, and applicants. Data is collected on the age, country of citizenship of applicants, as well as data on forced marriages.

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 income level	No significant distributional impacts
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

Specific demographic group(s) to be monitored

- Females (especially single females) may be more negatively impacted by the income requirement to sponsor parents and grandparents. This is because females, on average, earn less than males, for the parent and grandparent program.
- There is no income requirement for the spousal program, reducing the likelihood of a gendered impact.

Key program impacts on gender and diversity

A 2024 Evaluation of the Family Reunification Program found that family reunification provides numerous cultural benefits to their sponsors and Canadian society, particularly through the knowledge transfer of cultural traditions, as well as helping to maintain a language other than English and French. In particular, 33% of parents and grandparents (PGP) sponsors reported that having their PGP in Canada allowed them to work full-time, 20% reported being able to work more hours, 11% reported being able to go to school/study, and 10% were able to return to work. More women (12%) than men (8%) reported that having their PGP in Canada helped them return to work.

Key program impact statistics

Statistic	Observed Results CY 2024	Data Source	Comment
Family Reunification immigration admissions, by gender Includes: Spouses, partners, children, other eligible family member, parents and grandparents	Total: 105,990 Female: 64,170 (61%) Male: 41,810 (39%) Another gender: 10 (0%)	GCMS	N/A
Family Reunification immigration admissions, by age in percent	0-17: 10,455 (10%) 18-29: 33,320 (31%) 30-65: 46,920 (44%) 66+:15,295 (14%)	GCMS	The majority of sponsored family class members are adults – specifically working-aged and between 18-65 years old.

Family Reunification immigration admissions, by official language	English: 75,675 (71%) French: 4,590 (4%) Both French and English: 4,205 (4%) Neither: 21,000 (20%) Not stated: 520 (0%)	GCMS	N/A
Family Reunification immigration admissions, by top five country of citizenship	India: 31,425 (30%) Philippines: 9,500 (9%) China, People's Republic of: 8,320 (8%) United States of America: 4,665 (4%) Pakistan: 4,355 (4%)	GCMS	N/A

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

Family sponsorship was also found to contribute to volunteering and participating in cultural and community traditions and events. The 2024 Evaluation of the Family Reunification Program highlighted that reuniting with a spouse contributes to social benefits as reunification allowed the couple to support each other socially and emotionally, and helped create greater stability in their lives. This was confirmed by the spousal clients survey, which reported that a large majority (95%) sometimes or often provided emotional support to their sponsor or family.

Supplementary information sources

[Evaluation of the Family Reunification Program - Canada.ca](#)

GBA Plus data collection plan

IRCC will continue to collect and monitor disaggregated data for family reunification such as gender, age, country of citizenship, and data on forced marriages.

Program Name: [Federal Economic Immigration](#)

Program goals: In accordance with Canada’s Immigration Levels Plan, IRCC facilitates the admission of permanent residents under various federal economic immigration programs. IRCC selects candidates based on eligibility criteria that consist of a combination of an applicant’s human capital; their education, language skills, work experience, employer job offer, age, and/or other factors.

Target population: Foreign nationals of working age

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(s) to be monitored

- Women
- Francophones outside Quebec

Key program impacts on gender and diversity

While federal economic immigration is broadly gender-balanced, IRCC continues to monitor this as changes are made to programs and selection tools. The emphasis on human capital in the federal economic program’s selection criteria can have sociodemographic impacts; for example, language proficiency in English or French is an important tool in selecting for these programs, and applicants from English or French-speaking countries tend to have an advantage. Level of education is also an important factor, which benefits applicants who have the economic means to achieve high levels of education.

The immigration of Francophones to Canada outside Quebec is largely supported through federal economic programs. The departmental targets for francophone immigration have been increasing annually, which has not only increased the percentage of federal economic immigrants with French language skills, but it has also increased the diversity of source countries. The varied language profiles among this population may have different effects on economic outcomes and will continue to be monitored.

Key program impact statistics

Statistic	Observed Results CY 2024	Data Source	Comment
Federal economic immigration principal applicant admissions, by gender Includes: Canadian Experience Class, Caregiver Programs, Economic Mobility Pathways Program, Federal Skilled Trades, Federal Skilled Workers,	Total: 63,150 Female: 29,670 (47%) Male: 33,480 (53%)	GCMS	6% more males were admitted as federal economic immigrants; however, some programs, such as the caregivers pilots have largely female admissions.

Federal Business, Agri-food Pilot, and Temporary Resident to Permanent Resident Pathway			
Federal economic immigration principal applicant admissions, by age	0-17: 45 (0%) 18-29: 28,335 (45%) 30-65: 34,695 (55%) 66+: 75 (0%)	GCMS	N/A
Federal economic immigration principal applicant admissions, by official language	English: 49,585 (79%) French: 3,305 (5%) Both French and English: 10,015 (16%) Neither: 105 (0%) Not stated: 135 (0%)	GCMS	21% of principal applicants having French language skills is a result of targeted selection efforts.
Federal economic immigration principal applicant admissions, by top five country of citizenship	India: 27,360 (43%) Cameroon, Federal Republic of: 4,045 (6%) Nigeria: 3,575 (6%) Philippines: 3,395 (5%) China, People's Republic of: 2,915 (5%)	GCMS	N/A

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

A GBA Plus analysis of permanent resident admissions, through category-based selection (CBS) under Express Entry, showed variances among gender, language profiles, and nationalities. Some categories had more permanent residents identifying as female, such as healthcare, while others had more male-identifying permanent residents, such as Trades and Transport and Agriculture. This is likely due to traditional gender norms in different occupations. Overall, CBS demonstrated enhanced country diversity and gender balance, especially within the Francophone category.

GBA Plus data collection plan

Data on permanent residents admitted under federal economic immigration programs is collected and analyzed on a regular basis, including disaggregation by variables such as age, gender, education, official languages spoken and proficiency, country of citizenship, country of birth, country of residency, intended occupation, destination in Canada, family status (i.e., principal applicant, spouse, or dependent), and marital status (i.e., married/common-law union, single/separated/widowed, or unspecified).

Program Name: [Humanitarian/Compassionate and Discretionary](#)

Program goals: The Program facilitates the admission of a select number of permanent residents based on humanitarian and compassionate (H&C) grounds or public policy considerations, responding to situations for which gender and diversity considerations may be a factor.

Target population: Foreign nationals seeking permanent residence based on humanitarian and compassionate grounds or public policy considerations. Key public policies in recent years targeted certain foreign nationals from regions such as East Asia (Hong Kong), Europe (Ukraine), Sub-Saharan Africa (Sudan), and the Americas (Colombia, Haiti, Venezuela).

Distribution of benefits

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

Specific demographic group(s) to be monitored

- The H&C and Discretionary program does not target a specific population.
 - The factors that lead someone to apply are outside of IRCC’s control (e.g. conditions in foreign countries, high medical needs, etc.).
 - Demographics may fluctuate year over year. Each public policy has specific conditions for individuals to meet, and they are often established in response to an exceptional domestic or international situation or crisis. As a result, demographic characteristics are highly dependent on the individual public policy and their target population. Nonetheless, GBA Plus impacts are considered where possible in the development of these measures and socio-demographic characteristics are monitored on a program by program basis.

Key program impacts on gender and diversity

Not available.

Key program impact statistics

Statistic	Observed Results CY 2024	Data Source	Comment
H&C and Discretionary	Total: 19,355 Female: 10,200 (53%) Male: 9,150 (47%)	GCMS	Admissions include the principal applicant and any

admissions, by gender	Another gender: -- (0%)		accompanying family members.
H&C and Discretionary admissions, by age	0-17: 4,755 (25%) 18-29: 3,530 (18%) 30-65: 9,860 (51%) 66+:1,210 (6%)	GCMS	N/A
H&C and Discretionary admissions, by official language	English: 9,970 (52%) French: 2,245 (12%) Both French and English: 655 (3%) Neither: 6,020 (31%) Not stated: 460 (2%)	GCMS	N/A
H&C and Discretionary admissions, by top five country of citizenship	Colombia: 4,460 (23%) Haiti: 2,550 (13%) China, People's Republic of: 2,050 (11%) Venezuela: 1,945 (10%) Ukraine: 1,710 (9%)	GCMS	N/A

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

The Humanitarian & Compassionate immigration program enables foreign nationals facing exceptional and compelling circumstances to obtain permanent residence. As a result, IRCC does not select specific candidates under this measure. Successful H&C applicants may be more likely to come from vulnerable groups that may or may not have a gender and diversity component.

Public policies have distinct conditions and eligibility criteria and are used in a variety of circumstances, including facilitating permanent residence for vulnerable populations. Many temporary public policies are used to facilitate immigration for populations with humanitarian needs which may or may not have a gender and diversity component.

GBA Plus data collection plan

Gender and diversity perspectives will continue to be considered in IRCC's H&C and public policy programs as part of the development of these tools and monitoring their results, including the use of disaggregated data such as gender, age, and country of origin and/or citizenship.

Program Name: **Refugee Resettlement**

Program goals: IRCC facilitates the admission of a targeted number of permanent residents under the refugee resettlement category and ensures they have the support they need on arrival, through the Resettlement Assistance Program (RAP) and/or private

sponsors. GBA Plus-relevant factors are considered in the selection of referral partners and in the provision of appropriate services.

Target population: Resettled refugees

Distribution of benefits

Distribution	Group
By gender	Broadly gender-balanced
By income level	Strongly benefits low-income individuals (strongly progressive)
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

Specific demographic group(s) to be monitored

- The Resettlement Assistance Program (RAP) provides direct financial support and funds the provision of immediate and essential services to government-assisted refugees (GARs) and other eligible recipients.
- RAP clients include LGBTQI+⁶ refugees, refugees with disabilities, women, seniors, and youth.
- IRCC collects outcomes data on RAP clients through the annual IRCC [Newcomer Outcomes Survey](#).
 - The survey includes questions that identify gender, 2SLGBTQI+, disability, household income, number of children in the household, and self-identified race/ethnicity. Analysis of this data occurs annually and contributes to a more comprehensive picture of the trends and barriers faced by newcomers, which in turn informs Resettlement Assistance Program policy decision-making.
- Demographic information on admissions is collected to inform the provision of supports and services in the community of settlement.

Key program impacts on gender and diversity

The [2024 Evaluation of the Refugee Resettlement Program](#) noted that the importance of settlement outcomes for these vulnerable groups and that the Private sponsorship refugees stream contributes to better settlement outcomes and family reunification. Sponsorships, which are often family-linked, can provide wider support networks for

⁶ Throughout this report, when referring to issues within Canada, the term 2SLGBTQI+ (two spirit, lesbian, gay, bisexual, transgender, queer, intersex and additional people who identify as part of sexual and gender diverse communities) is used; 2S reflects First Nations’ use of the term “two spirit.” When referring to issues that are international in scope — including refugees — LGBTQI+ is used.

refugees than Settlement Provider Organizations funded by IRCC to provide GARs with services that also support their settlement and integration in Canada.

The Evaluation also highlighted that while the Resettlement Program offers timely protection to refugees when cases are prioritized, the prioritization of certain groups – based on Ministerial commitments (e.g., public policies), vulnerability as identified by migration offices (e.g., Women at Risk), or recommendations by referral partners (e.g. UNHCR emergency referrals) – contributes to inequitable access for some groups.

Facilitative measures for particularly vulnerable refugees at risk due to intersectional identity factors:

- The Joint Assistance Sponsorship (JAS) program provides additional and longer term settlement supports to government-assisted refugees with special needs who may need more support when resettling in Canada. In 2024, 25 refugees were admitted to the JAS program.
- The Urgent Protection Program (UPP) provides expedited resettlement to persecuted persons who are facing immediate threats to their life, liberty, or physical safety. In 2024, 305 individuals came to Canada through UPP.

Gender-based persecution is one of the grounds upon which Canada grants refugee protection. As a result of forced displacement, refugee women and girls in particular are at a heightened risk of violence. Although refugee women are often persecuted on similar grounds as males, the types of persecution may take different forms. In some cases, women may be subject to persecution simply because they are women. As such, referral organizations and IRCC officers may attach the Assistance to Women at Risk (AWR) “flag” to refugee referrals and case files to indicate that the women or girls being referred are in perilous or permanently unstable situations, and/or in situations where urgent or expedited processing may be necessary. In 2024, 2,500 resettled refugees were flagged as AWR.

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 assess a resettlement applicant’s vulnerability in their country of asylum to determine if the applicant requires expedited processing, including individuals whose legal or physical safety is at risk due to their SOGIESC.

Rainbow Railroad is an official referral partner under the Government Assisted Refugee program, with 250 dedicated spaces for the referral of LGBTQI+ refugees. In 2024, almost 150 individuals and their family members were identified for resettlement through this partnership, with most anticipated to arrive in Canada in 2025. This partnership is in

addition to referrals received from the United Nations Refugee Agency for LGBTQI+ refugees; however, UNHCR referrals are not tracked on this basis.

For Canadian citizens and permanent residents who wish to privately sponsor LGBTQI+ refugees, the [Rainbow Refugee Assistance Partnership](#) encourages Canadians to support LGBTQI+ refugees. In 2024, the Government of Canada extended its partnership with the Rainbow Refugee Society for another 5 years, ending in 2029. A total of 50 refugees were admitted to Canada through this partnership in 2024.

Key program impact statistics

Statistic	Observed Results Mostly Fiscal Year (FY) 2024–25	Data Source	Comment
Resettled refugee admissions, by gender in CY 2024 Includes: Government-assisted refugees (GAR), Blended visa office-referred refugees (BVOR) and Private sponsorship refugees (PSR)	Total: 49,285 GAR: Female: 9,795 (50%) Male: 9,690 (50%) Another gender: 5 (0%) Total 19,485(100%) PSR: Female: 13,075 (44%) Male: 16,640 (56%) Total: 29,715 (100%) BVOR: Female: 45 (53%) Male: 40 (47%) Total: 85 (100%)	GCMS	No major changes observed in the gender breakdown across resettlement programs.
Resettled refugee admissions, by age in CY 2024	0-17: 16,675 (34%) 18-29: 14,190 (29%) 30-65: 17,835 (36%) 66+: 590 (1%)	GCMS	No major changes observed in the breakdown by age.
Resettled refugee admissions, by official language in CY 2024	English: 19,985 (41%) French: 770 (2%) Both French and English: 505 (1%) Neither: 26,075 (53%) Not stated: 1,950 (4%)	GCMS	N/A
Resettled refugee admissions, by top five country of citizenship in CY 2024	Eritrea: 15,470 (31%) Afghanistan: 8,875 (18%) Syria: 6,595 (13%) Somalia: 4,950 (10%) Congo, Democratic Republic of the: 2,850 (6%)	GCMS	N/A

Gender breakdown of GARs receiving Resettlement Assistance Program (RAP), in FY (number and percentage)	Female: 9,470 (50%) Male: 9,395 (50%) Another gender: -- (0%) Total: 18,865	Immigration Contribution Agreement Reporting Environment (iCARE)	N/A
Gender breakdown of GARs who received Settlement Program services within the first year of arrival in FY (number and percentage)	Female: 7,575 (50%) Male: 7,435 (50%) Another gender: -- (0%) Total: 15,015	iCARE	N/A
Gender breakdown of GARs receiving Settlement Program services in the first year of arrival who accessed support services, such as childcare, interpretation etc. in FY (number and percentage)	Female: 6,280 (51%) Male: 6,030 (49%) Total: 12,315	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 slightly higher rate of using childcare services.
Gender breakdown of resettled refugees who received Settlement Program services in FY (number and percentage)	Female: 77,965 (50%) Male: 78,880 (50%) Another gender: 15 (0%) Not stated: -- (0%) Total: 156,860	iCARE	This refers to resettled refugees who received services in 2024–25, regardless of their year of admission.
Percentage of resettled refugee client respondents in Canada for three years or more, who reported that they have sense of belonging to Canada, by gender in FY	Female: 90% Male: 86%	2024 Newcomer Outcomes Survey	Female resettled refugee client survey respondents feel a slightly stronger sense of belonging to Canada.
Percentage of Newcomer Outcomes Survey resettled refugee respondents who have been in Canada longer than three years who reported that they have the ability to communicate independently in an official language in social situations by gender in FY	English: Female: 95% Male: 95% French: Female: 87% Male: 84%	2024 Newcomer Outcomes Survey	N/A

Percentage of 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: 50% Males: 77%	2024 Newcomer Outcomes Survey	N/A
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Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

In 2024–25, IRCC regularly consulted with Resettlement Assistance Program Service Provider Organizations to help support capacity to provide immediate and essential services to refugees. This includes resuming the work of the IRCC-RAP Sector Working Group, which provides IRCC and refugee resettlement stakeholder organizations with a platform to share information and views on program and policy issues to support the successful settlement and integration of refugees into Canadian society.

Supplementary information sources:

[Evaluation of the Refugee Resettlement Program](#) (August 2024)

[LGBTQI+ refugees - Canada.ca](#)

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. The NOS is a vital tool for understanding the (re)settlement outcomes and overall integration outcomes of all newcomers, including resettled refugees to Canada. An intersectional lens applied to the analysis of the survey enables the Department to understand the outcomes of clients and newcomers belonging to equity-seeking groups.

The survey includes questions that identify gender, 2SLGBTQI+, disability, household income, number of children in the household, and self-identified race/ethnicity. Analysis of this data occurs annually and contributes to a more comprehensive picture of the trends and barriers faced by clients and newcomers, which in turn will inform resettlement and Settlement Program policy decision-making.

Program Name: [Regional Economic Immigration](#)

Program goals: As part of the suite of programs, delivery partners select immigrants to fill labour needs in local and regional labour markets.

Target population: Foreign nationals of employment age

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(s) to be monitored

- Francophones outside Quebec
- Regions of Canada (ex. remote regions, rural areas, provinces and territories)
- Industries in critical labour shortage (ex. health care, construction)

Key program impacts on gender and diversity

All applicants under the regional economic immigration programs, Provincial Nominee Program (PNP), Atlantic Immigration Program (AIP), Rural and Francophone Community Immigration Pilots (RCIP and FCIP) are and will continue to be assessed equally according to a defined set of selection criteria, irrespective of gender, religion, ethnicity, sexual orientation, or other diversity factors. Since the program is administered by provinces and territories (PTs) and communities, foreign nationals are identified, selected and nominated by delivery partners based on their labour market needs, rather than by the Government of Canada. Under the Rural Northern Immigration Pilot (RNIP) (now sunset) and the recently launched RCIP and FCIP, Economic Development Organizations (EDO) in participating communities are responsible for prioritizing labour market needs to help with local economic development. The EDOs are responsible for recommending candidates that meet the selection criteria, prioritizing those candidates who will maximize economic development in the community and meet the needs of the local labour market. Recommended candidates then apply to and are processed by IRCC for permanent residence.

Regional economic immigration programs responsively adapt their program streams to meet evolving labour needs that arise in their respective jurisdictions. As a result, representation of sociodemographic populations can be varied based on the occupations of these principal applicants. For instance, historically, there are more male applicants than female applicants in the trade and transport sector, whereas in the healthcare sector, there are more female applicants than male applicants.

The PNP, AIP, RCIP, and FCIP are designed to be employer-driven, where applicants are identified by the employer and not by the Government of Canada. Designated employers under the programs are required to take intercultural competency training as part of their

commitment, which includes training on how to overcome implicit bias in hiring and managing employees.

Key program impact statistics

Statistic	Observed Results CY 2024	Data Source	Comment
Regional economic immigration principal applicant admissions, by gender Includes: Provincial Nominee Program, Atlantic Immigration Program and Pilot, Rural and Northern Immigration Pilot	Total: 64,110 Female: 26,580 (41%) Male: 37,530 (59%)	GCMS	The discrepancy of gender in the principal applicants can be largely attributed to the gender trends in the Canadian labour market rather than the programs. While regional programs aims to be inclusive, men and women may be predominantly represented in certain occupations. This reflects traditional gender patterns in certain sectors. For example, in 2024, 94% of trade and transport applicants were men, while 74% of healthcare applicants were women.
Regional economic immigration principal applicant admissions, by age	0-17: 40 (0%) 18-29: 30,855 (48%) 30-65: 33,200 (52%) 66+:15 (0%)	GCMS	N/A
Regional economic immigration principal applicant admissions, by official language	English: 61,435 (96%) French: 585 (1%) Both French and English: 1,945 (3%) Neither: 95 (0%) Not stated: 50 (0%)	GCMS	The small percentage of French-only speakers may reflect limited demand for such candidates from the employers with which delivery partners work. The Francophone Community Immigration Pilot allows for prioritization of these candidates in communities where there is an increased need for French-speaking workers.
Regional economic immigration principal applicant admissions, by top five country of citizenship	India: 32,615 (51%) Philippines: 6,090 (9%) China, People's Republic of: 5,065 (8%) Nigeria: 3,040 (5%) Ukraine: 1,445 (2%)	GCMS	N/A

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

Regional economic immigration programs such as the AIP, and the newly launched RCIP and FCIP, which replace the now-sunset RNIP look beyond immigrant selection, to settlement of both the principal applicant and their family members in sponsoring regions

and communities. For example, the AIP requires that Atlantic employers work with the program applicant to develop a settlement plan that captures the needs of the entire family, and not just the principal applicant. When the usefulness of these settlement plans was assessed, respondents reported that they and their families felt supported using them as it was tailored specifically to the family as a whole. The RCIP and FCIP were launched to further test economic immigration to rural and Francophone communities by continuing to leverage local economic knowledge and community-led supports for newcomers to promote long-term retention. Under the RCIP and FCIP, principal applicants and their family members are supported by their employer, local economic development organization, and settlement organizations to ensure integration into the participating communities. For example, designated employers must refer their newcomer and family members to a local service provider organization and commit to two additional settlement supports (i.e., airport pickup, refer to community organizations, provide resources to schools, etc.).

GBA Plus data collection plan

IRCC collects disaggregated data on the gender of applicants under the regional economic immigration programs and all applicants are and will continue to be assessed equally according to a defined set of selection criteria, irrespective of gender, religion, ethnicity, sexual orientation, or other diversity factors.

Program Name: Settlement

Program goals: Settlement and integration is essential to Canada’s immigration continuum. By investing in and facilitating the settlement and integration of newcomers, the program helps maximize their social and economic contribution to Canada. The program benefits from data collected on all newcomers during their immigration process.

Target population: Permanent residents and some temporary residents

Distribution of benefits

Distribution	Group
By gender	Broadly gender-balanced
By age group	Impacts on generations between youths and seniors

Specific demographic group(s) to be monitored

Newcomers to Canada benefit from the Settlement Program, including:

- permanent residents;
- protected persons and;
- individuals who have been selected to become permanent residents.

Key program impacts on gender and diversity

Under the Settlement Program, newcomers have access to information to make informed decisions about their settlement and to better understand Canada’s laws and institutions. In 2024–25, more than 692,000 clients accessed settlement and resettlement services.

In delivering settlement services, IRCC consider the unique needs of its clients. For example, targeted programming is available to newcomer populations facing additional barriers to integration and people who are at increased risk of marginalization, including women, youth, seniors, people living with a disability and 2SLGBTQI+ individuals. Examples of such programming include women-only language programming or peer mentoring. In addition, over 30 funding recipients provide tailored supports and activities to address gender-based violence (GBV), and service provider organizations across the sector provide referrals to community-based GBV resources. Support services also help to ensure equitable access to all IRCC-funded settlement services and include provisions for persons with disabilities, translation/interpretation, transportation, short-term counselling, and child-care. For example, shortages in the availability of child-care can have gendered effects, as women are greater users of child-care. In 2024–25, of all clients who accessed the child-care support service, 73% were female compared to 26% of male. In addition, in 2024–25, 2,835 newcomers received a support service to address a barrier related to a disability. The Strategy for Francophone Immigrant Women in Francophone Minority Communities, developed by the Alliance des femmes de la francophonie canadienne in collaboration with the Réseau de développement, économique et d’employabilité, was launched in January 2025. This community-based strategy, funded by IRCC through the 2023-2028 Action Plan for Official Languages, aims to strengthen the integration pathway of Francophone immigrant women by providing them with timely access to targeted services that meet their specific needs. In 2024–25, GBA Plus analysis was included in the assessment of all funding applications received through the 2024 Call For Proposals to ensure that an intersectional lens was applied to programming for newcomers.

Key program impact statistics

Statistic	Observed Results FY 2024–25	Data Source	Comment
Number of Settlement Program project specific contribution agreements targeting newcomers that experience increased barriers to integration	<ul style="list-style-type: none"> • Gender-Based Violence Prevention: 29 • Anti-racism: 78 • Indigenous-related programming: 90 • Mental health and well-being services: 89 • 2SLGBTQI+ focus: 16 	Grants and Contributions System (GCS)	N/A

	<ul style="list-style-type: none"> • Case Management for GARs and other vulnerable newcomers: 77 		
Number of Settlement Workers in School projects targeting student and parents in elementary and secondary schools	119	National Operations and Program Delivery / Grants and Contributions System	N/A
Gender breakdown of newcomers who received Settlement Program services (number and percentage)	Female: 374,510 (54%) Male: 300,355 (44%) Another gender: 60 (0%) Not stated: 13,920 (2%) Total: 688,845	iCARE	N/A
Gender and Age breakdown of Settlement Program clients (number and percentage)	Female: 374,510 (54%) 0-14: 46,535 (12%) 15-29: 89,140 (24%) 30-59: 212,685 (57%) 60+: 27,335 (7%) Male: 300,355 (44%) 0-14: 49,760 (17%) 15-29: 72,545 (24%) 30-59: 157,925 (53%) 60+: 20,755 (7%) Another Gender: 60 (<1%) 0-14: 0 15-29: 25 (42%) 30-59: 35 (58%) 60+: 0 Not Stated: 13,920 (2%) 0-14: 8,400 (60%) 15-29: 930 (7%) 30-59: 465 (3%) 60+: 75 (1%) Not Stated: 4,060 (29%) Total: 688,845	iCARE	N/A
Gender breakdown of Settlement Program clients who received Needs and Assets Assessment services (number and percentage)	Female: 172,075 (53%) Male: 144,060 (44%) Another gender: 35 (0%) Not stated: 7,815 (2%) Total: 323,985	iCARE	N/A
Gender breakdown of Settlement Program clients	Female: 297,495 (54%) Male: 243,875 (44%)	iCARE	N/A

receiving information and orientations services (number and percentage)	Another gender: 45 (0%) Not stated: 9,740 (2%) Total: 551,160		
Gender breakdown of Settlement Program clients who received community connection services (number and percentage)	Female: 76,775 (57%) Male: 53,880 (40%) Another gender: 10 (0%) Not stated: 3,145 (2%) Total: 133,810	iCARE	N/A
Gender breakdown of Settlement Program clients who received language assessment services (number and percentage)	Female: 61,965 (58%) Male: 44,905 (42%) Another gender: 10 (0%) Not stated: 35 (0%) Total: 106,915	iCARE	N/A
Gender breakdown of Settlement Program clients who received language training services (number and percentage)	Female: 87,190 (65%) Male: 46,115 (35%) Another gender: 20 (0%) Not stated: 50 (0%) Total: 133,370	iCARE	N/A
Gender breakdown of Settlement Program clients who received employment-related services (number and percentage)	Female: 47,985 (56%) Male: 37,675 (44%) Another gender: 10 (0%) Not stated: 120 (0%) Total: 85,790	iCARE	N/A
Gender breakdown of Settlement Program clients who received support services, by type (number and percentage)	Childcare support services: Female: 12,975 (73%) Male: 4,680 (26%) Not stated: 100 (1%) Total: 17,755 Disability support services: Female: 1,550 (55%) Male: 1,265 (45%) Another Gender: -- (0%) Not stated: 20 (1%) Total: 2,835	iCARE	N/A
Percentage of Newcomer Outcomes Survey respondents who reported that they participated in the Canadian labour market	Females: 66% Males: 79% Another gender: 33%	2024 Newcomer Outcomes Survey	N/A
Percentage of Newcomer Outcomes Survey respondents who reported that they have a sense of belonging to Canada	Females: 83% Males: 84% Another gender: 67%	2024 Newcomer Outcomes Survey	Females and males reported the same sense of belonging, while those identifying as “another

			gender” reported a lower sense of belonging.
Percentage of Newcomer Outcomes Survey respondents who reported that they can use English or French in social situations to at least some degree	English Females: 96% Males: 96% Another gender: 100% French Females: 82% Males: 85% Another gender: N/A	2024 Newcomer Outcomes Survey	Survey respondents of all gender reported similar comfort using English and French in social settings, with English being more widely used.

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

The Department advanced equity priorities within the National Call for Proposals (CFP) 2024 to ensure that diverse populations can benefit from inclusive Settlement and Resettlement programming. This includes the integration of Gender-based Analysis Plus throughout the CFP process and expanding targeted programming through a dedicated Equity funding stream to meet the needs of specific client populations facing distinct barriers to settlement and integration, such as racialized communities, newcomer women, and 2SLGBTQI+ populations. This approach also includes incorporating [Truth and Reconciliation](#) through programming that increases awareness of Indigenous-related topics among newcomers and facilitates meaningful connections and social cohesion between Indigenous Peoples, newcomers and Canadians.

Supplementary information sources:

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

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. The NOS collects information from newcomers who became permanent residents over a 7-year period to enable analysis of short-, medium-, and longer-term outcomes. Clients are identified if they have accessed at least one settlement service since becoming a permanent resident.

The NOS is a tool for understanding the settlement and resettlement outcomes and overall integration outcomes of all newcomers to Canada while an intersectional lens in the analysis of the survey enables the Department to address the needs of equity-seeking groups. The survey includes questions that identify gender, 2SLGBTQI+, disability, household income, number of children in the household, and self-identified race/ethnicity. Analysis of this data occurs annually and contributes to a more comprehensive picture of

the trends and barriers faced by clients and newcomers, which in turn will inform Settlement and Resettlement Assistance Programs policy decision-making.

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.

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(s) to be monitored

- All Canadians and Newcomers/Immigrants including:
 - Individuals with low-income;
 - Applicants with a lower-level of official languages competencies;
 - Individuals with disabilities; and
 - Families

Key program impacts on gender and diversity

In 2024, Statistics Canada reported Canada’s overall high naturalization but highlighted that the citizenship rate dropped amongst recent immigrants with lower levels of education, lower family income and lower official language proficiency. This data helped to inform targeted citizenship information sessions, aimed at encouraging permanent residents to naturalize. These free sessions were piloted to develop a targeted approach to providing easy-to-understand citizenship information to different immigration classes with diverse needs.

Key program impact statistics

Statistic	Observed Results FY 2024–25	Data Source	Comment
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New citizens, by gender	Total: 359,535 Female: 181,385 (50%) Male: 177,430 (50%) Another gender: 40 (0%) Unknown: 685 (0%)	GCMS	Demographics are generally in line with the distribution of the permanent resident population and overall trends.
New citizens, by age	0-17: 62,610 (17%) 18-29: 65,705 (18%) 30-65: 220,690 (62%) 66+: 10,530 (3%)	GCMS	
New citizens, by official language	English: 313,655 (87%) French: 42,165 (12%) Unspecified: 3,715 (1%)	GCMS	
New citizens, by top five country of birth	India: 82,915 (23%) Philippines: 35,220 (10%) Nigeria: 13,860 (4%) People's Republic of China: 13,100 (3%) Iran: 10,830 (3%)	GCMS	

Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

Consultation with Indigenous Elders and Knowledge Keepers resulted in recommendations to encourage elder and youth participants to take part in citizenship events. Youth participation will look to enhance the rituals and practices of Indigenous communities that are currently being shared by Elders and Knowledge Keepers with new Canadians. Diversifying the generational representation of Indigenous communities within citizenship ceremonies will improve inclusivity.

GBA Plus data collection plan

In 2024–25, the Citizenship Program expanded its data collection on citizenship oath taking ceremonies. Demographic insights from the annual Client Satisfaction Survey and the in-depth survey on preferences for citizenship oath taking (in-person vs virtual), will inform policy and programming decisions about the future delivery of citizenship ceremonies while considering GBA Plus implications.

IRCC will continue to collect and monitor demographic information from its Global Case Management System (GCMS), client survey data and Statistics Canada, to inform program initiatives and analysis.

Program Name: [Passport](#)

Program goals: The Passport Program aims to provide equitable access in the delivery of passport services.

Target population:

The number of Canadian citizens combined with the number of non-Canadians eligible for Canadian passport or travel document services cannot be accurately calculated, however according to 2021 Statistics Canada census data, the total number of Canadian citizens was 33.1 million. Since the last census, Canada has gained permanent residents and citizens which would impact population volumes eligible for services.

Distribution of benefits

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

Specific demographic group(s) to be monitored

The Program collects data on travel document applicants. Sex and age data is collected. There is neutral impacts on these demographic groups.

Key program impacts on gender and diversity

While Canadians are able to select one of three sex identifiers for their passport: male, female or X; not all countries and travel companies recognize the X gender identifier. Some countries and travel companies may ask travelers to provide their sex/gender information as either male or female when travelling. As a result Canada encourages travellers using the X gender identifier to check with local Canadian embassies, high commissions or consulates in the countries they plan to visit to make sure they understand the entry requirements prior to travel.

Key program impact statistics

Statistic	Observed Results FY 2024–25	Data Source	Comment
Passports issued to adults by sex	Total: 4,071,415 Male: 1,972,375 (48%) Female: 2,098,180 (52%) Gender X: 860 (0%)	Integrated Retrieval Information System (IRIS) and GCMS	N/A
Passports issued to children by sex (age 16 and under)	Total: 1,090,870 Male: 555,870 (51%) Female: 534,895 (49%) Gender X: 105 (0%)	IRIS and GCMS	N/A
Passports issued by age	0-17: 1,225,595 (24%) 18-29: 616,225 (12%)	IRIS and GCMS	N/A

	30-65: 2,521,380 (49%) 66+: 799,090 (15%)		
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Additional disaggregated data is available on the [Open Government Portal](#).

Other key program impacts

The Passport Program continues to update its policies using the Racial Impact Assessment Tool, supporting GBA Plus goals by addressing systemic racism, socio-economic barriers, reconciliation, and digital modernization. In 2024–25, child custody terms were revised and new terminology was introduced to align with the amended Divorce Act, modernizing language and ensuring inclusive recognition of parental rights. In February 2025, new measures improved accessibility for clients with disabilities, allowing staff assistance and clarifying procedures for family representatives. A new operational policy allowing applicants with medical-related appearance changes to replace their valid travel document is also being developed and should be implemented in fall 2025.

GBA Plus data collection plan

The Program gathers key demographic information from travel document applicants, including age, sex, and gender. Additional client demographics are collected through the annual client experience survey including but not limited to ethnicity, language and religion.

Response to Parliamentary Committees

Standing Committee on Citizenship and Immigration (CIMM)

[Report 19 - Processing Times for Permanent Residence Pathways for Hong Kong Residents](#)

This report acknowledges that the Standing Committee on Citizenship and Immigration committee has received correspondence from the President of Canada-Hong Kong Link, Andy Wong; requesting that it express its deep concern at the unreasonable delays being imposed on Hong Kong Pathway applicants of up to 21 months; that over 8,000 applications are still waiting to be processed; that Hong Kongers in Canada are freedom-loving people and keeping them in limbo is wrong; that the committee call on Immigration, Refugees and Citizenship Canada (IRCC) to immediately automatically renew open work permits and study permits for Hong Kongers as they wait for their permanent resident application to be processed; that this matter be reported to the House; and pursuant to Standing Order 109, that the government provide a comprehensive response.

[Government Response](#)

IRCC has introduced dedicated pathways for Hong Kong residents and is committed to being facilitative in cases where Hong Kong residents may face barriers in the immigration process. The Government of Canada strongly prioritizes upholding human rights and the rule of law, both domestically and internationally, and continues to closely monitor the situation in Hong Kong.

Standing Committee on Official Languages (LANG)

Report 5 - Openness to the International Francophone Community: Optimizing Francophone Immigration to Canada

The Standing Committee on Official Languages undertook a study on “the challenges and opportunities associated with increasing Francophone immigration as well as settlement services needs across Canada.” The three preliminary objectives for this study were to: 1) examine the consular services needed abroad to support immigrants from Francophone countries, notably Africa, as well as the services to be implemented across Canada to achieve the previously set goals for Francophone immigration; 2) examine the resources and supports needed for settlement services across Canada to ensure successful economic and social integration of Francophone immigrants and sustainable development of Francophone communities; and 3) propose a plan, including a deadline, to improve the approval rate for applications from French-speaking immigrants, considering the economic impact of this increase.

This report summarizes the main ideas emerging from the testimony the Committee heard over the course of its study. The recommendations draw from the evidence to guide the Government of Canada in increasing francophone immigration at a time when Francophone minority communities (FMCs) are experiencing labour shortages in several vital sectors.

Government Response

The Government has carefully reviewed the Committee’s recommendations on Francophone immigration and is committed to ensuring they are taken into account, especially as part of the modernized *Official Languages Act (OLA)*, which received royal assent on June 20, 2023, and IRCC’s Policy on Francophone Immigration, launched in January 2024. Additionally, the “Francophone immigration” pillar in the *Action Plan for Official Languages 2023–2028: Protection-Promotion-Collaboration* (the 2023–2028 Action Plan) supports the implementation of immigration-related provisions of the modernized OLA. The 2023-2028 Action Plan invests \$137.2 million over five years to support seven targeted initiatives that will strengthen IRCC’s work across the immigration continuum, from promotion to selection and settlement in FMCs. These initiatives include the renewal and expansion of the Welcoming Francophone Communities Initiative and the Francophone Immigration Support Program.

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 - [2023–24 Consolidated Financial Statements of The Government of Canada](#)

This commentary report 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 Immigration, Refugees and Citizenship Canada (IRCC) was a stakeholder. The audit focused on personnel expenses, pension and other future benefits transactions during the fiscal year 2023–24. There were no recommendations for IRCC.

Office of the Auditor General - [Report 5 - Audit of Professional Services Contracts](#)

The objective of the audit was to determine whether professional services contracts were awarded to McKinsey & Company in accordance with applicable policies (procurement compliance) and whether value for money for those contracts was obtained. The audit covered the period from 1 January 2011 to 30 September 2023. The audit assessed whether the awarding and management of professional services contracts complied with applicable procurement policy instruments. IRCC was included in the audit based on two competitive contracts (with a combined value of \$24,548,250) that the Department awarded, and which met the Office of the Auditor General of Canada’s scope.

The audit resulted in one recommendation related to the monitoring and enforcement of conflicts of interest of officials involved in the procurement process. The Department agreed with the recommendation and has implemented requirements to strengthen proactive conflict of interest declarations. The Treasury Board of Canada Secretariat also agreed with the recommendation and confirmed that new mandatory procedures will be included in the *Directive on the Management of Procurement* to provide an additional check and balance for public service managers and ensure they are clear about their responsibilities and accountabilities when undertaking professional services procurement activities.

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

Public Service Commission of Canada - [Audit on the Application of the Order of Preference for Veterans During the Data Transfer Outage Between the Department of National Defence and the Public Service Commission of Canada](#)

This audit was undertaken to examine the impact of a technical issue related to the data transfer process that occurred between November 13, 2020, and January 19, 2024. The

issue may have led to a number of veterans not being properly identified for preference in the Public Service Resourcing System. The audit's objective was to determine whether the order of preference was applied for veterans who were eligible for preference at the time of appointment but whose names and service numbers were not included in the Public Service Resourcing System due to the data transfer outage. The audit gathered information through a questionnaire sent to 63 departments and agencies. There were no recommendations for IRCC.

Public Service Commission of Canada - [Audit of Employment Equity Representation in Acting Appointments](#)

This audit was undertaken to examine trends in the representation of designated employment equity groups in acting federal public service appointments as well as organizational staffing practices related to employment equity. The audit had three objectives to determine: whether the four designated employment equity groups are proportionately represented in acting appointments; what systems and practices departments and agencies have in place to promote access to appointments for employment equity groups; and the extent to which hiring managers consider employment equity when making acting appointments.

The audit resulted in three recommendations, two of which were directed to the deputy heads of all organizations included in the audit. The two recommendations focused on monitoring of acting appointments to avoid disadvantaging employment equity groups, and implementing measures to improve representation in acting appointments to positions in the Technical occupational category.

The Department agreed with both recommendations and has fully implemented several monitoring activities and measures to improve representation.