Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

Supplementary Information Tables:

Immigration, Refugees and Citizenship Canada

2025–26 Departmental Results Report

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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 1 and 5 are shown as "--"and all other values are rounded to the nearest multiple of 5. The value zero is reported. This may result in the sum of the figures not equating to the totals indicated. Please note that this applies to all data from 2024 onwards.
- In this report, data related to the Economic and Humanitarian & Compassionate and Other Permanent Resident categories differs from that found in the Open Data Portal (ODP). Work is underway to update ODP to align with these figures across sources going forward.
- Data are preliminary and subject to change, and they may not match official IRCC reporting.
- Additional disaggregated data for IRCC's programs are available on the Open Government Portal.

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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

Timeframe of the transfer payment program

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

Fiscal year for terms and conditions: Ongoing

Funding Details

Listing in the Public Accounts: Grant for the Canada-Quebec Accord on Immigration

Name of program terms and conditions: *Canada-Québec Accord relating to Immigration and Temporary Admission of Aliens*

Type of transfer payment: Grant

Type of appropriation: The program is appropriated annually through Government of Canada Estimates.

Purpose and objectives

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 decisions 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.

Engagement of applicants and recipients in 2025–26: As required by the Canada-Quebec Accord, IRCC and Quebec's Ministère de l'Immigration, de la Francisation et de l'Intégration (MIFI) meet on an annual basis, through the IRCC-MIFI Joint Committee (or Comité mixte), to coordinate the implementation of Canada's and Quebec's policies related to the immigration and integration objectives outlined in the Accord. The most recent (2025) Joint Committee was held on December 16, 2025.

While the IRCC-MIFI Joint Committee meets the formal requirement of the Accord, IRCC and MIFI also hold monthly Intergovernmental Assistant Deputy Minister (ADM) level meetings and meet quarterly through the DG-level Implementation Committee (Comité d'application).

Under the IRCC-MIFI Joint Committee, co-chaired by ADMs of IRCC and Quebec's MIFI, bilateral engagement ensures that reception and integration services offered by Canada and Quebec are comparable. The ADMs approve the scope, and schedule for the biennial comparison of settlement and integration services.

Departmental Results Framework

Link to departmental result: Permanent residents are welcomed and benefit from settlement supports

Link to department's program inventory: Settlement

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

Since 2014, the IRCC-MIFI Joint Committee has tabled eight 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 2024–25 reporting period was approved at the IRCC-MIFI Joint Committee meeting on December 16, 2025. The year under review was primarily characterized by efforts of the two levels of government to better adapt reception and integration services to the diverse and constantly evolving immigration landscape. The study used the methodology developed jointly with Quebec in 2020–21, including indicators to 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 2026–27 reporting period will be launched in June 2027 and is expected to be tabled at the Joint Committee in Fall or early winter 2027.

Evaluations and audits

Findings of audits completed in 2025–26: Not applicable (N/A)

Findings of evaluations completed in 2025–26: The next evaluation is currently planned for 2027-28.

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 Actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	775,064,000	867,335,000	867,335,000	867,335,000	867,335,000	-
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	775,064,000	867,335,000	867,335,000	867,335,000	867,335,000	-

Explanation of variance

Actual spending is equivalent to planned spending given that, per the formula set in the Canada-Quebec Accord, no adjustment payment was issued in 2025-26.

Francophone Immigration Support Program

Timeframe of the transfer payment program

Start date: December 18, 2023

End date: March 31, 2028

Fiscal year for terms and conditions: 2023–24

Funding Details

Listing in the Public Accounts:

- Grant for the Francophone Immigration Support Program
- Contribution for the Francophone Immigration Support Program

Name of program terms and conditions: Francophone Immigration Support Program

Type of transfer payment: Grants and Contributions

Type of appropriation: The program is appropriated annually through Government of Canada Estimates.

Purpose and objectives

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.

Engagement of applicants and recipients in 2025–26: The Centre for Innovation on Francophone Immigration (CIFI) facilitates partnerships between key stakeholders and Francophone organizations to reduce barriers to Francophone immigration. With the help of a network of IRCC agents across the country, it also seeks to increase the promotion of immigration programs to Francophone employers and stakeholders.

In 2025-2026, CIFI engaged a wide range of stakeholders through established mechanisms such as the IRCC-Communautés francophones en situation minoritaire table, the Francophone Immigration Networks, the Réseau de développement économique et d'employabilité Canada, and the Fédération des communautés francophones et acadiennes du Canada, post-secondary institutions, and economic development organizations outside of Quebec.

The CIFI also shared opportunities, lessons learned and best practices amongst the stakeholders, including Francophone Immigration Support Program (FISP) funding recipients.

Updates and opportunities were shared via IRCC's Centre for Innovation in Francophone Immigration, and departmental communication tools.

Departmental Results Framework

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

Results achieved: In 2025-2026, CIFI's projects represented an investment of approximately $5 million under the Francophone Immigration Support Program (FISP). This investment supported the program's three core activity streams:

1. Collaborative selection projects
2. Promotion of FMCs abroad
3. Case studies, innovation and applied research

These projects aim to strengthen the vitality of FMCs, in particular by overcoming barriers to Francophone immigration, promoting these communities and immigration program, and facilitating the recruitment of French-speaking and bilingual candidates.

Key achievements in 2025-2026 include:

- Supporting research to identify immediate and emerging needs in FMCs and improving understanding of systemic barriers to Francophone immigration to inform immigration policies and programs;
- Developing and implementing of targeted international promotion activities to raise awareness of and showcase FMCs to Francophone and bilingual candidates;
- Supporting the attraction, recruitment and retention of qualified French-speaking and bilingual candidates in communities located outside major urban centers;
- Supporting activities and services to facilitate the transition of temporary residents (e.g., international students, temporary workers) to permanent residence;
- Attracting and retaining qualified French-speaking and bilingual workers to meet labour needs in priority sectors, including early childhood, education, health, and construction;
- Creating a pan-Canadian community of practice for postsecondary institutions in minority settings;
- Experimenting with and testing the use of artificial intelligence in international recruitment of French-speaking candidates;
- Implementing practices that support ethical recruitment in the health sector, a priority sector for FMCs.

FISP progress and results were shared through news releases, public events and publications.

While activities aim to increase admissions and contribute to demographic growth over the long-term, the activities undertaken in 2025-2026 have contributed to testing innovative approaches to reduce barriers to Francophone immigration.

Evaluations and audits

Findings of audits completed in 2025–26: N/A

Findings of evaluations completed in 2025–26: N/A

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 Actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	0	111,587	1,750,000	576,284	136,763	(1,613,237)
Total contributions	0	2,342,210	3,500,000	5,558,990	4,570,692	1,070,692
Total other types of transfer payments	0	0	0	0	0	0
Total program	0	2,453,797	5,250,000	6,135,274	4,707,455	(542,545)

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 in signing agreements with provincial and territorial governments as well as negotiations of new agreements late in the fiscal year.

Funding to Provide Support to Asylum Claimants in Toronto

Timeframe of the transfer payment program

Start date: 2025

End date: March 31, 2026

Fiscal year for terms and conditions: N/A

Funding Details

Listing in the Public Accounts: Grant for asylum claimants in Toronto

Name of program terms and conditions: N/A

Type of transfer payment: Grant

Type of appropriation: The was program appropriated through Government of Canada Estimates.

Purpose and objectives

Purpose and objectives of transfer payment program:

This funding is to enter into a one-time, stand-alone grant payment with the City of Toronto in recognition of the City's shelter capacity issues in 2025-26 and in support of the City's provision of interim housing for asylum claimants and other newcomers seeking protection in Canada, to support the City of Toronto as it transitions to cost-effective and sustainable housing solutions for asylum claimants and other newcomers.

Engagement of applicants and recipients in 2025–26:

The Department engages with the City of Toronto as a recipient of the Interim Housing Assistance Program – the federal government's primary mechanism to support jurisdictions that provide interim housing support to asylum claimants to adopt more sustainable and cost-effective solutions and build capacity across communities. The City of Toronto's unique pressures were identified through this engagement.

Departmental Results Framework

Link to departmental result: Potential permanent residents are selected for immigration to Canada

Link to department's program inventory: Asylum

Results achieved:

$62.9M was provided to the City of Toronto as compensation in recognition of the influx of asylum claimants. This was administered as a stand-alone payment in recognition that the City of Toronto has been disproportionately affected by the volumes of individuals seeking assistance in Canada.

Evaluations and audits

Findings of audits completed in 2025–26: N/A

Findings of evaluations completed in 2025–26: An evaluation of the Asylum program is currently scheduled for 2027-28.

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 Actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	0	0	0	62,900,000	62,900,000	62,900,000
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	62,900,000	62,900,000	62,900,000

Explanation of variance

In recognition of costs incurred by the City of Toronto related to asylum claimants, an agreement was reached in March 2026 to provide federal funding trough a one-time, stand-alone grant payment. At the time the Departmental Plan was presented, this decision was unknown, explaining the variance between the planned and actual spending.

Interim Housing Assistance Program

Timeframe of the transfer payment program
Start date: March 21, 2019

End date: March 31, 2027

Fiscal year for terms and conditions: 2024–25

Funding Details
Listing in the Public Accounts: Grant for the Interim Housing Assistance Program

Name of program terms and conditions: Interim Housing Assistance Program

Type of transfer payment: Grants and contributions

Type of appropriation: The program is appropriated annually through Government of Canada Estimates.

Purpose and objectives
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.

Engagement of applicants and recipients in 2025–26:

IRCC received proposals from eligible provinces and territories seeking to adopt more sustainable and cost-effective models to assist claimants towards housing independence. As a result of a standard assessment and in line with the envelope funding amounts that were available, the Department entered into funding agreements with twelve (12) recipients with funding commitments provided to support eligible activities from January 1, 2025, through March 31, 2027.

The Department continues to engage with funding recipients and other relevant stakeholders to provide relevant program information and guidance upon request. IRCC also continues to engage

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

Departmental Results Framework

Link to departmental result: Potential permanent residents are selected for immigration to Canada

Link to department's program inventory: Asylum

Results achieved:

Through Budget 2024, the Government committed to the renewal and extension of the Interim Housing Assistance Program with $1.1B in funding over a three-year period (2024–2027). FY2025-26 marks 2nd year of this three-year period – characterized through the support for more forward-looking, sustainable and cost-effective response models.

In accordance with this approach, approximately $378M in funding was allocated to 12 provinces and municipalities based on the standard assessment of proposals to institute more sustainable and cost-effective approaches towards interim housing and relevant supports for asylum claimants. The results and outcomes of the funding provided will be reported following FY2026-27 as planned.

Evaluations and audits

Findings of audits completed in 2025–26: N/A

Findings of evaluations completed in 2025–26: An evaluation of the IHAP is currently scheduled for 2027-28.

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 Actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	259,948,780	526,277,373	385,000,000	417,113,256	378,084,640	(6,915,360)
Total contributions	0	0	15,000,000	0	0	(15,000,000)
Total other types of transfer payments	0	0	0	0	0	0
Total program	259,948,780	526,277,373	400,000,000	417,113,256	378,084,640	(21,915,360)

Explanation of variance

As part of Supplementary Estimates B, $15 million was transferred from the contribution to the grant stream. Actual spending is lower than planned as a result of delays in negotiations with Quebec and a payment to Toronto made under the one-time grant instead of the IHAP program.

International Migration Capacity Building Program

Timeframe of the transfer payment program

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

Fiscal year for terms and conditions: 2022–23

Funding Details

Listing in the Public Accounts: Grant for International Migration Capacity Building Program

Name of program terms and conditions: International Migration Capacity Building Program

Type of transfer payment: Grant

Type of appropriation: Funds are appropriated annually through Government of Canada Estimates.

Purpose and objectives

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.

Engagement of applicants and recipients in 2025–26: In 2025-26, IRCC maintained engagements with IMCBP applicants and recipients through all stages of the project life cycle, including project identification, design, implementation, and monitoring.

Engagement mechanisms included:

- Early consultations with partners and stakeholders to identify country and regional needs and priorities;
- Invitation of concept notes prior to full proposals to ensure alignment with IMCBP objectives and strategic priorities;
- Continuous dialogue with implementing partners through regular touchpoints and reporting, as well as collaboration with Canadian missions and Government of Canada partners;
- Participation in governance and technical discussions within key multilateral migration forums supported by IMCBP funding.

These engagements supported adaptive programming, strengthened partnerships, and ensured alignment with evolving migration contexts.

Departmental Results Framework

Link to departmental result: Potential permanent residents are selected for immigration to Canada

Link to department's program inventory: Asylum

Results achieved: In 2025-26, IRCC continued to advance the IMCBP in support of strengthening migration and refugee protection systems in countries of origin, transit, and destination. Programming across the Americas, Africa, and Asia contributed to facilitating safe, orderly and regular migration, strengthening asylum systems, deterring irregular migration, and promoting evidence-based dialogue and international cooperation.

Highlights of key results included:

- Strengthened institutional capacity to improve access to protection services, regularization pathways, and socio-economic integration supports for migrants and refugees, including women and vulnerable populations in the Americas and Asia.
- Countered migrant smuggling and human trafficking networks in Pakistan and Bangladesh.
- Strengthened migrant labour rights and ethical recruitment practices in Mexico and India.
- Enhanced regional cooperation and information-sharing with regional and multilateral fora and implementing partners, such as through the Regional Conference on Migration (RCM) and the Intergovernmental Consultations on Migration, Asylum and Refugees (IGC).
- Addressed emerging drivers of migration, including environmental and climate-related factors in Southern Mexico.

Evaluations and audits

Findings of audits completed in 2025–26: N/A

Findings of evaluations completed in 2025–26: IRCC completed an evaluation of IMCBP's Migration Cooperation and Engagement Envelope's (MCEE) in May 2025.

It concluded that MCEE projects made notable contributions in improving countries' migration and border management capacities, including handling asylum claims, investigating and prosecuting human trafficking and migrant smuggling cases. However, the MCEE did not fully meet the objectives of a pilot activity that sought to motivate recalcitrant countries to accelerate the issuance of travel documents so that inadmissible foreign nationals could be removed in a more timely way.

IRCC has done an assessment of lessons learned and will complete the implementation of action items identified in the evaluation's Management Response and Action Plan (MRAP) in 2026-2027.

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	26,449,996	27,200,000	16,500,000	16,500,000	16,500,000	-
Total contributions	0	0	0	0	0	0
Total other types of transfer payments	0	0	0	0	0	0
Total program	26,449,996	27,200,000	16,500,000	16,500,000	16,500,000	-

Explanation of variance

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

Resettlement Assistance Program

Timeframe of the transfer payment program

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

End date: Ongoing

Fiscal year for terms and conditions: 2018–19, updated in 2026

Funding Details

Listing in the Public Accounts:

- Grant for the Resettlement Assistance Program
- Resettlement Assistance

Name of program terms and conditions: Grants and Contributions in Support of Resettlement Assistance Program

Type of transfer payment: Grants and Contributions

Type of appropriation: The program is appropriated annually through Government of Canada Estimates.

Purpose and objectives

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 (GARs) 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”.

Engagement of applicants and recipients in 2025–26: IRCC engaged on a regular basis with RAP Service Provider Organizations to address administrative and implementation issues and challenges. IRCC also continued to jointly lead the IRCC-RAP Sector Working Group to provide refugee resettlement stakeholder organizations with a platform to share information and perspectives on program and policy issues related to supports and services for GARs and other resettled refugees.

For clients arriving through the Special measures for family members in Gaza or the Family-based humanitarian program for Colombians, Haitians and Venezuelans, the department provided letters to clients and their anchor Canadian citizen or permanent resident family member upon approval of the visa application. These letters outline available benefits, including eligibility criteria and instructions on applying for transitional financial assistance (TFA) upon arrival in Canada.

Departmental Results Framework

Link to departmental result: Permanent residents are welcomed and benefit from settlement supports

Link to department's program inventory: Refugee Resettlement Program

Results achieved: In 2025–26, IRCC continued to meet the immediate and essential needs of 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-Referred [BVORs]), and other eligible clients who elected to use these services.

A total of 14,730 GARs received at least one RAP service in 2025–26 (excluding those in Quebec). GARs resettled to Canada (outside of Quebec) generally receive up to 12 months of income support under RAP. In 2025–26, a total of 13,655 GARs received RAP income support.

On January 9, 2024, IRCC launched temporary immigration measures to support family members of Canadian citizens and permanent residents of Canada residing in Gaza. Subsequently, on January 19, 2025, IRCC launched financial assistance for eligible Gazans arriving in Canada. IRCC has delivered TFA through RAP to approximately 750 clients[1] through the Canada-Gaza TFA Initiative. Eligible clients arriving through temporary measures for Gaza were eligible for $3,000 per adult and $1,500 per child.

In November 2023, IRCC launched a permanent residence pathway for approximately 11,000 Colombian, Haitian and Venezuelan nationals residing in Latin America or the Caribbean with family in Canada, as part of a commitment to welcome 15,000 people from the Americas. IRCC provided financial assistance through RAP to clients arriving in Canada through this pathway. During this period, 2,205 clients were approved and received the one-time financial assistance payments equivalent to three months of RAP income support.

Evaluations and audits

Findings of audits completed in 2025–26: N/A

Findings of evaluations completed in 2025–26: Previous evaluation completed in 2024. Next evaluation is planned for 2028–29.

[1] Data is approximate as data collection and reporting is not available in alignment with exact dates for fiscal year-based reporting.

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 Actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	420,988,234	95,496,930	49,813,505	49,813,505	43,518,100	(6,295,405)
Total contributions	427,642,672	342,102,637	276,735,276	284,678,642	261,942,948	(14,792,328)
Total other types of transfer payments	0	0	0	0	0	0
Total program	848,630,906	437,599,567	326,548,781	334,492,147	305,461,048	(21,087,733)

Explanation of variance

Actual spending is lower than planned mainly due to less GAR arrivals than planned as well as grant funding which remained frozen given lower than anticipated arrivals under the Canada-Gaza Transitional Assistance Initiative (CGTAI).

Settlement Program

Timeframe of the transfer payment program
Start date: 2008

End date: Ongoing

Fiscal year for terms and conditions: 2023–24

Funding Details
Listing in the Public Accounts:

- Grant for the Settlement Program
- Settlement Program

Name of program terms and conditions: Settlement Program

Type of transfer payment: Grants and Contributions

Type of appropriation: The program is appropriated annually through Government of Canada Estimates.

Purpose and objectives
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.

Engagement of applicants and recipients in 2025–26:

IRCC convened four in-person National Settlement Coordination Meetings with settlement service provider organizations (SPOs) across Canada in January and February 2026. Insights and outcomes from these meetings inform ongoing program implementation and engagement with the settlement sector.

IRCC also engaged the settlement sector through its governance structure, including the National Settlement and Integration Council (NSIC), the Settlement and Integration Policy and Program Committee (SIPPC), and the Settlement and Integration Service Delivery Committee (SISDC). These were important venues to launch IRCC's consultations on Program Renewal and collaborate with the sector on the implementation of the Comprehensive Expenditure Review (CER) measures.

These governance bodies also held a variety of meetings in 2025-26 supporting engagement with and amongst SPOs and other settlement organizations on program administration and delivery, as well as broader settlement and resettlement policy issues.

SISDC is a steering committee that brings together IRCC and representatives of the Settlement Sector that are funded by the department. SISDC held two meetings and participated in three joint SIPPC-SISDC meetings with the broad objective of identifying key issues in grants and contributions delivery, as well as emerging trends and risks to help position SPOs to efficiently deliver high-quality settlement and resettlement projects.

SIPPC is a steering committee that brings together IRCC and representatives of IRCC-funded Settlement Umbrella Organizations across the country. In addition to three joint meetings with SISDC, SIPPC held two meetings to discuss the needs of the Settlement Sector and inform IRCC policy decisions. SISDC and SIPCC are each supported by two dedicated working groups that report directly to them and help advance their respective priorities: the SISDC Data Privacy and Cybersecurity Working Group, the SISDC Health of the Sector (HOTS) Working Group, the SIPPC National Steering Committee on Technology (NSCT) Working Group and the SIPPC Collaborative Table on Anti-Racism and Equity for (Re)Settlement Organizations.

NSIC is a key national forum for information exchange among the settlement sector, provincial/territorial governments, and other federal government departments. NSIC held two meetings. Discussions focused on Settlement Program renewal, pressures affecting the program, including implications of the Immigration Levels Plan and Comprehensive Expenditure Review measures on program sustainability, and broader considerations related to the Settlement Sector and service delivery.

IRCC also supported the 13 Francophone Immigration Networks and the Comité atlantique sur l'immigration francophone (CAIF) to raise awareness of the Francophone Integration Pathway and the Welcoming Francophone Community Initiative in the sector through various events and fora, such as the annual IRCC-funded Semaine nationale de l'immigration francophone.

Departmental Results Framework

Link to departmental result: Permanent residents are welcomed and benefit from settlement supports

Link to department's program inventory: Settlement

Results achieved: In 2025-26, IRCC invested approximately $1.09 billion to support the settlement needs of newcomers outside of Quebec through the Settlement Program.

During the same period, IRCC supported the delivery of settlement services through more than 530 service provider organizations across Canada (outside Quebec), including nearly 80 Francophone service providers that support the settlement needs of French-speaking newcomers into Francophone Minority Communities. During this fiscal year, the department managed 791 funding agreements to provide settlement supports across Canada, with a total 3-year value of approximately $3 billion, of which $95.4 million was for Francophone organizations delivering settlement services.

As outlined in Budget 2025, and as part of the Comprehensive Expenditure Review (CER), IRCC is reducing and adjusting the length of Settlement Program eligibility for economic class

immigrants. Beginning in fiscal year 2026-27, IRCC is phasing in changes to settlement eligibility while continuing to prioritize supports for recent arrivals and the most vulnerable clients.

In 2025-26, the overall number of unique clients served by IRCC's Settlement Program services declined in comparison to the previous year, largely attributed to decreasing immigration levels and the end of eligibility for Ukrainians admitted under the Canada-Ukraine Authorization for Emergency Travel (CUAET) measures as of March 31, 2025.

Following the 2024 Call for Proposals, pre-arrival settlement services were expanded to include enhanced supports focused on foreign credential recognition (FCR) and intensive, sector-specific employment programming for both pre- and post-arrival clients in high-demand occupations (e.g., health, skilled trades). These multi-week programs offer a suite of services designed to accelerate integration into both regulated and non-regulated occupations.

Local Immigration Partnerships (LIPs) bring together multiple stakeholders to help build welcoming communities by raising awareness around the needs of newcomers across multiple areas and support the coordination of settlement services at the local level. As of March 2025, there were 91 LIPs across Canada (outside of Quebec), an increase of 3 relative to the same period in 2024.

IRCC also supports 8 Zonal Immigration Partnerships (ZIPs), where several small towns in rural areas partner to support the integration of newcomers into the larger communities, as well as 13 Francophone Immigration Networks, which offer supports to French-speaking newcomers settling outside of Quebec.

Evaluations and audits

Findings of audits completed in 2025–26: N/A

Findings of evaluations completed in 2025–26: An evaluation of Local Immigration Partnerships was completed in Q1 2026-27, and an evaluation of Employment-Related Services is planned for 2026–27. Both of these are components of the Settlement Program.

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 Actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	18,856,413	18,483,476	55,000,000	25,219,239	24,715,143	(30,284,857)
Total contributions	1,060,401,578	1,107,436,959	1,102,896,352	1,127,438,973	1,063,190,094	(39,706,258)
Total other types of transfer payments	0	0	0	0	0	0
Total program	1,079,257,991	1,125,920,435	1,157,896,352	1,152,658,212	1,087,905,237	(69,991,115)

Explanation of variance

Actual spending is lower than planned spending mainly due to recipient organizations reducing activities in the context of uncertainty of future funding related to budget reductions. Additionally, lower than anticipated arrivals under the Canada-Gaza Transitional Assistance Initiative (CGTAI) meant that funding remained frozen.

Transfer payment programs spending of under $5 million

Annual Assessed Contribution to the International Organization for Migration

Timeframe of the transfer payment program

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

Fiscal year for terms and conditions: 2010–11

Funding Details

Listing in the Public Accounts: International Organization for Migration

Name of program terms and conditions: International Organization for Migration

Type of transfer payment: Contribution[2]

Type of appropriation: Funds are appropriated annually through Government of Canada Estimates.

Purpose and objectives

Purpose and objectives of transfer payment program: Contributions to the International Organization for Migration (IOM) allow Canada to:

- Participate in the organization's governance and decision-making mechanisms, including evaluation and audit, and budget setting practices.
- Enhance its knowledge on global trends and approaches to managed migration.
- Advance its international priorities on migration, which include: helping to ensure the orderly and humane management of migration; promoting international cooperation on migration issues; and assisting in the search for practical solutions to migration problems.
- Provide humanitarian assistance for migrants, refugees and internally displaced persons.
- Deliver IRCC programs in the areas of resettlement, migration health and capacity building.

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

- Managed migration that promotes Canadian interests and protects the health, safety and

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

security of Canadians.

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

Engagement of applicants and recipients in 2025–26: In 2025-2026, IRCC actively participated in IOM budget, and policy meetings, as well as discussions related to institutional oversight, accountability, and budget sustainability within the organization. This engagement supported Canada's participation in the governance of the organization and broader international migration discussions.

Through these engagements, IRCC worked with IOM and other Member States on issues aligned with Canadian migration priorities, including well-managed migration, migration system integrity and institutional integrity measures, such as the prevention of sexual exploitation and abuse. As a major donor, Canada also continued to emphasize the importance of strong financial oversight, transparency, and governance within the organization.

IRCC maintained regular engagement with IOM headquarters and regional officials on operational cooperation supporting Canada's immigration and refugee programs, including refugee resettlement, migration health, migration management, and international capacity building initiatives. These engagements helped support coordination on shared priorities, operational planning, and emerging migration issues relevant to Canadian interests.

Departmental Results Framework

Link to departmental result: Potential permanent residents are selected for immigration to Canada

Link to department's program inventory: Asylum

Results achieved:

Annual assessed contributions (membership fees) to the IOM provide Canada with the opportunity to participate in the governance of the organization, support its administrative budget, and advance Canadian priorities through multilateral cooperation on migration.

As a Member State, Canada participated in IOM governance and policy discussions through the Council, Standing Committee on Programmes and Finance, International Dialogue on Migration, and intersessional working groups. These engagements supported Canada's efforts to promote the orderly and humane management of migration, strengthen international cooperation on migration issues, and contribute to the development of practical approaches to shared migration challenges through plenary debate during governing bodies sessions.

Participation in these governance processes also enabled IRCC to engage with international migration experts and partner countries on emerging migration trends, regional migration pressures, institutional oversight, and migration policy developments, helping inform Canadian policy and program development.

Evaluations and audits

Findings of audits completed in 2025–26: N/A

Findings of evaluations completed in 2025–26: An evaluation is scheduled for 2028-29.

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 Actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	0	0	0	0	0	0
Total contributions	3,286,603	3,836,775	3,774,000	4,774,000	4,694,634	920,634
Total other types of transfer payments	0	0	0	0	0	0
Total program	3,286,603	3,836,775	3,774,000	4,774,000	4,694,634	920,634

Explanation of variance

The amount represents the yearly membership payment to the International Organization for Migration. Variance is attributable to the membership fee increase.

Global Assistance for Irregular Migrants

Timeframe of the transfer payment program
Start date: April 2013

End date: March 31, 2026

Fiscal year for terms and conditions: 2018–19

Funding Details
Listing in the Public Accounts: Global assistance to Irregular Migrants

Name of program terms and conditions: Global assistance to Irregular Migrants

Type of transfer payment: Contribution

Type of appropriation: The program was appropriated through Government of Canada Estimates.

Purpose and objectives
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.

Engagement of applicants and recipients in 2025–26:

In 2025-26, Global Assistance for Irregular Migrants (GAIM) funds were used to assist in migrants' reintegration and deliver information and awareness activities with the aim of discouraging participation in irregular migration. No funds were used to facilitate the return of migrants.

Departmental Results Framework
Link to departmental result: Potential permanent residents are selected for immigration to Canada

Link to department's program inventory: Asylum

Results achieved:

There is no potential for permanent residents to be selected for immigration through the Global Assistance for Irregular Migrants (GAIM) program. The GAIM program came about in response to concerns about Canada being targeted by maritime smuggling vessels and was intended to respond to the consequences of stopping smuggling ventures before they reach Canada. Since 2013, GAIM has supported the return of over 860 migrants targeting Canada. GAIM has also supported outreach activities deterring individuals from pursuing irregular routes and directing them to regular pathways. More than 78,000 people were reached through these activities.

Evaluations and audits

Findings of audits completed in 2025–26: N/A

Findings of evaluations completed in 2025–26: N/A

Financial information (dollars)

Type of transfer payment	2023–24 Actual spending	2024–25 Actual spending	2025–26 Planned spending	2025–26 Total authorities available for use	2025–26 Actual spending (authorities used)	Variance (2025–26 actual minus 2025–26 planned)
Total grants	0	0	0	0	0	0
Total contributions	1,000,000	935,435	-	1,500,000	914,750	914,750
Total other types of transfer payments	0	0	0	0	0	0
Total program	1,000,000	935,435	-	1,500,000	914,750	914,750

Explanation of variance

Funding for the Global Assistance for Irregular Migrants (GAIM) program ended in fiscal year 2022-23 and has not been part of planned spending since. The program has relied on temporary funding from internal reallocations. There were fewer intercepted irregular migrants than expected which explains the variance between authorities available for use and actual expenses.

Gender-based analysis Plus

Section 1: Institutional GBA Plus Governance and Capacity

Governance

In 2025–26, IRCC continued to advance equity, inclusion, and intersectional analysis through strengthened governance and more integrated enterprise approaches. The department continues strengthening its ability to ensure that GBA Plus informs policy and program decision-making from the outset, while also advancing employment equity and fostering a welcoming workplace.

A notable development in 2025-26 was the introduction of IRCC's Francophone Immigration and Official Languages (Part VII) lens. This lens gives IRCC a consistent and common framework to respect its commitments under the Policy on Francophone Immigration and its legal obligations under Part VII of the Official Languages Act (OLA). As part of applying the lens, a new due diligence procedure requires teams who are making structuring decisions[3] to conduct standardized impact assessments regarding Francophone immigration and official languages commitments under Part VII of the OLA. This enhances the application of GBA Plus by ensuring impacts on Francophone immigration, official languages and official language minority communities are fully analyzed and considered before new structuring decisions are taken.

The Equity Advancement Office (EAO) continued to serve as the department's GBA Plus focal point; providing challenge function support, strategic advice, and guidance on intersectional analysis across the institution. The GBA Plus Working Group, a departmental community of practice with 108 active members, brought this work to life through consultations on policy modernization, and other awareness building and educational activities, including:

- **Survey and research insights** from the Newcomer Outcomes Survey and IRCC's 2024–25 Annual Tracking Survey on public perceptions of immigration, informing inclusive policy and program design;
- **Program evaluation** of Urban Programming for Indigenous People (UPIP), examining differential impacts on intersecting urban Indigenous populations and identifying disaggregated data gaps; and
- **Service and business architecture**, embedding GBA Plus methodology into IRCC's Digital Platform Modernization processes to mitigate automation bias and improve digital accessibility.

The Working Group also hosted Statistics Canada who facilitated a dedicated session on disaggregated data, reinforcing its foundational role in effective GBA Plus implementation and highlighting how IRCC is leveraging its extensive data holdings to identify disparities and drive more equitable outcomes for clients.

[3] Structuring decisions are decisions with multiple or complex effects on areas that may include IRCC's structure, programs, operations or service delivery, excluding decisions that are routine or operational in nature.

Across key departmental decision-making processes, a GBA Plus challenge function was applied to 4 budget proposals, 5 off-cycle funding requests, 1 Memorandum to Cabinet, 4 Treasury Board submissions, 5 regulatory initiatives, 4 Orders in Council, and 7 algorithm impact assessments for automation projects. IRCC also contributed to Canada's National Action Plan on Women, Peace and Security in partnership with Global Affairs Canada, the Federal Gender-based Violence Strategy lead by Women and Gender Equality Canada and continued to advocate for gender responsive migration as part of the Global Compact for Safe and Orderly Migration.

Capacity

Building departmental capacity for intersectional analysis remained a priority in 2025–26. Training efforts spanned policy development, program implementation, service delivery, communications, IT, and people management with three targeted learning sessions delivered to policy, program, and service delivery teams to deepen applied understanding of GBA Plus.

Across the GBA Plus, Anti-Racism, and Advanced Learning educational series, staff completed 1,440 courses in total. Nearly 57% of completions were concentrated in foundational equity and behavioural mindset learning; particularly courses on moving from bias to inclusion and adopting an inclusive workplace mindset. Staff also pursued specialized learning on systemic racism, workplace discrimination, antisemitism, Islamophobia, unconscious bias, and the application of disaggregated data principles to policy and program outcomes.

On the data and evidence front, IRCC advanced work to improve access to disaggregated data and integrate equity considerations into performance measurement, program analysis, and risk management frameworks. Employee networks and sectoral communities of practice continued to contribute to departmental capacity-building through knowledge-sharing and engagement in inclusion, accessibility, anti-racism, and reconciliation initiatives.

The department's commitment to reconciliation and cultural safety was further advanced through Indigenous-led initiatives. In 2025–26, 326 IRCC employees participated in the virtual KAIROS Blanket Exercise, aimed at teaching key historical events in Canada for Indigenous communities. IRCC also opened the Nanòkàse Room at National Headquarters, an Indigenous space developed in consultation with IRCC's Indigenous Peoples Circle and community partners. One of only a few of its kind in the federal public service, the room is available for mindfulness, reflection, ceremony, smudging, Indigenous storytelling, and community gatherings.

Policy Review and Modernization

IRCC advanced the modernization of its 2011 GBA Policy, responding to an internal review that identified gaps in governance, training, disaggregated data access, and GBA Plus integration in performance measurement and reporting. By updating the policy, IRCC is working to strengthen accountability, clarify roles and responsibilities, improve accessibility of training resources, and embed intersectional analysis expectations across all functions. The draft policy was endorsed by the Diversity, Equity and Inclusion Advisory Committee and the Policy Committee.

Anti-Racism, Accessibility and Equity Integration

In 2025–26, IRCC completed a comprehensive Progress Report assessing its Anti-Racism Strategy 2.0 (2021–2024), drawing on input from across all sectors and qualitative data from the January 2025 Reflections on Strategy 2.0 Survey sent to Diversity, Equity, and Inclusion Networks. The report evaluated 24 core actions and eight key performance indicators across five strategic pillars: leadership accountability, equitable workplace, policy and program design, service delivery, and research and data.

The assessment revealed a mix of successes and operational challenges, particularly in governance, data methodology, and funding, while affirming the value of institutional experimentation and innovation. These findings and identified capacity gaps are directly informing IRCC's strategic priorities with the goal of modernizing the department's approach to equity through a renewed strategic framework. An initial concept is in development for a future framework that strengthens institutional work on anti-racism, accessibility, and intersectional analysis.

IRCC also published a renewed Accessibility Plan that reflects our commitment to building a workplace and service experience that allows everyone to thrive. Guided by the *Accessible Canada Act*, the updated plan brings forward practical, high-impact actions across nine key areas of focus, including Culture and Learning, shaped through consultations with colleagues and persons with disabilities across IRCC.

Human Resources (Full-Time / Equivalents) Dedicated to GBA Plus

IRCC deployed 8.5 dedicated full-time equivalents to support GBA Plus implementation and coordination. These resources supported governance, policy advice, training, and integration of GBA Plus across departmental planning, reporting, and performance measurement activities.

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 income level	Not applicable (N/A)
By age group	Majority age group 18-29. No significant intergenerational impacts.

Specific demographic group(s) to be monitored

With respect to the International Student Program, the following demographic indicators are monitored:

- Age population for post-secondary education;
- Gender;
- Official languages;
- Country of citizenship.

The above is applied to the study permit holder population; no other specific demographic groups are monitored.

Key program impacts on gender and diversity

The International Student Program generates economic gain for Canada, and also provides significant socio-cultural benefits, helping to diversify the country's demographics.

IRCC recognizes that international students' gender may influence their post-graduation employment opportunities and income. For example, certain academic fields have traditionally attracted one gender over the other — 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 influence post-graduation employment, given that eligibility for the Post-Graduation Work Permit program for non-degree graduates is tied to fields of study linked to in-demand occupations. The International Student

Program has remained relatively gender balanced over time, but it is important to continue monitoring this indicator.

Furthermore, the Program has historically been dominated by applicants from a limited number of source countries. This demographic indicator may intersect with gender, given that traditional gender roles may be more prominent in some countries and may therefore influence which fields of study students from those countries pursue. Heavy reliance by designated learning institutions on recruitment in a small number of countries may also be contributing to decreases in approval rates, where some target countries have high levels of refusals and/or adverse outcomes. The department is currently seeing increased diversification in the top source countries for study permit holders and will continue to make efforts to further diversify the international student population, recognizing that program legislation and design is country-agnostic. This includes encouraging designated learning institutions (DLIs) to adjust international student recruitment strategies, as well as ongoing initiatives—such as the Francophone Minority Community Student Pilot—aimed at increasing access to the Program for students from historically under-represented regions.

The International Student Program continues to be gender balanced, with slightly more male study permit holders than female (52% to 48%) in 2025. The majority of study permit holders continue be fall in the 18-29 age range (57%), a trend that is expected to continue.

The majority of applicants indicate English as their official language (80%). In 2025, study permit holders by top five countries of citizenship made up 53% of the total study permit holder population in Canada (representing India, China, Nigeria, the Philippines, and France).

Key program impact statistics

Statistic	Observed Results Calendar Year (CY) 2025	Data Source	Comment
Study permits holders, by gender	**Total: 381,725** Female: 184,245 (48%) Male: 197,410 (52%) Another gender: 60 (0%) Not stated: 5 (0%)	Global Case Management System (GCMS)	Stable gender distribution (47–52%) across 2021–2025; no significant change observed, consistent with long-standing gender balance in study permit issuance.
Study permits holders, by age	0-17: 115,935 (30%) 18-29: 216,105 (57%) 30-65: 50,440 (13%) 66+: 50 (0%)	GCMS	18–29 remains predominant but declined from 65% (2024) to 57%; increase in minors suggests shifting intake composition toward dependants or K–12 students.
Study permits holders, by official language	English: 306,185 (80%) French: 24,780 (6%)	GCMS	English remains predominant but declined (83%→80%); bilingual

	Both French and English: 43,555 (11%) Neither: 4,570 (1%) Not stated: 3,740 (1%)		share increased, indicating gradual diversification in language profile among study permit holders.
Study permits holders, by top five country of citizenship	India: 94,025 (25%) China, People's Republic of: 48,870 (13%) Nigeria: 25,425 (7%) Philippines: 19,885 (5%) France: 13,345 (3%)	GCMS	India remains largest source but declined (37%→25%); increased shares from other countries indicate gradual diversification of international student source markets.

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

Policy initiatives in the International Students Program, including program reforms, were shaped by a GBA Plus lens to ensure these efforts are inclusive and effectively address systemic inequalities.

The Francophone Minority Communities Student Pilot was introduced to facilitate access to study permits for students from regions with historically low approval rates and to improve the vitality of Francophone Minority Communities in Canada. It also supports a government commitment to increase Francophone immigration outside Quebec. The Pilot includes unique criteria to support these objectives, including modified financial requirements and waiving intent to return, with graduates and their family members eligible for a dedicated permanent residence pathway.

Supplementary information sources:
N/A

GBA Plus data collection plan
IRCC will continue to regularly collect, and review data related to general demographic trends throughout different stages of the student life cycle and analyze GBA Plus factors to identify areas of parity or disparity. Outcomes of the Francophone Minority Communities Student Pilot will be closely analyzed for GBA Plus impacts, including overall impact on the diversification of the broader program.

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 supports 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 income level	N/A
By age group	No significant intergenerational impacts or impacts on generations between youth and seniors

Specific demographic group(s) to be monitored

Temporary worker programs cover foreign nationals seeking to enter Canada temporarily for work purposes under the following programs:

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

The following demographic indicators for these programs are monitored:

- Age;
- Gender;
- Official languages;
- Country of citizenship.

Key program impacts on gender and diversity

By design, eligibility criteria under the TFWP and IMP focus on elements of the intended work to be performed in Canada and assess whether a foreign national – regardless of their sociodemographic characteristics – is able to perform that work. From that perspective, both the TFWP and IMP are intended to be gender- and diversity-agnostic. Temporary workers, no matter their age, gender, 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, traditional gender norms exist for occupations such as agriculture and construction, which may result in gender differences across the population of temporary workers within these sectors.

Key program impact statistics

Statistic	Observed Results CY 2025	Data Source	Comment
Work permit holders, by gender	**Total: 743,770**[4] Female: 309,990 (42%) Male: 433,725 (58%) Another gender: 40 (0%) Not stated: 15 (0%)	GCMS	Male majority persists (≈56‑58%) across years; no significant change observed, reflecting consistent gender distribution linked to sectoral employment patterns.
Work permit holders, by age	0-17: 3,440 (0%) 18-29: 323,975 (44%) 30-65: 411,300 (55%) 66+: 5,440 (1%)	GCMS	30–65 remains predominant (~54–55%); age distribution stable with minimal variation observed between 2024 and 2025.
Work permit holders, by official language	English: 564,045 (76%) French: 29,100 (4%) Both French and English: 52,010 (7%) Neither: 63,880 (9%) Not stated: 36,345 (5%)	GCMS	English remains predominant; increase observed (70%→76%), while French and bilingual shares remain stable with no significant change.
Work permit holders, by top five country of citizenship	India: 215,250 (29%) Ukraine: 59,545 (8%) Mexico: 52,525 (7%) Philippines: 46,705 (6%) Iran: 31,550 (4%)	GCMS	India remains largest source; Ukraine share declined (12%→8%), while overall composition shows modest redistribution among top countries.

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

Temporary foreign workers in Canada on valid employer-specific work permits who are experiencing abuse, or who are at risk of abuse, in the context of their employment in Canada may be eligible to receive an open work permit that is exempt from the labour market impact assessment (LMIA) requirement, per section 207.1 of the Immigration and Refugee Protection Regulations (IRPR).

Supplementary information sources:

N/A

[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.

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 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 Open Work Permit for Vulnerable Workers (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 income level	N/A
By age group	Majority 30-65

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.

Following the introduction of the expanded option to include Gender X, further monitoring of this group will be instructive to determine whether there are barriers.

Key program impacts on gender and diversity

Not available.

Key program impact statistics

Statistic	Observed Results CY 2025	Data Source	Comment
Temporary resident visas (TRVs) issued, by gender	**Total: 1,446,975** Female: 706,770 (49%) Male: 740,190 (51%) Another gender: 10 (0%) Unspecified/Unknown: 5 (0%)	GCMS	Gender distribution remains balanced across years, with minor fluctuations; no significant change observed, returning to near parity in recent years.
TRVs issued, by age	0-17: 151,385 (10%) 18-29: 372,175 (26%) 30-65: 795,020 (55%) 66+: 128,400 (9%)	GCMS	Adults (30–65) remain predominant; age distribution stable, with minor variation in youth and senior shares between 2024 and 2025.
TRVs issued, by official language	English: 1,081,375 (75%) French: 101,320 (7%) Neither: 257,540 (18%) Unspecified: 6,740 (0%)	GCMS	English remains predominant (~75–79%); no significant change observed, with relatively stable shares for French and neither official language.
TRVs issued, by top five country of citizenship	India: 400,780 (28%) China, People's Republic of: 243,745 (17%) Nigeria: 59,480 (4%) Philippines: 35,130 (2%) Ukraine: 29,420 (2%) All other Citizenships: 678,420 (47%)	GCMS	India and China remain dominant; India share declined while China increased, with modest redistribution among other top source countries.
Electronic Travel Authorizations (eTAs) issued, by gender	**Total: 3,386,260** Female: 1,692,770 (50%) Male: 1,693,340 (50%) Another Gender: 70 (0%) Unspecified: 80 (0%)	GCMS	Gender distribution returned to parity (50/50) after earlier male skew; no significant change observed from 2024 to 2025. 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: 436,695 (13%) 18-29: 709,910 (21%) 30-65: 1,886,285 (56%) 66+: 353,370 (10%)	GCMS	30–65 remains predominant; distribution stable across years, with no significant change observed between 2024 and 2025.
eTAs issued, by top five country of citizenship	France: 541,670 (16%) United Kingdom and Overseas Territories: 521,070 (15%) Federal Republic of Germany: 292,355 (9%) Australia 198,370 (6%) Mexico: 195,820 (6%) All other Citizenships: 1,636,975 (48%)	GCMS	France and UK remain leading sources; overall composition stable with minor shifts among secondary countries.

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

N/A

Supplementary information sources:

N/A

GBA Plus data collection plan

In 2025, monitoring of GBA Plus data for cohorts of visitors from IRCC's partial lift of the visa requirement on 13 countries (June 2023); partial visa imposition for Mexico (February 2024); and, full lift of the visa requirement for Qatar (November 2025) did not reveal 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). Monitoring of GBA Plus data for these cohorts of visitors is ongoing.

Core Responsibility 2: Immigrant and Refugee Selection and Integration

Program Name: Asylum

Program goals: IRCC is accountable for 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	Broadly gender balanced, 58% male, 41% female

By income level	Somewhat benefits low-income individuals (somewhat progressive)
By age group	No significant intergenerational impacts or impacts on generations

Specific demographic group(s) to be monitored

With respect to the Asylum Program, the following demographic indicators are monitored:

- Age;
- Gender;
- Official languages;
- Marital Status
- Country of citizenship.

The above is applied to the asylum claimant population; no other specific demographic groups are monitored. The reason for persecution is also reported and monitored. Additional demographic monitoring is applied to the IFH Program to monitor and assess program usage based on various demographic factors.

Key program impacts on gender and diversity

In 2025, there were more male than female asylum claimants (approximately 58% identified as male and 41% as female). In 2025, the asylum claimant population was generally younger than the Canadian population (17% were minors (0-17), 81% were adults between 18-65, and 2% were seniors (66+)). According to Statistics Canada, asylum claimants tend to fall within lower-income strata upon arrival in Canada.

Recent legislative changes in the Strengthening Canada's Immigration Systems and Borders Act included measures to address system-wide inefficiencies and take into consideration the special needs of vulnerable refugee groups like women, minors, people with disabilities, and the 2SLGBTQ+ community. The amendments are expected to benefit all asylum claimants, including the most vulnerable. While increasing the system's efficiency is objectively beneficial, there are downstream impacts on vulnerable populations that require mitigating options. For example, the online application for all claims is coupled with paper-based applications for claimants with limited access to the internet and/or poor digital literacy.

In addition, the department is moving ahead with a Temporary Public Policy that creates an exception to the new ineligibility provisions that applies to unaccompanied minors. The basis for creating this exception is their lack of legal guardianship, which may affect their ability to navigate the asylum process to present their case.

Key program impact statistics

Statistic	Observed Results CY 2025	Data Source	Comment
Asylum claimants, by gender	**Total: 113,105** Female: 46,910 (41%) Male: 66,165 (58%)	GCMS	Male majority persists, consistent with earlier GBA Plus; no significant

	Another gender: 15 (0%) Not stated: 20 (0%)		change observed, reflecting stable gender distribution among asylum claimants.
Asylum claimants, by age	0-17: 19,100 (17%) 18-29: 36,425 (32%) 30-65: 55,275 (49%) 66+: 2,305 (2%)	GCMS	Adults (30–65) remain predominant; age distribution reflects working-age concentration, consistent with patterns observed in asylum flows.
Asylum claimants, by official language	English: 30,665 (27%) French: 17,370 (15%) Both French and English: 4,275 (4%) Neither: 44,825 (40%) Not stated: 15,965 (14%)	GCMS	Large share reporting neither official language; reflects linguistic barriers among claimants and continued need for interpretation supports.
Asylum claimants, by top five country of citizenship and by gender	Haiti: 17,610 (16%) Female: 8,980 Male: 8,630 India: 17,205 (15%) Female: 4,790 Male: 12,415 Another Gender: -- Not Stated: -- Iran: 6,930 (6%) Female: 3,680 Male: 3,250 Nigeria: 6,400 (6%) Female: 2,880 Male: 3,518 Mexico: 4,840 (4%) Female: 2,010 Male: 2,830 Another Gender: --	GCMS	Current year trends show rising claims led by Haiti and India; gender patterns persist, with male-dominated India contrasting more balanced, family-based flows from Haiti, Iran, and others.
Top five source countries of eligible asylum claimants referred to the Immigration and Refugee Board of Canada*	India: 17,460 (17%) Haiti: 13,385 (13%) Iran: 7,125 (7%) Nigeria: 6,540 (6%) Mexico: 4,765 (5%)	GCMS	India and Haiti remain leading sources; pattern consistent with claimant intake, indicating alignment between intake and referral trends.
Asylum claimants, by marital status	Single: 58,895 (52%) Married: 39,590 (35%) Widowed: 1,910 (2%) Divorced: 3,240 (3%) Separated: 3,110 (3%) Common Law: 5,435 (5%)	GCMS	Majority of claimants are single; reflects demographic profile of asylum seekers, which typically skews toward unattached individuals.

	Annulled Marriage: 35 (0%) Not stated: 890 (1%)		
Eligible asylum claimants and other Interim Federal Health Program users, by gender and age group	**Total:** 0-17: 52,690 (16%) 18-29: 85,615 (26%) 30-65: 185,520 (56%) 66+: 7,840 (2%) Females: 141,345 0-17: 25,520 (18%) 18-29: 33,570 (24%) 30-65: 77,425 (55%) 66+: 4,830 (3%) Males: 190,260 0-17: 27,165 (14%) 18-29: 52,020 (27%) 30-65: 108,060 (57%) 66+: 3,010 (2%) Another gender: 0-17: 5 (5%) 18-29: 20 (36%) 30-65: 30 (55%) 66+: -- (3%)	GCMS	Male majority persists (57%); age profile concentrated among working-age adults, consistent with broader claimant demographics.

*Some of the asylum claims referred to the Immigration, Refugee Board of Canada in 2025 were received in the previous years. Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

Recognizing the unique needs of refugee claimants in interacting with In-Canada Asylum System, based on gender, age, sexual orientation, race, nationality, ethnicity, religion or disability, the Immigration and Refugee Board's Chairperson's Guidelines are developed to support the in-Canada asylum system by providing guidance on proceedings involving minors, people with disabilities, 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.

Supplementary information sources:

N/A

GBA Plus data collection plan

IRCC and its partners continue to collect, analyze, and report on data that is disaggregated by gender, age, country of origin, and other key indicators to assess differential program impacts on gender and diversity across population groups. IRCC continuously strives to identify ways to measure GBA Plus performance and progress and continuously develops collection

methodologies to provide more comprehensive insights; particularly for underrepresented groups, to inform policy and operational decision-making.

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

Specific demographic group(s) to be monitored

- Females - given the wage discrepancy in Canada between females and males, females (especially single females) may be more negatively impacted by the income requirement to sponsor parents and grandparents than their male counterparts.
    - There is an exception to the income requirement for most individuals sponsoring their spouse/partner, or dependent child, reducing the likelihood of a gendered impact.
- Low income earners – monitor family class rejections based on sponsor's failure to meet the minimum income requirement to assess the impact of the income requirement on sponsorship.

Key program impacts on gender and diversity

A 2024 Evaluation of the Family Reunification Program found that family reunification provides numerous cultural benefits to 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.

The Evaluation also found that labour market participation was high for spousal clients, with 68% reporting employment income in their first year in Canada. Spousal clients were also noted for their indirect economic contributions with 27% reporting being a homemaker and 16% a caregiver.

With respect to the Parents and Grandparents (PGP) Program, clients were noted for their economic contributions despite the non-economic focus and older cohort of clients. PGP clients were noted as providing indirect economic supports to their households (e.g. caregiving), which supports their sponsors in contributing to the labour market. In particular, 33% of PGP sponsors reported that having their parent or grandparent 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 parent or grandparent in Canada helped them return to work.

Other economic outcomes of family class applicants are highlighted in the Longitudinal Immigration Database, which shows, for example, that family class applicants' median employment income increased over time in line with years since admission for persons admitted in 2013, though at a slower rate for sponsored parents and grandparents than spouses and partners. Additionally, the incidence of social assistance among sponsored family class immigrants was found to be higher among cohorts who had been in Canada longer, though this is likely due to sponsorship agreements ending at the appointed times (ranging between 3 and 20 years depending on the family class category).

Key program impact statistics

Statistic	Observed Results CY 2025	Data Source	Comment
Family Reunification immigration admissions, by gender Includes: Spouses, partners, children, other eligible family member, parents and grandparents	**Total: 96,170** Female: 59,040 (61%) Male: 37,115 (39%) Another gender: 10 (0%)	GCMS	Stable female majority (61%) between 2024–2025; aligns with earlier subprogram patterns showing higher female representation.
Family Reunification immigration admissions, by age in percent	0-17: 10,395 (11%) 18-29: 30,305 (32%) 30-65: 40,670 (42%) 66+: 14,795 (15%)	GCMS	Distribution stable; working-age majority persists; increases at both younger and older ends reflect mix of spouses and PGP streams.
Family Reunification immigration admissions, by official language	English: 67,170 (70%) French: 5,330 (6%) Both French and English: 3,975 (4%) Neither: 19,075 (20%) Not stated: 615 (1%)	GCMS	English dominant; modest increase in French share in 2025; "neither" remains consistent.

Family Reunification immigration admissions, by top five country of citizenship	India: 29,165 (30%) Philippines: 7,805 (8%) China, People's Republic of: 7,435 (8%) United States of America: 4,245 (4%) Pakistan: 3,865 (4%)	GCMS	India consistently largest source across; composition indicates persistent concentration among key countries

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

In the 2024 Evaluation of the Family Reunification Program, newcomers to Canada reported that being reunited with their families, and the emotional support provided by them, were of primary importance. Of the PGP and spousal clients surveyed, 91% and 95%, respectively, reported that they provided emotional support to their sponsor/family. The evaluation also highlighted that parents and grandparents enhance gender equality for immigrant mothers by encouraging the participation of visible minority women in the workforce. Further, a review of qualitative studies found a substantial positive impact of grandparent care and proximity on labour force participation of adult children, especially daughters.

Supplementary information sources:

Evaluation of the Family Reunification Program - Canada.ca

Longitudinal Immigration Database (IMDB) Interactive Application: Economic Outcomes

IRCC Minister Transition Binder 2025-05 - Immigration Outcomes - 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 and closed the gender parity. Federal economic programs have played a key role in delivering the ever-rising numbers of French-speakers outside of Quebec and will continue to have a notable impact on source country diversity. 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 2025	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, Federal Business, Agri-Food Pilot, and Temporary Resident to Permanent Resident Pathway	**Total: 53,845** Female: 27,530 (51%) Male: 26,315 (49%) Another Gender: -- (0%)	GCMS	Shift toward parity observed; female share increased to 51% in 2025 compared to prior male-majority trend, indicating narrowing gender gap. The gender disparity is nearly on par with 3% more females admitted in contrast to the previous year where 6% more males were admitted**.**
Federal economic immigration **principal**	0-17: 35 (0%) 18-29: 25,925 (48%)	GCMS	Earlier concentration in younger cohorts shifts in 2025

applicant admissions, by age	30-65: 27,865 (52%) 66+: 20 (0%)		toward older working-age group (30–65), indicating evolving intake profile. The bulk of applicants admitted are within the working age of the labour force in line with economic immigration objectives.
Federal economic immigration **principal applicant** admissions, by official language	English: 39,510 (73%) French: 4,090 (8%) Both French and English: 10,155 (19%) Neither: 20 (0%) Not stated: 70 (0%)	GCMS	English predominates across sub-streams; 2025 confirms continued dominance with notable bilingual share; historical comparison limited. 27% of principal applicants have French language skills as a result of targeted selection efforts.
Federal economic immigration **principal applicant** admissions, by top five country of citizenship	India: 22,895 (43%) Cameroon: 5,140 (10%) Philippines: 2,780 (5%) Nigeria: 2,775 (5%) China, People's Republic of: 2,085 (4%)	GCMS	India consistently dominant across all years and sub-streams; secondary source countries vary, indicating stable concentration with some diversification. The dominant share of applicants come from India due to a larger share of Indian nationals with Canadian work experience and/or Canadian education transitioning from temporary to permanent status.

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

A GBA Plus 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.

Supplementary information sources:

N/A

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, majority female
By income level	Somewhat benefits low-income individuals based on source countries
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors

Specific demographic group(s) to be monitored

With respect to the Humanitarian/Compassionate and Discretionary Program, the following demographic indicators are monitored:

- Age;
- Gender;
- Official languages;
- Country of citizenship.

The above is applied to clients within the Humanitarian/Compassionate and Discretionary Program. Additional demographic groups who benefit from public policy exemptions are also monitored.

Key program impacts on gender and diversity

See statistics below

Key program impact statistics

Statistic	Observed Results CY 2025	Data Source	Comment
H&C and Discretionary admissions, by gender	**Total: 12,755** Female: 6,780 (53%) Male: 5,975 (47%)	GCMS	Gender distribution varies widely by sub-stream; 2025 near parity reflects aggregation of programs with contrasting gender profiles (female-dominant and male-dominant streams); slight decrease in female share in 2025 reflects shifting mix of sub-streams within the category.
H&C and Discretionary admissions, by age	0-17: 3,035 (24%) 18-29: 2,085 (16%) 30-65: 6,585 (52%) 66+: 1,055 (8%)	GCMS	Stable distribution; working-age majority persists; youth (0–17) and seniors remain consistent proportions
H&C and Discretionary admissions, by official language	English: 7,560 (59%) French: 1,350 (11%) Both French and English: 350 (3%) Neither: 3,255 (26%) Not stated: 240 (2%)	GCMS	English predominance increases slightly in 2025; “neither” share declines; overall distribution remains broadly stable
H&C and Discretionary admissions, by top five country of citizenship	Ukraine: 2,615 (20%) China, People's Republic of: 2,290 (18%) Sudan: 2,135 (17%) Haiti: 1,500 (12%) Colombia: 1,500 (12%)	GCMS	Composition shifts significantly between years, reflecting changing humanitarian pathways and country-specific public policies; no stable source-country pattern observed

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

The H&C immigration program enables foreign nationals facing exceptional and compelling circumstances to obtain permanent residence. As a result, IRCC does not select specific candidates within this program. 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.

Supplementary information sources:

N/A

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

With respect to the Resettlement Program, the following demographic indicators are monitored:

- Age;
- Gender;
- Official languages;
- Country of citizenship.

The above is applied to clients within the Resettlement Program. Additional demographic monitoring is applied to the Resettlement Assistance Program to assess usage. Indicators related to social and economic integration in Canada are also monitored (e.g. ability to communicate independently in one official language in a social situation, labour market participation, etc.).

Key program impacts on gender and diversity

Canada's Resettlement Program includes targeted measures for refugees facing compounded risks due to intersecting identity factors.

Urgent Protection Program (UPP): Expedites resettlement for people facing immediate threats to life, liberty, or physical safety. In 2025, 435 individuals arrived through UPP.

Gender-based persecution is a recognized ground for refugee protection. Refugee women and girls face heightened risks and may experience different forms of persecution. Referral organizations and IRCC officers can apply the Assistance to Women at Risk (AWR) flag to cases involving perilous or unstable situations, or where urgent/expedited processing may be needed. In 2025, 2,880 resettled refugees were flagged AWR, however, other women and girls were resettled based on heightened risks and may not have been flagged as such.

People may face persecution based on sexual orientation, gender identity/expression, or sex characteristics (SOGIESC). Such claims can qualify under "particular social group." Officers assess vulnerability in the country of asylum to determine if expedited processing is warranted, including for SOGIESC-related risks.

Rainbow Railroad is an official referral partner under the Government-Assisted Refugee program, with 250 dedicated spaces for LGBTQI+ referrals. In 2025, 115 individuals and family members were resettled through this partnership. This is in addition to LGBTQI+ referrals from UNHCR, which are not tracked on that basis.

For private sponsorship, the Rainbow Refugee Assistance Partnership supports Canadians to sponsor LGBTQI+ refugees, with 50 dedicated spaces (in persons) per year. In 2025, the Government of Canada extended its partnership with the Rainbow Refugee Society for five years, ending in 2029. In 2025, 45 refugees were admitted through this partnership. This is in addition to other LGBTQI+ individuals resettled through the PSR program who are not tracked on that basis.

Key program impact statistics

Statistic	Observed Results Mostly Fiscal Year (FY) 2025–26	Data Source	Comment
Resettled refugee admissions, by gender in CY 2025 Includes: Government-assisted refugees (GAR), Blended visa office-referred refugees (BVOR) and Private sponsorship refugees (PSR)	**Total: 38,785** GAR: Female: 8,010 (51%) Male: 7,715 (49%) Another gender: 5 (0%) Total: 15,730 (41%) PSR: Female: 10,475 (46%) Male: 12,500 (54%) Total: 22,975 (59%) BVOR: Female: 45 (56%) Male: 35 (44%)	GCMS	Gender distribution remains broadly balanced across years; consistent variation by stream (PSR male-majority, GAR balanced) with no significant overall change.

	Total: 80 (0%)		
Resettled refugee admissions, by age in CY 2025	0-17: 13,710 (35%) 18-29: 10,610 (27%) 30-65: 13,975 (36%) 66+: 495 (1%)	GCMS	Age distribution stable between 2024 and 2025; working-age and youth cohorts remain predominant with no significant change observed.
Resettled refugee admissions, by official language in CY 2025	English: 14,475 (37%) French: 685 (2%) Both French and English: 345 (1%) Neither: 21,850 (56%) Not stated: 1,435 (4%)	GCMS	High share reporting neither official language persists; slight increase from 53% to 56% between 2024 and 2025.
Resettled refugee admissions, by top five country of citizenship in CY 2025	Eritrea: 10,280 (27%) Afghanistan: 6,510 (17%) Somalia: 3,920 (10%) Syria: 3,405 (9%) Ethiopia: 2,610 (7%)	GCMS	Source country composition shifts moderately; Eritrea and Afghanistan remain predominant, reflecting evolving global displacement trends.
Gender breakdown of GARs receiving Resettlement Assistance Program (RAP), in FY (number and percentage)	Female: 7,410 (50%) Male: 7,315 (50%) Another gender: -- **Total: 14,730**	Immigration Contribution Agreement Reporting Environment (iCARE)	Gender distribution stable at near parity across 2023–2025; no significant change observed.
Gender breakdown of GARs who received Settlement Program services within the first year of arrival in FY (number and percentage)	Female: 6,210 (50%) Male: 6,120 (50%) Another gender: -- **Total: 12,335**	iCARE	Consistently balanced gender distribution; no significant variation across years.
Gender breakdown of GARs receiving Settlement Program services in the first year of arrival who accessed support services, such as childcare, interpretation etc. in	Female: 5,460 (51%) Male: 5,340 (49%) Another gender: -- **Total: 10,805**	iCARE	Balanced usage persists; slight female majority in 2024–2025, consistent with higher uptake of specific supports (e.g., childcare).

FY (number and percentage)			
Gender breakdown of resettled refugees who received Settlement Program services in FY (number and percentage)	Female: 78,735 (51%) Male: 75,945 (49%) Another gender: 15 (0%) **Total: 154,340**	iCARE	Gender distribution remains balanced across years; no significant change observed.
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: 87%	2025 Newcomer Outcomes Survey	High levels sustained; slight decline from 2023 to 2024, stabilizing in 2025; sense of belonging is slightly lower amongst males, but not significant.
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: 93% Male: 95% **French**: Female: 84% Male: 91%	2025 Newcomer Outcomes Survey	High proficiency maintained; convergence in English outcomes, while French proficiency shows moderate variation across years. In the case of communicating in English, there is parity amongst males and females. However, in the case of French, females are less likely to communicate independently.
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: 46% Males: 74%	2025 Newcomer Outcomes Survey	Persistent gender gap observed; female participation declined from 2023 to 2025, while male participation remains relatively stable. Females are significantly less likely to be employed.

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

N/A

Supplementary information sources:

Newcomer Outcomes Survey

LGBTQ2 refugees

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 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. Annual analysis of this data contributes to a comprehensive picture of trends and barriers faced by clients and newcomers, which in turn informs Resettlement and Settlement Program policy decision-making.

IRCC will continue to collect and monitor disaggregated data on a variety of GBA plus factors, including gender, country of residence (i.e. country of asylum), and country of citizenship.

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 (i.e. remote regions, rural areas, as well as provinces and territories)

Industries in critical labour shortages (i.e. healthcare, construction)

Key program impacts on gender and diversity

Regional economic immigration programs have varied representation across sociodemographic groups, reflecting the occupational distribution of selected applicants. For instance, there are more male applicants than female applicants in the trade and transport sector, whereas in the healthcare sector there are more female applicants. These outcomes reflect the sector-specific nature of labour market demand in participating jurisdictions.

The employer-driven design of programs such as the Provincial Nominee Program, Atlantic Immigration Program and Pilot, Rural Community Immigration Pilot, and the Francophone Community Immigration Pilot has resulted in candidate selection being closely tied to employer needs, which influences the demographic composition of applicants.

Measures such as intercultural competency training for designated employers have contributed to reducing potential bias in hiring and workplace practices, supporting more equitable labour market integration outcomes for diverse groups.

In 2025-26, the IRCC Dedicated Service Channel (DSC), in collaboration with the Réseau de développement économique et d'employabilité (RDÉE Canada), delivered a series of annual events, La Tournée de liaison, to support Francophone immigration outside Quebec, enabling employers and organizations to learn about federal programs, international recruitment opportunities, and settlement programs.

IRCC (DSC) provides account-management services to Atlantic Immigration Program (AIP) employers. In 2025-26, 704 designated employers across the Atlantic region received support.

IRCC (DSC) also provides account management to employers across the country that are referred under the Global Skills Strategy (GSS) and to firms participating in the federal government's Global Hypergrowth Project (GHP). In 2025-26, the DSC supported 368 active GSS employers (including Global Hypergrowth Project (GHP) participants), of which 235 operated in sectors facing critical labour shortages (approximately 64%).

Key program impact statistics

Statistic	Observed Results CY 2025	Data Source	Comment
Regional economic immigration **principal applicant**	**Total: 47,825** Female: 20,035 (42%) Male: 27,790 (58%) Another Gender: -- (0%)	GCMS	Male majority persists from 2024 to 2025; no significant change observed, consistent with occupational

admissions, by gender Includes: Provincial Nominee Program, Atlantic Immigration Program and Pilot, Community Immigration Pilots			gender patterns noted in GBA Plus reporting.
Regional economic immigration **principal applicant** admissions, by age	0-17: 30 (0%) 18-29: 21,795 (46%) 30-65: 25,975 (54%) 66+: 25 (0%)	GCMS	Age distribution stable between 2024 and 2025; working-age adults remain predominant with no significant change observed. Admissions are concentrated within core working-age groups, reflecting a focus on supporting labour market participation.
Regional economic immigration **principal applicant** admissions, by official language	English: 45,845 (96%) French: 555 (1%) Both French and English: 1,345 (3%) Neither: 55 (0%) Not stated: 25 (0%)	GCMS	English predominance remains unchanged (96%); no significant variation between 2024 and 2025. The small share of French-only speakers reflects employer demand. The FCIP enables prioritization of French-speaking candidates in communities with identified needs for Francophone workers.
Regional economic immigration **principal applicant** admissions, by top five country of citizenship	India: 23,255 (49%) Philippines: 4,615 (10%) China, People's Republic of: 3,285 (7%) Nigeria: 2,785 (6%) Ukraine: 1,940 (4%)	GCMS	India remains dominant; minor redistribution across secondary countries observed, but overall concentration remains stable. India represents the largest share of regional economic

			principal applicants (49%).

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

Regional economic immigration programs such as the AIP, and the RCIP and FCIP, have resulted in settlement experiences that extend beyond the principal applicant to the broader family unit. Through requirements such as family-based settlement plans under the AIP, respondents reported feeling supported, as services were tailored to the needs of the household as a whole. In RCIP and FCIP communities, coordinated support from employers, local economic development organizations, and settlement providers has shaped newcomer experiences by facilitating integration into community life, contributing to a greater sense of connection, and supporting long-term retention in rural and Francophone communities.

Supplementary information sources:
N/A

GBA Plus data collection plan

IRCC collects disaggregated data on the gender of applicants under regional economic immigration programs, and applicants are assessed according to a defined set of selection criteria, irrespective of gender, religion, ethnicity, sexual orientation, or other diversity factors. The use of gender-disaggregated data supports a GBA Plus lens focused on identifying differences in participation across sectors and occupations.

Existing observations on gender representation have shown that participation varies by sector, reflecting labour market demand, and informing analysis of program outcomes across sociodemographic groups. IRCC works with provinces, territories, and community partners to support program delivery and monitoring.

Current data is primarily focused on gender and occupational distribution, with limited availability of intersectional data across other sociodemographic characteristics, which may constrain the ability to assess broader diversity impacts.

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 income level	N/A
By age group	N/A

Specific demographic group(s) to be monitored

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

Key program impacts on gender and diversity

Equity remains central to the department's work. In 2025-26, IRCC enhanced Anti-Racism, Diversity, Equity and Inclusion (ARDEI) supports through targeted staff training, clearer and more accessible GBA Plus guidance, and improved resources. Equity commitments were further integrated into settlement funding decisions, with attention to Francophone, Indigenous, and racialized communities. IRCC worked to ensure equity efforts reflect regional realities, including Francophone, northern and Indigenous realities. Working Groups and an Action Plan have been established, and IRCC is exploring ARDEI metrics and other evidence-based tools to guide future CFP planning and results.

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. Program services include: language training to help newcomers' integration into communities and the labour market; community connections services to help build a sense of belonging; have had a Needs and Assets Assessment conducted, received a personalized settlement plan to facilitate agency in their settlement journey, and been referred to appropriate services; and employment-related services such as job-search orientation, employer connections and information about foreign credential recognition pathways. In 2025-26, 582,415 clients accessed settlement and resettlement services.

By applying a GBA Plus lens, the department acknowledges the need to pay attention to systemic barriers and the ways identities, experiences and histories intersect to create unique needs and experiences. For example, targeted programming is available to newcomer populations that face additional barriers to services and who are at increased risk of marginalization, including women, youth, seniors, people living with a disability and 2SLGBTQI+ individuals. Shortages in the availability of childcare can have gendered effects, as women are greater users of childcare. In 2025-2026, of all clients who accessed the childcare support service, 70% were female clients compared to 29% of men. In addition, over 50 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 include women-only language programming, peer mentoring, provisions for persons with disabilities, translation/interpretation, short-term counselling, and child-care services.

The Strategy for Francophone Immigrant Women in Francophone Minority Communities, developed by the Alliance des femmes de la francophonie canadienne (AFFC) in collaboration with the Réseau de développement, économique et d'employabilité (RDÉE Canada), 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. The implementation activities of the Strategy continued in 2025-26. The AFFC continued to create podcasts, deliver training, and developing tools on GBA Plus for Francophone service providers. RDÉE Canada, for its part, implemented a series of activities to promote women's employability and entrepreneurship.

The Settlement Program is also advancing Truth and Reconciliation by continuing to deliver programming that increases awareness of Indigenous-related topics among newcomers, as well as facilitates meaningful connections and social cohesion between Indigenous Peoples, newcomers and Canadians. This includes partnerships between some settlement service providers and Indigenous organizations and/or Peoples. In 2025-26, 10,760 clients received community connections services focused on indigenous-newcomer connections.

Key program impact statistics

Statistic	Observed Results FY 2025–26	Data Source	Comment
Number of Settlement Program project specific contribution agreements targeting newcomers that experience increased barriers to integration	Domestic Violence Prevention/Gender-Based Violence Prevention - 54 Anti-racism - 106 Indigenous component - 163 Mental health and well-being services - 78 LGBTQ2 focus - 63 Case management - 85	Grants and Contributions System (GCS)	Substantial expansion across most streams (notably Indigenous, LGBTQ2, anti-racism); reflects increased targeted programming coverage between 2024–2025 and 2025–26.
Number of Settlement Workers in School projects targeting student and parents in elementary and secondary schools	138	National Operations and Program Delivery / Grants and Contributions System	Moderate increase (119→138); indicates continued expansion of school-based settlement delivery.
Gender breakdown of newcomers who received Settlement Program services (number and percentage)	**Total: 576,735** Female: 320,140 (56%) Male: 251,170 (44%) Another gender: 50 (0%) Not stated: 5,370 (1%)	iCARE	Shift toward female majority in 2025 compared to prior balanced distribution; indicates increased uptake among females. In 2025-2026, slightly more than half of

			settlement program clients were female.
Gender and Age breakdown of Settlement Program clients (number and percentage)	**Female:** 0-14: 41,330 (13%) 15-29: 78,655 (25%) 30-59: 182,055 (57%) 60+: 24,500 (8%) **Male:** 0-14: 43,735 (17%) 15-29: 60,875 (24%) 30-59: 131,665 (52%) 60+: 19,155 (8%) **Another Gender:** 0-14: 0 15-29: 20 (47%) 30-59: 25 (53%) 60+: 0 **Not Stated:** 0-14: -- 15-29: -- 30-59: 35 (1%) 60+: 175 (3%) Not Stated: 5,145 (96%) **Total: 576,735**	iCARE	Working-age adults remain predominant; female concentration higher in core working-age cohorts. The age range of clients is largely the same amongst female and male clients. Approximately half of clients fall within the 30-59 age range; while a quarter are aged 15-29. The remaining 25% are children (age 0-14) and seniors (age 60+).
Gender breakdown of Settlement Program clients who received Needs and Assets Assessment services (number and percentage)	Female: 122,500 (55%) Male: 99,420 (44%) Another gender: 20 (0%) Not stated: 1,730 (1%) **Total: 223,675**	iCARE	Stable slight female majority; no significant change observed in service uptake patterns. In line with demographics for the program overall, slightly more than half of Needs and Assets Assessment and Referral Service clients were female.
Gender breakdown of Settlement Program clients receiving information and orientations services (number and percentage)	Female: 194,055 (56%) Male: 152,115 (44%) Another gender: 30 (0%) Not stated: 1,775 (1%) **Total: 347,985**	iCARE	Consistent female majority; no significant change observed between years. In line with demographics for the program overall, slightly more than half of Information and

			Orientation clients were female.
Gender breakdown of Settlement Program clients who received community connection services (number and percentage)	Female: 61,210 (60%) Male: 39,900 (39%) Another gender: 15 (0%) Not stated: 515 (1%) **Total: 101,640**	iCARE	Female majority persists; reflects stronger female participation in community integration activities. The proportion of Community Connections clients that are female is higher than what we see on average and in some other service lines.
Gender breakdown of Settlement Program clients who received language assessment services (number and percentage)	Female: 49,570 (59%) Male: 34,380 (41%) Another gender: 10 (0%) Not stated: 10 (0%) **Total: 83,980**	iCARE	Female majority stable; no significant variation observed across available years. The proportion of Language Assessment clients that are female is higher than what we see on average and in some other service lines.
Gender breakdown of Settlement Program clients who received language training services (number and percentage)	Female: 79,905 (65%) Male: 43.280 (35%) Another gender: 15 (0%) Not stated: 5 (0%) **Total: 123,215**	iCARE	Female participation remains predominant; no significant change observed. Approximately two-thirds of language training clients are female, which is higher than what we see for the program overall and some other service lines.
Gender breakdown of Settlement Program clients who received employment-related services (number and percentage)	Female: 42,045 (57%) Male: 32,125 (43%) Another gender: 5 (0%) Not stated: 80 (0%) **Total: 74,260**	iCARE	Female majority persists; reflects balanced but gender-differentiated participation in employment supports. In line with demographics for the program overall, slightly more than half of employment-related service clients were female.

Gender breakdown of Settlement Program clients who received support services, by type (number and percentage)	**Childcare support services:** Female: 13,325 (70%) Male: 5,605 (29%) Not stated: 70 (0%) Total: 19,005 **Disability support services:** Female: 3,545 (57%) Male: 2,675 (43%) Not stated: 20 (0%) **Total: 6,245**	iCARE	Female predominance continues, especially childcare; consistent with gendered caregiving roles. Childcare support service clients are significantly more likely to be female. In the case of disability supports, the ratio of males to females is consistent with that of the Program as a whole.
Percentage of Newcomer Outcomes Survey respondents who reported that they participated in the Canadian labour market	Females: 70% Males: 83% Another gender: 76%	2025 Newcomer Outcomes Survey	Gender gap persists; female participation increased in 2025 relative to 2024 cohort but remains below male levels. Female respondents were less significantly likely to report being employed compared to all other genders.
Percentage of Newcomer Outcomes Survey respondents who reported that they have a sense of belonging to Canada	Females: 81% Males: 83% Another gender: 71%	2025 Newcomer Outcomes Survey	High levels persist; slight decline from earlier cohorts, with minimal gender gap in 2025, but lower level for those identifying as another gender. Sense of belonging to Canada is similar amongst males and females, but lower for those identifying as another gender.
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: 95% Males: 95% Another gender: 100% **French** Females:79% Males: 83% Another gender: 70%	2025 Newcomer Outcomes Survey	High English proficiency maintained; French proficiency lower, with modest gender variation across cohorts. There is gender parity when it relates to using English and French in social situation, however

			there is a significant difference between English and French.

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

In Fall 2025, the department shared results with the sector and engaged stakeholders through governance meetings to identify practical improvements, with strengthening GBA Plus and Equity, Diversity and Inclusion (EDI) emerging as a key priority.

The post-analysis of diversity data from CFP 2024 provided a strong baseline. Among funded organizations, 90% reported equity representation in governance, 97% in leadership, and 98% among frontline staff. Most proposals also integrated equity considerations, with 94% applying GBA Plus, 88% including Indigenous components, and 83% incorporating targeted programming. This data is being used to support ongoing monitoring and inform funding and program decisions.

Supplementary information sources:
Refer to the settlement sector strategy on gender-based violence.

Funded by IRCC under *It's Time: Canada's Strategy to Prevent and Address Gender-based Violence* and continuing through 2025-26, the Gender-based Violence (GBV) Settlement Strategy (ngbv.ca) project is a unique partnership that supports a collaborative, systemic, and strategic approach to addressing GBV for immigrants and refugees.

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 (PR) over an 8-year period to enable analysis of short-, medium-, and longer-term outcomes. Clients are identified if they have accessed at least one settlement service since becoming a permanent resident.

The NOS is a vital tool for understanding the (re)settlement outcomes and overall integration outcomes of all newcomers to Canada yet an intersectional lens in the analysis of the survey enables the department to address the needs of 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.

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;

Distribution of benefits

Distribution	Group
By gender	Broadly gender-balanced
By income level	Somewhat benefits high-income individuals
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 language competency
- Individuals with disabilities, and
- Individuals with lower level of education

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. In 2025, IRCC launched a targeted citizenship information pilot designed to provide easy-to-understand information to newcomers with diverse needs. Of those surveyed in 8 nation-wide sessions in virtual and in-person formats, 86% plan to apply for citizenship after attending information sessions, 92% of participants would recommend sessions to family or friends, and participants' understanding of the benefits and application increased significantly. These sessions are now part of program offerings and will continue to be monitored and adjusted as needed.

Key program impact statistics

Statistic	Observed Results FY 2025–26	Data Source	Comment
New citizens, by gender	**Total: 287,330** Female: 145,825 (50%) Male: 140,975 (49%) Another gender: 45 (0%) Unknown: 485 (0%)	GCMS	Gender distribution remains balanced across years; no significant change observed between 2024-2025 and 2025-2026.

New citizens, by age	0-17: 43,960 (15%) 18-29: 53,425 (19%) 30-65: 181,060 (63%) 66+: 8,885 (3%)	GCMS	Working-age adults remain predominant; age distribution stable with no significant change between 2024-2025 and 2025-2026.
New citizens, by official language	English: 247,780 (86%) French: 36,925 (13%) Unspecified: 2,625 (1%)	GCMS	English predominance persists; no significant variation observed between 2024-2025 and 2025-2026.
New citizens, by top five country of birth	India: 69,200 (24%) Philippines: 25,170 (9%) Nigeria:13,380 (5%) United States of America: 9,505 (3%) France: 8,945 (3%) All Other Countries: 161,130 (56%)	GCMS	India and the Philippines remain dominant source countries.

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

Through the Indigenous Participants Program, which aims to build meaningful relationships between newcomers, Indigenous Peoples and other Canadians at citizenship ceremonies, IRCC has increased representation of Indigenous participants at citizenship ceremonies and continues to reach out to diverse Indigenous communities.

Supplementary information sources:
N/A

GBA Plus data collection plan
IRCC will continue to collect and monitor demographic information from its Global Case Management System (GCMS), client survey data, Statistics Canada and the Longitudinal Immigration Database (IMDB) 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:

Canadian citizens and non-Canadians eligible for Canadian passport or travel document services

Distribution of benefits

Distribution	Group
By gender	Broadly gender balanced

By age group	No apparent differential impacts based on age

Specific demographic group(s) to be monitored

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

Key program impacts on gender and diversity

There has been a notable increase in the number of passports issued to people with the gender X identifier from last year, for both adults (from 860 in 2024-25 to 2,025 in 2025-26) and children (from 105 in 2024-25 to 745 in 2025-26), suggesting growing awareness of non-binary gender identifiers. This will be important to monitor in subsequent years given the shifting political discourse regarding gender globally.

Key program impact statistics

Statistic	Observed Results FY 2025–26	Data Source	Comment
Passports issued to adults by sex	**Total: 3,438,035** Male: 1,674,635 (49%) Female: 1,761,375 (51%) Gender X: 2,025 (.05%)	Integrated Retrieval Information System (IRIS) and GCMS	Gender distribution remains balanced across years; no significant change observed between 2024 and 2025.
Passports issued to children by sex (age 16 and under)	**Total: 708,975** Male: 361,585 (51%) Female: 346,640 (49%) Gender X: 745 (0.1%)	IRIS and GCMS	Gender distribution remains balanced across years; no significant change observed between 2024 and 2025.
Passports issued by age	**Total: 4,147,010** 0-17: 786,230 (19%) 18-29: 438,305 (11%) 30-65: 2,167,030 (52%) 66+: 753,165 (18%) Unspecified: 2,280	IRIS and GCMS	30–65 remains predominant; age distribution stable, with notable shares of youth and seniors and no significant change from 2024 to 2025.

Additional disaggregated data is available on the Open Government Portal.

Other key program impacts

A GBA Plus was done for IRCC's off-cycle funding request for fiscal year 2025-26. The funding, as well as the additional revenue stemming from the regulatory amendment within the proposal will help sustain operations and therefore will benefit all Canadian citizens.

A GBA Plus was done for the proposed amendment to the Passport and Other Travel Document Services Fees Regulations to repeal the fee adjustment formulas. While the Passport Program is required by law to amend its fees by way of inflation, any exposure to fee increases could

negatively impact clients with low incomes, elderly clients, those with fixed incomes, those with large families and multiple children, students and youth, refugees, and vulnerable Canadian consular clients.

A GBA Plus was done for the proposed Remission Order to settle the debt owed by past applicants for the non-application of Passport Program fee increases as per the fee adjustment formulas. The proposed Remission Order will settle the debt, ensuring no past applicants are required to pay additional fees for past services.

Supplementary information sources:
N/A

GBA Plus data collection plan

The department collects data for the Passport Program based on gender (including the “X” gender identifier), address in Canada, date of birth, place of birth, and age. This data supports the department to undertake GBA Plus analysis on the Passport Program and to support efforts to improve policy outcomes for people who experience greater barriers to accessing services. As we expand digital service delivery, IRCC will continue to assess the impacts on specific populations to support ongoing accessibility.

Response to parliamentary committees and external audits

Response to parliamentary committee

There were no recommendations for Immigration, Refugees and Citizenship Canada.

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 - International Student Program Reforms

The objective of the audit was to determine whether Immigration, Refugees and Citizenship Canada (IRCC) was effectively implementing reforms to the International Student Program. The audit concentrated on post-secondary international students, who were the focus of the department's reforms. The audit therefore excluded applications to primary and secondary schools.

The audit resulted in six recommendations. IRCC was encouraged to refine how it sets provincial study permit allocations, strengthen fraud detection and follow-up, and tighten risk controls for study permit extensions. The recommendations also call for accurately identifying students with expired status and sharing that information with the Canada Border Services Agency (CBSA), as well as setting clear goals and indicators to measure the impact of diversification initiatives.

The department fully agreed with five recommendations. The department reiterated that its provincial study-permit allocations already account for population and approval-rate differences, and it is working with provinces to help them use their available spaces more effectively. The department will strengthen program integrity by centralizing follow-up on suspected fraud cases, ensuring alerts are consistently added to files where misrepresentation is found, and applying enhanced risk assessments, to study permit extension applications. IRCC will also give the CBSA an annual list of individuals whose permits have expired without obtaining a new immigration status, supporting better oversight across the system.

The department partially agreed with the recommendation to set goals and indicators to track outcomes when implementing diversification initiatives. The department emphasized that the International Student Program is country-agnostic, with student selection driven by learning institutions rather than government-set regional targets, though the department monitors regional volumes to support diversification efforts. Ending the Student Direct Stream and launching initiatives like the Francophone Minority Community Student Pilot are intended to reduce reliance on a few source countries and broaden representation, with early signs of diversification and clear indicators in place to track progress.

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

There were no audits requiring a response in 2025–26.