

Department	Section	Comment	Rationale
WAGE-01	<b>Acronyms and Abbreviations</b> pg. 3 and throughout the report	Replace “GBA+” with GBA Plus.	GBA Plus is the proper and most up-to-date acronym for Gender-Based Analysis Plus.
WAGE-02	<b>4.6.1 Demographic Profile, Minority and Vulnerable Groups</b> pg. 142	Consider the following addition of text (in red) after "The TOR require the Committee to "consider the intersection of sex and gender with other identity factors and make recommendations on the manner in which future impact assessments should consider and address these factors". <b>It is recommended that the Committee considers the intersection of sex and gender with other identity factors, and how identity factors simultaenously interact with one another and interact with contextual and systemic factors (e.g., health, economic, social, historical contexts).</b>	Intersectionality, as an analytic framework, requires the consideration of how a person's identity (for example, sex, gender, age, ethnicity, class, religion, sexual orientation, ability) combine to create particular forms of discrimination and privilege AND the consideriation of the historical, social, and political context and the systems of discrimination that create and sustain inequalities, barriers of opportunity, and access for various population groups.

<p>WAGE-03</p>	<p><b>5.7.1 Employment and Economy</b> pg. 198</p>	<p>Section <b>5.7.1 Employment and Economy</b> forecasts that "focusing early on supply chain preparedness and labour availability and training can help promote the local capture of benefits." (pg. 198) If OSW commits to hire locally, it is important to apply GBA Plus at every stage of the project, including the forecasting of the project impact on the local employment and economic opportunities.</p> <p>Section <b>4.6.1 Demographic Profile</b> (pgs. 139-144) offer some useful demographic profile of the region, although there are some data gaps (e.g. the Mi'kmaq and intersectional analysis of the inter-provincial and international migrants who were the largest contributors to the population burst in the region since 2021). However, there is no discussion on how this data will be used to address and assess the labour preparedness and local capture of benefits in section 5.7.1, and there is no mention of application of GBA Plus. Consider adding the following (in red) to 5.7.1 Employment and Economy: "Once OSW project development details are understood, these issues can be better assessed and addressed. <b>GBA Plus will be applied to capture local work force and economic opportunities. OSW project will utilize, analyze, and monitor the demographic profile of the region and ensure effective interpretation of project impact on diverse groups of population.</b>"</p>	<p>When GBA Plus is applied to employment and economy considerations the Proponent can better address local and community employment, educational, and culturally-specific needs.</p> <p>For example, workplace policies can be developed to reflect concerns for flexible work schedules to accommodate cultural needs, and for cultural sensitivity and anti-racism training. There is further guidance on GBA Plus and Employment provided by IAAC in Table 1: What Difference Does GBA Plus Make? <a href="https://www.canada.ca/en/impact-assessment-agency/services/policy-guidance/practitioners-guide-impact-assessment-act/gender-based-analysis.html">https://www.canada.ca/en/impact-assessment-agency/services/policy-guidance/practitioners-guide-impact-assessment-act/gender-based-analysis.html</a></p>
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WAGE-04	<b>9.2.2 Health Issues</b> pgs. 309-310	<p>While gender-based violence (GBV) is discussed in section <b>5.7.4 Inequities and Barriers to Disadvantaged Groups</b>(pgs. 199-201) and is identified as one of the categories to be studied in <b>Section 10.2, T2-7</b> (pg. 330), it is not addressed in <b>9.2.2 Health Issues</b> (pgs. 309-310).</p> <p>Consider including the project's studies on GBV in section 9.2.2.</p>	<p>GBV has been deemed a public health issue by the World Health Organization.</p> <p>As the Project report acknowledges the linkage between Canadian resource development projects and GBV (pgs. 200-201), this can be included also in 9.2.2 Health Issues.</p> <p>Suggestion: Acknowledge and include GBV under 9.2.6 Health Issues: Housing and Other Services (pg. 311) as there is already acknowledgement of the potential increase in demand for medical and social infrastructure as a result of the Project and movement of non-local workers into the area.</p>
WAGE-05	<b>10.2 Theme 2: Socio-economic Feasibility and Consequences, T2-7</b> pg. 330	<p>Consider adding the following (in red) : "Not only are the data pertaining to the GBA Plus problems fragmented, but there is no single source responsible for its collection. <b>It is important to include qualitative and quantitative data, as well as Indigenous Knowledges and non-Western knowledges, and to consult multiple source and engage with groups and communities to fill in these gaps.</b>"</p>	<p>It is important to use diverse data sources, including community level analysis, to address data gaps.</p> <p>To support GBA Plus application to develop baseline data and conditions to monitor and evaluate results.</p>