

On November 30, 2016, Finance officials appeared before the Standing Senate Committee on Human Rights as part of the committee's study of *Gender Based Analysis in the making of federal policy and legislation*. Committee members raised the issue of unpaid labour and more specifically asked whether the department has looked at this issue, and particularly when undertaking gender-based analysis.

Response :

*When developing policies, such as personal income tax measures, there is unfortunately no specific information or data on unpaid work that is directly observable in order to undertake an analysis. However, where relevant and appropriate, we assess the impact of proposals on different family types such as one-earner families and two-earner families in our general analysis.*

*When providing advice on policy or program proposals developed by other departments or agencies, we review the results of the gender-based analysis these departments and agencies have completed. In recent years, we have come across a few proposals where unpaid work issues were identified. For example, measures such as amendments to the Canada Labour Code to enhance protections to interns, regardless of pay, in the federal jurisdiction, as well as the extension of Employment Insurance compassionate care benefits from six to 26 weeks were found to have implications for women's unpaid work, given that a large portion of unpaid interns and caregivers are women. These findings were reflected in the gender-based analyses submitted by the responsible departments and were used to inform our analyses.*