

# Gender-based analysis plus

## General information

<b>Governance structures</b>	<p>Implementation of the Gender-based analysis plus (GBA+) framework is underway with work continuing into 2020-21.</p> <p>To date, the Administrative Tribunals Support Service of Canada (ATSSC) completed a GBA+ Needs Assessment and an Action Plan to help outline the actions for implementing the GBA+ framework. In addition, a Responsibility Centre, Focal Point, and GBA+ Champion were identified and a GBA+ Focus Group was convened. Foundational human resources (HR) services – staffing, classification, compensation, labour relations, and performance management – have also been established. The HR function has now reached a state of maturity allowing an assessment of the workplace and workforce.</p>
<b>Human resources</b>	<p>The following resources are dedicated to the implementation of GBA+ at the ATSSC:</p> <ul style="list-style-type: none"><li>• A portion of two Full Time Equivalents (FTE) in Planning as the GBA+ Responsibility Centre to lead, support, and monitor the implementation of the GBA+ framework.</li><li>• A portion of one FTE in Human Resources as the GBA+ Focal Point to developing and delivering training resources.</li><li>• A GBA+ Champion representative from the Executive cadre to support the implementation and application of GBA+, and raise awareness through key commitments and messages.</li><li>• A newly established GBA+ Focus Group with seven representatives from across the ATSSC. The group will meet quarterly to discuss an array of GBA+ issues, practices and initiatives that pertain to the ATSSC.</li></ul>
<b>Planned initiatives</b>	<p>In 2020-21, implementation of the remaining GBA+ framework elements will continue. GBA+ training as well as tailored tools and resources will be made available to employees across the organization. An internal policy and statement will be developed to convey the organization's commitment to GBA+. A pilot initiative will be identified to help assess the application of the organization's GBA+ framework.</p> <p>Moreover, GBA+ analysis will be incorporated into planning exercises and indicators will be developed to monitor progress against the implementation of the GBA+ framework.</p>
<b>Reporting capacity and data</b>	<p>The ATSSC's reporting capacity will be developed as initiatives are identified. Progress against GBA+ related work will be monitored and assessed against successful implementation of activities and identified indicators.</p>