

Gender-based analysis plus (GBA+)

Governance structures	<p>Not Applicable.</p> <p>Explanation:</p> <p>In 2018-19, preliminary work was initiated on a GBA+ needs assessment to better understand GBA+ requirements and determine how they will be successfully implemented in ATSSC's operations. All elements of the GBA+ framework are expected to be implemented by the end of the 2019-20 fiscal year.</p>
Human resources	<p>Not Applicable.</p> <p>Explanation:</p> <p>The ATSSC did not undertake substantial work on GBA+ during the 2018-19 fiscal year. From a Human Resources perspective, the ATSSC completed the implementation of foundational HR services – Staffing, Classification, Compensation, Labour Relations and Performance Management. With the completion of its workforce survey, the organization is now poised to assess how employees experience the workplace. GBA + will be incorporated in the Employment Equity plan, and the effort will be absorbed within our existing staff complement.</p>
Major initiatives: results achieved	<p>Not Applicable.</p> <p>Explanation:</p> <p>As the organization identifies GBA + focal points over the next fiscal year, it will develop measures to successfully implement GBA + considerations in ATSSC operations. This will also include the development of performance metrics as initiatives are identified.</p>
Reporting capacity and data	<p>Not Applicable.</p>