

Gender-based analysis plus

Section 1: Institutional GBA Plus Capacity

In 2020-21, the ATSSC began work to create a GBA Plus working group that will seek to develop a policy statement, pilot initiative, and will serve as a consultative board on all matters related to GBA Plus. This group will be supported by the ATSSC's GBA Plus Champion who will continue to support the implementation and application of GBA Plus and raise awareness through key commitments and messages.

Several of the ATSSC's tribunal secretariats implemented GBA Plus related infrastructure measures and developed internal tools and procedures designed to promote diversity and openness.

Mandatory diversity training was also made available to all internal services and secretariat staff with a goal to have it completed by the end of the 2020 calendar year.

Section 2: Gender and Diversity Impacts, by Program

Core Responsibility: Support services and facilities to federal administrative tribunals and its members

Program Name: Registry Services and Internal Services

Target Population: ATSSC staff

Other:

Highlights of GBA Plus Results by Program	
Registry Services	<ul style="list-style-type: none">In 2020-21, several of the tribunals, supported by the ATSSC, began removing gender-specific titles in internal documents, correspondence forms destined for the public and other templates in order to make interactions with clients more inclusive.
Internal Services	<ul style="list-style-type: none">Mandatory diversity training was made available to all ATSSC staff.A HR resource was assigned to GBA Plus work.

GBA Plus Data Collection Plan:

In 2020-21, the ATSSC undertook the tasking of the GBA Plus Survey to its internal services and tribunal secretariats as commissioned by Women and Gender Equality (WAGE). Tribunal secretariats as well as all internal service directorates provided input for this survey. The collected information was submitted to WAGE for further analysis. The ATSSC will apply the guidelines and benchmarks that will become applicable across the federal public service in the years to come as a result of this survey’s findings.

In 2020-21, The ATSSC continued to complete GBA Plus analyses as part of Treasury Board submissions so as to evaluate the potential impacts of programs and projects it sought to expand on with respect to gender and diversity.

Section 3: Program Links to Gender Results Framework

Core Responsibility: Support services and facilities to federal administrative tribunals and its members

Program name	Education and Skills Development	Economic Participation and Prosperity	Leadership and Democratic Participation	Gender-based Violence and Access to Justice	Poverty Reduction, Health and Well-Being	Gender Equality around the World
Registry Services				☒		
Internal Services				☒		

Section 4: Program Links to Quality of Life Framework

Core Responsibility: Support services and facilities to federal administrative tribunals and its members

	Prosperity	Health	Environment	Society	Good Governance
Registry Services				☒	☒
Internal Services				☒	☒

Definitions

Target Population : See Finance Canada definition of Target Group in the following document: [User Instructions for the GBA Plus Departmental Summary – Budget 2020 - Canada.ca](#)

Gender Scale:

- First group: Predominantly men (e.g. 80 per cent or more men)
- Second group: 60 per cent - 79 per cent men
- Third group: Broadly gender-balanced
- Forth group: 60 per cent - 79 per cent women
- Fifth group: Predominantly women (e.g. 80 per cent or more women)

Income Level Scale:

- First group: Strongly benefits low income individuals (Strongly progressive)
- Second group: Somewhat benefits low income individuals (Somewhat progressive)
- Third group: No significant distributional impacts
- Forth group: Somewhat benefits high income individuals (Somewhat regressive)
- Fifth group: Strongly benefits high income individuals (Strongly regressive)

Age Group Scale :

- First group: Primarily benefits youth, children and/or future generations
- Second group: No significant inter-generational impacts or impacts generation between youth and seniors
- Third group: Primarily benefits seniors or the baby boom generation

Gender Results Framework Pillars: see definitions at the following page: [Gender Results Framework - Women and Gender Equality Canada](#)

Quality of Life Domains: See definitions in [Annex-5-eng.pdf \(budget.gc.ca\)](#)