

# Gender-based analysis plus

## General information

<b>Governance structures</b>	<p>Over the past four years, the ATSSC has implemented foundational HR services – staffing, classification, compensation, labour relations and performance management. The HR function has now reached a state of maturity allowing an assessment of the workplace and workforce. At this stage, focus has been given to collecting and analyzing data, including those of the GBA+. The results of the analysis will inform decisions with respect to the governance structure.</p> <p>GBA+ implementation will be considered as opportunities and initiatives are identified. The ATSSC will look to implement any required actions stemming from a GBA+ needs analysis.</p>
<b>Human resources</b>	<ul style="list-style-type: none"><li>• 0.1 FTEs (PE-05 equivalent) will be dedicated to analysis of GBA+ data (focal point)</li><li>• 0.1 FTEs (AS-03 equivalent) will be dedicated to the implementation of GBA+ within the organization (responsibility centre)</li></ul>
<b>Planned initiatives</b>	<p>Human Resources will assess various data sets pertaining to the ATSSC workplace and workforce including:</p> <ul style="list-style-type: none"><li>• Employment Equity</li><li>• Recruitment</li><li>• Promotions</li><li>• Performance Assessments</li></ul> <p>When data is available, focus will be given to the GBA+ groups.</p> <p>As GBA+ focal points are identified, implementation of GBA+ work within the organization will be regularly monitored.</p>