



Generic Report on Gender Neutral Testing

geneus-project.eu

Welcome to GENEUS Newsletter #4

What is GENEUS about?

GENEUS - Gender Neutral Tools and Tests for selection processes is a 2-year project co-funded by the Erasmus+ Programme – KA2: Strategic Partnership | VET. It involves 6 partners in 5 different countries: Austria, Bulgaria, Italy, Portugal and Spain.

The GeNeus project aims at the development, promotion and mainstreaming of a Set of Matrices of Gender-Neutral Testing.

The lifecycle of the project will include different phases which aim at improving recruitment and evaluation processes in the labour market and professional education, focusing on gender equality in performance and aptitude testing.

Objectives:

1. To get an overview of the reality, demands and gaps of the selection processes in different environments
2. To assess and analyse these processes, with a gender-neutral perspective
3. To produce and deliver useful and free materials guaranteeing a gender-neutral approach in testing candidates.

Results:

- **Generic report on national testing processes:** information on how SMEs, Public Administration and Post-Secondary Professional Education deal with selection processes and testing system in Austria, Bulgaria, Italy, Portugal and Spain.
- **Set of Gender Neutral Selection Tools and Test:** based on best practices and needs assessed, development of new forms of Testing that will improve recruitment and evaluation processes.
- **Guide on Implementation of Selection Tools and Test:** information on how to concretely integrate new testing methods in different areas of the labour market.
- **Sets of Application of Gender Neutral Testing for SMEs, Public Administration and Post-Secondary Professional Education.**

What's new on the project?

The Set of Application of Gender Neutral Selection Tools and Test for SMEs is ready!

In the context of the GeNeus project, several gender-neutral tools and tests have been developed, to be used in the recruitment and selection phase in different areas – such as SMEs, Public Administrations and Post-secondary Professional Education. The main tools developed are:

- A Job Analysis Template;
- A General Competencies for Employment Questionnaire;
- Problem-solving Exercises;
- An Interview Template;
- An Evaluation Checklist of the applicant.

How to support HR staff and recruiters of the abovementioned fields? How to ensure that the implementation of these tools could be successful? How to ensure in the best way gender equality in the working sector? In order to do so, the partnership of GeNeus has delivered several documents to facilitate an easy usage of these tools, adapting them according to the peculiarities of each sector.

The current document is a **Guide addressed to consultancies, counselling services, social services, human resources departments, assessment centres, VET providers; decision makers in these organisations**: through 6 chapters, it introduces the set of gender neutral tools and tests developed by the partnership, providing both an overview on SMEs in Europe and the importance of the use of gender-neutral tools in the recruitment and selection phase in the working context. The Guide is a crucial document to support SMEs in implementing the selection process avoiding gender bias, focusing the usage of these gender-neutral tools on the working profile and competences needed by the SMEs context. Finally, it will help SMEs to understand how to implement in the best way the developed set, explaining how to use them through a case study and the recommendations by experts on the field.

Download the Set of Application of Gender Neutral Selection Tools and Test for SMEs at the following link: geneus-project.eu/results/

What's next?

Further Set of tools have been developed. Specifically:

- Set of Application of Gender Neutral Testing for Public Administration
- Set of Application of Gender Neutral Testing for Post-Secondary Professional Education

Please, go at the following section of the website if you are furthermore interested: geneus-project.eu/results/

Partnership:

- Coordinator: [Frauen im Brennpunkt](#) / Austria
- [Inova+](#) / Portugal
- [Instituto Politecnico of Porto](#) / Portugal
- [Bimec](#) / Bulgaria
- [Centro per lo sviluppo creativo "Danilo Dolci"](#) / Italy
- [Servicio Regional de Empleo y Formación de la Región de Murcia](#) / Spain

Check the latest news of the project on our webpage!

geneus-project.eu