



Generic Report on Gender Neutral Testing

geneus-project.eu

Welcome to GENEUS Newsletter #5

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 Public Administration 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 guarantee in the best way gender equality in the working context? 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 decision makers in public employment centres or related services, consultancies and counselling services**: this output is structured in 5 main chapters, through which the reader is made aware not only about the specific tools to be used, but also how to integrate these in the context of the Public Administration, highlighting the good practices identified during the project implementation and applicable to this sector. Together with the suggestions on the implementation of the gender-neutral tools, the document gives space to a decalogue addressed to the PA sector on gender neutral in guidance, recruitment and selection process to avoid gender biases, especially Public Administrations, within their function as institutions that must ensure equality and non-discrimination. Finally, recommendations and validation on the tools are provided by experience experts, thus allowing the successful usage of the proposed toolkit.

Download the Set of Application of Gender Neutral Selection Tools and Test for Public Administration 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 SMEs
- 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!

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