



Generic Report on Gender Neutral Testing

[geneus-project.eu](http://geneus-project.eu)

**Welcome to GENEUS Newsletter #6**

## 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 Sets of Application of Gender-Neutral Testing for Post-Secondary Professional Education 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 Sets of Application of Gender-Neutral Testing for Post-Secondary Professional Education is addressed to decision makers in job orientation centres regarding study choice at high school and university level, post-secondary education institutes, institutions doing testings for educational orientation and related decision makers. The Guide will present an overview on Post-Secondary Professional Education in Europe, focusing on the sector in each partner country. Moreover, it will introduce guidelines on how to use the GeNeus Tools for Post-Secondary Education and Training Organizations, explaining how to use each of them in the working context. Finally, recommendations and suggestions provided by experts on the field will support the readers for an effective implementation of the tools.

It is possible to download the document at the following link: [geneus-project.eu/results/](http://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 Public Administrations

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