

Improving Gender Competence in Business and Higher Education



The GenCo Project – The Toolkit for more E-Quality











What we offer

- Website with project information and general information and consultancy on issues of gender equality.
- State of the Art Report:
 Gender Equality in six European countries
- E-Toolkit of good practices on gender equality policies and practices at work places.
- National Network Meetings for exchange of experience for persons, responsible for personnel development





















Results

Most important fields of activities

- Organizational culture
- Reconciliation of work/career and family responsibilities
- Career and professional development



The five most important issues for business respondents:

- Flexible working time schemes for staff members
- Equal opportunity as part of the ogranisation's corporate identity
- Equal Pay for Equal Work
- Gender-specific staff data
- Cooperation between men/women at the workplace









Examples in Numbers

Total: 78 good practices

Size: 10 small

19 medium

49 large

Business: 45 good practice examples

Higher Education/

research: 32 good practice examples









Piloting the E-Toolkit and GenCo Website

Feedback: 50 HR-manager and experts from 9 European countries!



Piloting Session Greece



Piloting Session UK

Structure of the six piloting workshops

- Content
- Layout
- Possibility to transfer the practice examples
- Relevance of the topics



Piloting Session Germany



Piloting Session Lithuania

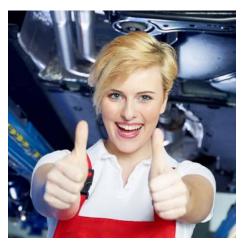


Piloting Session Austria



Piloting Session Czech Republic





The E-Toolkit is Ready!

- **78 Good Practice Examples**
 - **5 Languages**
 - 9 European Countries













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Choose your language	Toolkit
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National Network Meetings	self-learning instru inspire, and motiva
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Lifelong Learning Programme	Any
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op a European toolkit with concrete, practical examples of gender equality measures, implemented in organisations across Europe. It is conceived as an innovative ument that describes examples and change processes in detail, in order to assist, ate decision makers to improve gender quality in their own organisation.

New selection

Search

Business Production Business Service Production Higher Education Non University Research Institutions Others	☐ Career and professional development ☐ Recruitment and the filling of vacancies ☐ Reconciliation of work/career and family responsibilities (work-life-balance) ☐ Senior Management commitment and organisational
All Sectors	gender equality policies Management and assessment tools in organisational development
Any 🔻	 □ Organisational culture □ Research and design □ Teaching and education
	-

Areas of activity

Search

New selection

Keyword search

- Awareness raising
- Female academics
- Career development
- Childcare / dependant care
- Dual career couples
- Diversity management
- Equal pay
- Women in science and technology / STEM 🗖
- Flexible working arrangements
- Maternity / parental leave

Operator

- OR II
- AND &

Search by keywords

New selection

Mentoring

Networking

Recruiting

Sexual harassment

Skills development

Staff survey

Women in leadership

Management commitment

Gender in research

The Project Toolkit National Network Meeting State of the Art Report Conference Forum Links FAQ





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Internal Project Platform

Toolkit

AT-01 Lived equality of opportunities @ Bioenergy 2020+

Organisations type:	Non University Research Institutions
Organisations size:	Small business (less 50 staff members)
Action fields:	Reconciliation of work/career and family responsibilities (work- life-balance) Organisational culture
Keywords:	Flexible working arrangements, Maternity / parental leave, Management commitment .
	Contacts: Wilhelm Moser, family officer, wilhelm.moser@bioenergy2020.eu, www.bioenergy2020.eu

Short description of the measure

To realise mixed-gender workteams as far as possible, equality of opportunity is actively lived in a small research-intensive business: extremely flexible working conditions are offered, fathers are encouraged to invest time in their families, and two family officers have been appointed.

In-depth description of the measure

Information about the organisation

Bioenergy2020+ was founded in 2003. The enterprise is engaged in research and development in the field of biomass energy. There are currently 40 employees at the Wieselburg location, 40 % of whom are women; around a third of managerial positions are held by women.



Work Life Balance Kaunas, 25th May 2012 **Sharing Good Practices in Gender Equality**

Prague, 12th June 2012

Gaining senior management commitment to gender equality in HEI's York, 27th June 2012





Gender Equality Café for HR Professionals Athens, 3rd July 2012

Six National Network
Meetings in Six different
Countries







From a paradigm of attendance to a result-orientated corporate-culture

Vienna, 5th June 2012

Paths to Gender-Equality in Research Organisations and Universities

Berlin, 22nd May 2012



Feedback from Participants

"This meeting was excellent."

DE participant

"I am currently returning after parental leave and these meetings bring me energy for further activities supporting equality in my company" CZ participant

"We will use the GenCo case studies to help us implement new gender equality practices"

UK attendee.

"GenCo fits our strategy, 100%" GR participant.

"I expected formal presenting and was surprised how organisers were able to involve all participants to discussions, and present topics in such interesting ways. I got a lot of useful information." LT participant



The Team

Partners, Experts, Advisory Board











Now it's up to you!! Do not miss out !!







