



The GenCo Project – The Toolkit for more E-Quality



- **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



The Selection Process

First Step: Online-Survey



- **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 organisation's corporate identity
- Equal Pay for Equal Work
- Gender-specific staff data
- Cooperation between men/women at the workplace

- **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!

Structure of the six piloting workshops

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



**Piloting Session
Greece**



Piloting Session UK



**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**



... for more Gender Equality



Choose your language



✦ The Project

✦ Toolkit

✦ National Network Meetings

✦ State of the Art Report

✦ Conference

✦ Forum

✦ Links

✦ FAQ

✦ Terms of use



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Home

Toolkit

Forum

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Toolkit

GenCo has developed a European toolkit with concrete, practical examples of gender equality measures, which have been implemented in organisations across Europe. It is conceived as an innovative self-learning instrument that describes examples and change processes in detail, in order to assist, inspire, and motivate decision makers to improve gender quality in their own organisation.

Search toolkit

Sector

- ☐ Business Production
- ☐ Business Service Production
- ☐ Higher Education
- ☐ Non University Research Institutions
- ☐ Others
- ☐ All Sectors

Areas of activity

- ☐ 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 gender equality policies
- ☐ Management and assessment tools in organisational development
- ☐ Organisational culture
- ☐ Research and design
- ☐ Teaching and education

Size

Any

Search

New selection

Search

New selection

Keyword search

- | | |
|---|--|
| <input type="checkbox"/> Awareness raising | <input type="checkbox"/> Mentoring |
| <input type="checkbox"/> Female academics | <input type="checkbox"/> Networking |
| <input type="checkbox"/> Career development | <input type="checkbox"/> Recruiting |
| <input type="checkbox"/> Childcare / dependant care | <input type="checkbox"/> Sexual harassment |
| <input type="checkbox"/> Dual career couples | <input type="checkbox"/> Skills development |
| <input type="checkbox"/> Diversity management | <input type="checkbox"/> Staff survey |
| <input type="checkbox"/> Equal pay | <input type="checkbox"/> Women in leadership |
| <input type="checkbox"/> Women in science and technology / STEM | <input type="checkbox"/> Management commitment |
| <input type="checkbox"/> Flexible working arrangements | <input type="checkbox"/> Gender in research |
| <input type="checkbox"/> Maternity / parental leave | |

Operator

- ☒ OR ||
- ☐ AND &

Search by keywords

New selection

- ✦ The Project
- ✦ Toolkit
- ✦ National Network Meetings
- ✦ State of the Art Report
- ✦ Conference
- ✦ Forum
- ✦ Links
- ✦ FAQ
- ✦ Terms of use




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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



