The GenCo Project –
The Toolkit for more E-Quality

gender-competence.eu
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 workplaces.

- **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
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!

Structure of the six piloting workshops

- Content
- Layout
- Possibility to transfer the practice examples
- Relevance of the topics
- …
The E-Toolkit is Ready!

78 Good Practice Examples
5 Languages
9 European Countries
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 equality 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

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
- Mentoring
- Networking
- Recruiting
- Sexual harassment
- Skills development
- Staff survey
- Women in leadership
- Management commitment
- Gender in research

Operator
- OR ||
- AND &
# Toolkit

## AT-01 Lived equality of opportunities @ Bioenergy 2020+

<table>
<thead>
<tr>
<th>Organisations type:</th>
<th>Non University Research Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organisations size:</td>
<td>Small business (less 50 staff members)</td>
</tr>
<tr>
<td>Action fields:</td>
<td>Reconciliation of work/career and family responsibilities (work-life-balance)</td>
</tr>
<tr>
<td></td>
<td>Organisational culture</td>
</tr>
<tr>
<td>Keywords:</td>
<td>Flexible working arrangements, Maternity / parental leave, Management commitment</td>
</tr>
</tbody>
</table>

**Bioenergy2020+**

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**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  
Kaunus, 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
“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

Learn from the Best – International Conference of the GenCo Project
Greece 13.09.2012, Maresa Feldmann
Now it's up to you!! Do not miss out!!

gender-competence.eu