

## GENder COmpetence in Business and Research

gender-competence.eu

### Main project outcomes include:

- A gender equality good practices e-Toolkit
- A review on current state of gender equality practices around Europe
- National HR managers' network meetings on gender equality policies implementation

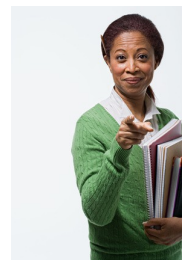
Many businesses and higher education institutions are becoming aware that gender equality is a key strategic issue in tackling growing competition for qualified staff members, and in building the conditions for future economic success. However, they often lack the information and skills necessary to implement sustainable improvements in gender equality within their own organisations.

GenCo will develop a European toolbox with practical examples of gender equality measures that can be implemented within organisations. The toolbox is conceived as an innovative self learning instrument, which details change processes and provides concrete examples to motivate decision makers to improve gender

quality in their own organisation. National network meetings on gender equality topics will provide the opportunity for HR managers to exchange experiences.

The GenCo partners are, in the main, institutions which award organisations for good practice in gender equality. Based on their awarding activities, they have a large pool of interventions that create good practice in gender equality. They can therefore demonstrate effective ways for HR Managers to implement these measures in their own organisations.

This expertise will be made available to HR managers in a focused and user-friendly way.



### GenCo advisory board:

**Anita Sares**, Commission for Equality in Labour and Employment (CITE), Equality is Quality, Portugal

**Anne-Marie Theisen**, ACORD international s.a., Luxembourg

**Claire Pickerden**, CP Associates, UK

**Zita Küng**, european network gender mainstreaming — ewiv, Austria

**Véronique Goy Veenhuys**, Equal Salary, Switzerland

**Valter Fissamper**: Chair of the board of the National Centre for Vocational Orientation in Athens, Greece



## State of the Art Review:

The state of the art review (currently under development) will summarize the state of “equality between male and female” in the workplace in each member country. Which gender equality laws are in place, which measures or activities practiced in industry and academia can offer organisations incentives to promote greater gender equality? What defines the current state of the art in gender equality at work: with regard to equal salaries, women in management, support for work-life balance, etc.? **The State Of The Art Review will be available by June 2011.**

## Online-Survey:

An online-survey is already running with decision makers in industry and academia, representing organizations that have shown actively in the past their commitment in promoting gender equality. They will be asked to specify what kind of information on gender equality issues is difficult for them to obtain and which information would be helpful to support the improvement of gender equality in organisations. The results will be used for developing helpful information and tools for HR managers. **The Survey Results will be carried out in March 2011 and results will be available by June 2011.**

## e-Toolkit:

This is the central outcome of the project! GenCo intends to develop a European e-toolbox with concrete, practical examples of gender equality measures, which have been implemented in organisations across Europe, focusing on examples from the six participating countries. It is conceived as an innovative self-learning instrument that will describe examples and change processes in detail, in order to assist, inspire, and motivate decision makers to improve gender quality in their own organisation. **The Toolkit will be available at the beginning of 2012.**

## National Network Meetings:

Networking and exchange of personal experiences in gender equality measures implementation is also one of the main project’s targets. One national network meeting will be conducted in each of the six project member countries. Depending on each member’s preferred topics and strengths, each will focus on one of 6 different areas of activity in relation to gender equality implementation in the workplace (e.g. equal salaries and work-life balance, etc.). Meetings will include input from each project member as well as group discussions. **The national network meetings will be held at the beginning of 2012.** If you are interested in participating in one of them, please contact the partner organisation in your country or the coordinator of the project.

## Project Partners:

- TU Dortmund, Sozialforschungsstelle Dortmund (sfs), Germany (Project Leader)
- TU Berlin, Institute for Tool Manufacture and Industrial Manufacturing, Department of Gender and Diversity in Organisation, Germany
- ALBA Graduate Business School, Greece
- Gender Studies, Czech Republic
- ÖGUT – The Austrian Society for Environment and Technology, Austria
- The UKRC – The UK Resource Centre for Women in SET, UK
- SIF – Social Innovation Fund, Lithuania

