



GENDER NEUTRAL TESTING AS AN IMPORTANT TOOL FOR SOCIAL ECONOMY ORGANISATIONS

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HR Management in SEO

- Very high rates of female employment - above 70% (Campos Franco, 2015; Parente, 2014)
- Women are mainly allocated to technical and operational activities, being ultimately underrepresented in statutory boards and as such excluded from deliberation and strategic decision (Parente & Martinho, 2017)
- Lack of practices on HR management (Parente, 2014; Pynes, 2009; Akingbola, 2006)
- In Portugal, responsibility for HR management is mostly from the board of directors, followed by a technician with leadership roles; the existence of a specialist is rare (Parente, 2014)
- Labour-intensive services → high level of relational skills and resilience

Focus of HR Management in SEO

- Analysis and job description
- Training needs and diagnosis
- Work meetings and interpersonal communication
- Integration and reception of new workers
- Recruitment and selection

HR practices, are not, in many cases, formalized

GeNeus - Gender Neutral Tools for Selection Processes

- Funded by the European Commission, started in September 2017, in the field of reducing gender inequalities in selection evaluations
- Main goal: to deliver a gender neutral set of selection tools that facilitate equal access to education and the labour market

<http://geneus-project.eu>

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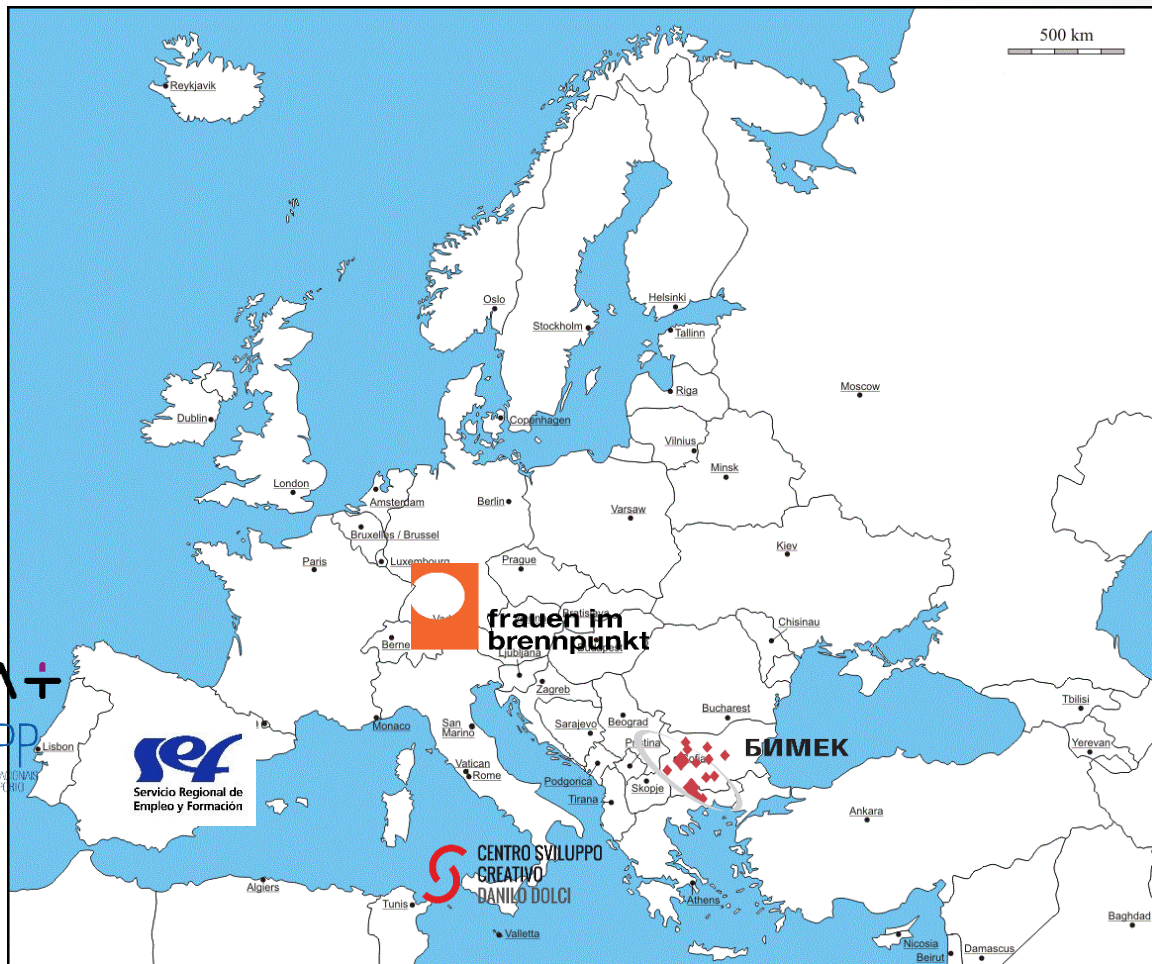
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Reducing the drop out




*Improving their succeeding rate in
testings*



*Contributing to equal educational and
professional opportunities for men
and women*

Methodology and main findings



COUNTRY	NUMBER OF ENTITIES INTERVIEWED
AUSTRIA	11
BULGARIA	10
ITALY	9
PORTUGAL	12
SPAIN	17
TOTAL	59

1st main finding: tools used in selection processes

- Many organisations perform poorly the selection processes, using mainly interviews, but not structured, enabling all kinds of judgmental distortions such as gender prejudice
- The interview is the most common tool used during the selection processes in all countries and all different kind of organisations

2nd main finding: skills evaluated

- All interviewed recruiters evaluate both hard and soft skills
- Importance of social and emotional intelligence, ability in interpersonal relationships and teamwork, general attitude, customer orientation and responsibility

3rd main finding: regulation for using tests

- In most of the partner countries, intelligence and personality tests can only be conducted, or at least interpreted, by accredited psychologists
- The use of standardised tests is limited either by availability, high prices or the necessity of an interpretation by a psychologist

1. Skills to assess

- Sources: Results of IO1 + European Reference Framework of Key Competences for Lifelong Learning (European Commission, 2018)
- **Macro-competencies:** “Sense of Initiative and Entrepreneurship” and “Social and civic competences”

2. Sub-dimensions of each skill

- **Sense of Initiative and Entrepreneurship:** i) Initiative/proactivity; (ii) organisation; (iii); Problem solving
- **Social and civic competences:** Social interaction

3. Evaluation of each competence

- Analysis exercise: Problem Solving
- Test (20 questions) Initiative/proactivity; (ii) organisation; (iii); Social interaction

4. Pre-validation of the set

- Application/ pre-test
- Aim: test the viability of the tool, namely if they understood the questions and the time of response.

Methodology: Gender Neutral Selection Test And Analysis Exercises

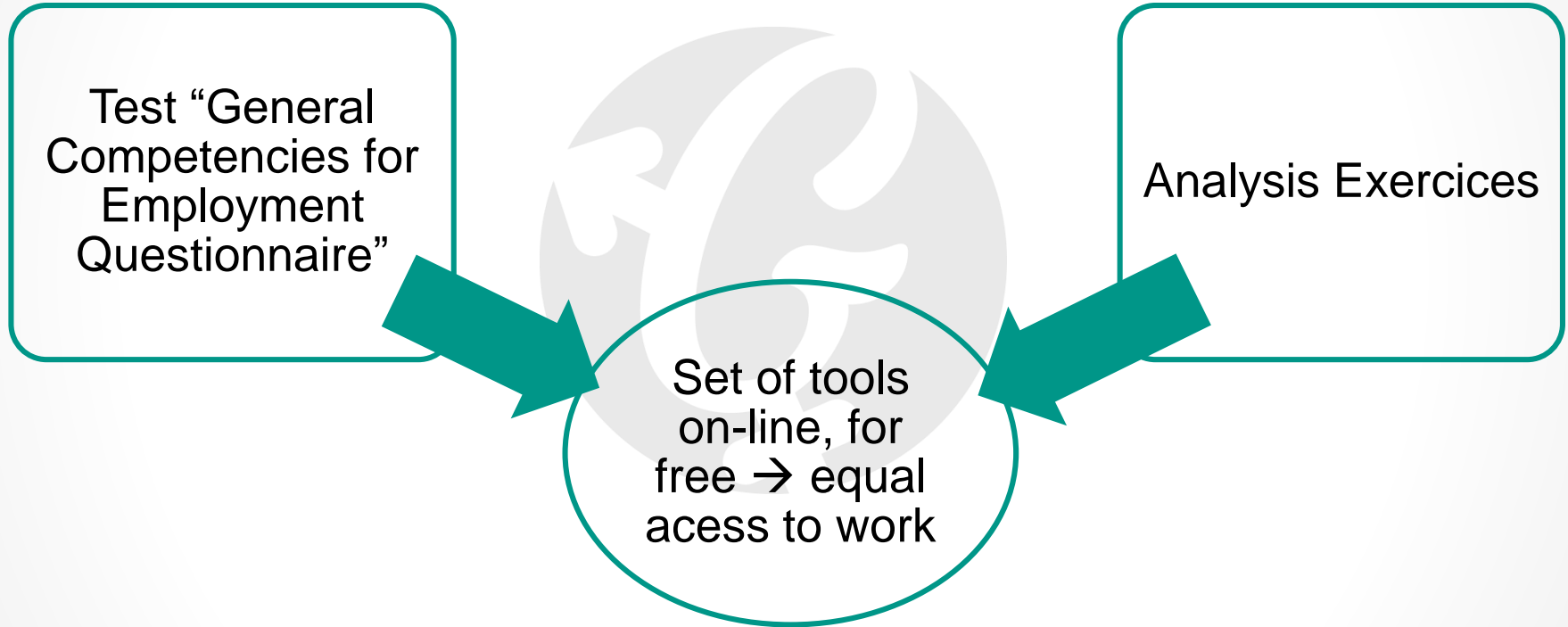
Methodology: Gender Neutral Selection Test

And Analysis Exercises

- Sample of 1097
- Statistical tests to guarantee reliability and gender neutrality
- Results for each country



Tools for gender-neutral selection processes



<http://geneus-project.eu>



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