GENERA Fields of Action

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Field of Action	Subfield of Action	Examples
Structural Integration ** **of Gender Equality	Policies	* Gender Equality Plan * mission statement for gender equality
	Monitoring	* regular evaluation of policies/gender * employee surveys/statistics
	Sustainability	* long-term planning * continuation of efforts when specific goals are reached
	Composition & Integration	* sex-equal composition of all bodies (boards, teams, committees, …) * introducing gender quotas
Engaging Leadership	Leadership Accountability	* leadership accountability * gender competence among managers/leaders
	Stakeholder Engagement	* external stakeholders' engagement * employee awareness and engagement
Flexibility, ** **Time & Work Life	Work-Life Balance	* reasonable working-hours, flexitime * compensation policies that promote WLB
	Care & Family Life	* child/elder-care availability and funding, parental leave * flexible and family-friendly working hours models
Presence & Visibility	Recruitment	* career and life planning * trainee programmes for potential female leaders
	Retention & Attrition	* gender-specific rates of loss from the academic career path (leaky pipeline) * equal pay gap
	Advancement	* women's representation in promotion pools * promotion policies and practices
	Visibility	* role models/representation * gender-sensitive language
Gender-inclusive/ Gender-sensitive Organizational Culture	Gender Awareness & Bias	* gender stereotypes and implicit bias training (for the management level as well as for employees)
	Non-discrimination	* policy of overall non-discrimination * equal treatment of part-time work * equal access to resources (e.g. funding, lab space, equipment)
	Deconstructing Excellence	* transparency of selection and promotion criteria * pressure (quantity/quality)

Gender Dimension in Research and Education	Knowledge	* inclusion of gender studies in all curricula
	Research	* inclusion of gender dimension in research
	Funding	* inclusion of gender-related selection criteria * transparency of funding criteria

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