

# The GENERA PAM Tool



## Task

- Find indicators to specify targets and to monitor change

## T<sub>1</sub>

- Address gender imbalances in decision making processes

## T<sub>2</sub>

- Establish a gender fair selection process

## T<sub>3</sub>

- Gender-fair and transparent selection criteria

The following indicators can be relevant to find out where your institution stands regarding the gender-fairness and transparency of selection criteria.

Indicator	Value	Description & Use	Source
Promotion/tenure criteria are transparent	Yes/No		JR <sup>1)</sup>
Information on the selection criteria is available for the candidates	Yes/No % of recruitment processes for which information on criteria is available		JR <sup>2)</sup>
Decision makers are informed about the selection criteria	Yes/No		JR <sup>3)</sup>



Please click on the activities associated with your task and study the suggested measures and indicators.

1) , 2) , 3)

Indicators defined or further developed by JOANNEUM RESEARCH

From:

<https://www.genera-network.eu/> - Gender Equality Network in Physics in the European Research Area

Permanent link:

[https://www.genera-network.eu/pam:i\\_target2\\_2\\_2](https://www.genera-network.eu/pam:i_target2_2_2)

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