The GENERA PAM Tool

– Find indicators to specify targets and to monitor change

– Address gender imbalances in decision making processes

– Establish a gender fair selection process

– 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[1]
Information on the selection criteria is available for the candidates	Yes/No % of recruitment processes for which information on criteria is available		JR[2]
Decision makers are informed about the selection criteria	Yes/No		JR[3]

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