

The GENERA PAM Tool



Task

- Find indicators to specify targets and to monitor change

T₁

- Address gender imbalances in decision making processes

T₂

- Establish a gender fair selection process

T₃

- 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

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