

# 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 procedures

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

Indicator	Value	Description & Use	Source
The vacancy announcement includes the job profile, skills and competencies required, and eligibility criteria	Yes/No % of announcements that include the criteria		ERABASE <sup>1)</sup>
A minimum time period between vacancy publication and deadline for application is defined	Yes/No		ERABASE <sup>2)</sup>
Information on the selection process is available for the candidates	Yes/No % of processes for which information is available		ERABASE <sup>3)</sup>
Applicants have the right to receive feedback on the results of the selection	Yes/No		ERABASE <sup>4)</sup>
Selection panels are set up	Yes/No		ERABASE <sup>5)</sup>
The selection panels include national and international external members	Yes/No		ERABASE <sup>6)</sup>
Gender sensitive appointment procedures are in place	Yes/No		ERABASE <sup>7)</sup>
Existence of training programs in open, transparent and merit-based recruitment of researchers for everyone involved in the process	Yes/No		OTM-R <sup>8)</sup>

Indicator	Value	Description & Use	Source
Staff trained in open, transparent and merit-based recruitment of researchers	Number by sex Proportion of people trained (%) by sex	Proportion of people trained: staff trained / all staff involved in the recruitment of researchers	OTM-R <sup>9)</sup>
Complaints of candidates	Number of complaints	Statistics on complaints	OTM-R <sup>10)</sup>



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

1) 2) 3) 4) 5) 6) 7)

Dinges, M.; Bouttier, R.; Schiffbaenker, H.; Holzinger, F.; Van der Giessen, A.; Lehenkari, J.; Deschryvere, M.; Kuitinen, H.; Rammer, Ch. (2014). Analysis of the state of play of the European Research Area in Member States and Associated Countries: focus on priority areas. Final Report [https://www.joanneum.at/fileadmin/user\\_upload/imported/uploads/tx\\_publicationlibrary/analysis\\_of\\_the\\_state\\_of\\_play\\_of\\_era\\_vf20140826.pdf](https://www.joanneum.at/fileadmin/user_upload/imported/uploads/tx_publicationlibrary/analysis_of_the_state_of_play_of_era_vf20140826.pdf)

8) 9) 10)

European Union (2015). Open, Transparent and Merit-based Recruitment of Researchers – OTM-R Checklist for Institutions. EURAXESS – Researchers in Motion [https://cdn5.euraxess.org/sites/default/files/policy\\_library/otm-r-checklist.pdf](https://cdn5.euraxess.org/sites/default/files/policy_library/otm-r-checklist.pdf)

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

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