The GENERA PAM Tool

PAM

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 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[1)]
A minimum time period between vacancy publication and deadline for application is defined	Yes/No		ERABASE[2)]
Information on the selection process is available for the candidates	Yes/No % of processes for which information is available		ERABASE[3)]
Applicants have the right to receive feedback on the results of the selection	Yes/No		ERABASE[4)]
Selection panels are set up	Yes/No		ERABASE[5)]
The selection panels include national and international external members	Yes/No		ERABASE[6)]
Gender sensitive appointment procedures are in place	Yes/No		ERABASE[7)]
Existence of training programs in open, transparent and merit-based recruitment of researchers for everyone involved in the process	Yes/No		OTM-R[8)]

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[9)]
Complaints of candidates	Number of complaints	Statistics on complaints	OTM-R[10)]



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.; Kuittinen, 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

[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

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