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The GENERA PAM Tool

PAM



- Find measures to improve on Gender equality in your institution



- Address gender imbalances in decision making processes



- Gender equality in decision making bodies and positions

More women in decision making bodies

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Positive action / quota	 Quota for women in decision making bodies Compensate female professors for the increased workload due to participation in official bodies of the university 	 Quota introduced (yes/no) Compensation available (yes/no) 	Men and women in leadership positions Composition of boards or committees Proportion of women on boards - members and leaders Share of women and men in decision-making bodies
Monitoring	Monitoring and reporting of the female proportion in all bodies	 Regular monitoring and reporting in place (yes/no) Reports publicly available (yes/no) 	

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

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