

# The GENERA PAM Tool




- 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	<ul style="list-style-type: none"> <li>Quota for women in decision making bodies</li> <li>Compensate female professors for the increased workload due to participation in official bodies of the university</li> </ul>	<ul style="list-style-type: none"> <li>Quota introduced (yes/no)</li> <li>Compensation available (yes/no)</li> </ul>	<ul style="list-style-type: none"> <li>Men and women in leadership positions</li> <li>Composition of boards or committees</li> <li>Proportion of women on boards - members and leaders</li> <li>Share of women and men in decision-making bodies</li> </ul>
Monitoring	<ul style="list-style-type: none"> <li>Monitoring and reporting of the female proportion in all bodies</li> </ul>	<ul style="list-style-type: none"> <li>Regular monitoring and reporting in place (yes/no)</li> <li>Reports publicly available (yes/no)</li> </ul>	



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

From:

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

Permanent link:

[http://www.genera-network.eu/pam:m\\_target2\\_1](http://www.genera-network.eu/pam:m_target2_1)

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