

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	<ul style="list-style-type: none"> • Quota for women in decision making bodies • Compensate female professors for the increased workload due to participation in official bodies of the university 	<ul style="list-style-type: none"> • Quota introduced (yes/no) • Compensation available (yes/no) 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Monitoring and reporting of the female proportion in all bodies 	<ul style="list-style-type: none"> • 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.

From:

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Permanent link:

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