

The GENERA PAM Tool



Task

- Find measures to improve on Gender equality in your institution

T₁

- Address gender imbalances in decision making processes

T₂

- 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:

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

Permanent link:

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