

# The GENERA PAM Tool




- Find measures to improve on Gender equality in your institution



- Address gender imbalances in decision making processes



- Establish a gender fair selection process



- Gender-fair and transparent selection criteria

Where do you want to become active?

Gender-fair and transparent selection criteria

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Reflection on excellence/improve the gender fairness of assessment indicators	<ul style="list-style-type: none"> <li>• Install a working group to analyze results of selection procedures</li> <li>• Events to create more visibility for excellent female physicists</li> </ul>	<ul style="list-style-type: none"> <li>• Results and recommendations of the working group exist (yes/no)</li> <li>• # of events to create visibility for excellent female physicists</li> <li>• # of visitors of events, by sex</li> </ul>	<ul style="list-style-type: none"> <li>• Promotion/tenure criteria are transparent</li> <li>• Information on the selection criteria is available for the candidates</li> <li>• Decision makers are informed about the selection criteria</li> </ul>
Transparent selection criteria	<ul style="list-style-type: none"> <li>• Have a list of well-defined criteria</li> <li>• Mobility rules</li> <li>• Have a formalized way of applying criteria, e.g. evaluation sheets</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluation sheets are used (yes/no)</li> <li>• A list of criteria is available (yes/no)</li> <li>• All decision makers have the list of criteria (yes/no)</li> <li>• Mobility rules exist (yes/no)</li> </ul>	



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:

[https://www.genera-network.eu/pam:m\\_target2\\_2\\_2](https://www.genera-network.eu/pam:m_target2_2_2)

Last update: **2019/10/17 07:34**

