The GENERA PAM Tool

PAM

Task – Find measures to improve on Gender equality in your institution

T1 – Address gender imbalances in decision making processes

T2 – Establish a gender fair selection process

T3 – 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	• Install a working group to analyze results of selection procedures • Events to create more visibility for excellent female physicists	• Results and recommendations of the working group exist (yes/no) • # of events to create visibility for excellent female physicists • # of visitors of events, by sex	• Promotion/tenure criteria are transparent • Information on the selection criteria is available for the candidates • Decision makers are informed about the selection criteria
Transparent selection criteria	• Have a list of well-defined criteria • Mobility rules • Have a formalized way of applying criteria, e.g. evaluation sheets	• Evaluation sheets are used (yes/no) • A list of criteria is available (yes/no) • All decision makers have the list of criteria (yes/no) • Mobility rules exist (yes/no)	

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

and indicators.

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