

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">• Install a working group to analyze results of selection procedures• Events to create more visibility for excellent female physicists	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Have a list of well-defined criteria• Mobility rules• Have a formalized way of applying criteria, e.g. evaluation sheets	<ul style="list-style-type: none">• 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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