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The GENERA PAM Tool

PAM



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

Permanent link:

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