

The GENERA PAM Tool

The logo consists of a purple rounded square containing the letters 'PAM' in a bold, white, sans-serif font.

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 procedures

Where do you want to become active?

Gender-fair and transparent selection procedures

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Reflection on selection procedures	<ul style="list-style-type: none"> Meetings to reflect on selection procedures 	<ul style="list-style-type: none"> Reports/notes from reflection meetings (yes/no) 	<ul style="list-style-type: none"> The vacancy announcement includes the job profile, skills and competencies required, and eligibility criteria A minimum time period between vacancy publication and deadline for application is defined Information on the selection process is available for the candidates Applicants have the right to receive feedback on the results of the selection Selection panels are set up The selection panels include national and international external members Gender sensitive appointment procedures are in place Existence of training programs in open, transparent and merit-based recruitment of researchers for everyone involved in the process Staff trained in open, transparent and merit-based recruitment of researchers Complaints of candidates
Having transparent rules and procedures	<ul style="list-style-type: none"> Rules and procedures are formalized in a written form and communicated 	<ul style="list-style-type: none"> Rules and procedures are formalized in a written form and communicated (yes/no) 	
Regular reporting of selection committees / commissions	<ul style="list-style-type: none"> Reporting duty formally in place 	<ul style="list-style-type: none"> Reporting duty formally in place (yes/no) 	
Policies of outside hiring		<ul style="list-style-type: none"> Policies of outside hiring (yes/no) 	
Monitoring of hiring processes	<ul style="list-style-type: none"> Monitoring the gender distribution at all stages in the recruitment process 	<ul style="list-style-type: none"> Monitoring in place (yes/no) Yearly reports available (yes/no) 	

Positive action / target numbers

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Target numbers for female candidates	<ul style="list-style-type: none"> Set a minimum quota for female candidates 	<ul style="list-style-type: none"> Target numbers / proportions for female candidates are set (yes/no) % of female candidates 	<ul style="list-style-type: none"> The vacancy announcement includes the job profile, skills and competencies required, and eligibility criteria A minimum time period between vacancy publication and deadline for application is defined Information on the selection process is available for the candidates Applicants have the right to receive feedback on the results of the selection Selection panels are set up The selection panels include national and international external members Gender sensitive appointment procedures are in place Existence of training programs in open, transparent and merit-based recruitment of researchers for everyone involved in the process Staff trained in open, transparent and merit-based recruitment of researchers Complaints of candidates
Preferring women in case of equal qualification (= Positive action)	<ul style="list-style-type: none"> Policy to prefer women in case of equal qualification 	<ul style="list-style-type: none"> Policy in place (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:

https://www.genera-network.eu/pam:m_target2_2_3

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