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The GENERA PAM Tool

PAM



- Find measures to improve on Gender equality in your institution



- Further targets & measures



- Raising awareness for gender equality

Where do you want to become active?

Raising awareness for gender equality

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Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to
			measure changes

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Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Trainings, Workshops and Seminars	Trainings on gender equality Gender Stereotypes and implicit bias trainings Gender Mainstreaming workshops and seminars Workshops to raise gender awareness Gender in Physics Workshop	 # of trainings / workshops / seminars # people trained # of participants, by sex % of all staff / management team / commission members trained Have leaders received gender equality training? [GENDER-NET] Yes, all leaders have received gender equality training Yes, some leaders have received gender equality training No, no leaders have received gender equality training Do not know If some or all leaders have received gender equality training, please rate in your view the efficacy of the training in increasing leaders' commitment to addressing gender equality issues in your institution [GENDER-NET]: Very effective Somewhat effective Neither effective nor ineffective Ineffective Very ineffective Ury ineffective Do not know 	Gender Equality-dedicated administrative staff Leadership involvement, commitment and competence

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Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Increasing the gender awareness of HR, recruitment, management	 Gender awareness trainings Unconscious bias tests trainings Meetings with decision makings to create awareness and commitment 	 # trainings held # people trained # of people tested # of meetings held # of decision makers committed to gender equality 	
Visibility of women's contribution to science	Brochure presenting profiles of female researchers, students or colleagues who have made outstanding contributions Creating role models	Brochure with profiles exists and has been distributed (yes/no)	

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

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Permanent link:

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