

# The GENERA PAM Tool



## Task

- Find indicators to specify targets and to monitor change

## T<sub>1</sub>

- Removing barriers to the recruitment and career progression of female researchers

## T<sub>2</sub>

- Equal opportunities for career progression for male and female researchers

## T<sub>3</sub>

→ select third level target

**If your institution wants to provide equal opportunities for career progression for male and female researchers, you could focus on one or more of the following sub-targets:**

## T

- Supporting the retention & career progress of female researchers

## T

- Supporting the reconciliation between work and private life / care responsibilities

**INDICATORS** The following indicators can be relevant to find out if male and female researchers have equal opportunities for career progression in your institution.

Indicators	Value	Description & Use	Source
Men and women in leadership positions (see also ERA target 2)	Number by sex Proportion (%) by sex	Please choose those levels of decision making / leadership that exist in your institution and fill in the number of men and women holding those positions.  Examples for leadership positions: • Rector and Vice-Rectors, Heads of Institution • Senate Members • Heads of Departments, Deans • Heads of Institutes • Heads of Research groups	EFFORTI D.3.3 <sup>1)</sup> , JR <sup>2)</sup>

Indicators	Value	Description & Use	Source
Age at first appointment on professorship, by sex	Average age of men at first appointment Average age of women at first appointment		FESTA <sup>3)</sup>
Status of professorship (short-term / long-term contract), by sex	Men with short-term contract Men with long-term contract Women with short-term contract Women with long-term contract		FESTA <sup>4)</sup>
Number of tenured/tenure-track/non-tenured faculty	Number by sex	<p>The indicator can only be used in organizations which offer an institutionalized career path as the tenure track.</p> <p>This indicator shows the distribution of men and women in tenure track and not in tenure track positions. An equal distribution is intended. An underrepresentation of women in the tenure-track-group may indicate a lack of career support for women and therefore a gender bias.</p> <p>If the numbers are analyzed on department level, departments with no women, token women, or no/low numbers of women full professors can be identified. It is possible to identify changes in positive or negative directions over time.</p>	EFFORTI D3.3 <sup>5)</sup>

Indicators	Value	Description & Use	Source
<p>Probability of men and women to reach a top position (Glass Ceiling Index)</p>		<p>The Glass Ceiling Index (GCI) measures the relative chance of women, as compared with men, of reaching a top position.</p> <p>The GCI can take any value from 0 to infinity. A GCI of 1 indicates equal chances of men and women being promoted. A score less than 1 means that women are over-represented at the grade A level, whereas a GCI of more than 1 indicates an under-representation of women at grade A level positions. In other words, a GCI above 1 indicates a glass ceiling effect. The higher the value, the stronger the glass ceiling effect and the more difficult it is for women to move into a higher academic position.</p> <p>Calculation of the GCI:                      a) For HEIs: The index compares the proportion of women in academia (grades A, B, and C) with the proportion of women in top academic positions (grade A positions; equivalent to full professors in most countries) in a given year.                      b) For non-university research organizations: <math>GCI = \% \text{ of women in grade A, B and C positions} / \% \text{ of women in grade A positions}</math></p> <p>Grade A, B and C positions are defined according to the definition in the She Figures (She Figures 2015, p. 192):                      “A: The single highest grade/post at which research is normally conducted within the institutional or corporate system;                      B: Should include all researchers working in positions which are not as senior as the top position (A) but definitely more senior than the newly qualified PhD holders (C); i.e.: below A and above C;                      C: The first grade/post into which a newly qualified PhD graduate would normally be recruited within the institutional or corporate system;”</p>	<p>She Figures <sup>6)</sup></p>



--- For which third level target do you want to find indicators?

1) 5)

Kalpazidou Schmidt, Evanthia; Bühler, Susanne; Schraudner, Martina; Reidl, Sybille; Müller, Jörg; Palmen, Rachel; Haase, Sanne; Graversen, Ebbe Krogh; Holzinger, Florian; Striebing, Clemens; Groó, Dora; Klein, Saskia; Rigler, Dorottya; Høg Utoft, Ea. (2017). EFFORTI – Deliverable 3.3. A Conceptual Evaluation Framework for Promoting Gender Equality in Research and Innovation. A synthesis report <https://efforti.eu/sites/default/files/2018-03/EFFORTI%20D3.3%20FINAL%2027032018.pdf>

2) Indicators defined or further developed by JOANNEUM RESEARCH

3) 4)

FESTA – Female Empowerment in Science and Technology Academia: FESTA Toolkit WP3.2. Towards Raising Organizational Awareness [http://eige.europa.eu/sites/default/files/festa\\_toolkit\\_towards\\_raising\\_organizational\\_awareness.pdf](http://eige.europa.eu/sites/default/files/festa_toolkit_towards_raising_organizational_awareness.pdf)

6) European Commission (2016). She figures 2015. Gender in Research and Innovation. Statistics and Indicators. [https://ec.europa.eu/research/swafs/pdf/pub\\_gender\\_equality/she\\_figures\\_2015-final.pdf](https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf)

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