The GENERA PAM Tool

Task – Find indicators to specify targets and to monitor change

T1 – Removing barriers to the recruitment and career progression of female researchers

T2 – Equal opportunities for career progression for male and female researchers

T3 → 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[1], JR[2]

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[3]
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[4]
Number of tenured/tenure-track/non-tenured faculty	Number by sex	The indicator can only be used in organizations which offer an institutionalized career path as the tenure track. 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. 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.	EFFORTI D3.3[5]

Indicators	Value	Description & Use	Source
Probability of men and women to reach a top position (Glass Ceiling Index)		The Glass Ceiling Index (GCI) measures the relative chance of women, as compared with men, of reaching a top position. 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. 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: GCI = % of women in grade A, B and C positions / % of women in grade A positions 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;"	She Figures [6]

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

[1], [5]

Kalpazidou Schmidt, Evanthia; Bührer, 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

[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

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