

# The GENERA PAM Tool

PAM



- Find indicators to specify targets and to monitor change



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



- Equal opportunities for career progression for male and female researchers



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

The following indicators can be relevant to find out where your institution stands regarding the support for reconciliation of work and private life / care responsibilities and to formulate targets how to improve reconciliation.

Indicator	Value	Description & Use	
Researchers who have reduced working hours due to care for family members	Number by sex Percentage of m/f worktime reducers of all m/f with kids	The indicator shows the influence of individual lifestyles and its impact on working hours and consequently on career opportunities.	FESTA <sup>1)</sup>
Part-time employment rate of male and female researchers	Proportion (%) of female researchers with part-time employment Proportion (%) of male researchers with part-time employment	<p>% f = # of part-time employed female researchers / total number of employed female researchers</p> <p>% m = # of part-time employed male researchers / total number of employed male researchers</p> <p>The indicator compares the part-time employment rate amongst men researchers and women researchers respectively. It includes researchers at all career stages.</p>	She figures <sup>2)</sup>



Please have a look at the list of relevant indicators and its use.

<sup>1)</sup>

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)  
2)

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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