The GENERA PAM Tool

PAM

Task – Find indicators to specify targets and to monitor change

T1 – Address gender imbalances in decision making processes

T2 – Establish a gender fair selection process

T3 – Composition and gender fairness of selection committees

The following indicators can be relevant to find out where your institution stands regarding the composition and gender fairness of selection committees.

Indicator	Value	Description & Use	Source
Participation of men and women in selection boards/committees	Number by sex Proportion (%) by sex	The indicator shows the share of women and men, hence the representation of both genders in selection boards (also refers to recruitment/promotion boards). It may be useful to break the data down to scientific fields or departments. The indicator can be used to find out if women or men are underrepresented in recruitment or promotion boards. Equal representation is often defined as between 40 and 60 percent of men and women. In fields or organizations with a low share of women it may be challenging to reach an equal gendered composition of boards. An equal participation of men and women in boards does not necessarily lead to a more gender equality-oriented decision making.	EFFORTI D3.3[1)], Science Europe [2)]

Indicator	Value	Description & Use	Source
Share of women and men among heads of selection boards/committees	Proportion (%) by sex	Selection boards also refers to recruitment/promotion boards and committees. If possible broken down by scientific field. The indicator can be used to find out if women or men are underrepresented among heads of recruitment or promotion boards.	Science Europe [3)]
Share of gender-balanced recruitment committees	%	This indicator refers to the share of recruitment committees which are gender-balanced, i.e. reach a threshold of 40% of the under-represented gender. There are two steps to calculate the indicator: 1) Define how many recruitment committees have been set up in your organization/department in the past year. 2) Amongst them, how many committees had at least 40% committee members of the under- represented sex?	MORRI D3.2[4)]
Share of board / committee members who received information or training on unconscious bias	%	This indicator can be used to describe the awareness for gender (in-)equality and unconscious bias among committee members.	JR[5)]



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

1)

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) , 3)

Science Europe (2017). Practical Guide to Improving Gender Equality in Research Organizations http://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf

4)

Ravn, T.; Nielsen, M.W.; Mejlgaard, N. (2015). Metrics and indicators of Responsible Research and Innovation. Monitoring the Evolution and Benefits of Responsible Research and Innovation (MoRRI). Progress report D3.2. http://www.technopolis-group.com/wp-content/uploads/2016/12/2171_D3.2.pdf

5)

Indicators defined or further developed by JOANNEUM RESEARCH

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