

The GENERA PAM Tool


 PAM


- Find indicators to specify targets and to monitor change



- Strengthen the gender dimension in research programmes



- Inclusion of gender in teaching

This target and the following indicators are only relevant for teaching institutions / HEIs.

Indicator	Value	Description & Use	Source
Inclusion of the gender dimension in teaching/curricula	Yes/No	<p>State if in your institution the gender dimension included in teaching/curricula.</p> <p>Indicator is only relevant for institutions with teaching activities.</p>	EFFORTI D3.3 ¹⁾ , ECNGD ²⁾
Courses with gender aspects in the headline of the course announcement in relation to all courses	%	<p>It is assumed that gender mainstreaming in teaching requires gender expertise of scientific teachers. Thus, this indicator can be used to measure the gender competence of teaching staff.</p> <p>The indicator provides information on how many teachers have gender expertise and about the opportunities for students to participate in courses with gender reference in their contents.</p>	FESTA ³⁾
Courses with gender aspects in the announcement description in relation to all courses	%	<p>It is assumed that gender mainstreaming in teaching requires gender expertise of scientific teachers. Thus, this indicator can be used to measure the gender competence of teaching staff.</p> <p>The indicator provides information on how many teachers have gender expertise and about the opportunities for students to participate in courses with gender reference in their contents.</p>	FESTA ⁴⁾

Indicator	Value	Description & Use	Source
Gender specific subjects in Bachelor/Master Curricula by field of science	# and %		IGAR ⁵⁾
Gender cross-cutting subjects in Bachelor/Master Curricula by field of science	# and %		IGAR ⁶⁾
(Post) Graduates that have at least one Gender specific subject by field of science	# and %		IGAR ⁷⁾

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



¹⁾

Kalpazidou Schmidt, Emanthia; 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⁾

ECNGD. (2017): see Reidl, Sybille; Holzinger, Florian; Streicher, Jürgen; Beranek, Sarah; Unger, Maximilian; Hafellner, Silvia (2017): EFFORTI Comparative Background Report. Deliverable D2.3. <https://www.efforti.eu/sites/default/files/2018-03/EFFORTI%20WP2%20Comparative%20Report%20Final.pdf>

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

⁵⁾ ⁶⁾ ⁷⁾

IGAR Tool. Recommendations on Integrating Gender Analysis into Research. GENDER-NET. <http://igar-tool.gender-net.eu/en>

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<https://www.genera-network.eu/> - Gender Equality Network in Physics in the European Research Area



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https://www.genera-network.eu/pam:i_target3_2

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