The GENERA PAM Tool

PAM

Task
– Find indicators to specify targets and to monitor change

T1
– Strengthen the gender dimension in research programmes

T2
– 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	State if in your institution the gender dimension included in teaching/curricula. Indicator is only relevant for institutions with teaching activities.	EFFORTI D3.3[1], ECNGD[2]
Courses with gender aspects in the headline of the course announcement in relation to all courses	%	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. 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.	FESTA[3]
Courses with gender aspects in the announcement description in relation to all courses	%	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. 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.	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 hat 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, 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]
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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