

# The GENERA PAM Tool




- Find indicators to specify targets and to monitor change



- Further targets & measures



- Raising awareness for gender equality

Indicator	Value	Description & Use	Source
Gender Equality-dedicated administrative staff		<p>The indicator measures if and to what extent staff is dedicated to the conception, implementation and/or monitoring of GE measures at the research institution.</p> <p>This indicator needs a context-sensitive benchmark (e.g. the situation in the past or the situation at similar research organisations).</p>	EFFORTI D3.3 <sup>1)</sup> , Athena SWAN <sup>2)</sup>
Leadership involvement, commitment and competence		<p>Please rate your agreement or disagreement with the following statement:</p> <p>Leaders at my institution are committed to addressing institutional gender equality issues</p> <ul style="list-style-type: none"> <li>• Strongly agree</li> <li>• Agree</li> <li>• Somewhat agree</li> <li>• Neither agree or disagree</li> <li>• Somewhat disagree</li> <li>• Disagree</li> <li>• Strongly disagree</li> <li>• Do not know</li> </ul>	GENDER-NET <sup>3)</sup>



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

<sup>1)</sup>

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)

Advancing women's careers in STEMM: evaluating the effectiveness and impact of the Athena SWAN Charter <https://www.ecu.ac.uk/publications/evaluating-athena-swan/>

3)

Loke, Gary; Christoffersen, Ashlee; Dumétier, Vanessa; Toader, Alina (2016). Qualitative indicators on gender equality in research institutions. GENDER-NET Report.

[http://www.gender-net.eu/IMG/pdf/GENDER-NET\\_D4-15\\_Publish\\_first\\_joint\\_monitoring\\_report\\_on\\_gend er\\_equality\\_indicators\\_MENESR\\_ECU\\_.pdf](http://www.gender-net.eu/IMG/pdf/GENDER-NET_D4-15_Publish_first_joint_monitoring_report_on_gender_equality_indicators_MENESR_ECU_.pdf)

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