

The GENERA PAM Tool

The logo consists of the letters 'PAM' in a bold, purple, sans-serif font, centered within a purple square border.

Task

- Find measures to improve on Gender equality in your institution

T₁

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

T₂

- Equal opportunities for career progression for male and female researchers

T₃

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

Where do you want to become active?

Supporting reconciliation

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
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Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Working hours	<ul style="list-style-type: none"> • Reasonable working hours, limited overtime • Holiday and vacation policies • Moving meetings to care hours • Availability and equal treatment of part-time positions • Job sharing 	<ul style="list-style-type: none"> • Overtime is limited (yes/no) • Holiday and vacation policies in place (yes/no) • Meetings are held in care hours (yes/no) • Job sharing is available (yes/no) • Our institution communicates that job sharing is possible (yes/no) [GENDER-NET] • Our institution collects gender disaggregated data on the usage of job sharing (yes/no) [GENDER-NET] • # of researchers sharing a job 	<ul style="list-style-type: none"> • Researchers who have reduced working hours due to care for family members • Part-time employment rate of male and female researchers • Child care options offered/supported

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Providing information	<ul style="list-style-type: none"> Information events Websites to bundle and disseminate relevant information Dissemination of a guide on the work-life balance measures available 	<ul style="list-style-type: none"> # events held # participants, by sex Website created and running (yes/no) Guide exists (yes/no) Guide disseminated to all staff (yes/no) 	
Support for researchers caring for elderly people	<ul style="list-style-type: none"> Agreements with geriatric institutes 	<ul style="list-style-type: none"> Agreements exist (yes/no) 	
Career/Parent-friendly workplaces	<ul style="list-style-type: none"> Establishment of a nursing room “With-Children-Offices” 	<ul style="list-style-type: none"> Nursing room established (yes/no) 	
Facilitating better reconciliation	<ul style="list-style-type: none"> Telework Flexible working-hours Event for employees to discuss work organization and reconciliation 	<ul style="list-style-type: none"> Telework is possible (yes/no) Our institution communicates that teleworking is possible (yes/no) [GENDER-NET] Our institution collects gender disaggregated data on the usage teleworking (yes/no) [GENDER-NET] # and % of researchers practicing telework Flexible working-hours are possible (yes/no) # events held # participants, by sex 	
Working contracts	<ul style="list-style-type: none"> Individually drafted contract agreements Contracts take major life events into account (e.g. childbirth) 	<ul style="list-style-type: none"> Contract agreements can be individually drafted (yes/no) Contracts take major life events into account (yes/no) [EFFORTI D3.3¹] 	
Provision of childcare	<ul style="list-style-type: none"> Childcare during school vacations Align crèche vacations to university vacations Childcare facilities More posts at the state day care Availability of childcare during work-related events (e.g. conferences, workshops) 	<ul style="list-style-type: none"> Childcare is available during vacations (yes/no) Aligned vacations (yes/no) Childcare facilities are available on campus (yes/no) # of post available Ratio posts : needed posts Childcare is offered during work- related events (yes/no) 	
Financial support for childcare	<ul style="list-style-type: none"> Support grants for researchers with care responsibilities Mobility allowance Funding support for childcare in emergencies 	<ul style="list-style-type: none"> Support grants are available (yes/no) Mobility allowance available (yes/no) # of people using the reimbursement / support grants, by sex 	
Parental leave & management of career breaks	<ul style="list-style-type: none"> Parental leave cover/replacement Active management of career breaks “Father quota” for parental leaves Individual work time models to combine parental leave with occupational activity Career reintegration programmes for women coming back after pregnancy (e.g. relief from teaching and/or administrative duties) Personnel talk before maternity/parental leave (Exit talks) [FESTA²] Personnel talk after maternity/parental leave (Re-entry talks) [FESTA³] Sabbatical leave 	<ul style="list-style-type: none"> Our institution collects gender disaggregated data on the usage of leave (maternity, paternity, adoption, parental/family, sabbatical) (yes/no) [GENDER-NET] Parental leave cover is offered (yes/no) Researchers using the leave cover, by sex “Father quota” for parental leaves exists (yes/no) Individual work time models are offered (yes/no) Researchers using individual work time models, by sex Exit / Re-entry talks are practiced (yes/no) [FESTA⁴] % of researchers in maternity/parental leave that had an exit talk % of researchers coming back from maternity/parental leave that had a re-entry talk Sabbatical leave is possible (yes/no) Our institution communicates that sabbatical is possible (yes/no) [GENDER-NET] Measures to support return (after leave) (yes/no) Our institution communicates measures to support return (yes/no) [GENDER-NET] Our institution collects gender disaggregated data on the usage of measures to support return (yes/no) [GENDER-NET] 	



Please click on the activities associated with your task and study the suggested measures

and indicators.

1)

Kalpazidou Schmidt, Evanthia; Bühner, Susanne; Schraudner, Martina; Reidl, Sybille; Müller, Jörg; Palmen, Rachel; Haase, Sanne; Graverson, 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) , 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

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