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The GENERA PAM Tool

PAM



- Find measures to improve on Gender equality in your institution



- Strengthen the gender dimension in research programmes



- Inclusion of gender in research

Inclusion of gender in research

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Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Online platforms	Online platform for gender in science	Online platform established (yes/no)# of visitors on the platform	Percentage of research projects including gender analysis/gender dimensions in the content of research Percentage of staff/researchers who have received training on integration of gender analysis into research (IGAR) Inclusion of the gender dimension in research programmes Recruitment/Promotion criteria for academics includes scoring on IGAR expertise
Trainings	Trainings for research staff on gender issues and gender analysis methods	# of trainings# of participants, by sex	
Policies	Policies fostering trainings on gender in research	• Policies fostering trainings for research staff on gender issues and gender analysis (yes/no) [ERABASE- Indicators]	
Dedicated budget for gender-related projects and/or studies	 Programmes Calls Boni	• Dedicated budget for gender- related projects and/or studies (e.g. programmes, calls, boni) (yes/no) [ERABASE]	
Spreading information on best practices	Informing employees about best practice examples (e.g. websites with best practice examples)	Information on best practice examples is available for employees (yes/no)	
Research projects with specific gender equality actions	Potential gender equality actions: design and implementation of an equal opportunity policy; set targets to achieve a gender balance in the workforce; actions to improve work-life balance	 # of projects with specific gender equality actions % of projects with specific gender equality actions Assessment of the gender action types as effective / non effective 	

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

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Permanent link:

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