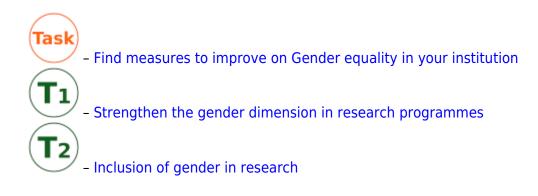
## **The GENERA PAM Tool**



Inclusion of gender in research

PAM

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	<ul> <li>Online platform established (yes/no)</li> <li># of visitors on the platform</li> </ul>	<ul> <li>Percentage of research projects including gender analysis/gender dimensions in the content of research</li> <li>Percentage of staff/researchers who have received training on integration of gender analysis into research (IGAR)</li> <li>Inclusion of the gender dimension in research programmes</li> <li>Recruitment/Promotion criteria for academics includes scoring on IGAR expertise</li> </ul>
Trainings	<ul> <li>Trainings for research staff on gender issues and gender analysis methods</li> </ul>	<ul> <li># of trainings</li> <li># of participants, by sex</li> </ul>	
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	<ul> <li>Informing employees about best practice examples (e.g. websites with best practice examples)</li> </ul>	<ul> <li>Information on best practice examples is available for employees (yes/no)</li> </ul>	
Research projects with specific gender equality actions	<ul> <li>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</li> </ul>	<ul> <li># of projects with specific gender equality actions</li> <li>% of projects with specific gender equality actions</li> <li>Assessment of the gender action types as effective / non effective</li> </ul>	



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



Permanent link: https://www.genera-network.eu/pam:m\_target3\_1

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