

The GENERA PAM Tool



- 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

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Online platforms	<ul style="list-style-type: none"> • Online platform for gender in science 	<ul style="list-style-type: none"> • Online platform established (yes/no) • # of visitors on the platform 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Trainings for research staff on gender issues and gender analysis methods 	<ul style="list-style-type: none"> • # of trainings • # of participants, by sex 	
Policies	<ul style="list-style-type: none"> • Policies fostering trainings on gender in research 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Programmes • Calls • Boni 	<ul style="list-style-type: none"> • Dedicated budget for gender-related projects and/or studies (e.g. programmes, calls, boni) (yes/no) [ERABASE] 	
Spreading information on best practices	<ul style="list-style-type: none"> • Informing employees about best practice examples (e.g. websites with best practice examples) 	<ul style="list-style-type: none"> • Information on best practice examples is available for employees (yes/no) 	
Research projects with specific gender equality actions	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • # 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.

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

Permanent link: https://www.genera-network.eu/pam:m_target3_1

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