

# The GENERA PAM Tool



## Task

- Find measures to improve on Gender equality in your institution

## T<sub>1</sub>

- Strengthen the gender dimension in research programmes

## T<sub>2</sub>

- Inclusion of gender in teaching

Where do you want to become active?

Inclusion of gender in teaching

<b>Potential activities</b>	<b>Examples for measures <sup>1)</sup></b>	<b>Indicators related to the activity</b>	<b>Indicators related to the target = Indicators to measure changes</b>
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Potential activities	Examples for measures <sup>1)</sup>	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Inclusion of gender studies in the curriculum <sup>2)</sup>	<ul style="list-style-type: none"> <li>• Gender specific modules/subjects</li> <li>• Cross-cutting gender into the rest of the modules/subjects in the degree (e.g. including gender-sensitive theories, methods, readings, questions, activities)</li> <li>• Ensure the participation of gender experts in the committees/groups that design the curricula</li> <li>• Set up a task force on gender mainstreaming in curricula</li> </ul>	<ul style="list-style-type: none"> <li>• Participation of gender experts in the curriculum design process (yes/no)</li> </ul>	<ul style="list-style-type: none"> <li>• Inclusion of the gender dimension in teaching/curricula</li> <li>• Courses with gender aspects in the headline of the course announcement in relation to all courses</li> <li>• Courses with gender aspects in the announcement description in relation to all courses</li> </ul>
Policies promoting the inclusion of gender issues in curricula		<ul style="list-style-type: none"> <li>• Policies promoting the inclusion of gender issues in curricula (yes/no)</li> </ul>	<ul style="list-style-type: none"> <li>• Gender specific subjects in Bachelor/Master Curricula by field of science</li> </ul>
Train and support personnel	<ul style="list-style-type: none"> <li>• Ensure support, ideally through an institute for Gender Studies at the University</li> <li>• Provide training and awareness raising activities and dissemination materials for academics</li> </ul>	<ul style="list-style-type: none"> <li>• # of personnel trained</li> <li>• % of personnel trained</li> <li>• Support available (yes/no)</li> </ul>	<ul style="list-style-type: none"> <li>• Gender cross-cutting subjects in Bachelor/Master Curricula by field of science</li> <li>• (Post) Graduates that had at least one Gender specific subject by field of science</li> </ul>
Awards for students	<ul style="list-style-type: none"> <li>• Reward scheme for students who include in their research the sex/gender analysis as a cross-cutting issue</li> </ul>	<ul style="list-style-type: none"> <li>• # of students awarded</li> </ul>	

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



<sup>1)</sup>

Measures based on GENDER-NET D3.11

<sup>2)</sup>

An example for integrating the contents of women's and gender studies into degree courses can be found in the database developed by the Women's and Gender Research Network NRW:

[http://www.gender-curricula.com/no\\_cache/en/gender-curricula/](http://www.gender-curricula.com/no_cache/en/gender-curricula/)

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\\_2](https://www.genera-network.eu/pam:m_target3_2)

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