

The GENERA PAM Tool

PAMTask

- 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 retention & career progress of female researchers

Where do you want to become active?

Career management and progress

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
Assessment of researchers' performance	<ul style="list-style-type: none"> • Establishment of an evaluation or appraisal mechanism for assessing researchers' professional performance 	<ul style="list-style-type: none"> • Evaluation or appraisal mechanisms for assessing researchers' professional performance exists (yes/no) 	<ul style="list-style-type: none"> • Transparent promotion system in place • Number of submitted tenure applications • Number of awarded tenures • Number of promotion applications • Number of admissions (of promotion applications) • Share of women and men among applicants for promotion • Share of women and men among promoted researchers • Success rate for women and men applicants for promotion • Share of female researchers promoted in a higher category/grade

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
(Gender) Career Management	<ul style="list-style-type: none"> • Career advancement plan for women • Gender career management • Ensure that research staff are aware of career/professional development options • Introduction of a dedicated organizational career development strategy 	<ul style="list-style-type: none"> • Dedicated organizational career development strategy exists (yes/no) • A career advancement plan for women is in place (yes/no) • Staff has been informed about career/professional development options (yes/no) 	
Career monitoring	<ul style="list-style-type: none"> • GE monitoring of the long-run career trajectories (including mobility) 	<ul style="list-style-type: none"> • Career monitoring in place (yes/no) 	
Promotion policies and practices	<ul style="list-style-type: none"> • Possibility of stopping the tenure clock at universities due to parental leave or family leaves • Supervisors encouraging women to take over more responsibility 	<ul style="list-style-type: none"> • Promotion policy in place (yes/no) • Stopping the tenure clock is possible (yes/no) • # of researchers using the possibility to stop the tenure clock, by sex 	
Trainings / seminars	<ul style="list-style-type: none"> • Provide trainings for young female physicists that prepare them for their career • Trainings for re-entering women • Trainee programme for potential female leaders 	<ul style="list-style-type: none"> • # of trainings held • # of participants 	
Coaching	<ul style="list-style-type: none"> • Individual coaching for female post-docs • Individual counselling 	<ul style="list-style-type: none"> • # of coaches • # of coached female post-docs • # of coaching / counselling sessions held 	
Workshops	<ul style="list-style-type: none"> • Soft-Skill workshops • Workshops for developing career plans and goals • Workshops for career and life planning 	<ul style="list-style-type: none"> • # of workshops held • # of participants, by sex 	
Qualification programmes for female scientists	<ul style="list-style-type: none"> • Management programme for female professors and managers (training) • Programmes for interdisciplinary further education and interdisciplinary exchange • Personal and professional development programmes for women 	<ul style="list-style-type: none"> • # of programme participants • programmes are available (yes/no) 	
Career consultation	<ul style="list-style-type: none"> • Individual career consultations 	<ul style="list-style-type: none"> • # of researchers who used the individual career consultation 	
Grants and Fellowships / Funding schemes	<ul style="list-style-type: none"> • Grants for young women researchers for individual career development measures • Post Career Break Fellowship • Fellowships for female post-docs • Programmes that finance positions with resources and staff for a fixed period of time to establish (female) scientists as scientific leaders 	<ul style="list-style-type: none"> • # of awarded grants / fellowships / positions 	
Mentoring	<ul style="list-style-type: none"> • Mentoring for researchers (especially graduates/doctoral researchers and postdoctoral researchers) • Mentoring for young female scientists 	<ul style="list-style-type: none"> • Mentoring (yes/no) • # of researchers benefitting from the mentoring programme, by sex • Annual budget allocated in EUR • Increase in leadership positions by women who participated in the programme [EFFORTI D3.3¹⁾] 	
Networking / Supporting networks among female physicists	<ul style="list-style-type: none"> • Programmes including the opportunity for (interdisciplinary) networking • Regular meetings for female physicists • Conference for female physicists 	<ul style="list-style-type: none"> • Specific events / programmes to support networking among female physicists are offered (yes/no) • # of participants 	
Online platforms	<ul style="list-style-type: none"> • e.g. femtec (https://www.femtec.org/en) • Web-based communication platform (network) for female scientists at the university 	<ul style="list-style-type: none"> • # of users / views 	

Supporting the retention of female researchers

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Working contracts	<ul style="list-style-type: none"> • Policies to improve the situation of temporarily employed staff/researchers to facilitate their precarious employment status and career perspectives • Extension of post-doc posts in cases of pregnancy • Contracts take major life events into account (e.g. child birth) 	<ul style="list-style-type: none"> • Policies are in place (yes/no) • Extensions of post-doc posts are possible (yes/no) • # of post-docs who used the possibility of extension • Contracts take major life events into account (yes/no) 	<ul style="list-style-type: none"> • Assessment of fixed-term contracts vs. permanent positions/contracts • Proportion of researchers with 'precarious' working contracts

Equal pay

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Avoiding a gender pay gap	<ul style="list-style-type: none"> Collection of gender-disaggregated data on salaries 	<ul style="list-style-type: none"> Do you have gender-disaggregated data on salaries? [GENDER-NET²⁾] <ul style="list-style-type: none"> Yes No Do not know If yes, how frequently do you collect this data? <ul style="list-style-type: none"> Annually or more frequently Less than annually Do not know Is there a “variable part of salaries” for the staff in your institution? [GENDER-NET³⁾] <ul style="list-style-type: none"> Yes No Do not know Not applicable If yes, what does this “variable part of salaries” include? (Please select all that apply) <ul style="list-style-type: none"> Wage bonus Extra-pay for leading positions (head of department, laboratories...) Extra-pay for expertise Other (please specify) If yes, do you have data measuring “variable part of salaries”? <ul style="list-style-type: none"> Yes No Do not know If yes, is this data gender-disaggregated? <ul style="list-style-type: none"> Yes No Do not know Does your institution have a measure aimed at avoiding a gender pay gap? [GENDER-NET⁴⁾] <ul style="list-style-type: none"> Yes No Do not know 	<ul style="list-style-type: none"> Gender Pay Gap

Mobility

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Structures and services	<ul style="list-style-type: none"> • Central contact / service unit • Dedicated service/department for supporting and coordinating mobility 	<ul style="list-style-type: none"> • Service unit established (yes/no) • # of researchers using the service unit or department • Specific structure (a dedicated service/department) for supporting and coordinating <ul style="list-style-type: none"> - incoming international mobility (yes/no) [GENDER-NET⁵⁾] - incoming international mobility specifically for women researchers (yes/no) [GENDER-NET] - incoming national mobility (yes/no) [GENDER-NET⁶⁾] - incoming national mobility specifically for women (yes/no) [GENDER- NET] - outgoing international mobility (yes/no) [GENDER-NET⁷⁾] - outgoing international mobility specifically for women researchers (yes/no) [GENDER-NET] - outgoing international mobility (yes/no) [GENDER-NET⁸⁾] - outgoing international mobility specifically for women researchers (yes/no) [GENDER-NET] 	<ul style="list-style-type: none"> • Sex differences in the international mobility of researchers during their PhD • Sex differences in the international mobility in post-PhD careers researchers
Support to foster mobility	<ul style="list-style-type: none"> • Financial support (e.g. grants, fellowships) • Organizational support (e.g. dual career service, counselling service) • Family support (e.g. childcare) • General Support (e.g. finding accommodation in the host country) 	<ul style="list-style-type: none"> • Support available by outgoing/incoming mobility, by international/national mobility [GENDER-NET⁹⁾]: <ul style="list-style-type: none"> - Financial support (yes/no) - Administrative/papers support (yes/no) - Child care support (yes/no) - Other family dependents support (yes/no) • # of researchers using the support services 	
Supervisors	<ul style="list-style-type: none"> • Supervisors for researchers before or when going abroad 	<ul style="list-style-type: none"> • Supervisors available (yes/no) 	



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; Graversen, 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) , 5) , 6) , 7) , 8) , 9)

Loke, Gary; Christoffersen, Ashlee; Dumétier, Vanessa; Toader, Alina (2016). Qualitative indicators on gender equality in research institutions. GENDER-NET Report.

http://www.gender-net.eu/IMG/pdf/GENDER-NET_D4-15_Publish_first_joint_monitoring_report_on_gender_equality_indicators_MENESR_ECU_.pdf

From:

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

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