

# The GENERA PAM Tool



- Find indicators to specify targets and to monitor change



- Removing barriers to the recruitment and career progression of female researchers



- Recruit more female physicists



→ select third level target

**If your institution wants to recruit more female physicists (in the near or far future), you could focus on one or more of the following sub-targets:**



- Increase the pool of female physicists



- Attract more female researchers to apply

**INDICATORS** The following indicators can be relevant to find out how many male and female researchers have been recruited. They help to see if your institution is recruiting only a low number / share of women.

Indicator	Value	Description & Use	Source
Number of new hired faculty	Number by sex	Number of female and male researchers who were recruited in the past year.	Toolkit <sup>1)</sup>
Share of women and men among persons recruited	Proportion (%) by sex		Science Europe <sup>2)</sup>

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For which third level target do you want to find indicators?

<sup>1)</sup>

Frehill, Lisa et al. (2005): |Toolkit for Reporting Progress Toward NSF ADVANCE: Institutional

Transformation Goals, ADVANCE Institutional Transformation

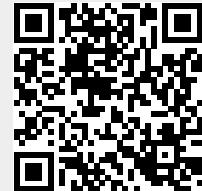
[https://advance.vt.edu/content/dam/advance\\_vt\\_edu/documents/other/advance\\_indicators\\_toolkit.pdf](https://advance.vt.edu/content/dam/advance_vt_edu/documents/other/advance_indicators_toolkit.pdf)  
2)

Science Europe (2017). Practical Guide to Improving Gender Equality in Research Organizations

[http://eige.europa.eu/sites/default/files/se\\_gender\\_practical-guide.pdf](http://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf)

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



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