The GENERA PAM Tool

PAM

Task – Find indicators to specify targets and to monitor change

T1 – Removing barriers to the recruitment and career progression of female researchers

T2 – Recruit more female physicists

T3 – Increase the pool of female physicists

If your institution wants to recruit more female physicists, one strategy could be to try increasing the number of (female) physics students and graduates, i.e. increasing the “pool” of female physicists.

The following indicators can be relevant to monitor the number of (female) physics students and graduates in YOUR institution/department and/or to measure if the share is increasing over years. You can also use the indicators to define targets which share you want to reach.

Indicator	Value	Description & Use	Source
PhD students Master students Bachelor students	Number by sex Proportion (%) by sex	Only relevant if you have students at your organization. Please fill in the number of enrolled students for the past term, semester or year - depending on the data available If data is available, you can also give the number of students for each field of study. Examples for fields of study: Astrophysics, Experimental Physics,...	DFG[1], She figures[2]

Indicator	Value	Description & Use	Source
Graduates with Bachelor degree (by field of study)	Number by sex Proportion (%) by sex	Only relevant if you have Bachelor students Insert here the number of students who finished with a bachelor degree in your institution in the past year. Examples for fields of study: Astrophysics, Experimental Physics, Theoretical Physics, Mathematics,... Is based on ISCED 6 which refers to Bachelor's or equivalent level (UNESCO 2012 [3)])	She figures[4)]
Graduates with Master degree (by field of study)	Number by sex Proportion (%) by sex	Only relevant if you have Master students Insert here the number of students who finished with a Master degree in your institution in the past year. Examples for fields of study: Astrophysics, Experimental Physics, Theoretical Physics, Mathematics,... Is based on ISCED 7 which refers to Master's or equivalent level (UNESCO 2012 [5)])	She figures[6)]
Share of PhD-students with scholarship/with contract	Number by sex Proportion (%) by sex		FESTA[7)]
PhD, doctoral or equivalent students who finished their studies (by field of study)	Number by sex Proportion (%) by sex	Only relevant if you have PhD students Insert here the number of PhDs in your institution who finished their PhD in the past year. Examples for fields of study: Astrophysics, Experimental Physics, Theoretical Physics, Mathematics,... Is based on ISCED 8 which refers to Doctoral or equivalent level (UNESCO 2012 [8)])	She figures[9)]

Please have a look at the list of relevant indicators and its use.



1)

Personelle Gleichstellungsstandards der DFG; Research-Oriented Standards on Gender Equality of the German Research Foundation; see the indicators used in the Reports http://www.dfg.de/foerderung/grundlagen_rahmenbedingungen/chancengleichheit/gleichstellungsstandards/berichte/index.html

2) 4) 6) 9)

European Commission (2016). She figures 2015. Gender in Research and Innovation. Statistics and Indicators. https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf

[3], [5], [8]
UNESCO (2012). International Standard Classification of Education ISCED 2011
http://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-education-isced-2011-en.pdf
[7]
FESTA – Female Empowerment in Science and Technology Academia: FESTA Toolkit WP3.2. Towards Raising Organizational Awareness
http://eige.europa.eu/sites/default/files/festa_toolkit_towards_raising_organizational_awareness.pdf

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