2025/10/03 14:46 1/5 The GENERA PAM Tool

The GENERA PAM Tool

PAM



- Find measures to improve on Gender equality in your institution



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



- Recruit more female physicists



- Increase the pool of female physicists

Where do you want to become active?

Attract more women/girls to study physics

Last update: 2019/10/1

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
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2025/10/03 14:46 3/5 The GENERA PAM Tool

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Researchers go to schools	TalksAwards for outreach to schools	 # of talks # children reached, by sex # schools reached # people applying for the award, by sex # people awarded, by sex 	

• Bachelor students

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Events and activities for pupils	 Labs for school students Science Camp Kid's University Physics Project Days Girls-Only workshops Orientation Days Information events for parents and girls 	 # of events (labs, science camps, kid's university) # of pupils participating (per year or per event), by sex 	
Invite girls to RPO	• Girls Day	# of girls days held# of girls participating (per year or per event)	
Training and supporting teachers	 Gender awareness workshops Trainings for teachers or students of educational science Providing teaching material 	# of teachers trained, by sex# of trainings held	
Mentoring for (female) high school students		 Mentoring (yes/no) Annual budget allocated in EUR # of mentored high school students, by sex 	
Internships	Internships for school students or specifically for girls	 # of internships organized # of pupils doing an internship (per year), by sex 	
Projects with schools		# of projects# of schools reached# of pupils reached, by sex	
Make your female researchers more visible (use role models)	 Brochures Exhibitions Booklets with portraits or presentations Portraits in the university press or on campus Videos on youtube 	 # of articles / portraits /brochures # of exhibitions # of videos 	
Provide physics games	Advent calendar	# of advent calendars distributed# of website visitors	
Marketing activities	Using Social Media Webpages / videos of current students	 # of videos online # of postings on social media # of followers # of video views # website visitors # of likes 	

Addressing female students

2025/10/03 14:46 5/5 The GENERA PAM Tool

Potential activities	Fyamnies for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
PhD programmes for women only		PhD program for women only established (yes/no)	Master students PhD students Graduates with Bachelor degree Graduates with Master degree Share of PhD students with scholarship/with contract PhD, doctoral or equivalent students who finished their studies
Using social media	 Produce video clips Change storybook of the Big Bang Theory, add a major female physicist 	• # of video clips • # of views	
Mentoring for students	 Peer to peer mentoring for (female) students Cross-faculty mentoring programmes for students and female early career researchers 	• # of students mentored, by sex	

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



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