

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

- Recruit more female physicists

T₃

- Increase the pool of female physicists

Where do you want to become active?

Attract more women/girls to study physics

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
Researchers go to schools	<ul style="list-style-type: none"> • Talks • Awards for outreach to schools 	<ul style="list-style-type: none"> • # of talks • # children reached, by sex • # schools reached • # people applying for the award, by sex • # people awarded, by sex 	<ul style="list-style-type: none"> • Bachelor students
Gender Equality Network in Physics in the European Research Area - https://www.genera-network.eu/			

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Events and activities for pupils	<ul style="list-style-type: none"> • Labs for school students • Science Camp • Kid's University • Physics Project Days • Girls-Only workshops • Orientation Days • Information events for parents and girls 	<ul style="list-style-type: none"> • # of events (labs, science camps, kid's university) • # of pupils participating (per year or per event), by sex 	
Invite girls to RPO	<ul style="list-style-type: none"> • Girls Day 	<ul style="list-style-type: none"> • # of girls days held • # of girls participating (per year or per event) 	
Training and supporting teachers	<ul style="list-style-type: none"> • Gender awareness workshops • Trainings for teachers or students of educational science • Providing teaching material 	<ul style="list-style-type: none"> • # of teachers trained, by sex • # of trainings held 	
Mentoring for (female) high school students		<ul style="list-style-type: none"> • Mentoring (yes/no) • Annual budget allocated in EUR • # of mentored high school students, by sex 	
Internships	<ul style="list-style-type: none"> • Internships for school students or specifically for girls 	<ul style="list-style-type: none"> • # of internships organized • # of pupils doing an internship (per year), by sex 	
Projects with schools		<ul style="list-style-type: none"> • # of projects • # of schools reached • # of pupils reached, by sex 	
Make your female researchers more visible (use role models)	<ul style="list-style-type: none"> • Brochures • Exhibitions • Booklets with portraits or presentations • Portraits in the university press or on campus • Videos on youtube 	<ul style="list-style-type: none"> • # of articles / portraits /brochures • # of exhibitions • # of videos 	
Provide physics games	<ul style="list-style-type: none"> • Advent calendar 	<ul style="list-style-type: none"> • # of advent calendars distributed • # of website visitors 	
Marketing activities	<ul style="list-style-type: none"> • Using Social Media • Webpages / videos of current students 	<ul style="list-style-type: none"> • # of videos online • # of postings on social media • # of followers • # of video views • # website visitors • # of likes 	

Addressing female students

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
PhD programmes for women only		<ul style="list-style-type: none"> • PhD program for women only established (yes/no) 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Produce video clips • Change storybook of the Big Bang Theory, add a major female physicist 	<ul style="list-style-type: none"> • # of video clips • # of views 	
Mentoring for students	<ul style="list-style-type: none"> • Peer to peer mentoring for (female) students • Cross-faculty mentoring programmes for students and female early career researchers 	<ul style="list-style-type: none"> • # 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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Permanent link:

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