

# The GENERA PAM Tool

The logo consists of the letters 'PAM' in a bold, purple, sans-serif font, centered within a purple square border.

**Task**

- Find measures to improve on Gender equality in your institution

**T<sub>1</sub>**

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

**T<sub>2</sub>**

- Recruit more female physicists

**T<sub>3</sub>**

- Increase the pool of female physicists

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Where do you want to become active?

[Attract more women/girls to study physics](#)

<b>Potential activities</b>	<b>Examples for measures</b>	<b>Indicators related to the activity</b>	<b>Indicators related to the target = Indicators to measure changes</b>
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<b>Potential activities</b>	<b>Examples for measures</b>	<b>Indicators related to the activity</b>	<b>Indicators related to the target = Indicators to measure changes</b>
<p>Researchers go to schools</p>	<ul style="list-style-type: none"> <li>• Talks</li> <li>• Awards for outreach to schools</li> </ul>	<ul style="list-style-type: none"> <li>• # of talks</li> <li>• # children reached, by sex</li> <li>• # schools reached</li> <li>• # people applying for the award, by sex</li> <li>• # people awarded, by sex</li> </ul>	<ul style="list-style-type: none"> <li>• Bachelor students</li> </ul>
<p>Gender Equality Network in Physics in the European Research Area - <a href="https://www.genera-network.eu/">https://www.genera-network.eu/</a></p>			

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

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"> <li>• PhD program for women only established (yes/no)</li> </ul>	<ul style="list-style-type: none"> <li>• Master students</li> <li>• PhD students</li> <li>• Graduates with Bachelor degree</li> <li>• Graduates with Master degree</li> <li>• Share of PhD students with scholarship/with contract</li> <li>• PhD, doctoral or equivalent students who finished their studies</li> </ul>
Using social media	<ul style="list-style-type: none"> <li>• Produce video clips</li> <li>• Change storybook of the Big Bang Theory, add a major female physicist</li> </ul>	<ul style="list-style-type: none"> <li>• # of video clips</li> <li>• # of views</li> </ul>	
Mentoring for students	<ul style="list-style-type: none"> <li>• Peer to peer mentoring for (female) students</li> <li>• Cross-faculty mentoring programmes for students and female early career researchers</li> </ul>	<ul style="list-style-type: none"> <li>• # of students mentored, by sex</li> </ul>	

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



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

Permanent link:  
[https://www.genera-network.eu/pam:m\\_target1\\_1\\_1](https://www.genera-network.eu/pam:m_target1_1_1)

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