

The GENERA PAM Tool



Task

- 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

- Attract more female researchers to apply

Where do you want to become active?

[Attract more female researchers to apply](#)

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Active recruitment	<ul style="list-style-type: none"> • Invitation of female visiting researchers • Invitation of female researchers to apply • Recruiting at career fairs • Advertising jobs in existing women's networks and journals • Guidelines how to actively scout for females in a gender sensitive way • Develop arguments, why more women are wanted • Supervisors inviting and encouraging women to apply for positions 	<ul style="list-style-type: none"> • # of female visiting researchers who actually visited • # of female researchers invited to apply • % of open positions for which female researchers were actively invited to apply • % of jobs advertised in female physicists networks • Rules and practices to enhance the participation of female applicants and candidates in recruitment and promotion procedures (Yes/No) • # of career fairs visited • # of talks with women at career fairs • # of applications coming from career fairs 	<ul style="list-style-type: none"> • Number of submitted applications from male and female researchers
Dual Career Schemes		<ul style="list-style-type: none"> • # of couples successfully using the dual career service 	
More attractive working packages for female researchers		<ul style="list-style-type: none"> • New working package in place (yes/no) 	
Gender-sensitive job advertisements	<ul style="list-style-type: none"> • Gender sensitive formulation of advertisements for open positions (e.g. Physiker/in, We invite women...) • Wording: use more feminine adjectives (may re-inforce stereotypes), demand fewer skills 	<ul style="list-style-type: none"> • % of gender-sensitive formulized job advertisements 	
Using a broader spectrum of recruiting channels	<ul style="list-style-type: none"> • Publication of adverts in a wider spectrum of outlets 	<ul style="list-style-type: none"> • % of open positions advertised in a wider spectrum of outlets 	
Grants	<ul style="list-style-type: none"> • Grants for female postdocs 	<ul style="list-style-type: none"> • # of female postdocs who received a grant 	

Policies

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Establishing recruitment and promotion policies for female researchers		<ul style="list-style-type: none"> • Policies established (yes/no) 	<ul style="list-style-type: none"> • Number of submitted applications from male and female researchers



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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