

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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