

# The GENERA PAM Tool

A purple square button with the text "PAM" inside.

**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>**

- Attract more female researchers to apply

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

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"> <li>• Policies established (yes/no)</li> </ul>	<ul style="list-style-type: none"> <li>• Number of submitted applications from male and female researchers</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\\_2](https://www.genera-network.eu/pam:m_target1_1_2)

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