The GENERA PAM Tool

PAM

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	• 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	• # 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	• Number of submitted applications from male and female researchers
Dual Career Schemes		• # of couples successfully using the dual career service	
More attractive working packages for female researchers		• New working package in place (yes/no)	
Gender-sensitive job advertisements	• 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	• % of gender-sensitive formulized job advertisements	
Using a broader spectrum of recruiting channels	• Publication of adverts in a wider spectrum of outlets	• % of open positions advertised in a wider spectrum of outlets	
Grants	• Grants for female postdocs	• # 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		• Policies established (yes/no)	• 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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