# 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 – Equal opportunities for career progression for male and female researchers

T3 – Supporting the retention & career progress of female researchers

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Where do you want to become active?

Career management and progress

| **Potential activities** | **Examples for measures** | **Indicators related to the activity** | **Indicators related to the target = Indicators to measure changes** |
|---|---|---|---|
| Assessment of researchers' performance | • Establishment of an evaluation or appraisal mechanism for assessing researchers' professional performance | • Evaluation or appraisal mechanisms for assessing researchers' professional performance exists (yes/no) | • Transparent promotion system in place<br>• Number of submitted tenure applications<br>• Number of awarded tenures<br>• Number of promotion applications<br>• Number of admissions (of promotion applications)<br>• Share of women and men among applicants for promotion<br>• Share of women and men among promoted researchers<br>• Success rate for women and men applicants for promotion<br>• Share of female researchers promoted in a higher category/grade |
| (Gender) Career Management | • Career advancement plan for women<br>• Gender career management<br>• Ensure that research staff are aware of career/professional development options<br>• Introduction of a dedicated organizational career development strategy | • Dedicated organizational career development strategy exists (yes/no)<br>• A career advancement plan for women is in place (yes/no)<br>• Staff has been informed about career/professional development options (yes/no) | |
| Career monitoring | • GE monitoring of the long-run career trajectories (including mobility) | • Career monitoring in place (yes/no) | |
| Promotion policies and practices | • Possibility of stopping the tenure clock at universities due to parental leave or family leaves<br>• Supervisors encouraging women to take over more responsibility | • Promotion policy in place (yes/no)<br>• Stopping the tenure clock is possible (yes/no)<br>• # of researchers using the possibility to stop the tenure clock, by sex | |
| Trainings / seminars | • Provide trainings for young female physicists that prepare them for their career<br>• Trainings for re-entering women<br>• Trainee programme for potential female leaders | • # of trainings held<br>• # of participants | |
| Coaching | • Individual coaching for female post-docs<br>• Individual counselling | • # of coaches<br>• # of coached female post-docs<br>• # of coaching / counselling sessions held | |
| Workshops | • Soft-Skill workshops<br>• Workshops for developing career plans and goals<br>• Workshops for career and life planning | • # of workshops held<br>• # of participants, by sex | |
| Qualification programmes for female scientists | • Management programme for female professors and managers (training)<br>• Programmes for interdisciplinary further education and interdisciplinary exchange<br>• Personal and professional development programmes for women | • # of programme participants<br>• programmes are available (yes/no) | |
| Career consultation | • Individual career consultations | • # of researchers who used the individual career consultation | |
| Grants and Fellowships / Funding schemes | • Grants for young women researchers for individual career development measures<br>• Post Career Break Fellowship<br>• Fellowships for female post-docs<br>• Programmes that finance positions with resources and staff for a fixed period of time to establish (female) scientists as scientific leaders | • # of awarded grants / fellowships / positions | |
| Mentoring | • Mentoring for researchers (especially graduates/doctoral researchers and postdoctoral researchers)<br>• Mentoring for young female scientists | • Mentoring (yes/no)<br>• # of researchers benefitting from the mentoring programme, by sex<br>• Annual budget allocated in EUR<br>• Increase in leadership positions by women who participated in the programme [EFFORTI D3.3[1)]] | |
| Networking / Supporting networks among female physicists | • Programmes including the opportunity for (interdisciplinary) networking<br>• Regular meetings for female physicists<br>• Conference for female physicists | • Specific events / programmes to support networking among female physicists are offered (yes/no)<br>• # of participants | |
| Online platforms | • e.g. femtec (https://www.femtec.org/en)<br>• Web-based communication platform (network) for female scientists at the university | • # of users / views | |

## Supporting the retention of female researchers

| Potential activities | Examples for measures | Indicators related to the activity | Indicators related to the target = Indicators to measure changes |
|---|---|---|---|
| Working contracts | • Policies to improve the situation of temporarily employed staff/researchers to facilitate their precarious employment status and career perspectives<br>• Extension of post-doc posts in cases of pregnancy<br>• Contracts take major life events into account (e.g. child birth) | • Policies are in place (yes/no)<br>• Extensions of post-doc posts are possible (yes/no)<br>• # of post-docs who used the possibility of extension<br>• Contracts take major life events into account (yes/no) | • Assessment of fixed-term contracts vs. permanent positions/contracts<br>• Proportion of researchers with 'precarious' working contracts |

## Equal pay

| Potential activities | Examples for measures | Indicators related to the activity | Indicators related to the target = Indicators to measure changes |
|---|---|---|---|
| Avoiding a gender pay gap | • Collection of gender-disaggregated data on salaries | • Do you have gender-disaggregated data on salaries? [GENDER-NET[2)]]<br>- Yes<br>- No<br>- Do not know<br>If yes, how frequently do you collect this data?<br>- Annually or more frequently<br>- Less than annually<br>- Do not know<br><br>• Is there a “variable part of salaries” for the staff in your institution? [GENDER-NET[3)]]<br>- Yes<br>- No<br>- Do not know<br>- Not applicable<br>If yes, what does this “variable part of salaries” include? (Please select all that apply)<br>- Wage bonus<br>- Extra-pay for leading positions (head of department, laboratories…)<br>- Extra-pay for expertise<br>- Other (please specify)<br>If yes, do you have data measuring “variable part of salaries”?<br>- Yes<br>- No<br>- Do not know<br>If yes, is this data gender-disaggregated?<br>- Yes<br>- No<br>- Do not know<br><br>• Does your institution have a measure aimed at avoiding a gender pay gap? [GENDER-NET[4)]]<br>- Yes<br>- No<br>- Do not know | • Gender Pay Gap |

Mobility

| **Potential activities** | **Examples for measures** | **Indicators related to the activity** | **Indicators related to the target = Indicators to measure changes** |
|---|---|---|---|
| Structures and services | • Central contact / service unit<br>• Dedicated service/department for supporting and coordinating mobility | • Service unit established (yes/no)<br>• # of researchers using the service unit or department<br>• Specific structure (a dedicated service/department) for supporting and coordinating<br>- incoming international mobility (yes/no) [GENDER-NET[5)]]<br>- incoming international mobility specifically for women researchers (yes/no) [GENDER-NET]<br>- incoming national mobility (yes/no) [GENDER-NET[6)]]<br>- incoming national mobility specifically for women (yes/no) [GENDER- NET]<br>- outgoing international mobility (yes/no) [GENDER-NET[7)]]<br>- outgoing international mobility specifically for women researchers (yes/no) [GENDER-NET]<br>- outgoing international mobility (yes/no) [GENDER-NET[8)]]<br>- outgoing international mobility specifically for women researchers (yes/no) [GENDER-NET] | • Sex differences in the international mobility of researchers during their PhD<br>• Sex differences in the international mobility in post-PhD careers researchers |
| Support to foster mobility | • Financial support (e.g. grants, fellowships)<br>• Organizational support (e.g. dual career service, counselling service)<br>• Family support (e.g. childcare)<br>• General Support (e.g. finding accommodation in the host country) | • Support available by outgoing/incoming mobility, by international/national mobility [GENDER-NET[9)]]:<br>- Financial support (yes/no)<br>- Administrative/papers support (yes/no)<br>- Child care support (yes/no)<br>- Other family dependents support (yes/no)<br>• # of researchers using the support services | |
| Supervisors | • Supervisors for researchers before or when going abroad | • Supervisors available (yes/no) | |



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

and indicators.

[1)]
Kalpazidou Schmidt, Evanthia; Bührer, Susanne; Schraudner, Martina; Reidl, Sybille; Müller, Jörg; Palmen, Rachel; Haase, Sanne; Graversen, Ebbe Krogh; Holzinger, Florian; Striebing, Clemens; Groó, Dora; Klein, Saskia; Rigler, Dorottya; Høg Utoft, Ea. (2017). EFFORTI – Deliverable 3.3. A Conceptual Evaluation Framework for Promoting Gender Equality in Research and Innovation. A synthesis report https://efforti.eu/sites/default/files/2018-03/EFFORTI%20D3.3%20FINAL%2027032018.pdf
[2)], [3)], [4)], [5)], [6)], [7)], [8)], [9)]
Loke, Gary; Christoffersen, Ashlee; Dumétier, Vanessa; Toader, Alina (2016). Qualitative indicators on gender equality in research institutions. GENDER-NET Report. http://www.gender-net.eu/IMG/pdf/GENDER-NET_D4-15_Publish_first_joint_monitoring_report_on_gender_equality_indicators_MENESR_ECU_.pdf

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_2_1**

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