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

---

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

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 • Number of submitted tenure applications • Number of awarded tenures • Number of promotion applications • Number of admissions (of promotion applications) • Share of women and men among applicants for promotion • Share of women and men among promoted researchers • Success rate for women and men applicants for promotion • Share of female researchers promoted in a higher category/grade

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
(Gender) Career Management	• Career advancement plan for women • Gender career management • Ensure that research staff are aware of career/professional development options • Introduction of a dedicated organizational career development strategy	• Dedicated organizational career development strategy exists (yes/no) • A career advancement plan for women is in place (yes/no) • 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 • Supervisors encouraging women to take over more responsibility	• Promotion policy in place (yes/no) • Stopping the tenure clock is possible (yes/no) • # 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 • Trainings for re-entering women • Trainee programme for potential female leaders	• # of trainings held • # of participants	
Coaching	• Individual coaching for female post-docs • Individual counselling	• # of coaches • # of coached female post-docs • # of coaching / counselling sessions held	
Workshops	• Soft-Skill workshops • Workshops for developing career plans and goals • Workshops for career and life planning	• # of workshops held • # of participants, by sex	
Qualification programmes for female scientists	• Management programme for female professors and managers (training) • Programmes for interdisciplinary further education and interdisciplinary exchange • Personal and professional development programmes for women	• # of programme participants • 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 • Post Career Break Fellowship • Fellowships for female post-docs • 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) • Mentoring for young female scientists	• Mentoring (yes/no) • # of researchers benefitting from the mentoring programme, by sex • Annual budget allocated in EUR • 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 • Regular meetings for female physicists • Conference for female physicists	• Specific events / programmes to support networking among female physicists are offered (yes/no) • # of participants	
Online platforms	• e.g. femtec (https://www.femtec.org/en) • 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 • Extension of post-doc posts in cases of pregnancy • Contracts take major life events into account (e.g. child birth)	• Policies are in place (yes/no) • Extensions of post-doc posts are possible (yes/no) • # of post-docs who used the possibility of extension • Contracts take major life events into account (yes/no)	• Assessment of fixed-term contracts vs. permanent positions/contracts • 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

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)]] - Yes - No - Do not know If yes, how frequently do you collect this data? - Annually or more frequently - Less than annually - Do not know • Is there a "variable part of salaries" for the staff in your institution? [GENDER-NET[3)]] - Yes - No - Do not know - Not applicable If yes, what does this "variable part of salaries" include? (Please select all that apply) - Wage bonus - Extra-pay for leading positions (head of department, laboratories...) - Extra-pay for expertise - Other (please specify) If yes, do you have data measuring "variable part of salaries"? - Yes - No - Do not know If yes, is this data gender-disaggregated? - Yes - No - Do not know • Does your institution have a measure aimed at avoiding a gender pay gap? [GENDER-NET[4)]] - Yes - No - 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 • Dedicated service/department for supporting and coordinating mobility	• Service unit established (yes/no) • # of researchers using the service unit or department • Specific structure (a dedicated service/department) for supporting and coordinating - incoming international mobility (yes/no) [GENDER-NET[5]] - incoming international mobility specifically for women researchers (yes/no) [GENDER-NET] - incoming national mobility (yes/no) [GENDER-NET[6]] - incoming national mobility specifically for women (yes/no) [GENDER- NET] - outgoing international mobility (yes/no) [GENDER-NET[7]] - outgoing international mobility specifically for women researchers (yes/no) [GENDER-NET] - outgoing international mobility (yes/no) [GENDER-NET[8]] - outgoing international mobility specifically for women researchers (yes/no) [GENDER-NET]	• Sex differences in the international mobility of researchers during their PhD • Sex differences in the international mobility in post-PhD careers researchers
Support to foster mobility	• Financial support (e.g. grants, fellowships) • Organizational support (e.g. dual career service, counselling service) • Family support (e.g. childcare) • General Support (e.g. finding accommodation in the host country)	• Support available by outgoing/incoming mobility, by international/national mobility [GENDER-NET[9]]: - Financial support (yes/no) - Administrative/papers support (yes/no) - Child care support (yes/no) - Other family dependents support (yes/no) • # 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

Last update: **2019/10/17 07:34**