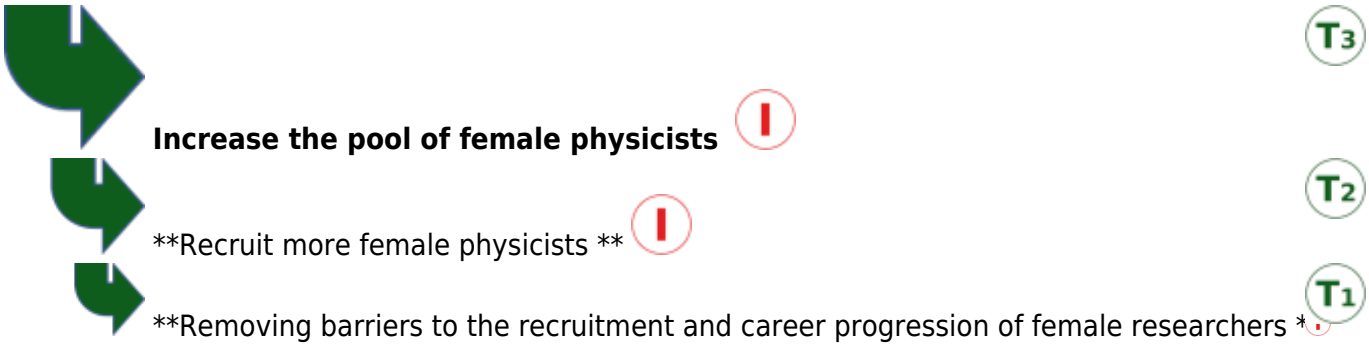
PAM

Attract more women/girls to study physics

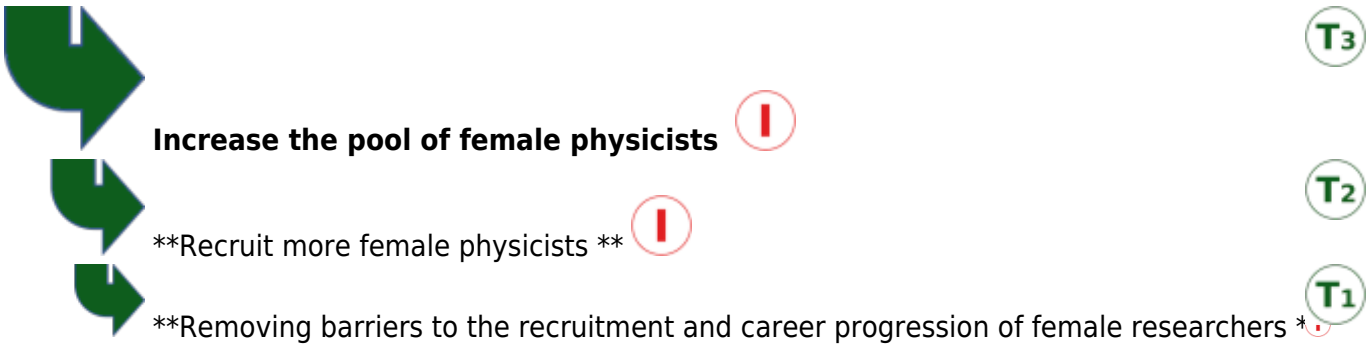
Potential activities	Examples for measures
Researchers go to schools	• Talks • Awards for outreach to schools
Events and activities for pupils	• Labs for school students • Science Camp • Kid's University • Physics Project Days • Girls-Only workshops • Orientation Days • Information events for parents and girls
Invite girls to RPO	• Girls Day
Training and supporting teachers	• Gender awareness workshops • Trainings for teachers or students of educational science • Providing teaching material
Mentoring for (female) high school students	
Internships	• Internships for school students or specifically for girls
Projects with schools	
Make your female researchers more visible (use role models)	• Brochures • Exhibitions • Booklets with portraits or presentations • Portraits in the university press or on campus • Videos on youtube
Provide physics games	• Advent calendar
Marketing activities	• Using Social Media • Webpages / videos of current students



Addressing female students

Potential activities	Examples for measures
PhD programmes for women only	

Potential activities	Examples for measures
Using social media	• Produce video clips • Change storybook of the Big Bang Theory, add a major female physicist
Mentoring for students	• Peer to peer mentoring for (female) students • Cross-faculty mentoring programmes for students and female early career researchers



Attract more female researchers to apply

Potential activities	Examples for measures
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
Dual Career Schemes	
More attractive working packages for female researchers	
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
Using a broader spectrum of recruiting channels	• Publication of adverts in a wider spectrum of outlets
Grants	• Grants for female postdocs



**Removing barriers to the recruitment and career progression of female researchers *

Policies

Potential activities	Examples for measures
Establishing recruitment and promotion policies for female researchers	

Attract more female researchers to apply

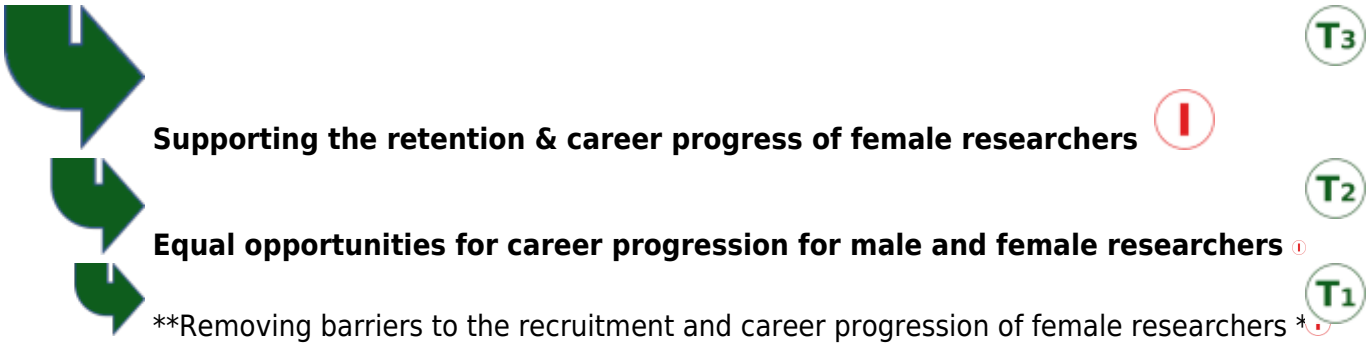
**Recruit more female physicists **

**Removing barriers to the recruitment and career progression of female researchers *

Career management and progress

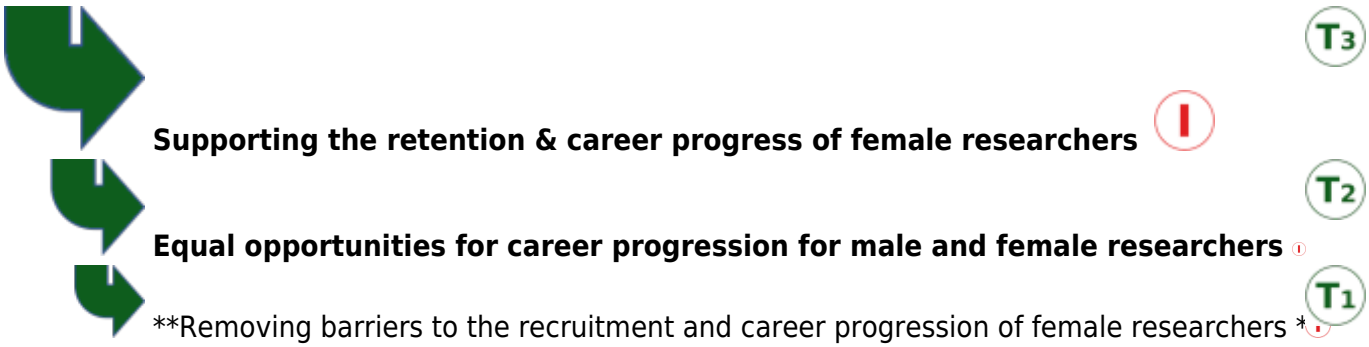
Potential activities	Examples for measures
Assessment of researchers' performance	• Establishment of an evaluation or appraisal mechanism for assessing researchers' professional performance
(Gender) Career Management	• Career advancement plan for women • Gender career management • Ensure that research staff are aware of career/professional development options • Introduction of a dedicated organizational career development strategy
Career monitoring	• GE monitoring of the long-run career trajectories (including mobility)
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
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
Coaching	• Individual coaching for female post-docs • Individual counselling
Workshops	• Soft-Skill workshops • Workshops for developing career plans and goals • Workshops for career and life planning
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
Career consultation	• Individual career consultations

Potential activities	Examples for measures
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
Mentoring	• Mentoring for researchers (especially graduates/doctoral researchers and postdoctoral researchers) • Mentoring for young female scientists
Networking / Supporting networks among female physicists	• Programmes including the opportunity for (interdisciplinary) networking • Regular meetings for female physicists • Conference for female physicists
Online platforms	• e.g. femtec (https://www.femtec.org/en) • Web-based communication platform (network) for female scientists at the university



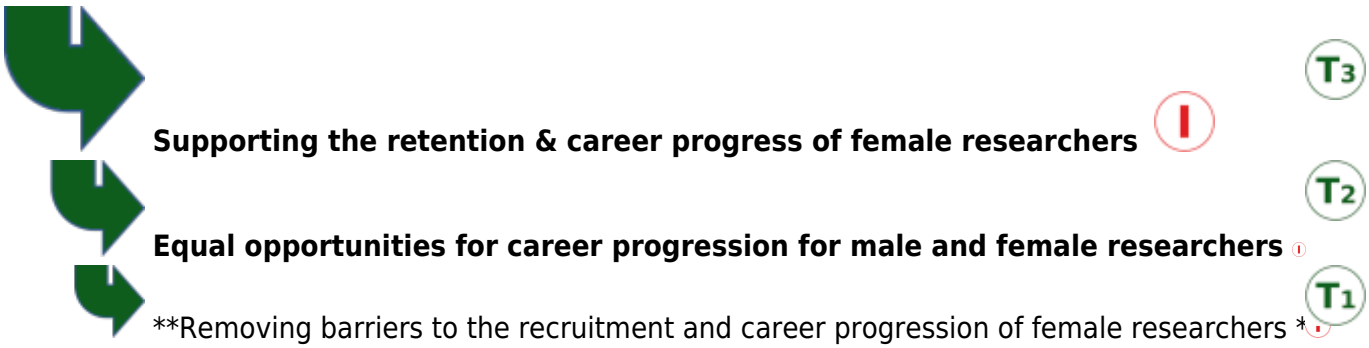
Supporting the retention of female researchers

Potential activities	Examples for measures
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)



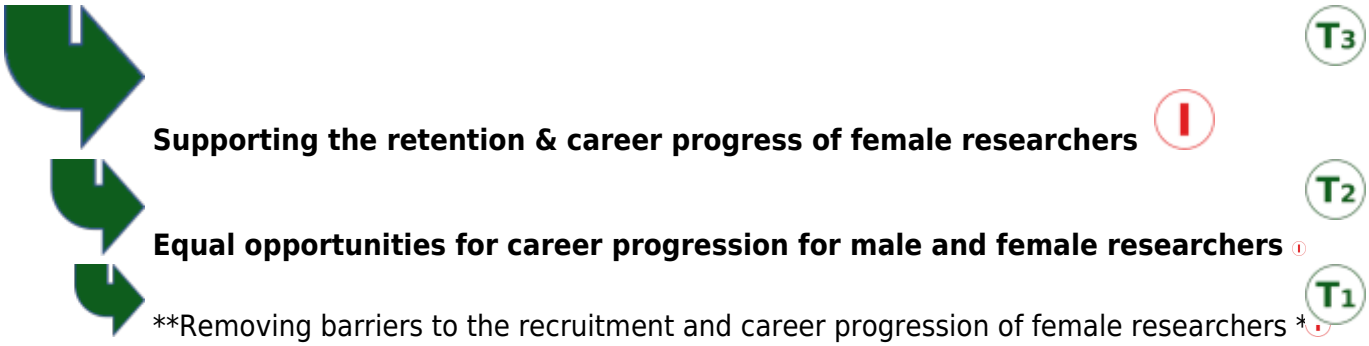
Equal pay

Potential activities	Examples for measures
Avoiding a gender pay gap	• Collection of gender-disaggregated data on salaries



Mobility

Potential activities	Examples for measures
Structures and services	• Central contact / service unit • Dedicated service/department for supporting and coordinating mobility
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)
Supervisors	• Supervisors for researchers before or when going abroad



Supporting reconciliation

Potential activities	Examples for measures	
Working hours	• Reasonable working hours, limited overtime • Holiday and vacation policies • Moving meetings to care hours • Availability and equal treatment of part-time positions • Job sharing	
Providing information	• Information events • Websites to bundle and disseminate relevant information • Dissemination of a guide on the work-life balance measures available	
Support for researchers caring for elderly people	• Agreements with geriatric institutes	
Career/Parent-friendly workplaces	• Establishment of a nursing room • “With-Children-Offices”	

Potential activities	Examples for measures	
Facilitating better reconciliation	• Telework • Flexible working-hours • Event for employees to discuss work organization and reconciliation	
Working contracts	• Individually drafted contract agreements • Contracts take major life events into account (e.g. childbirth)	
Provision of childcare	• Childcare during school vacations • Align crèche vacations to university vacations • Childcare facilities • More posts at the state day care • Availability of childcare during work-related events (e.g. conferences, workshops)	
Financial support for childcare	• Support grants for researchers with care responsibilities • Mobility allowance • Funding support for childcare in emergencies	• Support grants are available (yes/no) • Mobility allowance available (yes/no) • # of people using the reimbursement / support grants, by sex
Parental leave & management of career breaks		

Supporting the reconciliation between work and private life / care responsibilities T3

Equal opportunities for career progression for male and female researchers T2

Removing barriers to the recruitment and career progression of female researchers T1

More women in decision making bodies

Potential activities	Examples for measures
Positive action / quota	• Quota for women in decision making bodies • Compensate female professors for the increased workload due to participation in official bodies of the university
Monitoring	• Monitoring and reporting of the female proportion in all bodies



Gender equality in decision making bodies and positions I T2



Address gender imbalances in decision making processes I T1

Gender fairness of selection committees

Potential activities	Examples for measures
Addressing unconscious bias in selection committees	• Trainings on unconscious bias (for selection committee members) • Information/Documents on unconscious bias (for selection committees) • Public advertising mechanisms for vacant positions • Double-blind peer review procedures • Anonymized Application Procedures • Showing and spreading video clips on unconscious bias • Participant observation of research panels and feedback on meeting practices
Raising awareness about unconscious bias in the organization	• Talks and discussions on unconscious bias • Trainings on unconscious bias (for the management / all staff)



Composition and gender fairness of selection committees I T3



Establish a gender fair selection process I T2



Address gender imbalances in decision making processes I T1

Gender balanced composition of selection committees

Increasing the number of women in selection committees (including quotas)	• Quotas for women in selection committees • Value committee work in CVs • Invite women from other institutions/abroad to participate in committees
Support female committee members (also may lead to more women)	• Compensate for time lost due to committee work • Provide research aid for committee members • Reduce teaching load for committee members • Specific gender trainings for female committee members

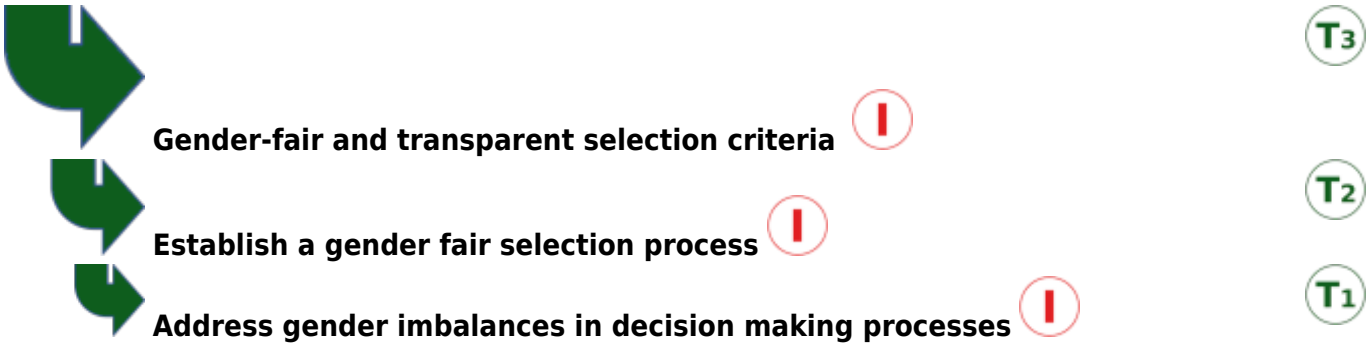


Composition and gender fairness of selection committees I T3



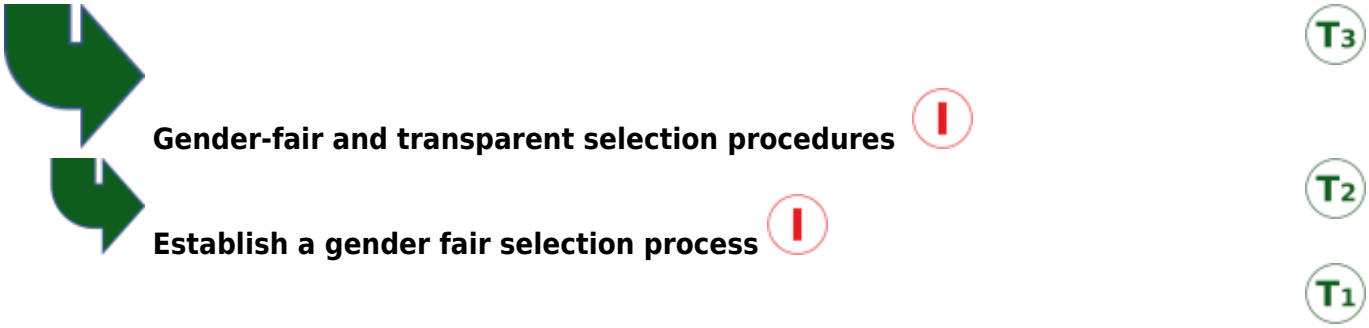
Gender-fair and transparent selection criteria

Potential activities	Examples for measures
Reflection on excellence/improve the gender fairness of assessment indicators	• Install a working group to analyze results of selection procedures • Events to create more visibility for excellent female physicists
Transparent selection criteria	• Have a list of well-defined criteria • Mobility rules • Have a formalized way of applying criteria, e.g. evaluation sheets



Gender-fair and transparent selection procedures

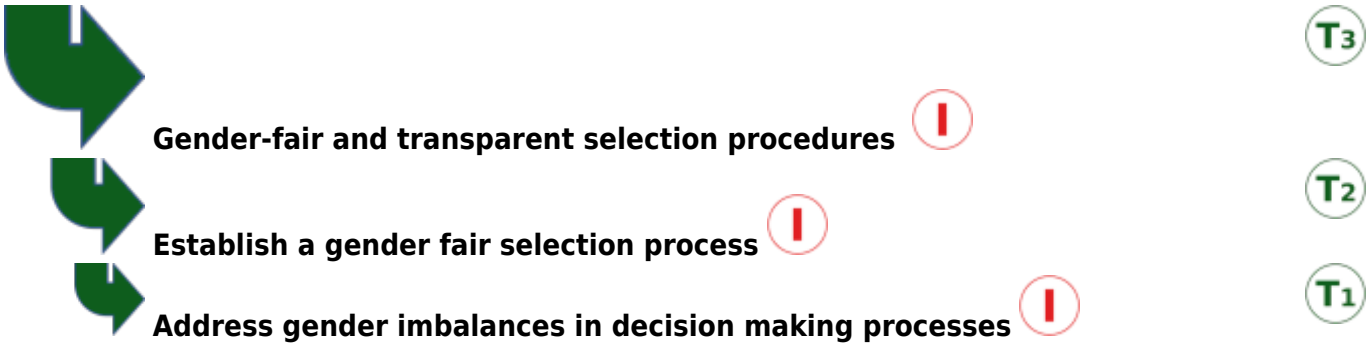
Potential activities	Examples for measures	
Reflection on selection procedures	• Meetings to reflect on selection procedures	• Reports/notes from reflection meetings (yes/no)
Having transparent rules and procedures	• Rules and procedures are formalized in a written form and communicated	
Regular reporting of selection committees / commissions	• Reporting duty formally in place	
Policies of outside hiring		
Monitoring of hiring processes	• Monitoring the gender distribution at all stages in the recruitment process	



Address gender imbalances in decision making processes

Positive action / target numbers

Potential activities	Examples for measures
Target numbers for female candidates	• Set a minimum quota for female candidates
Preferring women in case of equal qualification (= Positive action)	• Policy to prefer women in case of equal qualification



Inclusion of gender in research

Potential activities	Examples for measures
Online platforms	• Online platform for gender in science
Trainings	• Trainings for research staff on gender issues and gender analysis methods
Policies	• Policies fostering trainings on gender in research
Dedicated budget for gender-related projects and/or studies	• Programmes • Calls • Boni
Spreading information on best practices	• Informing employees about best practice examples (e.g. websites with best practice examples)
Research projects with specific gender equality actions	• Potential gender equality actions: design and implementation of an equal opportunity policy; set targets to achieve a gender balance in the workforce; actions to improve work-life balance



Inclusion of gender in teaching

Potential activities	Examples for measures
Inclusion of gender studies in the curriculum	• Gender specific modules/subjects • Cross-cutting gender into the rest of the modules/subjects in the degree (e.g. including gender-sensitive theories, methods, readings, questions, activities) • Ensure the participation of gender experts in the committees/groups that design the curricula • Set up a task force on gender mainstreaming in curricula
Policies promoting the inclusion of gender issues in curricula	
Train and support personnel	• Ensure support, ideally through an institute for Gender Studies at the University • Provide training and awareness raising activities and dissemination materials for academics
Awards for students	• Reward scheme for students who include in their research the sex/gender analysis as a cross- cutting issue



Raising awareness for gender equality

Potential activities	Examples for measures
Trainings, Workshops and Seminars	• Trainings on gender equality • Gender Stereotypes and implicit bias trainings • Gender Mainstreaming workshops and seminars • Workshops to raise gender awareness • Gender in Physics Workshop
Increasing the gender awareness of HR, recruitment, management	• Gender awareness trainings • Unconscious bias tests + trainings • Meetings with decision makings to create awareness and commitment
Visibility of women's contribution to science	• Brochure presenting profiles of female researchers, students or colleagues who have made outstanding contributions • Creating role models



Combating sexual and sex-based harassment

Potential activities	Examples for measures	
Guidelines / Code of conduct	• Guidelines on dealing with sexual harassment • Code of conduct	• Guidelines available (yes/no) • Code of conduct available (yes/no) • Code of conduct distributed to all staff (yes/no) • Code of conduct made public (yes/no)
Trainings	• Awareness trainings • Trainings how to prevent / deal with sexual harassment	
Discussions	• Talks and discussions to spread awareness on problems of harassment and how to deal with it	
Appeal body	• E.g. HR representative, Gender Equality Officer	• Appeal body is established (yes/no)
Policies	• Zero-Tolerance Sexual Harassment policies	



Non-discrimination

Potential activities	Examples for measures
Policies	• Policies of overall non-discrimination
Equal participation	• Gender-balanced organization of events
Equal treatment and workload	• Equal treatment of part-time work and promotion of work-life balance • Fair and transparent workload balance across all areas (teaching, research, administration)
Equal resources	• Equal access to resources (e.g. funding, lab space, equipment) • Equal resources for male and female professors



LGBT+ Inclusivity

Potential activities	Examples for measures
Awareness and inclusive language	• Use gender-neutral and inclusive language • Encourage accurate pronoun use • Allow name and gender changes on departmental records
Structures, Policies and Support	• Appoint a diversity liaison or committee • Consider LGBT+ persons when developing family-friendly policies • Support transitioning individuals
Facilities	• Create safe spaces within the department • Provide non-gendered restrooms
Inclusive recruitment	• Collect demographic information from job applicants and prospective students in an inclusive way • Include non-discrimination statements in job announcements
Trainings	• Diversity training sessions or workshops
Networking	• Provide networking opportunities • Host inclusive conferences



Combating discrimination and sexual harassment I T2



Further targets & measures I T1

From:
https://www.genera-network.eu/ - **Gender Equality Network in Physics in the European Research Area**

Permanent link:
https://www.genera-network.eu/pam:measures

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