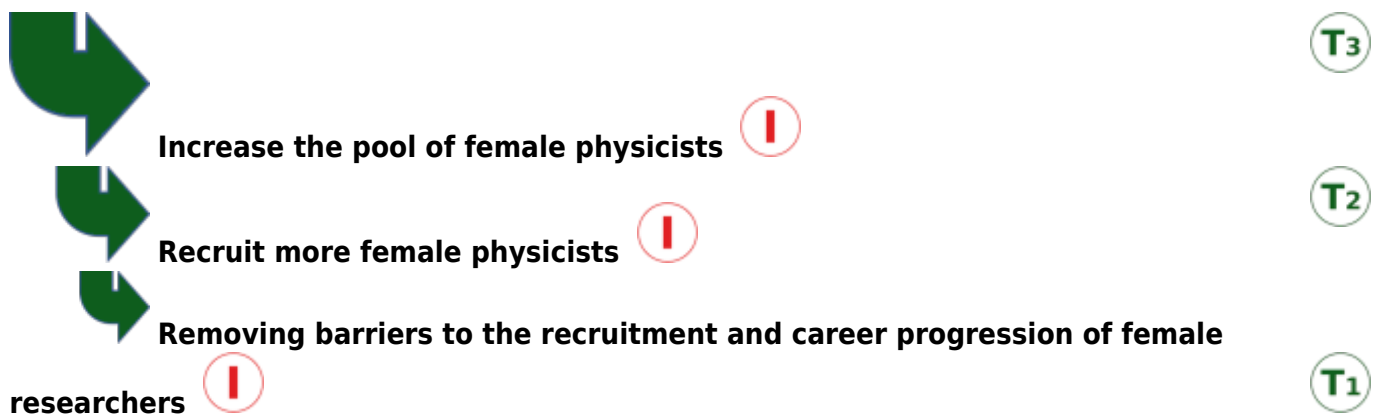




Attract more women/girls to study physics

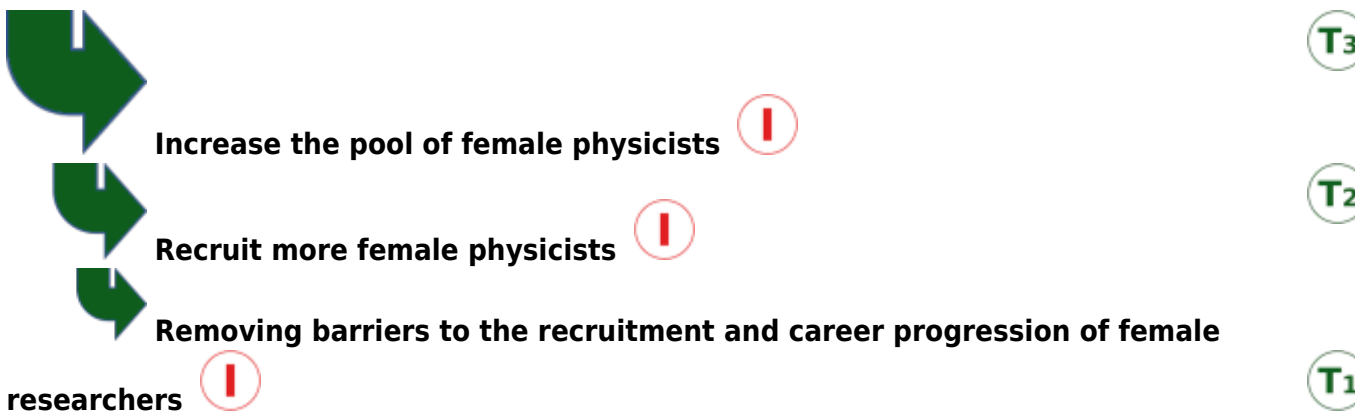
Potential activities	Examples for measures
Researchers go to schools	<ul style="list-style-type: none"> <li>• Talks</li> <li>• Awards for outreach to schools</li> </ul>
Events and activities for pupils	<ul style="list-style-type: none"> <li>• Labs for school students</li> <li>• Science Camp</li> <li>• Kid's University</li> <li>• Physics Project Days</li> <li>• Girls-Only workshops</li> <li>• Orientation Days</li> <li>• Information events for parents and girls</li> </ul>
Invite girls to RPO	<ul style="list-style-type: none"> <li>• Girls Day</li> </ul>
Training and supporting teachers	<ul style="list-style-type: none"> <li>• Gender awareness workshops</li> <li>• Trainings for teachers or students of educational science</li> <li>• Providing teaching material</li> </ul>
Mentoring for (female) high school students	
Internships	<ul style="list-style-type: none"> <li>• Internships for school students or specifically for girls</li> </ul>
Projects with schools	
Make your female researchers more visible (use role models)	<ul style="list-style-type: none"> <li>• Brochures</li> <li>• Exhibitions</li> <li>• Booklets with portraits or presentations</li> <li>• Portraits in the university press or on campus</li> <li>• Videos on youtube</li> </ul>
Provide physics games	<ul style="list-style-type: none"> <li>• Advent calendar</li> </ul>
Marketing activities	<ul style="list-style-type: none"> <li>• Using Social Media</li> <li>• Webpages / videos of current students</li> </ul>



Addressing female students

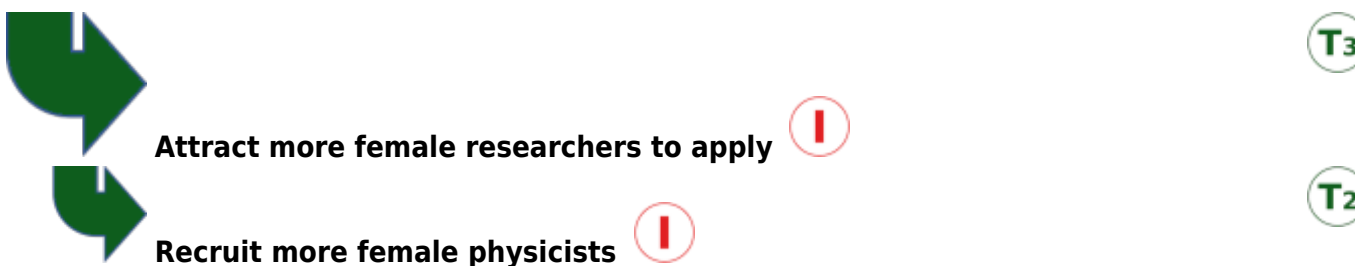
Potential activities	Examples for measures
PhD programmes for women only	

Potential activities	Examples for measures
Using social media	<ul style="list-style-type: none"> <li>• Produce video clips</li> <li>• Change storybook of the Big Bang Theory, add a major female physicist</li> </ul>
Mentoring for students	<ul style="list-style-type: none"> <li>• Peer to peer mentoring for (female) students</li> <li>• Cross-faculty mentoring programmes for students and female early career researchers</li> </ul>



Attract more female researchers to apply










Potential activities	Examples for measures
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>
Dual Career Schemes	
More attractive working packages for female researchers	
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 reinforce stereotypes), demand fewer skills</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>
Grants	<ul style="list-style-type: none"> <li>• Grants for female postdocs</li> </ul>



 **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	<ul style="list-style-type: none"> <li>Establishment of an evaluation or appraisal mechanism for assessing researchers' professional performance</li> </ul>
(Gender) Career Management	<ul style="list-style-type: none"> <li>Career advancement plan for women</li> <li>Gender career management</li> <li>Ensure that research staff are aware of career/professional development options</li> <li>Introduction of a dedicated organizational career development strategy</li> </ul>
Career monitoring	<ul style="list-style-type: none"> <li>GE monitoring of the long-run career trajectories (including mobility)</li> </ul>
Promotion policies and practices	<ul style="list-style-type: none"> <li>Possibility of stopping the tenure clock at universities due to parental leave or family leaves</li> <li>Supervisors encouraging women to take over more responsibility</li> </ul>
Trainings / seminars	<ul style="list-style-type: none"> <li>Provide trainings for young female physicists that prepare them for their career</li> <li>Trainings for re-entering women</li> <li>Trainee programme for potential female leaders</li> </ul>
Coaching	<ul style="list-style-type: none"> <li>Individual coaching for female post-docs</li> <li>Individual counselling</li> </ul>
Workshops	<ul style="list-style-type: none"> <li>Soft-Skill workshops</li> <li>Workshops for developing career plans and goals</li> <li>Workshops for career and life planning</li> </ul>
Qualification programmes for female scientists	<ul style="list-style-type: none"> <li>Management programme for female professors and managers (training)</li> <li>Programmes for interdisciplinary further education and interdisciplinary exchange</li> <li>Personal and professional development programmes for women</li> </ul>

Potential activities	Examples for measures
Career consultation	<ul style="list-style-type: none"> <li>• Individual career consultations</li> </ul>
Grants and Fellowships / Funding schemes	<ul style="list-style-type: none"> <li>• Grants for young women researchers for individual career development measures</li> <li>• Post Career Break Fellowship</li> <li>• Fellowships for female post-docs</li> <li>• Programmes that finance positions with resources and staff for a fixed period of time to establish (female) scientists as scientific leaders</li> </ul>
Mentoring	<ul style="list-style-type: none"> <li>• Mentoring for researchers (especially graduates/doctoral researchers and postdoctoral researchers)</li> <li>• Mentoring for young female scientists</li> </ul>
Networking / Supporting networks among female physicists	<ul style="list-style-type: none"> <li>• Programmes including the opportunity for (interdisciplinary) networking</li> <li>• Regular meetings for female physicists</li> <li>• Conference for female physicists</li> </ul>
Online platforms	<ul style="list-style-type: none"> <li>• e.g. femtec (<a href="https://www.femtec.org/en">https://www.femtec.org/en</a>)</li> <li>• Web-based communication platform (network) for female scientists at the university</li> </ul>




**Supporting the retention & career progress of female researchers**  



**Equal opportunities for career progression for male and female researchers**  



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



[Supporting the retention of female researchers](#)

Potential activities	Examples for measures
Working contracts	<ul style="list-style-type: none"> <li>• Policies to improve the situation of temporarily employed staff/researchers to facilitate their precarious employment status and career perspectives</li> <li>• Extension of post-doc posts in cases of pregnancy</li> <li>• Contracts take major life events into account (e.g. child birth)</li> </ul>



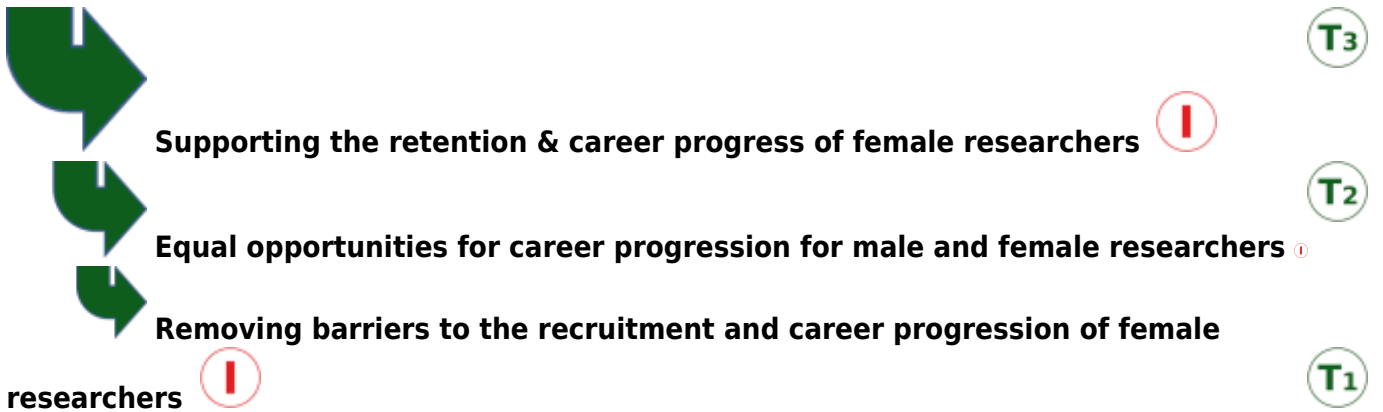
**Supporting the retention & career progress of female researchers**  

**Equal opportunities for career progression for male and female researchers**  

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

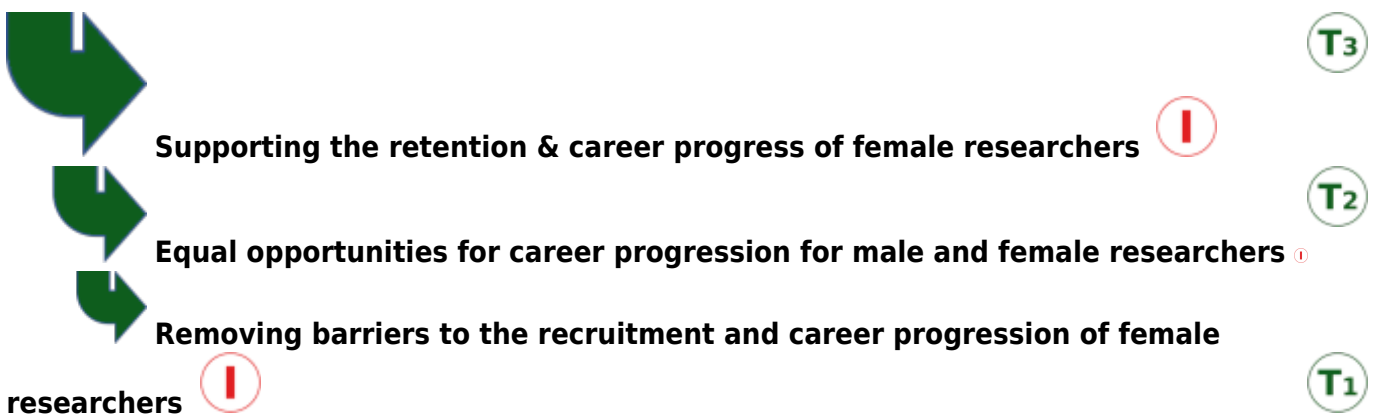
Equal pay

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

Potential activities	Examples for measures	
Providing information	<ul style="list-style-type: none"> <li>Information events</li> <li>Websites to bundle and disseminate relevant information</li> <li>Dissemination of a guide on the work-life balance measures available</li> </ul>	
Support for researchers caring for elderly people	<ul style="list-style-type: none"> <li>Agreements with geriatric institutes</li> </ul>	
Career/Parent-friendly workplaces	<ul style="list-style-type: none"> <li>Establishment of a nursing room</li> <li>“With-Children-Offices”</li> </ul>	
Facilitating better reconciliation	<ul style="list-style-type: none"> <li>Telework</li> <li>Flexible working-hours</li> <li>Event for employees to discuss work organization and reconciliation</li> </ul>	
Working contracts	<ul style="list-style-type: none"> <li>Individually drafted contract agreements</li> <li>Contracts take major life events into account (e.g. childbirth)</li> </ul>	
Provision of childcare	<ul style="list-style-type: none"> <li>Childcare during school vacations</li> <li>Align crèche vacations to university vacations</li> <li>Childcare facilities</li> <li>More posts at the state day care</li> <li>Availability of childcare during work-related events (e.g. conferences, workshops)</li> </ul>	
Financial support for childcare	<ul style="list-style-type: none"> <li>Support grants for researchers with care responsibilities</li> <li>Mobility allowance</li> <li>Funding support for childcare in emergencies</li> </ul>	<ul style="list-style-type: none"> <li>Support grants are available (yes/no)</li> <li>Mobility allowance available (yes/no)</li> <li># of people using the reimbursement / support grants, by sex</li> </ul>
Parental leave & management of career breaks		



**Supporting the reconciliation between work and private life / care**

**responsibilities**



**Equal opportunities for career progression for male and female researchers**



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

**researchers**



More women in decision making bodies

Potential activities	Examples for measures
Positive action / quota	<ul style="list-style-type: none"> <li>• Quota for women in decision making bodies</li> <li>• Compensate female professors for the increased workload due to participation in official bodies of the university</li> </ul>
Monitoring	<ul style="list-style-type: none"> <li>• Monitoring and reporting of the female proportion in all bodies</li> </ul>



**Gender equality in decision making bodies and positions** 

**T<sub>2</sub>**

**Address gender imbalances in decision making processes** 

**T<sub>1</sub>**

Gender fairness of selection committees

Potential activities	Examples for measures
Addressing unconscious bias in selection committees	<ul style="list-style-type: none"> <li>• Trainings on unconscious bias (for selection committee members)</li> <li>• Information/Documents on unconscious bias (for selection committees)</li> <li>• Public advertising mechanisms for vacant positions</li> <li>• Double-blind peer review procedures</li> <li>• Anonymized Application Procedures</li> <li>• Showing and spreading video clips on unconscious bias</li> <li>• Participant observation of research panels and feedback on meeting practices</li> </ul>
Raising awareness about unconscious bias in the organization	<ul style="list-style-type: none"> <li>• Talks and discussions on unconscious bias</li> <li>• Trainings on unconscious bias (for the management / all staff)</li> </ul>



**Composition and gender fairness of selection committees** 

**T<sub>3</sub>**

**Establish a gender fair selection process** 

**T<sub>2</sub>**

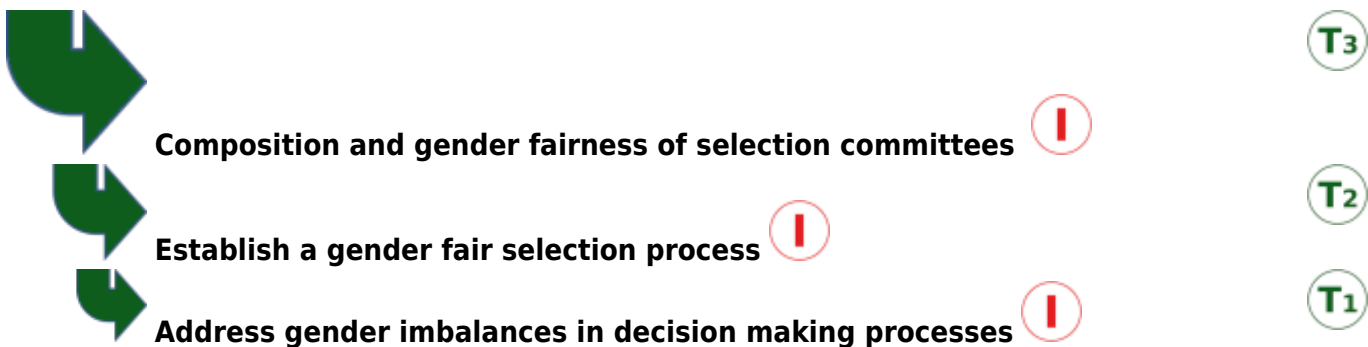
**Address gender imbalances in decision making processes** 

**T<sub>1</sub>**

Gender balanced composition of selection committees

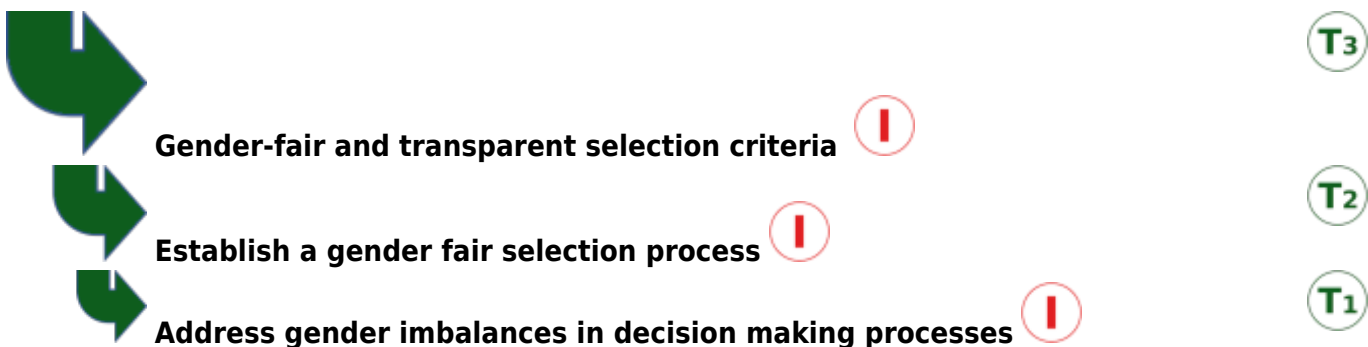
Increasing the number of women in selection committees (including quotas)	<ul style="list-style-type: none"> <li>• Quotas for women in selection committees</li> <li>• Value committee work in CVs</li> <li>• Invite women from other institutions/abroad to participate in committees</li> </ul>
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Support female committee members (also may lead to more women)	<ul style="list-style-type: none"> <li>• Compensate for time lost due to committee work</li> <li>• Provide research aid for committee members</li> <li>• Reduce teaching load for committee members</li> <li>• Specific gender trainings for female committee members</li> </ul>
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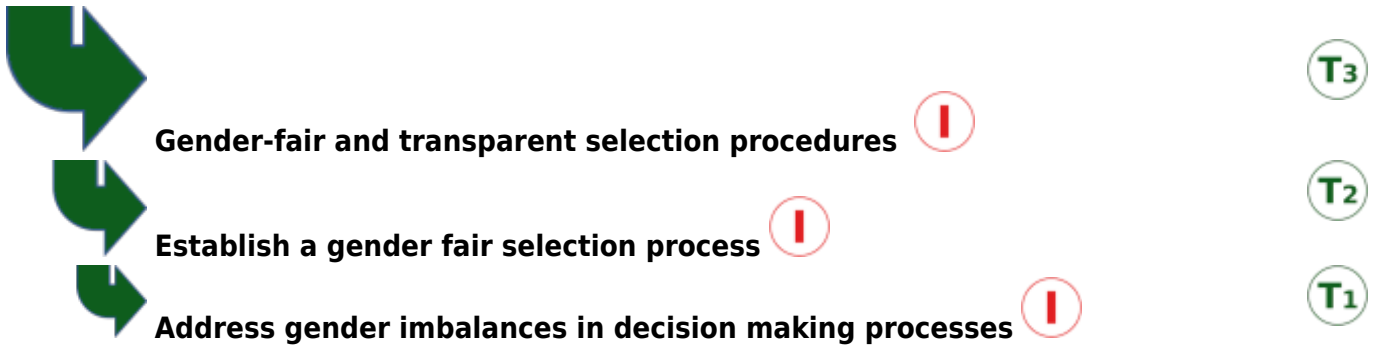
Gender-fair and transparent selection criteria

Potential activities	Examples for measures
Reflection on excellence/improve the gender fairness of assessment indicators	<ul style="list-style-type: none"> <li>• Install a working group to analyze results of selection procedures</li> <li>• Events to create more visibility for excellent female physicists</li> </ul>
Transparent selection criteria	<ul style="list-style-type: none"> <li>• Have a list of well-defined criteria</li> <li>• Mobility rules</li> <li>• Have a formalized way of applying criteria, e.g. evaluation sheets</li> </ul>



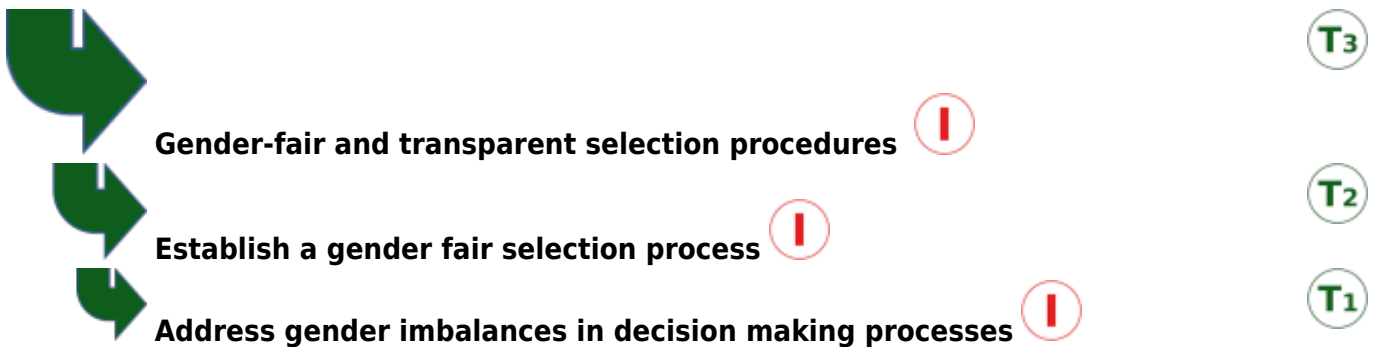
Gender-fair and transparent selection procedures

Potential activities	Examples for measures	
Reflection on selection procedures	<ul style="list-style-type: none"> <li>• Meetings to reflect on selection procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Reports/notes from reflection meetings (yes/no)</li> </ul>
Having transparent rules and procedures	<ul style="list-style-type: none"> <li>• Rules and procedures are formalized in a written form and communicated</li> </ul>	
Regular reporting of selection committees / commissions	<ul style="list-style-type: none"> <li>• Reporting duty formally in place</li> </ul>	
Policies of outside hiring		
Monitoring of hiring processes	<ul style="list-style-type: none"> <li>• Monitoring the gender distribution at all stages in the recruitment process</li> </ul>	



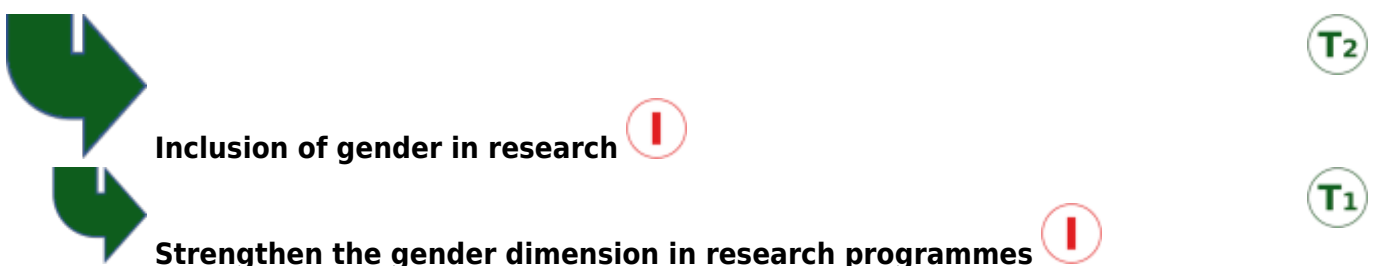
Positive action / target numbers

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	<ul style="list-style-type: none"> <li>• Gender specific modules/subjects</li> <li>• Cross-cutting gender into the rest of the modules/subjects in the degree (e.g. including gender-sensitive theories, methods, readings, questions, activities)</li> <li>• Ensure the participation of gender experts in the committees/groups that design the curricula</li> <li>• Set up a task force on gender mainstreaming in curricula</li> </ul>
Policies promoting the inclusion of gender issues in curricula	
Train and support personnel	<ul style="list-style-type: none"> <li>• Ensure support, ideally through an institute for Gender Studies at the University</li> <li>• Provide training and awareness raising activities and dissemination materials for academics</li> </ul>
Awards for students	<ul style="list-style-type: none"> <li>• Reward scheme for students who include in their research the sex/gender analysis as a cross- cutting issue</li> </ul>



**Inclusion of gender in teaching**



T2

**Strengthen the gender dimension in research programmes**



T1

**Raising awareness for gender equality**

Potential activities	Examples for measures
Trainings, Workshops and Seminars	<ul style="list-style-type: none"> <li>• Trainings on gender equality</li> <li>• Gender Stereotypes and implicit bias trainings</li> <li>• Gender Mainstreaming workshops and seminars</li> <li>• Workshops to raise gender awareness</li> <li>• Gender in Physics Workshop</li> </ul>
Increasing the gender awareness of HR, recruitment, management	<ul style="list-style-type: none"> <li>• Gender awareness trainings</li> <li>• Unconscious bias tests + trainings</li> <li>• Meetings with decision makings to create awareness and commitment</li> </ul>
Visibility of women's contribution to science	<ul style="list-style-type: none"> <li>• Brochure presenting profiles of female researchers, students or colleagues who have made outstanding contributions</li> <li>• Creating role models</li> </ul>



**Raising awareness for gender equality**



T2

**Further targets & measures**



T1

Combating sexual and sex-based harassment

Potential activities	Examples for measures	
Guidelines / Code of conduct	<ul style="list-style-type: none"> <li>Guidelines on dealing with sexual harassment</li> <li>Code of conduct</li> </ul>	<ul style="list-style-type: none"> <li>Guidelines available (yes/no)</li> <li>Code of conduct available (yes/no)</li> <li>Code of conduct distributed to all staff (yes/no)</li> <li>Code of conduct made public (yes/no)</li> </ul>
Trainings	<ul style="list-style-type: none"> <li>Awareness trainings</li> <li>Trainings how to prevent / deal with sexual harassment</li> </ul>	
Discussions	<ul style="list-style-type: none"> <li>Talks and discussions to spread awareness on problems of harassment and how to deal with it</li> </ul>	
Appeal body	<ul style="list-style-type: none"> <li>E.g. HR representative, Gender Equality Officer</li> </ul>	<ul style="list-style-type: none"> <li>Appeal body is established (yes/no)</li> </ul>
Policies	<ul style="list-style-type: none"> <li>Zero-Tolerance Sexual Harassment policies</li> </ul>	



**Combating discrimination and sexual harassment**



T<sub>2</sub>

**Further targets & measures**



T<sub>1</sub>

Non-discrimination

Potential activities	Examples for measures
Policies	<ul style="list-style-type: none"> <li>Policies of overall non-discrimination</li> </ul>
Equal participation	<ul style="list-style-type: none"> <li>Gender-balanced organization of events</li> </ul>
Equal treatment and workload	<ul style="list-style-type: none"> <li>Equal treatment of part-time work and promotion of work-life balance</li> <li>Fair and transparent workload balance across all areas (teaching, research, administration)</li> </ul>
Equal resources	<ul style="list-style-type: none"> <li>Equal access to resources (e.g. funding, lab space, equipment)</li> <li>Equal resources for male and female professors</li> </ul>



**Combating discrimination and sexual harassment**



T<sub>2</sub>

**Further targets & measures**



T<sub>1</sub>

LGBT+ Inclusivity

Potential activities	Examples for measures
Awareness and inclusive language	<ul style="list-style-type: none"> <li>• Use gender-neutral and inclusive language</li> <li>• Encourage accurate pronoun use</li> <li>• Allow name and gender changes on departmental records</li> </ul>
Structures, Policies and Support	<ul style="list-style-type: none"> <li>• Appoint a diversity liaison or committee</li> <li>• Consider LGBT+ persons when developing family-friendly policies</li> <li>• Support transitioning individuals</li> </ul>
Facilities	<ul style="list-style-type: none"> <li>• Create safe spaces within the department</li> <li>• Provide non-gendered restrooms</li> </ul>
Inclusive recruitment	<ul style="list-style-type: none"> <li>• Collect demographic information from job applicants and prospective students in an inclusive way</li> <li>• Include non-discrimination statements in job announcements</li> </ul>
Trainings	<ul style="list-style-type: none"> <li>• Diversity training sessions or workshops</li> </ul>
Networking	<ul style="list-style-type: none"> <li>• Provide networking opportunities</li> <li>• Host inclusive conferences</li> </ul>



**Combating discrimination and sexual harassment**



T<sub>2</sub>

**Further targets & measures**



T<sub>1</sub>

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>



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