

## Workshop B – Gender equality plans and recruitment & career planning

### QUESTIONS

The numbering scheme refers to the [Fields of Action of GENERA](#).

#### **1. Structural integration of gender equality: policies, monitoring, sustainability, compositions & integration**

- c) What are your recommendations for sustainable monitoring of the gender balance in physics research and/or the performance of gender equality plans for physics research in the Netherlands?

*Issues that could be addressed:*

*Should monitoring be centralised, e.g. should monitoring of the performance of programmes like FOM/f, Rosalind Franklin and WISE be centralised? Is this a task for the VNSU or for NWO or for OC&W? What performance indicators do you propose?*

#### **3. Flexibility, time and work life: work-life balance, care and family life**

- a) In the assessment of tenure-trackers, what are your recommendations for compensation for pregnancy-, parental or carer's leave?

*Issues that could be addressed:*

*Due to legal regulations, it is not easy to extend a tenure-track period to compensate for a leave, without giving the tenure-tracker a permanent position. How do you see a solution for this? How do you compensate for a shorter tenure-track period in the assessment of a tenure-tracker?*

#### **4. Presence and visibility: recruitment, retention & attrition, advancement, visibility**

- a) How do you evaluate the transparency of the recruitment and selection procedures in your organisation or at your institute?

*Issues that could be addressed:*

*In the past, when not a being member of the 'old-boys-network' of the institute, it was hard to learn the soft rules around recruitment and selection. What measures have you taken in your institute or organisation to make the procedures transparent and known? How have you verified that your staff indeed experience the procedures as transparent?*

*Usually, a physics research organisation or institute prefer a level playing field above positive discrimination of women physicists in the application for jobs or grants. What measures have you taken to ensure that indeed also for women the recruitment and selection procedures provide a level playing field? How have you verified that women indeed consider the procedures as fair?*

*How are women involved at all stages in recruitment processes such as searching for candidates, resume screening, interviews, offers and acceptance, selection & hiring committees? Have you experienced that when a selection committee has a substantial fraction of women, relatively more women are selected?*

*For both early-career applicants and applicants for higher positions, the presence of a dual body career scheme for them and their partners can be a pull factor. Would you allow partners to work in the same institute? What do you advise to help partners to find an adequate level job elsewhere? Is budget for a dual body career scheme available in your organisation?*

## **5. Gender inclusive/Gender-sensitive organisational culture: gender awareness and bias, non-discrimination, deconstructing excellence**

- b) Would you recommend mandatory training on gender/diversity awareness and unconscious biases of all physics and technical staff in your organisation or at your institute?**

*Issues that could be addressed:*

*Do you consider training on gender/diversity awareness and unconscious bias useful for creating an inclusive culture in your organisation or at your institute? Do you consider it feasible to make the training mandatory? Would the staff at your institute accept such a mandatory measure?*

*Do you consider the culture of the 'old-boys' at your institute no longer present? How do you measure that the culture at your institute is indeed inclusive for women? Should the female staff accept or adapt to the prevalent male culture at your institute, because that is how physics is best served?*

*Do you think women physicists in your organisation or at your institute would benefit from a mentoring scheme? Have you verified with your female staff that they would appreciate to be mentored? What type of mentor would be most effective in mentoring your female permanent staff, tenure-trackers, or early-career staff?*

*How have you verified that your female staff feel safe at the institute? Is there an appeal body for complaints about unpleasant behaviour? How is the appeal body structured and organised? Did you experience complaints about sexual harassment at your institute?*