

Workshop C – Gender equality plans from the perspective of senior physicists

QUESTIONS

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

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

- a) What ingredients should be part of schemes designed to compensate for delay due to parental/carer's leave in the assessment of tenure-trackers?

Due to legal regulations, it is not easy to extend a tenure-track period to compensate for a leave. How should your evaluator compensate this in the assessment of your shorter tenure-track period? Have you experienced a break in your tenure-track period?

- b) What measures do you recommend to create a child & family friendly organisational culture?

Are you aware of measures at your institute that should help you combining your work as a physicist with raising children and caring for family? If yes, were you involved in defining these measures?

In the Netherlands, in particular while raising children or caring for relatives, it is well accepted to work part-time. Usually in these cases, higher educated people work for four days per week. Is this also the case at your institute?

Does your institute provide a dual body career scheme? If yes, would you and your partner make use of such a scheme? What do you expect from a dual body career scheme? Would you appreciate if your partner was offered a position at your institute? If your partner is searching for a job elsewhere, what would you expect from a dual body career scheme? Did you and your partner make use of a dual body career?

At your institute, are cost for extra child-care during conferences eligible for reimbursement? Does this include the cost for bringing your children to the place of the conference? Do you make use of the regulations offered at your institute?

Are block hours defined for working meetings, e.g. between 10h and 16h? Would this help you? Is working from home accepted/possible? Would that help you?

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?

In the past, when not being a member of the ‘old-boys-network’ of the institute, it was hard to learn the soft rules around recruitment and selection. Do you consider today’s procedures in your institute transparent? Are you informed about possibilities for promotion or for grants? Have you been encouraged to apply?

Usually, a physics research organisation or institute prefers a level playing field instead of positive discrimination of women physicists in the application for jobs or grants. Do you consider the recruitment and selection procedures at your institute providing a level playing field for men and women? Do you consider the procedures discriminatory against men or against women?

In your organisation or at your institute, how are women involved at all stages in recruitment processes such as searching for candidates, resume screening, interviews, offers and acceptance, selection & hiring committees? How often do selection committees in your institute not comprise a woman? Have you experienced that when a selection committee has a substantial fraction of women, relatively more women are selected?

Did you or would you apply for positive discrimination programmes such as FOM/f, Rosalind Franklin, WISE? How do you appreciate these programmes?

At your institute, is a mentoring scheme implemented? Have you experience with mentoring, as a mentor or as a mentee? What type of mentor do you consider most effective for yourself? Did you ask for a mentor or was it offered? Did you select your mentor yourself, and if yes, on what criteria?

Due to the low percentage of women in physics research, they are more often than man asked to serve at committees or outreach activities. Do you think it appropriate to compensate them for this, e.g. by assigning to them an extra PhD student or postdoc. Have you experienced yourself that the burden of serving on committees is too high? What is your experience with being a role model?

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

c) What measures do you propose to create a culture of inclusiveness for women in your organisation or at your institute?

Which factors do you identify, from your experience, as responsible for the small fraction of female physicists? Is gender awareness and unconscious bias training offered at your institute, in particular to members of assessment committees or the leadership of your institute? Would you participate in such training? Do you consider it necessary that grant selection committees are trained for gender awareness and unconscious bias?

Do you consider the working environment at your institute safe for women? Do you feel safe at your institute? Is there an appeal body for complaints about unpleasant behaviour? How is the appeal body structured and organised? Did you experience sexual harassment at your institute or by colleagues of your institute?