

OVERVIEW ALL QUESTIONS

Numbers refer to the GENERA Fields of Action

1) Structural integration of gender equality: policies, monitoring, sustainability, compositions & integration			
Field		Question	Workshop
1	<i>a</i>	How do you evaluate the effectiveness of positive discrimination programmes such as the FOM/f, Rosalind Franklin Fellowships (RUG) and WISE (NWO) to establish gender balance in physics research, in particular in the leading positions?	A
1	<i>b</i>	How do you interpret the feasibility and effectiveness of the recommendations of the 'Commissie Breimer' in 'Koersvast' for establishing gender balance in the physics research groups in the Netherlands?	A
1	<i>c</i>	What is your recommendation for sustainable monitoring of gender balance in physics research and/or the performance of gender equality plans for physics research in the Netherlands?	B
2) Engaging leadership: leadership accountability, stakeholder engagement			
Field		Question	Workshop
2	<i>a</i>	How could science leadership in the Netherlands be held accountable for improving the gender balance in physics research, in particular in your organisation or at your institute?	A
3) Flexibility, time and work life: work-life balance, care and family life			
Field		Question	Workshop
3	<i>a</i>	What ingredients should be part of schemes designed to compensate for delay due to parental/carer's leave in the assessment of tenure-trackers?	B, C
3	<i>b</i>	What measures do you recommend to create a child & family friendly organisational culture?	C
3	<i>c</i>	How do you evaluate the demands for working abroad in short-term contracts as a post-doc?	D
3	<i>d</i>	What do you think of the culture of long working hours thought to be necessary to succeed in an academic career in physics?	D
4) Presence and visibility: recruitment, retention & attrition, advancement, visibility			
Field		Question	Workshop
4	<i>a</i>	How do you evaluate the transparency of the recruitment and selection procedures in your organisation or at your institute?	B, C
4	<i>b</i>	How do you evaluate positive discrimination programmes like FOM/v or Rosalind Franklin Fellowships as compared to a level playing field of programmes like Marie Curie Fellowships or the VENI, VIDI of NWO?	D
5) Gender inclusive/Gender-sensitive organisational culture: gender awareness and bias, non-discrimination, deconstructing excellence			
Field		Question	Workshop
5	<i>a</i>	How do you evaluate the definition of 'excellence' commonly used in the assessments and reviews in physics research organisations?	A
5	<i>b</i>	What is your opinion about mandatory training on gender awareness and unconscious biases of all physics and technical staff in your organisation or at your institute?	B
5	<i>c</i>	What measures do you propose to create a culture of inclusiveness for women in your organisation or at your institute?	C, D