

GENDER EQUALITY PLAN OF THE INSTITUTE OF PHYSICS OF THE POLISH ACADEMY OF SCIENCES FOR THE PERIOD 2022-2026

INTRODUCTION

The Gender Equality Plan of the Institute of Physics of the Polish Academy of Sciences for the period 2022 - 2026, hereinafter

hereinafter referred to as the "PRP", is a diagnosis of the current situation and a plan of equality actions spread 2022 - 2026.

The PRP diagnoses the situation, assesses gaps and identifies areas for improvement.

It plans actions which, in the assumed time perspective, will make the Institute of Physics Polish Academy of Sciences, hereinafter referred to as the 'Institute':

- 1) will be a friendly and safe place for all, functioning with respect for equality and diversity, as equality and diversity are values that contribute to the development of science;
- 2) will develop and implement good practices and improve internal communication so that the positive messages shaped can be disseminated more effectively;
- 3) develop mechanisms to identify discriminatory attitudes and create an early response system.

Some people face difficulties that prevent them from benefiting equally from academic and professional development opportunities. These barriers can take the form of gender discrimination, harassment, bullying and obstacles to combining work and family life. Such barriers cause scientific careers, particularly for women, to slow down and some may lose interest in further scientific and professional development. Barriers to combining work and family life also discourage fathers trying to engage in both spheres of life - work and family. In any case, this is a loss for both the employer and the development of science in Poland.

The European Commission lists the following objectives of the gender equality strategy in research and innovation:

- 1) to promote equality in scientific careers;
- 2) to ensure gender balance in decision-making processes and bodies;
- 3) to integrate the gender dimension, biological and social, into research and innovation content.

In line with the European Commission's Communication on a Strengthened European Research Area (2012), EU Member States are encouraged, inter alia, to remove legal and other barriers to the recruitment, retention and progression of women in scientific careers, while fully complying with EU gender equality law (Directive 2006/54/ EC), as well as to address gender inequalities in decision-making processes and to ensure that at least 40% of the female or underrepresented sex participate in teams involved in recruitment/career development and in the design and evaluation of research programmes.

The Institute's gender equality plan is based on the following legal bases:

- 1) Article 18 of the Constitution of the Republic of Poland concerning the principle of protection and care of public authorities over maternity and parenthood;
- 2) Article 33 in conjunction with Art. 70 para. 4 and 5 of the Constitution of the Republic of Poland concerning the principle of equality of women and men in family, political, social and economic life, realised through the obligation to ensure to persons of both sexes equal right to education, employment meaning freedom of work and prohibition of gender discrimination in its realisation, promotions, meaning also prohibition of gender discrimination in establishing criteria for holding managerial positions in the workplace, equal remuneration for work of equal value, social security, holding positions, performing functions and obtaining public dignities, decorations;
- 3) Article 73 of the Constitution of the Republic of Poland concerning the freedom of artistic creativity, scientific research and the publication of its results, the freedom of teaching, and the freedom to use cultural goods;
- 4) Act of 3 December 2010 on the implementation of certain provisions of the European Union on equal treatment (Journal of Laws of 2020, item 2156);
- 5) Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (OJ EU.L.2006.204.23);
- 6) Convention on the Elimination of All Forms of Discrimination against Women, adopted by the United Nations General Assembly on 18 December 1979 (OJ 1982 No. 10, item 71);
- 7) the European Charter for Researchers.

Within the framework of the PRP, based on the objectives indicated in the Introduction, individual activities will be implemented and their effectiveness will be monitored by means of specific indicators.

The PRP is planned for the years: 2022 - 2026, with an internal evaluation taking place after two years of its validity, i.e. in 2024.

WORKING METHODOLOGY FOR THE PRP

The PRP for the Institute is the result of an analysis of the 2021 staffing and staff development data. The current gender distribution of the Institute's staff was investigated and described, taking into account the organisational structure, job positions, including:

- 1) scientific positions;
- 2) research and technical positions;
- 3) library, documentation and scientific information;
- 4) engineering and technical positions;
- 5) organisational, economic and administrative positions;
- 6) labour and service.

The professional development of the staff, professional promotions and participation in training, as well as the rules of hiring for jobs were analysed.

DIAGNOZE

Based on the Institute's 2021 HR data, the proportion of women and men in the various areas and categories at risk of imbalance was determined. The data collected is as follows:

1. summary data on the share of staff in positions

1. the percentage of women and men among all employees is:

in 2019 - 36% women and 64% men

in 2020 - 35% women and 65% men

in 2021 - 35% women and 65% men

2) the proportion of women and men in scientific positions is:

in 2019 - 24% women and 76% men

in 2020 - 23% women and 77% men

in 2021 - 23% women and 77% men

3) the proportion of women and men in research and technical positions is:

in 2019 - 40% women and 60% men

in 2020 - 40% women and 60% men

in 2021 - 38% women and 62% men

4) the share of women and men in library, documentation and information science positions

scientific information are:

in 2019 - 50% women and 50% men

in 2020 - 50% women and 50% men

in 2021 - 67% women and 33% men

5) the proportion of women and men in engineering and technical positions is:

in 2019 - 29% women and 71% men

in 2020 - 28% women and 72% men

in 2021 - 25% women and 75% men

6) the share of women and men in organisational and economic positions,

administrative staff and service are:

in 2019 - 63% women and 37% men

in 2020 - 60% women and 40% men

in 2021 - 62% women and 38% men

7) the proportion of women and men by academic position is:

professors:

in 2019 - 15% women and 85% men

in 2020 - 14% women and 86% men

in 2021 - 15% women and 85% men

Institute professors:

in 2019 - 27% women and 73% men

in 2020 - 26% women and 74% men

in 2021 - 26% women and 74% men

assistant professors:

in 2019 - 25% women and 75% men

in 2020 - 22% women and 78% men

in 2021 - 24% women and 76% men

assistants:

in 2019 - 32% women and 68% men

in 2020 - 36% women and 64% men

in 2021 - 27% women and 73% men

8) the proportion of women and men in management positions (Director of the Institute, Deputy Directors of the Institute, Chief Accountant) is:

women 20% and men 80%

9) the proportion of women and men in the positions of heads of the Institute's organisational units is:

in 2019 - 29% women and 71% men

in 2020 - 30% women and 70% men

in 2021 - 32% women and 68% men.

2 Staff data analysis

Based on the analysis of staffing and salaries in 2021, the following conclusions can be drawn:

- 1) the Institute employs more men than women (65% men, 35% women);
- 2) the gender distribution in scientific positions is: women 23%, men 77%. Of the 46 professors, 7 are women, of the 38 institute professors 10 are women, of the 55 assistant professors 13 are women and of the 22 assistants 6 are women;
- 3) in research and technical positions at the level of: women 38%, men 62%; in other positions, compared to scientific and research and technical positions, the representation of women is more numerous: 67% women against 33% men in library, documentation and scientific information positions, 25% women against 75% men in engineering and technical positions, 68% women vs. 32% of men in organisational, economic and administrative positions, in labour and service positions;
- 4) analysis of the data based on the distribution of positions in the vertical structure shows a proportional gender distribution in the central pool of positions excluding managerial positions held mostly by men both in the group of scientific, research and technical, library, documentation and scientific information, engineering and technical, organisational and economic and administrative, labour and service;
- 5) 1 out of 5 persons employed in managerial positions is a woman;
- 6) out of 25 heads of the Institute's organisational units, 8 are women;

In addition, analyses of staff data show that overtime work occurs far more often for men than for women (25% 1<175 M).

The workload shows that there is no disproportionality, as men and women are required to perform the same number of tasks in identical positions.

The hiring of staff for scientific positions at the Institute follows a competitive process, where the candidate's scientific merit is paramount. In the case of hiring for positions funded by external projects, competition rules are applied, determined under the terms of the project rules. The Institute's remuneration system does not differentiate salaries by gender. Salaries are strictly linked to the position occupied and persons occupying the same positions are paid the same amount. Scientific work requires full commitment, mobility and often involves a lack of regular working hours. Therefore, despite equal formal treatment of men and women, it is more difficult for women to engage in scientific work. In order for them to be able to reconcile scientific work and family life, a flexible approach to working hours, enabling remote working, together with remote access to the Institute's literature resources, is needed.

3 General conclusions

Analysing the available staff data, it can be concluded that there are imbalances both in the structure of employment, remuneration, distribution of duties and the general organisation of professional

work and combining it with fulfilling family obligations, which should be eliminated to the extent possible.

ACTION PLAN

1. general objectives

OBJECTIVE 1. Eliminate discriminatory behaviour

OBJECTIVE 2. To support the development of the scientific careers of each person, regardless of gender

OBJECTIVE 3 To increase the participation of women in the decision-making and management bodies of the Institute

2 Specific objectives, measures and yardsticks used to achieve the objectives

2.1 To eliminate discriminatory behaviour

Specific objectives:

- 1) To increase awareness of the relevance of equality issues and to reinforce positive attitudes towards diversity;
- 2) To put in place systemic arrangements for reporting and intervening when irregularities occur.

Measures to achieve the objective:

- 1) training of the Institute's employees in increasing their knowledge of discrimination, violence and harassment and increasing their skills related to recognising and responding to these phenomena - state of knowledge checked before and after training;
- 2) introduction of anti-discrimination training for the management of the Institute of Physics PAS and for the managers of organisational units - state of knowledge checked before and after training;
- 3) Introduction of an electronic tool to assist in educating and reporting on cases of discrimination and harassment.

Measure:

- 1) number of people attending training (number);
- 2) Launch of an electronic system for reporting cases of abuse (yes/no).

2.2 Supporting the development of women's scientific careers

Specific objectives:

The implementation of this objective is intended to contribute to the creation of an environment in which employees can efficiently pursue their career ambitions and goals while maintaining a balance between work and family life.

Measures to achieve the objective:

- 1) subsidising upskilling;
- 2) issuing individual approvals to facilitate the organisation of employees' work - flexible working hours, use of remote working;
- 3) possibility of taking unpaid leave as a form of caring for relatives;
- 4) the possibility of task-based rather than hourly billing in the case of difficult family situations;
- 5) aiming for mandatory job replacement.

Measure:

- 1) the number of persons who have been provided with funding for qualification upgrading;
- 2) number of persons granted individual approvals to facilitate the organisation of employees' work - flexible working hours, use of remote working;
- 3) the number of people taking unpaid leave as a form of caring for relatives;
- 4) the number of people using task-based rather than hourly billing in the case of difficult family situations;
- 5) annual analyses of the substitutability of individual positions.

2.3. Increase the proportion of women in the Institute's decision-making and management bodies

Specific objectives:

- 1) To reduce the gender imbalance in the recruitment of female and male staff members;
- 2) To introduce alternating chairmanships of selection committees by women and men;

Measure:

- 1) collection and monitoring of data on the participation of women and men in projects, selection and recruitment committees;
- 2) implementation of good practices (yes/no).

TIMETABLE OF PRP ACTIVITIES

The PRP is available on the Institute's website. The implementation of the PRP at the Institute will take place through the use of the above tools or other instruments according to current needs. The individual objectives will be successively implemented and realised taking into account the current most urgent needs and the financial and organisational capacities of the Institute in the period until 31 December 2026. Ongoing management and monitoring of the situation at the Institute with regard to equal treatment, compliance with the principles of non-discrimination and gender equality will be carried out through data aggregation and surveys. Data collection is driven by the need to

monitor the Institute's equality situation on an ongoing basis. The implementation, monitoring and promotion of good practices and solutions leading to anti-discrimination will take place with the knowledge and consent of the Director of the Institute or at his/her request will be initiated to ensure equal treatment and protection against discrimination of the Institute's staff in particular on the grounds of gender, marital status and family status in all job groups. The Deputy Director for Scientific Affairs will be responsible for the implementation and evaluation of the PRP after two years of its operation. Monitoring of progress in the implementation of the PRP will be carried out in the form of an internal audit and the results of the audit will be presented in an annual report. The report will mandatorily be produced by 31 March of the year following each year of PRP implementation. The report will be prepared by the Deputy Director for Academic Affairs. After two years of the PRP, in 2024, an updated list of objectives and actions to improve the PRP and its development will be prepared as part of the internal evaluation on the basis of the annual reports.