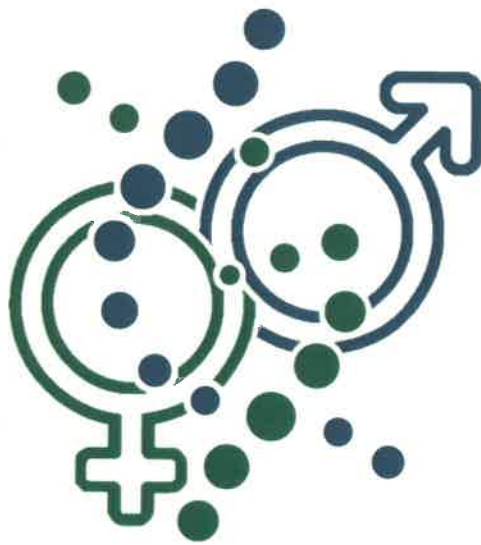


**GENDER EQUALITY PLAN FOR THE INSTITUTE  
OF GENETICS AND ANIMAL BIOTECHNOLOGY  
OF THE POLISH ACADEMY OF SCIENCES**





## 1. Introduction

We hereby present you the Gender Equality Plan (GEP) for the Institute of Genetics and Animal Biotechnology of the Polish Academy of Sciences (IGAB PAS) for period 2022 – 2026. GEP has been created with the participation of the entire community of the Institute, taking into account everyone who works at the Institute or study at the Institute Doctoral School.

Gender equality is fundamental value of the European Union. Additionally, gender equality in research and learning ensures that R&I systems support democratic and equal societies. Gender Equality:

- helps to improve the quality and impact of research and innovation by helping to ensure it is reflective of and relevant to the whole society
- creates better working environments that enable good quality research and learning of employees and students
- helps to attract and retain talent by ensuring that all staff can be confident that their abilities will be fairly recognised ( HE guidance on GEPs)

GEP of IGAB PAS has been approved by the Director on 24th of June 2022. Plan has been prepared by the Coordination Team of the Gender Equality Plan which consists of representatives of different groups of the Institute including: professors, assistant professors, PhD students, HR unit, as well as Research Support Units. Leader, as well as deputy Leader have been selected among the GEP Coordination Team members.

The main goal of GEP is to make IGAB PAS a place that is safe for everyone, with respect for equality and diversity, free from discrimination, and ensuring the free development of a scientific career for everyone.

IGAB PAS has been awarded in 2017 with HR Excellence in Research logo. Institute fully recognizes the values of the principles of the Charter and the Code, as well as their influence on the development of researchers and the IGAB PAS. The policy of IGAB PAS is in line with the principles of the Charter and the Code. Institute makes an effort to be an internationally attractive employer by offering researchers a friendly work environment, the transparent processes of recruitment, supporting development of already employed researchers and enhancing the quality of research and innovation. HR Excellence in Research logo obligates Institute to implement gender equality policy. The Gender Equality Plan for IGAB PAS takes into account the principles included in the “European Charter for Researchers and of the Code

of Conduct” in the process of the recruitment of researchers. GEP for IGAB PAS is an extension of the HR Strategy which integrates all activities undertaken by the Institute for Gender Equality. Additionally, GEP is in line with the EU Gender Equality Strategy for 2020 – 2025 and it includes the following areas:

- work-life balance and organisational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career progression;
- integration of the gender dimension into research and teaching content;
- measures against gender-based violence, including sexual harassment.

The Gender Equality Plan for IGAB PAS is the result of studies, quantitative and qualitative analyses as well as consultations carried out at the Institute. We hope that actions taken under this plan will significantly improve working conditions and promote equality and diversity in the Institute.

It should be appointed that adequate human and financial resources will be provided in the preparation and implementation of the GEP of the Institute of Genetics and Animal Biotechnology of the Polish Academy of Sciences

## DIAGNOSIS

The first step in our diagnosis is the verification of the gender distribution of people working at the Institute of Genetics of Animal Biotechnology of the Polish Academy of Sciences. Gender distribution at the Institute has been analysed from different points of view.

Figure 1 shows general women and men division at the Institute. Women constitute 57% of employees. The disproportion between men and women is not significant, the values approach the gender balance.

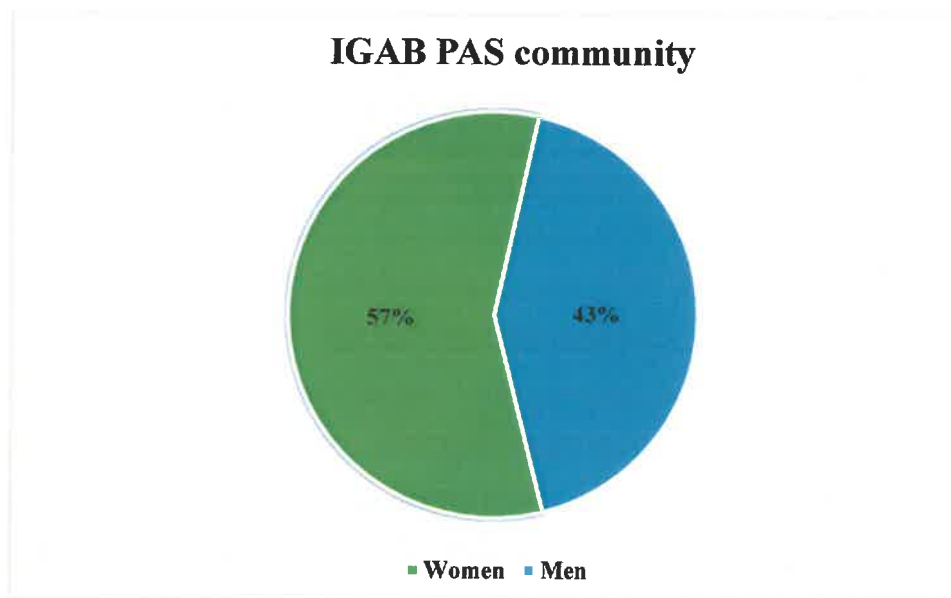


Figure 1. Proportion of women and men in IGAB PAS community

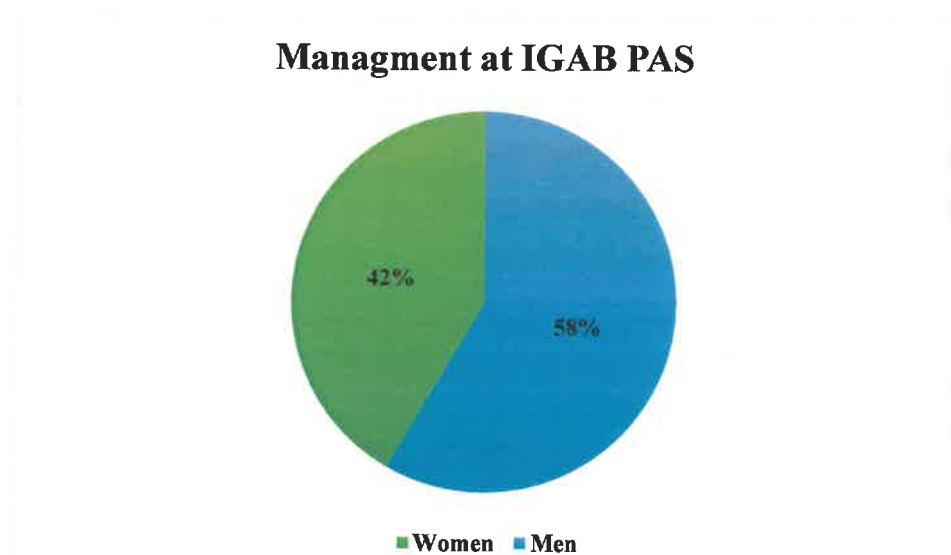


Figure 2. Proportion of women and men in decision making positions at IGAB PAS

Figure 2 shows that men are more dominant group in management positions, they make up 58% of this group. However, similar as in previous analysis (see Figure 1) it is quite gender balanced group. More detailed analysis is shown in Table 1.

Units	Women	Men
Director of the Institute	x	
Deputy Director for Science		x
Deputy Director for Financial Affairs	x	
Deputy Director for General Affairs		x
Heads of Department of Biotechnology and Nutrigenomics		x
Head of Department of Molecular Biology		x
Head of Department of Animal Behavior and Welfare	x	
Head of Department of Experimental Embryology	x	
Head of Department of Genomics and Biodiversity		x
Head of Department of Experimental Genomics		x
Head of administrative unit	x	
Head of Experimental Farm		x

Table 1. Gender division of the Management of the Institute

In our GEP analysis we would have also analysed gender division by employee category. As shown in Figure 3 women dominate in the most cases. However, the most feminized group is engineer - technician staff, this group has 86% of women. Also PhD students group, scientific – technician group as well as administrative staff are dominated by women, in the first case women make up 75% of the group, for the second case 67% are women, administrative staff includes 66% of women. Only in one group – scientific group men are the majority, there is 62% of men.

For this group (scientific staff) detailed analysis has been done. Gender distribution of people working in science has been carried out in accordance with recommendations included in the European Charter for Researchers. As shown in Figure 4 almost in all cases men constitute majority of the employed. Exception is assistant group where only women are employed, however it is very small group. Assistant professors group includes 36% of women, Institute professors group has only 31% of women, the last analysed group of full professors includes 40% of women.

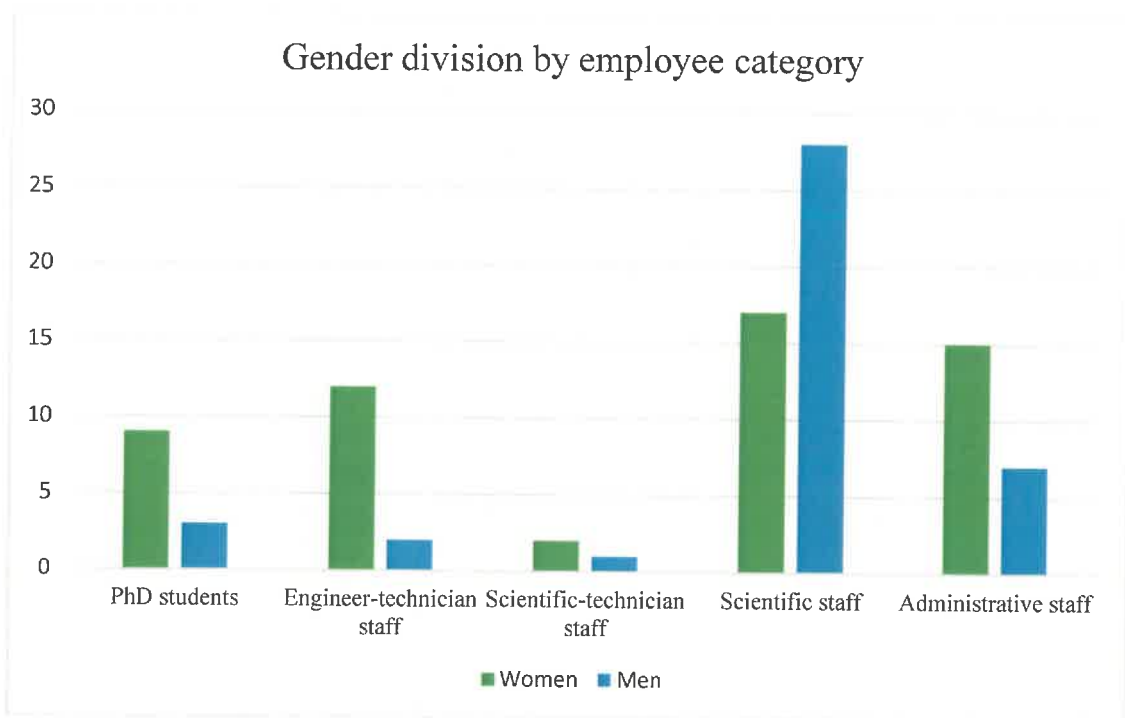


Figure 3. Gender division by employee category

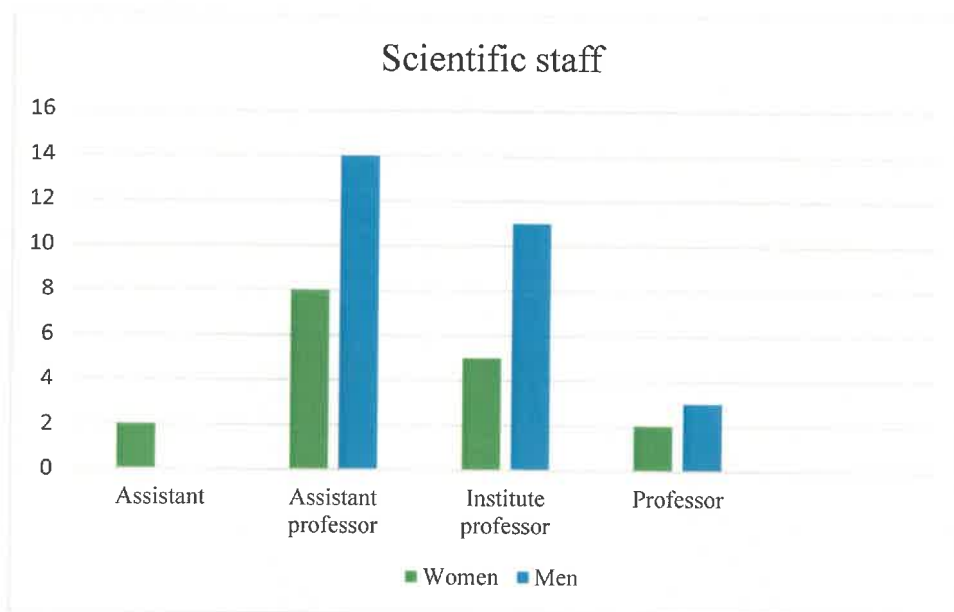


Figure 4. Gender division in the scientists group

Above results may indicate that the paths for promotion and scientific careers are not the same for women and men and should be monitored.

The distribution of staff by level of education is shown in Figure 5. Here situation is quite different from previous case. The youngest group PhD students includes 75% of women. Assistants group is very small and it includes 100% of women. However, with increasing level

of education men become the dominating gender. Adjunct group includes 64% of men, institute's professors have 69% of men, for professor group men make up 60%.

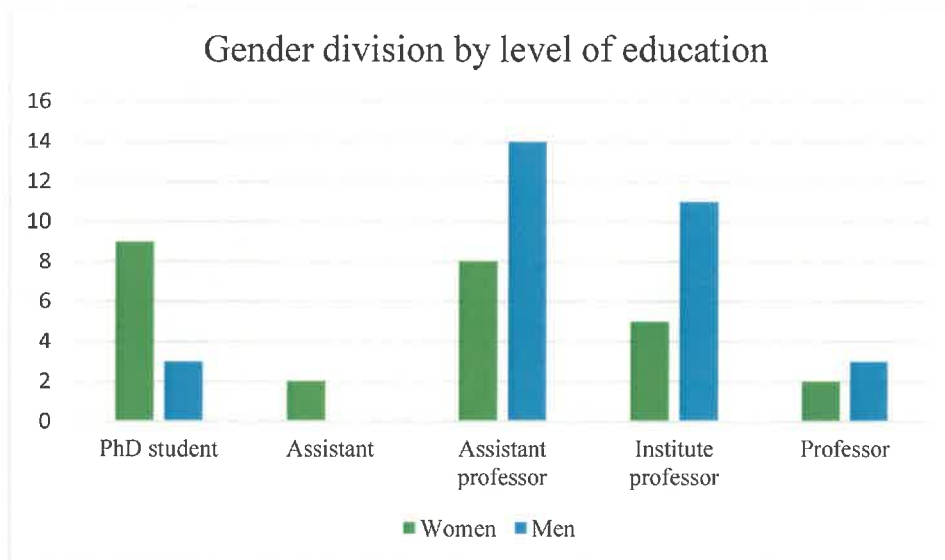


Figure 5. Gender division by level of education

In our GEP we have also analysed gender distribution for PIs of granted projects. As shown in Figure 6 men more often receive grants than women (60% of scientists). However, success rate for women is 15% whereas for men is 21%.

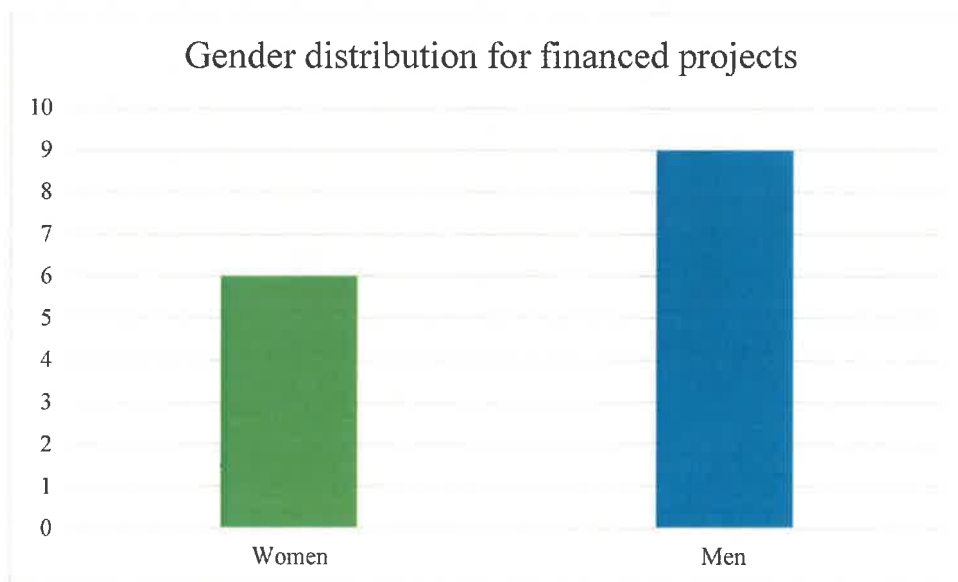


Figure 6. Gender distribution for PIs of of granted projects in the period 2020-2021

If we analyse gender distribution for projects for different scientific groups (see Figure 7) we can see that the largest numbers of projects in the period 2020-2021 were granted to the

Institute's professor, as well as adjuncts (assistant professors). For both groups men are dominant (63% and 80%, respectively).

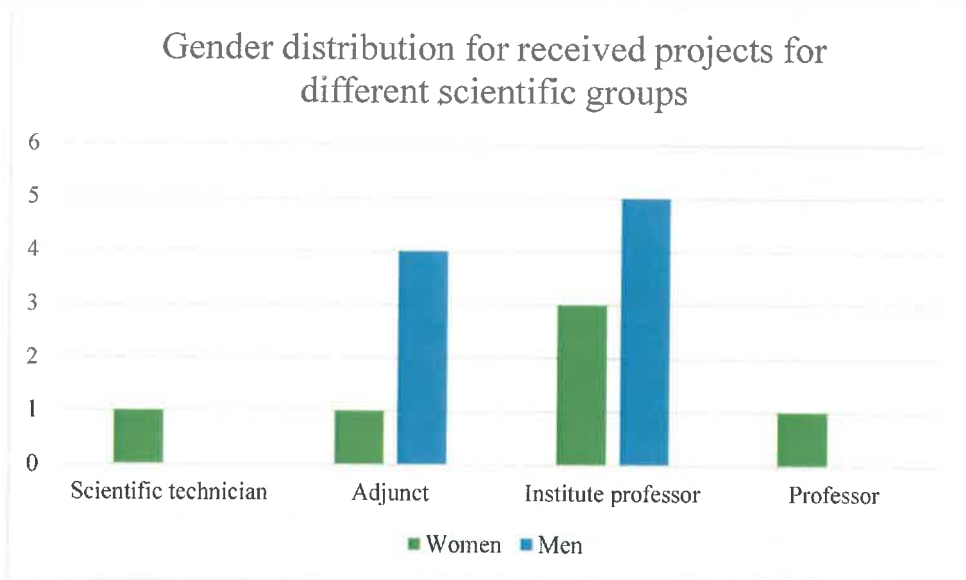


Figure 7 Gender distribution for PIs of granted projects according to scientific groups

Conclusions from the quantitative study, as well as literature review were the basis for designing a survey for the entire Institute community.

Altogether 96 employees were invited to participate in the survey, 54 employees and PhD students (i.e. 56,3% participation rate) filled electronic evaluation survey. Characteristics of respondents is presented in Figure 8. Mostly women have participated in filling survey (around 70% of respondents).

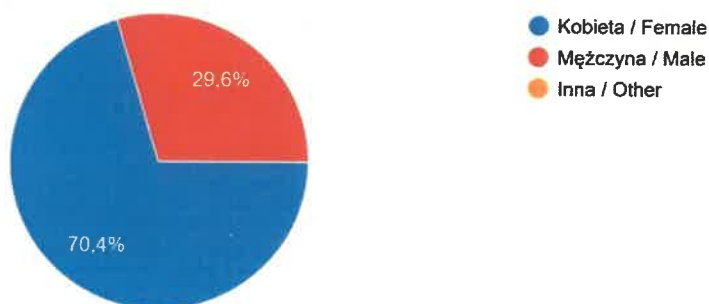


Figure 8. Gender distribution in evaluation survey respondents

Results of the electronic survey show that majority of respondents assess the Institute good and very good as a workplace (35.2%), compared to other workplaces in Poland in terms of respecting equal gender opportunities (see Figure 9)

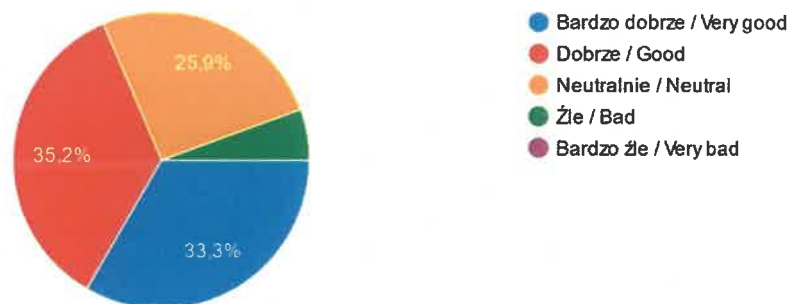


Figure 9. IGAB PAS as workplace in terms of GEP

82% of employees have not experienced personally worse treatment in the Institute based on gender (see Figure 10). However among respondents who have personally experienced worse treatment women make up 80% of respondents. Additionally mostly of respondents (72,2%) have not been a witness of worse treatment of other Institute employees based on gender (see Figure 11). Here 73% of witnesses of worse treatment have been women.

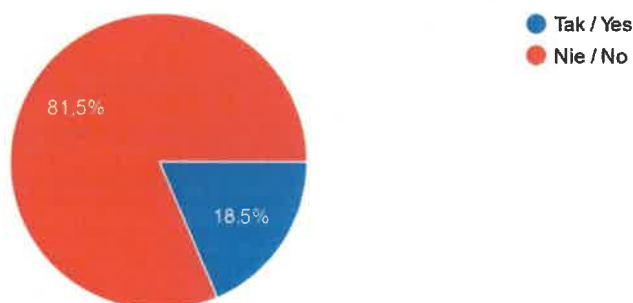


Figure 10. Personal experience of worse treatment at the institute based on gender

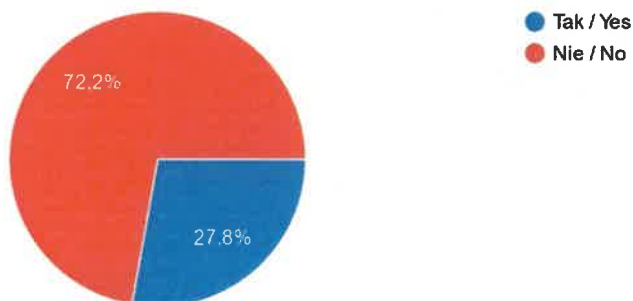


Figure 11. Witnessing of worse treatment of other Institute's employees based on gender

Based on more detailed question, it should be pointed out that most of respondents have not experienced the worse treatment on the basis of gender (74,1%). The biggest problem of the worse treatment on the basis of gender is inappropriate communication (18,5% of respondents), 16,7% of employees indicate also pro-masculine/pro-feminine attitude as gender problem. For above mentioned problems more detailed analysis has been done, separately for women and men. It can be observed that for inappropriate communication 18,8 % of respondents were women, 18,4 % of answers concern men. Details are shown in Figure 12.

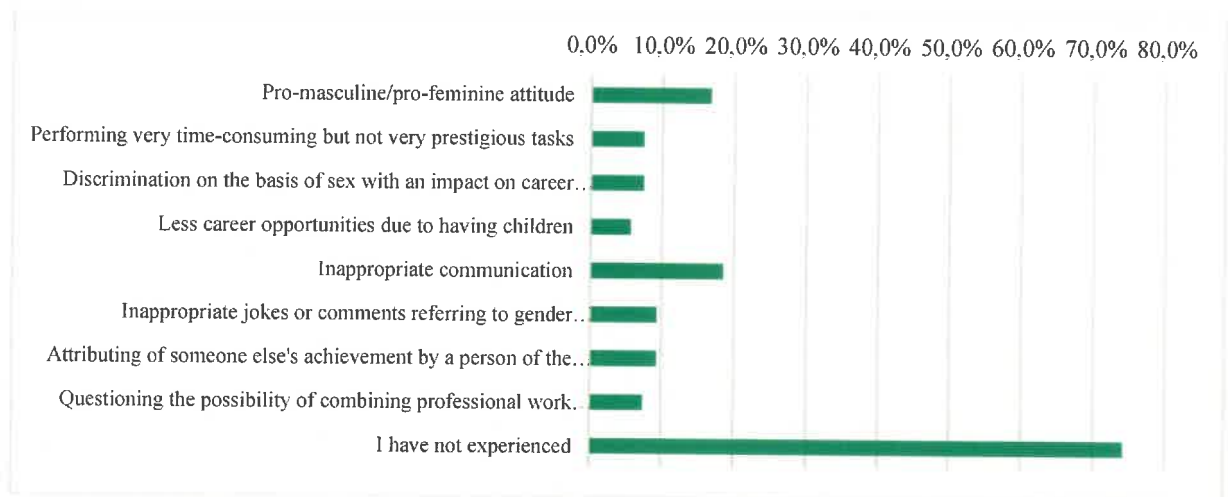


Figure 12. Analysis of opinions of worse treatment in the Institute based on gender

Most of respondents have not used maternity, paternity or parental leave (68,5%). However, women much more often have used maternity leave (39,5% of women who participated in electronic survey) than men (12,5% of men participating in survey). Only women have taken paternity leave – 5,3 % of women participating in survey.

35,2% of respondents think that use of maternity, paternity or parental leaves negatively affects their academic career.

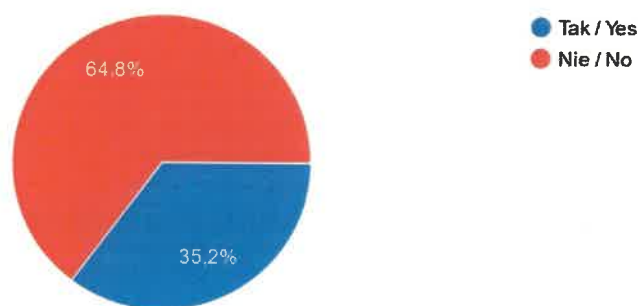


Figure 13. Influence of maternity/paternity/parental leave on academic career

The biggest negative consequence of maternity/paternity/parental leave for scientists is limiting scientific activity (13% of respondents). Here, mainly women (15,8%) have observed limiting scientific activity due to taking maternity/paternity/parental leave, men make up 6,3% of such respondents. Limiting the mobility necessary to conduct research, respecting the possibilities of conducting research, delay in obtaining PhD degree are considered by respondents as results of taking maternity/paternity/parental leave (9,3% of respondents for each category). Figure 14 presents opinions on negative consequences of taking maternity/paternity/parental leave.

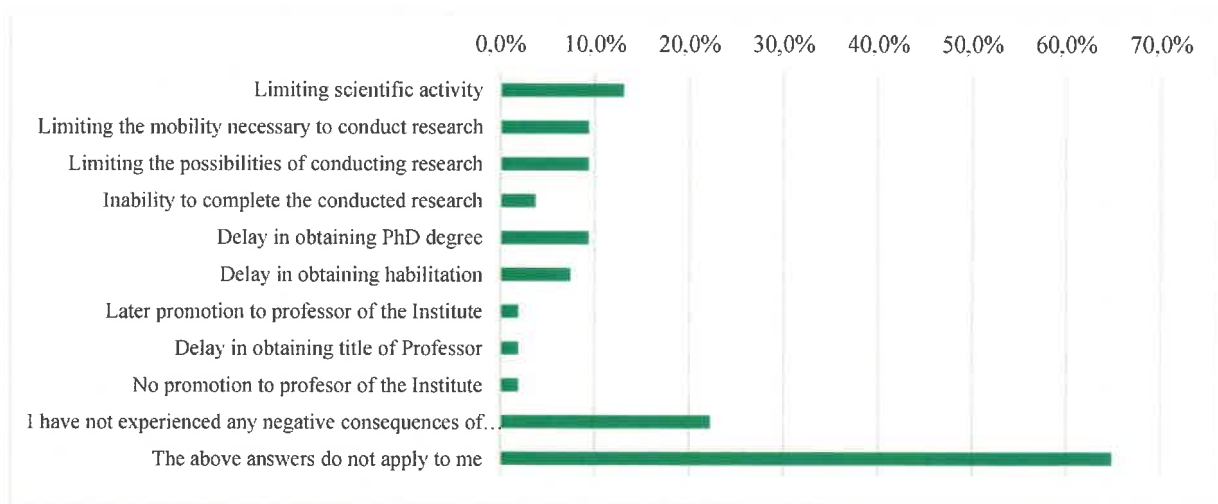


Figure 14. Opinions on negative consequences of taking maternity/paternity/parental leave

81,5% of respondents have not experienced any inequalities in the distribution of job duties and the amount of remuneration based on gender (see Figure 15)

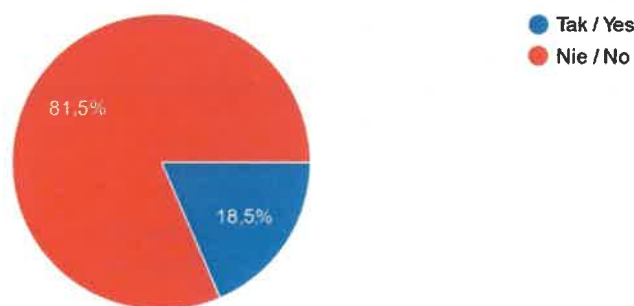


Figure 15 Experience of inequalities in the distribution of job duties and the amount of remuneration based on gender

Most of employees have not experienced unequal treatment in the workplace (68,5%). Some of respondents have indicated presence of unequal salaries (22,2%), as well as reducing the

value of work (questioning the independence of women/men working in science) (18,5%) as form of unequal treatment (see Figure 16).

Similar situation appears for being witness of unequal treatment in the workplace. 20,4 % of respondents have been a witness of reducing the value of work (questioning the independence of women/men working in science) and 18.5 % of employees have been a witness of presence of unequal salaries. 63% have not been a witness of unequal treatment in the workplace (see Figure 16)

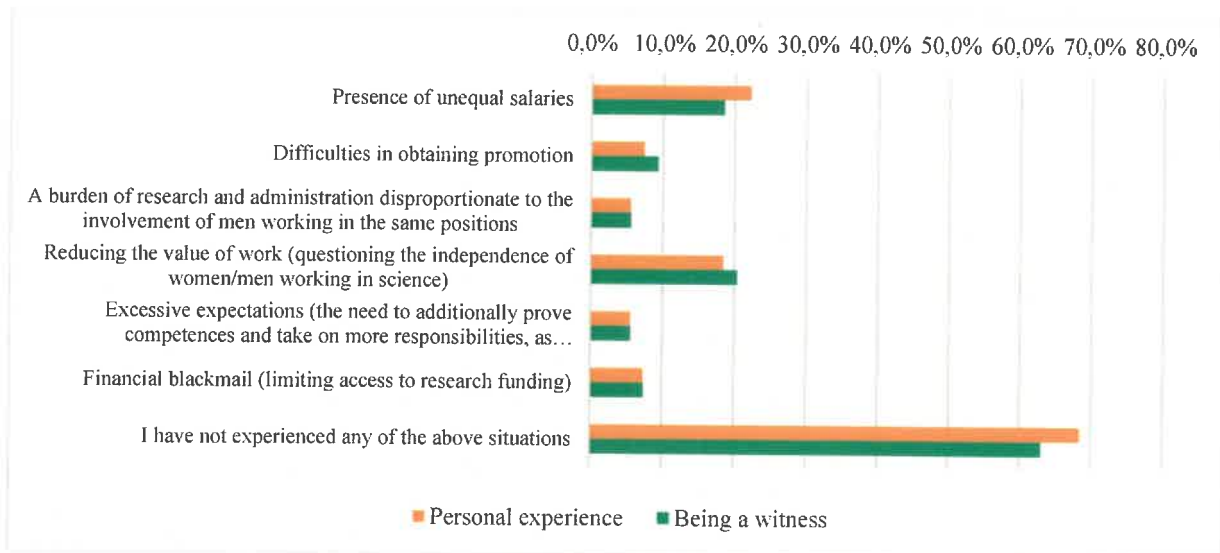


Figure 16 Personal experience and witnessing of unequal treatment in the Institute

70,4% of respondents have not experienced personally unequal treatment violating their personal dignity in the workplace. However 20,4% of employees have personally experienced discriminating language of communication whereas 14,8% have expressed being a victim of mobbing by superiors and / or colleagues (see Figure 17). However those results were not reflected in official actions undertaken by the employees and only one complain has been addressed to the Ethics Committee in the last years. According to the survey results, 22,2% of respondents have been a witness of mobbing by superiors and / or colleagues and 20,4% have been a witness of discriminating language of communication. Almost 65% of employees have not been a witness of unequal treatment violating personal dignity from other employees of the Institute. Details are presented in Figure 17.

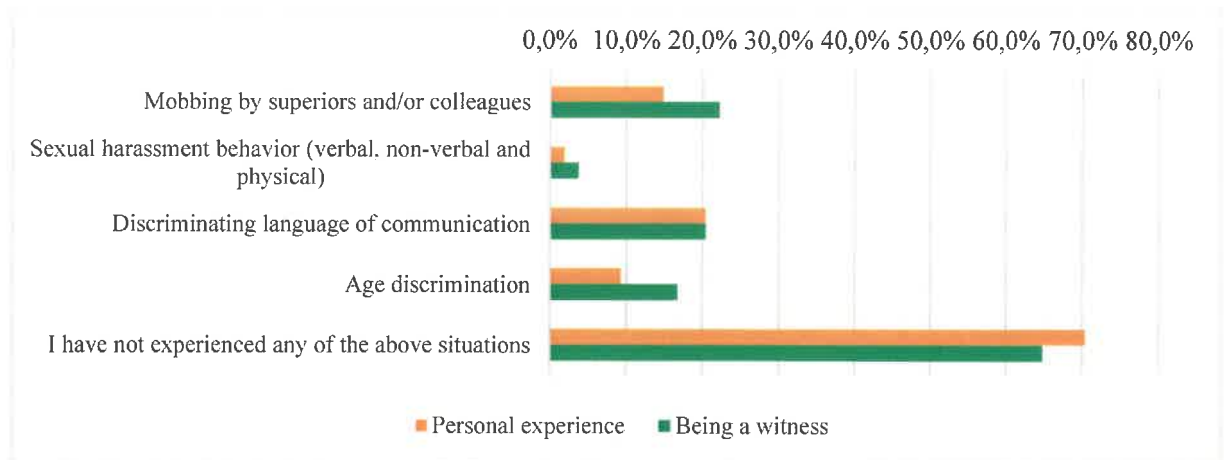


Figure 17. Personal experience and witnessing of unequal treatment violating personal dignity in the workplace

Almost 93% of respondents have not experienced unequal treatment at IGAB PAS in relation to marital status and family situation (see Figure 18). It should be pointed out that 7,4% of employees have personally experience behavior showing signs of verbal violence and 5,6% have experienced unequal treatment in the form of violating personal dignity.

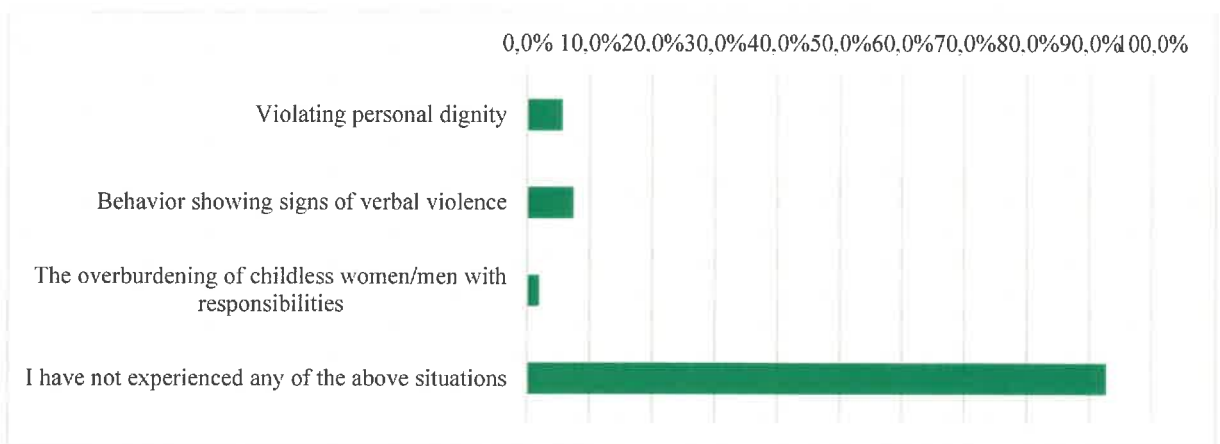


Figure 18. Unequal treatment at IGAB PAS in relation to marital status and family situation

To summarize results of electronic survey Figure 19 is given. As significant value in analysed diagram the level of 15% has been chosen. Issues with significant value above 15% have been treated as problematic which need to be improved.



Figure 19. Percentage value of GEP problems

The most problematic gender problems are listed below:

1. Pro-masculine/pro-feminine attitude (16,7 % of respondents)
2. Inappropriate communication (18,5 % of respondents)
3. Presence of unequal salaries (22,2 % of respondents)
4. Witnessing of presence of unequal salaries (18,5% of respondents)
5. Reducing the value of work (questioning the independence of women/men working in science) (18,5% of respondents)
6. Witnessing of reducing the value of work (questioning the independence of women/men working in science) (20,4% of respondents)
7. Mobbing by superiors and/or colleagues (14,8 % of respondents)
8. Witnessing of mobbing by superiors and/or colleagues (22,2% of respondents)
9. Discriminating language of communication (20,4% of respondents)
10. Witnessing of discriminating language of communication (20,4% of respondents)
11. Being a witness of age discrimination (16,7% of respondents)

Respondents have been asked to indicate the most important activities, which could improve gender equality in the Institute. For employees the most important issues are: work life balance - possibility of partial remote work (68,5%), work life balance - flexible working hours (68,5%), conveniences for people bringing up children, caring for elderly people and caring for people who need special care (59,3%) and taking into account the maternity, paternity or parental leave in the periodical evaluation of the researchers (37%). For many respondents training in self-confidence, self-promotion, communication (35,2%) as well as facilities for single mothers / fathers (25,9%) have been also chosen as important issues.

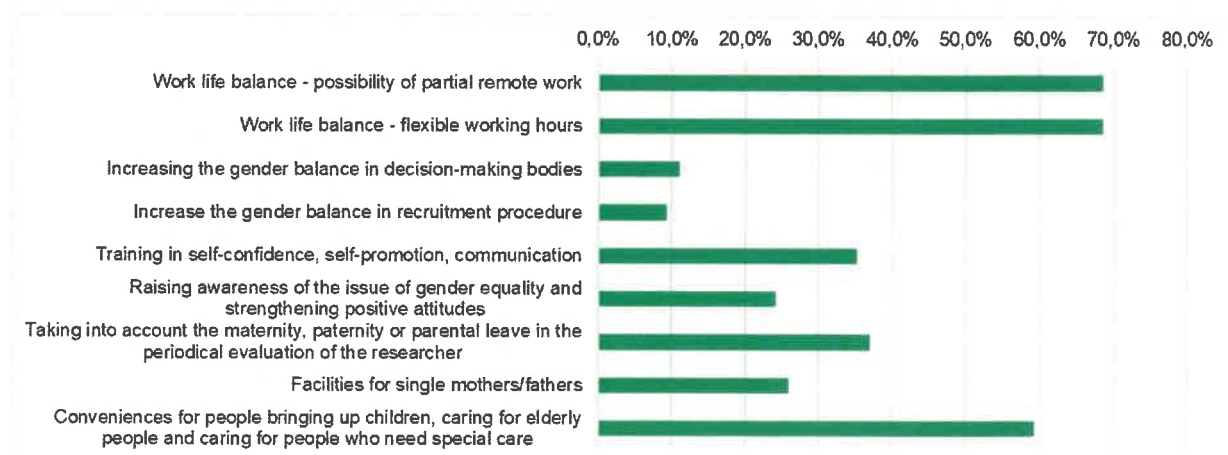


Figure 21. Opinions on importance of gender activity improvements at the Institute

## AIMS & ACTIONS

Basing on above presented analyses as well as after several meetings of Coordination Team of the Gender Equality Plan 5 aims and related to them actions have been introduced. Details are presented below.

### AIM 1: WORK-LIFE BALANCE

ADDRESSES		
IGBZ PAN community		
ACTION	INDICATOR	RESPONSIBLE
Possibility of partial remote work	Introducing permanent regulations on performing remote work at IGAB PAS based on organizational conditions and objective justifications	Heads of organizational units HR unit
Flexible working hours	Introducing permanent regulations on flexible working hours at IGAB PAS based on organizational conditions and objective justifications	Heads of organizational units HR unit
Taking into account the maternity, paternity or parental leave in the periodical evaluation of the researcher	Applying the rules in agreement with Regulation of periodical evaluation of researchers	Heads of organizational units HR unit

Conveniences for people bringing up children, caring for elderly people and caring for people who need special care	Possibility of partial remote work or flexible hours - introducing permanent regulations concerning specific needs	Heads of organizational units HR unit
Facilities for single mothers / fathers	Possibility of partial remote work or flexible hours - introducing permanent regulations concerning specific needs	Heads of organizational units HR unit

**AIM 2 INCREASING AWARENESS OF GENDER EQUALITY ISSUES IN THE WORKPLACE AND EDUCATION**

ADDRESSES		
IGBZ PAN community		
ACTION	INDICATOR	RESPONSIBLE
Organizing mobbing awareness seminars/workshops	2 seminars/workshops till the end of 2025	HR unit
Organizing trainings/workshops on how to prevent discrimination by proactively responding to inappropriate behavior	2 trainings/workshops by the end of 2025	HR unit
Solving mobbing problems in agreement with Internal Anti-mobbing Policy of the IGAB PAS	Annual report on anti-mobbing procedures use	Anti-mobbing committee HR unit

Preparing box for submitting anonymous complains concerning mobbing and discrimination problems	Analysis of problems reported anonymously	HR unit GEP Coordination Team
Making employees aware of salary and scholarships regulations	Intranet library of all payment internal regulations, (Polish and English version) continuously updated	HR unit
Providing opportunities for scientists to attend dedicated courses on integrating gender equality into research	Number of scientists trained by the end of 2025	HR unit GEP Coordination Team

### **AIM 3 GENDER BALANCE IN RECRUITMENT PROCEDURE FOR EMPLOYEES AND PHD STUDENTS**

<b>ADDRESSES</b>		
IGBZ PAN selection committees		
<b>ACTION</b>	<b>INDICATOR</b>	<b>RESPONSIBLE</b>
Development of guidelines for selection committees (for situation with the same qualifications, selection of person from an underrepresented gender group is recommended)	Appendix to the recruitment regulations till 30 <sup>th</sup> of June 2023	HR unit GEP Coordination Team
Collection of gender data from recruitment procedure	Collecting data in separate document till the end of 2025	HR unit GEP Coordination Team

### **AIM 4 SUPPORT FOR WOMEN AT ALL STAGES OF THEIR CAREERS**

<b>ADDRESSES</b>
IGBZ PAN women scientists

ACTION	INDICATOR	RESPONSIBLE
Events to encourage women to proceed scientific career	Number of women scientists participating in events till the end of 2025	HR unit GEP Coordination Team
Events to promote equal opportunities for research careers	Number of women scientists participating in events till the end of 2025	HR unit GEP Coordination Team
Soft skills training for early career women scientists	Number of women scientists participating in trainings till the end of 2025	HR unit GEP Coordination Team
Collecting data on the participation of women in national and international grants	Data will be collected in separately report	Scientific Support Department GEP Coordination Team

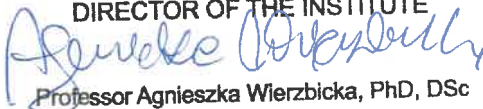
#### **AIM 5 GENDER BALANCE IN MANAGEMENT AND DECISION-MAKING GROUPS**

ADDRESSES		
IGBZ PAN Director Board and Scientific Council		
ACTION	INDICATOR	RESPONSIBLE
Collecting data of participation of women and men in management and decision making groups	Reports, 1 <sup>st</sup> report will be prepared in the end of every year	HR unit
Updating Regulation of the Scientific Council of IGAB PAS promoting gender balance and enabling participation in the selection team of members from different countries/sectors	Updated Regulation of the Scientific Council of IGAB PAS	IGAB PAS Scientific Council

## MONITORING AND EVALUATION

All activities will be monitored through indicators presented in GEP. In the end of every year Annual report of Gender Equality Plan will be prepared.

Gender Equality Plan will be evaluated after 3 years of its duration by the GEP Coordination Team of GEP.

DIRECTOR OF THE INSTITUTE  
  
Professor Agnieszka Wierzbicka, PhD, DSc

