

**Systems Research Institute
Polish Academy of Sciences**

Gender Equality Plan

1. Introduction

Gender equality is not only one of the fundamental human rights, associated with equality of individual persons. It constitutes, namely, also a pillar of the sustainable world, in which every person, notwithstanding the elements of individual diversity, characterizing people, shall feel accepted, treated on a par with anybody else, having the same opportunities for development, education, or work. This is exactly the foundation for the equilibrated, sustainable world and for its development.

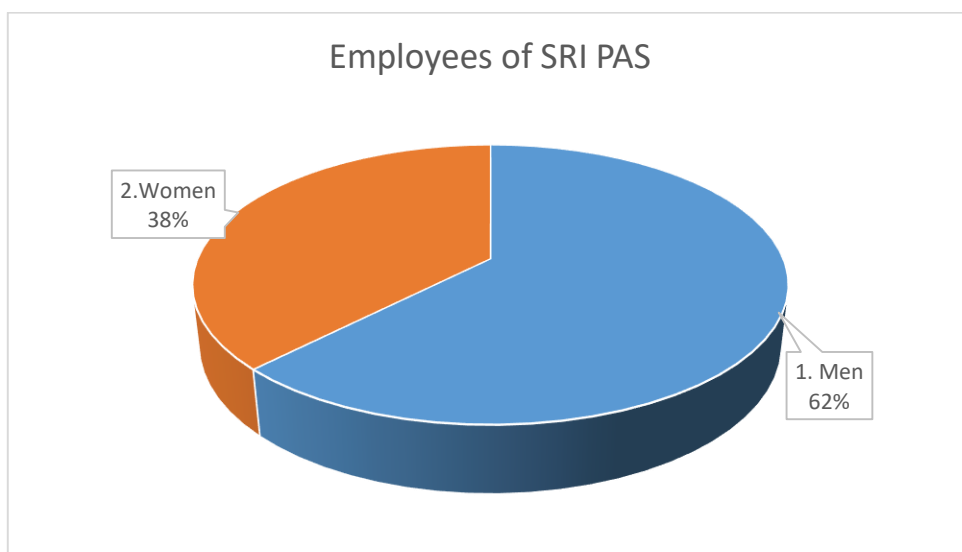
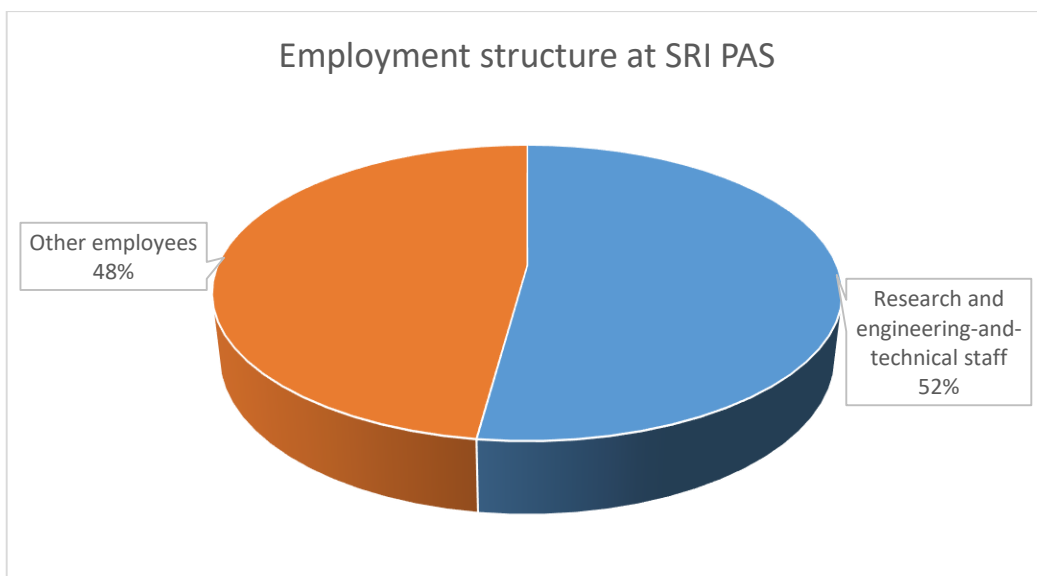
Systems Research Institute of the Polish Academy of Sciences (further on also referred to as SRI PAS or Institute) treats all persons employed in an equal manner, irrespective of their gender, age, as well as ethnic, national or social origin, religion or worldview, sexual orientation, language, physical capacity or disability, political views, social or material status.

The Institute has an explicit objective of reacting to the postulated current social needs and of creating internal regulations, which account for these needs and respond to the changes, taking place, trying to make the work environment in the organization friendly and equality-enhancing place. The undertakings of the Institute are directed towards promotion of the idea of equality, including gender equality, ensuring equality of opportunities and supporting the scientific careers of female employees.

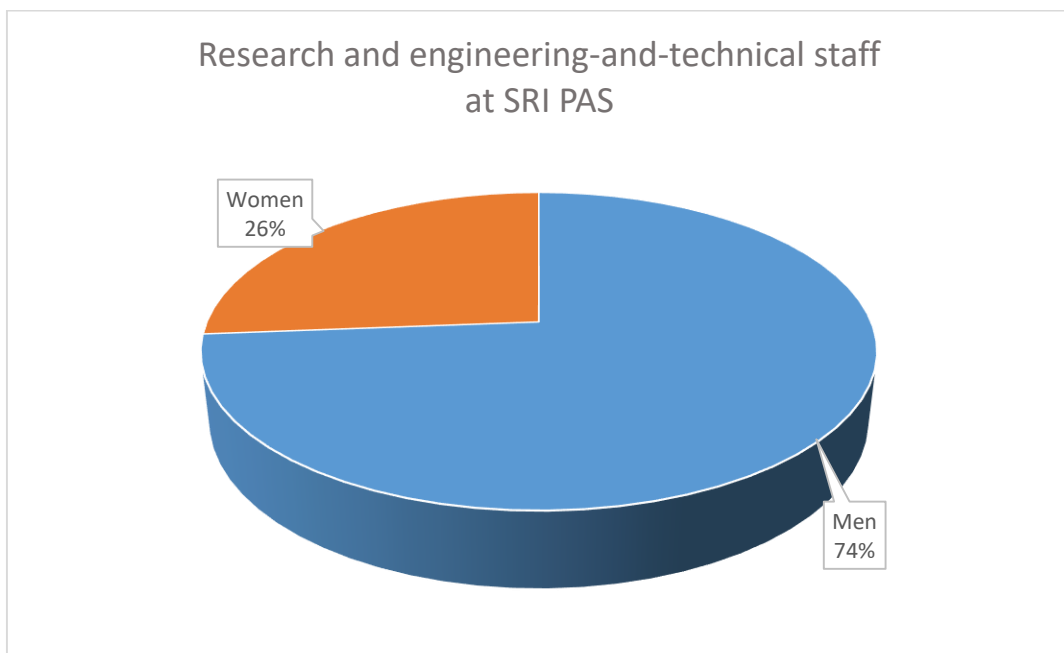
2. The Institute in numbers – current data

Systems Research Institute of the Polish Academy of Sciences employs altogether 117 persons (44 women and 73 men). Thus, 38% of employees of the Institute are women, while 62% are men.

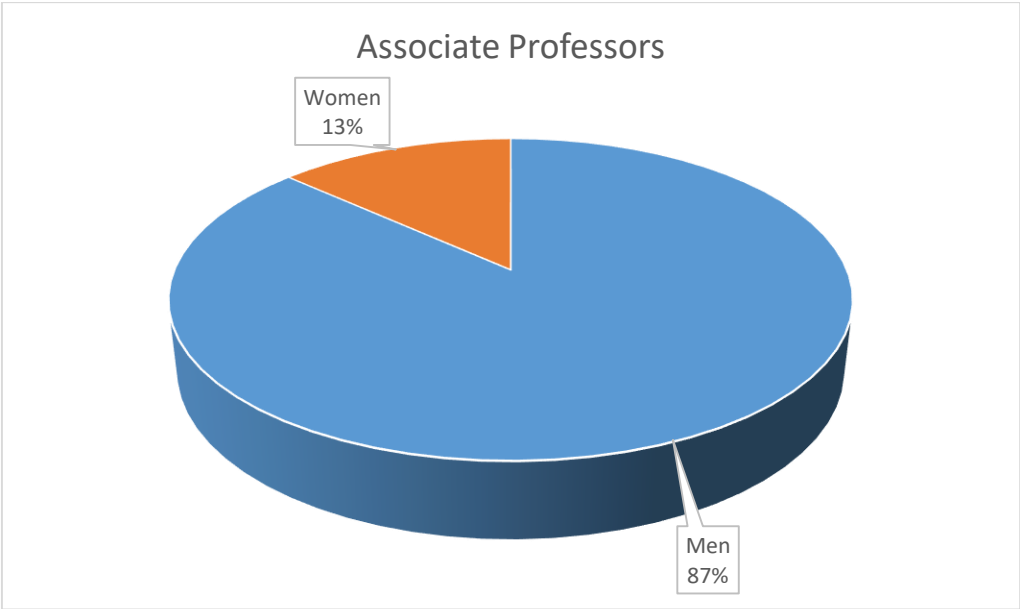
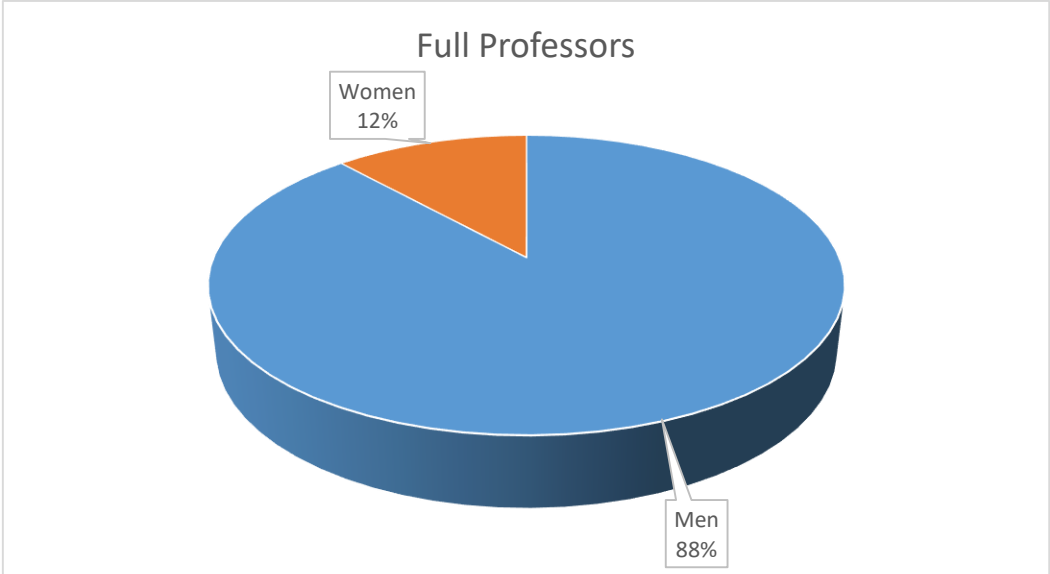
The scientific and engineering-and-technical staff accounts for 52% of the employees.



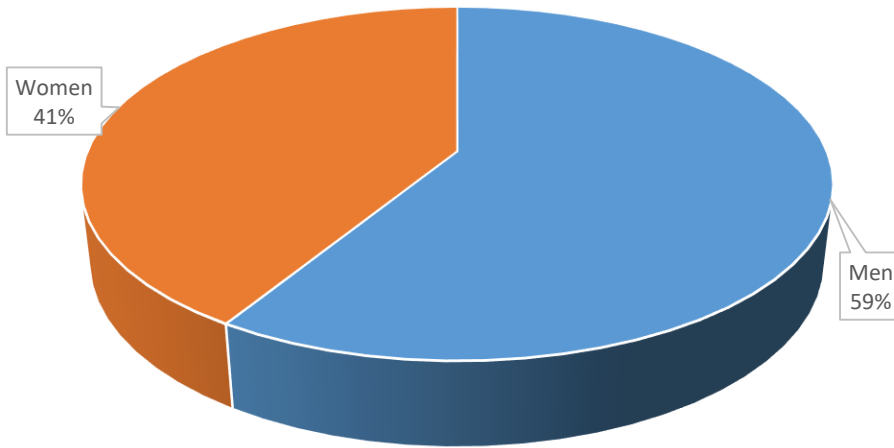
Among the scientific and engineering-and-technical staff of the Institute females account for 26%, while males for 74%. This is the consequence of the phenomenon, which is well-known around the world, associated with the specific structure of employment in the sector of research and higher education in the domains of technical as well as mathematical and physical sciences. According to the world statistics women account, on average, for roughly 30% of persons, employed on scientific and technical posts in these domains.



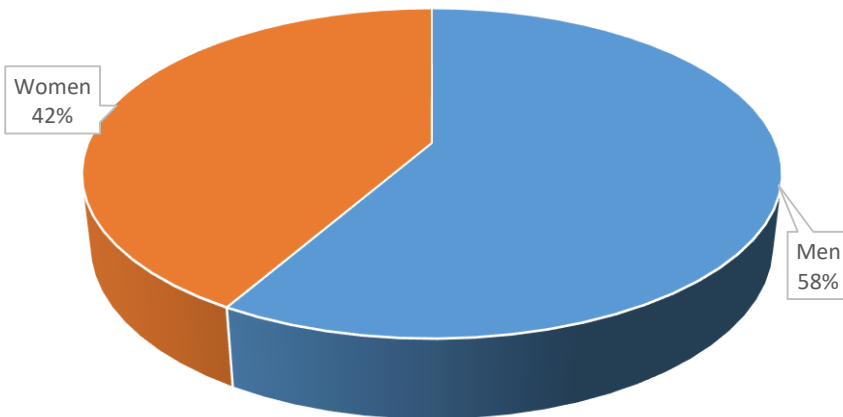
Employment structure at IBS PAN with distinction of posts and academic degrees.



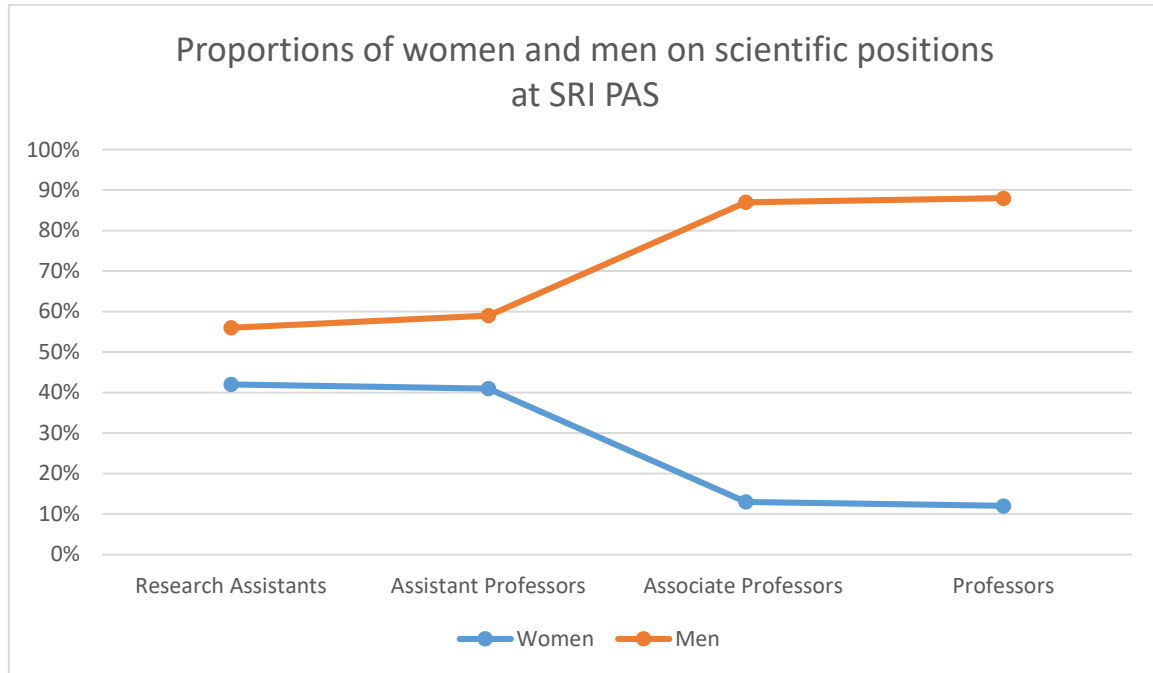
Assistant Professors



Research Assistants



Proportions of women and men on scientific positions at IBS PAN



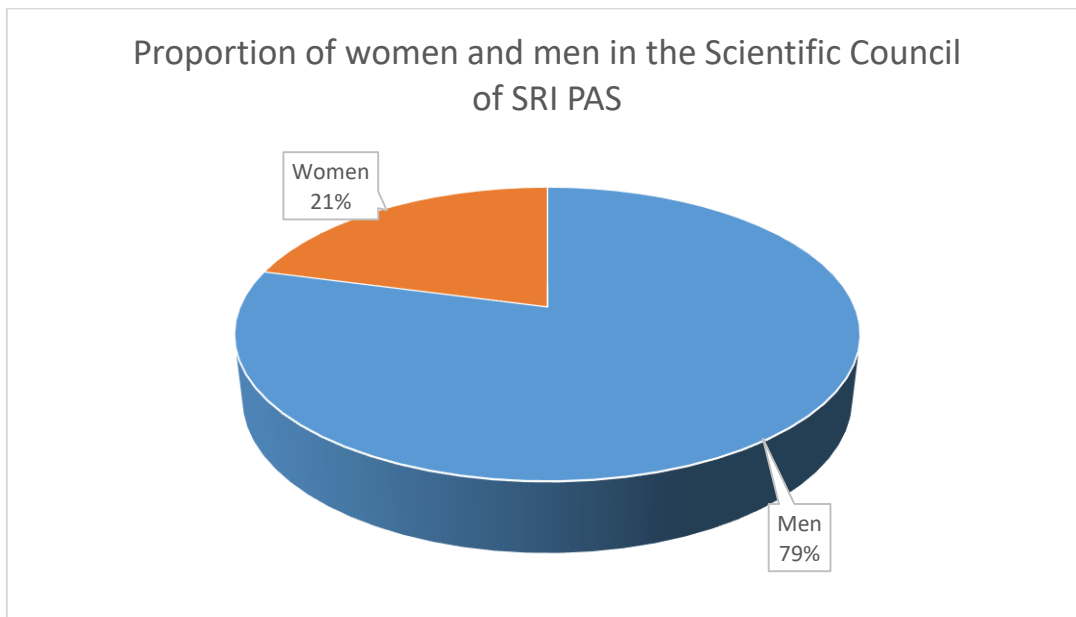
It has been observed that although during the initial years of the scientific career the number of men is higher than that of women, but until the instant of obtaining the doctoral degree, followed by the continuation of the career as Assistant Professor, the percentage shares of women and men are at similar levels. The differences start to be more pronounced in the later stages of the career, when men, according to the statistics presented here, gain a more distinct domination in terms of numbers, regarding the degree of Doctor of Science (Doctor Habilitatus) or full professorship.

The consequence of this image is disturbed equilibrium, regarding the proportions of the managing staff of the Institute (of three Directors, i.e. the Director and two deputies, all are men), or concerning the gender-wise composition of the Scientific Council of the Institute.

It should be emphasized, however, that this state of things, seen in statics, is to a large extent a reflection of the demographic transformations, regarding gender, in the group of employees here in question. Namely, the share of women among research assistants some 30-40 years

ago was much lower than today, and hence it should be expected, also in view of the active implementation of the gender equality policy, that there will be a gradual balancing in terms of numbers among the scientific and technical staff with longer career and higher degrees.

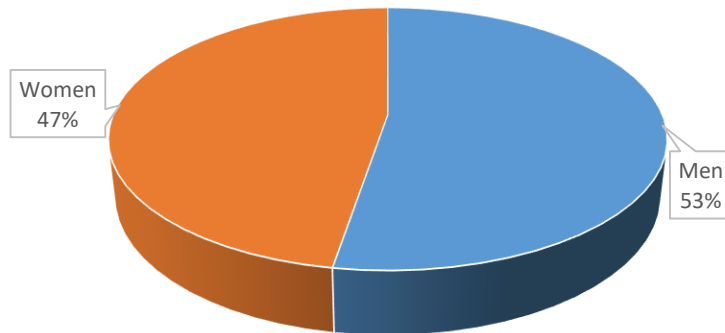
Scientific Council of the Institute



Structure of employment at the engineering-and-technical positions

Among the persons, employed at the Institute on the engineering-and-technical posts women constitute 47%, while men 53%. This proportion is similar, and also has similar roots, to that for research assistants (combination of the issue of demographic changes and of the differentiation of the scientific career paths).

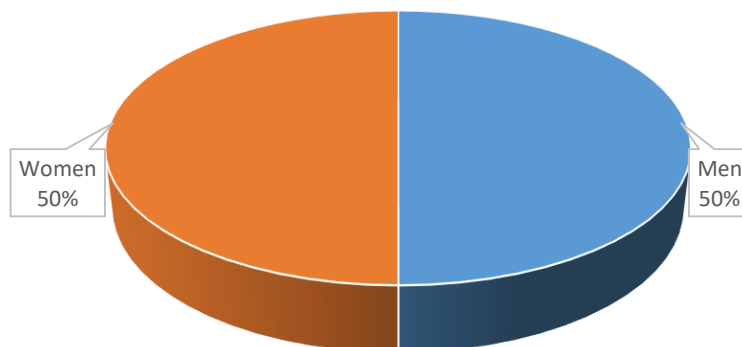
Persons employed at the engineering and technical positions
in SRI PAS



Leaders of scientific projects

Now, on the other hand, the gender-wise proportion of persons acting at the Institute as the leaders of scientific projects is nowadays at exactly 50%-50%. This equilibrium may result from the care for the equal access to the knowledge as to the possibility of playing the role of project leaders, coupled with the organizational support, which the female project leaders can expect.

Leaders of the research projects carried out
at the Institute



Differences in remuneration of women and men

The scientists, employed at the Institute, have practically the same remuneration, irrespective of gender (it is only in the group of full professors that a couple of exceptions exist, to the advantage of some male scientists).

The levels of remuneration at IBS PAN are determined through the respective internal regulation. The Institute pays particular attention to the issue of just distribution of financial means regarding the wages of employees.

3. An internal survey and the practices applied to date for supporting the equality-oriented approach at the Institute

During the period of application for the HR Excellence in Research logo, a survey was carried out at the Institute, based on an ample questionnaire. The respondents, employees of the Institute, were asked to answer a number of questions, concerning, in particular, the status of the profession (of a scientist), the principles of equal treatment, working conditions, financing and remuneration, gender balance, development of the scientific staff, access to trainings and to other forms of career enhancement.

The responses obtained in this survey imply clearly the conclusion that the majority of employees sees positively the practices, adopted at SRI PAS. These responses can be summarized in the following manner, with regard to the individual issues and domains, accounted for in the questionnaire:

- **Recognition (status) of the profession:** at the Systems Research Institute of the Polish Academy of Sciences the employees, who made a decision of pursuing the scientific career, are considered to be professionals, and are treated accordingly.
- **Principle of equal treatment:** the Systems Research Institute of the Polish Academy of Sciences treats equally all the employees, irrespective of their gender, age, ethnic, national or social origin, religion or denomination, sexual orientation, language, physical capacity or disability, political views, as well as social or material status.
- **Working conditions:** the Systems Research Institute of the Polish Academy of Sciences ensures the conditions of work, which enable both women and men to achieve work-life balance in terms of family and professional life, care for children, and development of the professional career. This involves, in particular, the flexibility in working hours, part-time employment, teleworking, scientific vacations and sabbaticals, as well as application of the existing legal regulations, determining the way of proceeding in the respective domains. The flexible employment policy, which

is being applied at the Institute, is also in line with the systemically postulated mobility of the employees in the domain of science and research.

- **Financing and remuneration:** the Systems Research Institute of the Polish Academy of Sciences makes efforts to ensure, for the scientists, the just, and – within the framework of existing possibilities – attractive remuneration conditions. In this context, the timing of payments is absolutely observed, regarding all kinds of due payments. This concerns, in particular, the social insurance benefits, anniversary bonuses, and so on, in conformity with the regulations in force. The observation of the respective conditions applies to employees at every stage of the professional career, including the newly employed persons, with consideration of the work output and the level of skills, competences and/or the tasks assigned and carried out. The opinion here formulated dominated in the responses provided, irrespective of the actual level of satisfaction from the remuneration obtained by the respondents.
- **Gender equality:** the Systems Research Institute of the Polish Academy of Sciences aims at achieving the representative gender equality at the particular kinds of posts, at all the levels of scientific and managerial hierarchy. This aim ought to be achieved on the foundation of the equal opportunity policy regarding the recruitment and the subsequent stages of the professional career, yet without any corruption of the criteria of quality and competence.

For purposes of ensuring equal treatment, in the composition of the committees for staff recruitment and employee assessment gender equality ought to be, as much as possible, preserved.

- **Development of professional career:** the structure and the principles of functioning of the Systems Research Institute of the Polish Academy of Sciences ensure support from the side of the direct superiors (heads of departments and of other organizational units) with respect to the personal and professional development of employees, appropriate motivation of the research workers, and decrease of the level of uncertainty as to their professional future. The board of directors conducts the “open doors” policy, enabling any employee to acquire appropriate support also

directly from their side, when only such a need arises. The board of directors, together with the heads of the organizational units, undertake proactive attitude and action towards this purpose.

- Access to trainings and other forms of professional development: the Systems Research Institute of the Polish Academy of Sciences makes all efforts – within the capacities available – to secure for the employees, irrespective of the nature of their contract, the possibility of professional development and improvement of their chances on the labour market, through access to the means, allowing for the constant development of skills and competences.

4. The objectives of the Gender Equality Plan for IBS PAN

In the framework of implementation of the undertakings, aimed at possibly full and rational equilibrated use of human resources and ensuring the possibly broadly understood equality, the Gender Equality Plan was established, whose objectives are as follows:

Objective 1: Enhancement of awareness concerning the significance of gender equality and the value that is brought in through creation of the appropriately diversified work environment

Objective 2: Undertaking of actions oriented at the possibly strong support regarding work and life balance as to the family and professional occupations

Objective 3: Support for the development of the scientific career of women

Objective 4: Undertaking of activities meant to increase the representation of women in the management structures of the Institute and in the Scientific Council

Objective 5: Promoting in public space the significance of women in science, with particular emphasis on technical sciences

5. Gender Equality Plan for the years 2023-2028

The objectives, introduced in the preceding section, are planned to be achieved in the coming years in the following manners:

Objective 1: *Enhancement of awareness concerning the significance of gender equality and the value that is brought in through creation of the appropriately diversified work environment*

- Planned nomination of the Plenipotentiary for Gender Equality
- Undertaking of information-related activities
- Special section on the Institute's website, devoted to events and actions, related to gender equality

Objective 2: *Undertaking of actions oriented at the possibly strong support regarding work and life balance as to the family and professional occupations*

It is planned to introduce the principles, facilitating the preservation of work-life balance, including such instruments as:

- Advantageous conditions for taking the maternal / paternal holidays
- Possibility of flexible working hours, teleworking, part-time employment, unpaid holidays etc.
- Whenever needed, introduction of changes in the timing of meetings of the Scientific Council / Committees / managerial bodies, for purposes of enhancing the appropriate work-life balance
- Consultations with employees

Objective 3: *Support for the development of the scientific career of women*

- Monitoring of the development of the scientific careers of women; annual report, prepared by the Plenipotentiary for Gender Equality
- The "Visiting Women in Science" action: female scientists shall be invited to give lectures / seminars at the Institute in order to inspire the young scientists, especially women, with their achievement. The lectures / seminars shall be followed by

discussions, so as to facilitate creation of professional contacts with the highly recognized persons from the world of science

- Information-oriented activities, concerning the networking groups, meant for women at various stages of their scientific career, associated with encouragement to active participation and exchange of experiences in the groups of persons having similar problems / doubts, connected with the development of the scientific career.

Objective 4: *Undertaking of activities meant to increase the representation of women in the management structures of the Institute and in the Scientific Council*

- Encouraging women to undertake activities, associated with the management of the Institute
- Within the scope of existing formal and substantive possibilities – increase of female representation in the Scientific Council
- Monitoring in the gender group that is insufficiently represented in the decision-making bodies. The purpose of this action is to collect the observations and experiences from the underrepresented group as concerns the treatment / possibility of expression of opinion / care for this opinion by the dominating gender.

Objective 5: *Promoting in public space the significance of women in science, with particular emphasis on technical sciences*

- Information-oriented actions and promotion of equality-related events and policy
- Promoting the significance of women in science in social media, participation in the respective events, promotion of grant programs dedicated to women.

6. Human capital in the realization of the Gender Equality Plan objectives

It is planned to establish a team, dedicated to the implementation of the objectives, associated with realization of the Gender Equality Plan, along with an appropriate division and assignment of tasks.

7. Monitoring

The plan envisages cyclic meetings and gatherings, including summarization and updating of respective conclusions and indicators.