



INSTITUTE OF
AGROPHYSICS
P A S

Gender Equality Plan

FOR INSTITUTE OF
AGROPHYSICS Polish
Academy of Sciences

Lublin on 24th February 2022

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INTRODUCTION

A key role at the Institute of Agrophysics, Polish Academy of Sciences (IA PAS) plays arranging such working conditions where all employees are treated equally, regardless of their gender identity, ethnic origin, nationality, language, religion or sexual orientation. We also take actions aimed at constant improvement of our efforts to promote gender balance and ensuring equal opportunities.

The aim of the presented GEP is to make IA PAS a safe place for everyone by respecting equality and diversity, introducing non-discrimination policy and ensuring freedom of scientific development for all.

By obtaining the “HR Excellence in Research” logo IA PAS committed to the improvement of the recruitment policies, including their equality aspect.

Equality and diversity are values that contribute to the advancement of science through, among others, having a positive impact on the quality of research and teaching, and strengthening the position of the scientific institution.

One of the objectives of the European Commission's strategy to promote gender equality in research is to strengthen the European Research Area (ERA), to ensure equal opportunities in a working environment where everyone, regardless of their gender, can advance their careers, and to better integrate the gender dimension in scientific research projects.

In line with the European Commission's Communication on a Reinforced European Research Area (2012), EU Member States are encouraged, inter alia, to ensure equal recruitment and career development opportunities for women, respecting EU law on gender equality (Directive 2006/54/WE), as well as implement the principle of equal treatment for men and women in decision-making, recruitment conditions and career development.

IA PAS' GEP was formulated as a result of research, analyses and consultations carried out at the Institute.

This strategy was planned for four years: 2022-2026, with internal evaluation conducted annually.

GEP is based on four objectives that will be implemented through specific actions, with their effectiveness monitored through relevant indicators.



IA PAS' GEP includes:

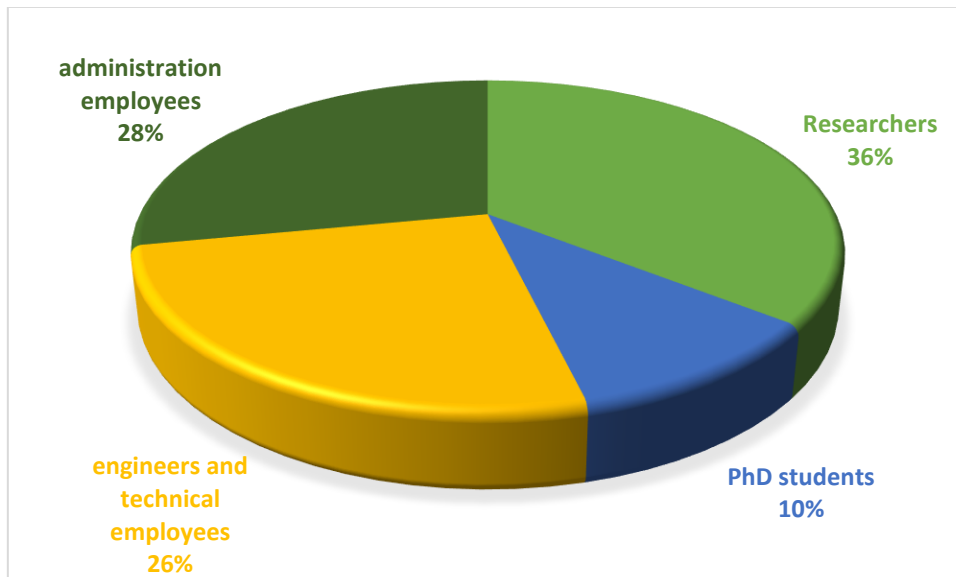
- analysis - conclusions from the conducted research and the survey;
- four objectives along with selected actions.



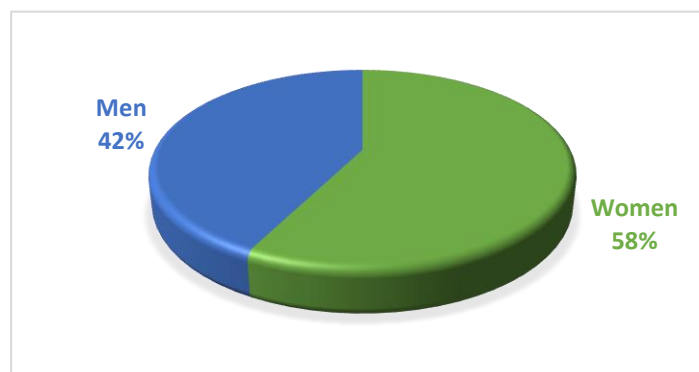
ANALYSIS

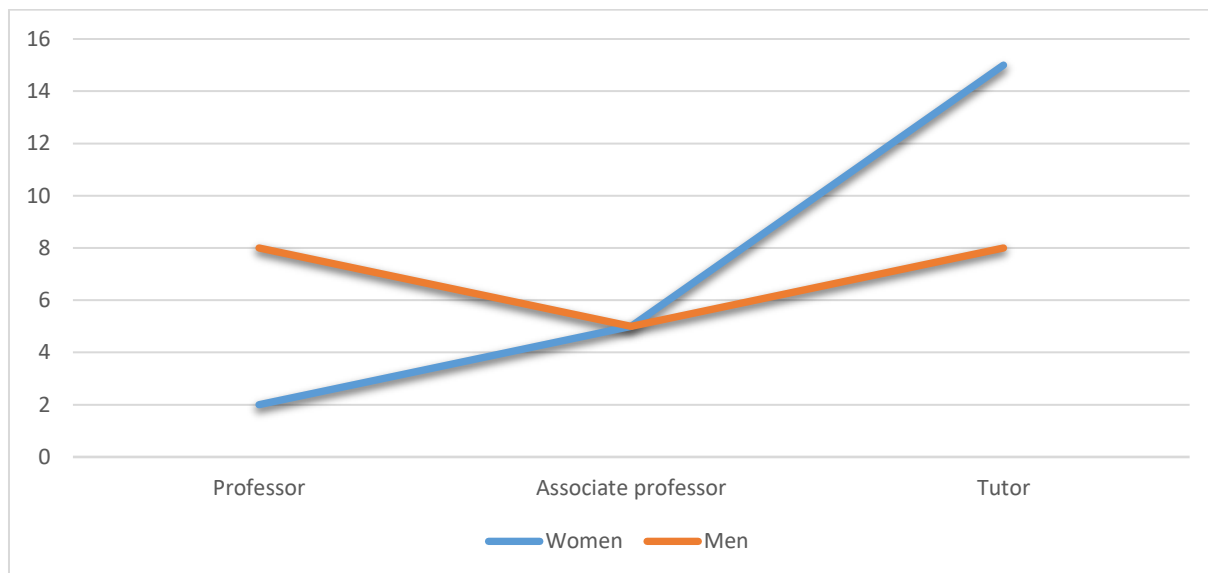
The first stage of the IA PAS' gender distribution analysis was to interpret the numerical data on the performed functions, managerial positions, the Scientific Board structure and the way grants and scholarships are obtained.

Institute of Agrophysics, Polish Academy of Sciences is a research institute where 132 persons are employed. Researchers constitute 36% (47 persons), PhD students 10% (14 persons), engineers and technical employees constitute 26% (34 persons), and administration employees constitute 28% (37 persons).









The numerical data analysis shows that the gender ratio among researchers at IA PAS is even, however, there are disproportions at the level of individual positions and degrees. Men definitely predominate among the professor title holders. Among associate professors the gender ratio is even. In the case of tutors, women dominate.





The management consists of three persons, two male and one female. The percentage of women in the IA PAS' Scientific Board is 40.5%.

There are six departments at the Institute:

-  Department of Physical Properties of Plant Materials
-  Department of Physical Chemistry of Porous Materials
-  Department of Soil and Plant System
-  Department of Metrology and Modelling of Agrophysical Processes
-  Department of Microstructure and Mechanics of Biomaterials
-  Department of Natural Environment Biogeochemistry

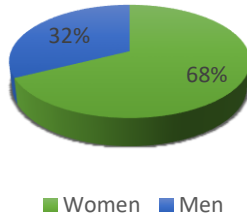
only one of which is managed by a woman.

Engineers and technical employees constitute of 21 women and 13 men.

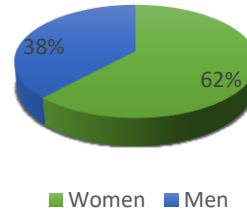
The administrative department forms the most dominated by women team, where 25 women and 13 men are employed. The individual teams of this department are managed by five women and one man.



administration employees

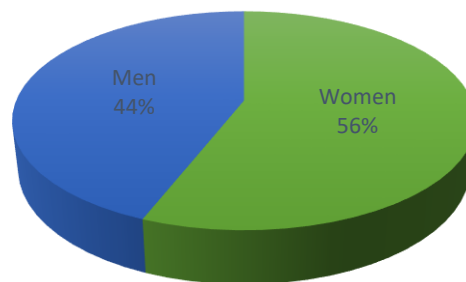


engineers and technical employees



The numerical data analysis shows that women were awarded slightly more research grants, constituting 56% of project managers at IA PAS.

project managers



The next stage of the analysis was to conduct a survey among IA PAS's employees which aimed at diagnosing the needs and problems related to the experiences of discrimination, sexual harassment and work-life balance violations that both employees and PhD students might have encountered. In addition, the survey also asked about working conditions and development opportunities, workplace relationships, communication, and the perception of the potential support while seeking career development opportunities. The focus was on both individual experiences and the situations that happened to other people in the work environment.

All employees of the Institute were invited to participate in the survey. 92 persons took part in it (which constitutes 69% of employees of the Institute), including 47 women and 38 men, 1 non-binary person, and 6 persons who refused to answer the question.

The main findings and conclusions of the survey are:

- most of the respondents did not encounter any gender-based discrimination during the recruitment process;



- most of the respondents believe that career development opportunities are equally allocated to men and women;
- with regard to workplace relationships, the respondents did not or very rarely were expected to work in excess of 8 hours a day or work at weekends;
- 91% of respondents did not encounter any difficulties neither on the part of the employer nor the head of their department when submitting project applications;
- the vast majority of the respondents (92%) are satisfied with the working conditions at the Institute;
- 88% of the respondents declare that they receive satisfactory support from their immediate supervisors, but also from their higher level superior;
- the majority of the respondents (73%) state that they do not perceive the responsibilities related to bringing up children as major difficulties in their career development (this applies to both sexes);
- being on maternity leave or childcare leave, according to female respondents has a negative impact on their scientific/professional career;
- 72% of the respondents noticed that there are regulations and habits at IA PAS aimed at facilitating their family responsibilities;
- flexible working hours, the possibility of working in a hybrid system, and remote work were listed as examples of facilitating resolutions offered by the employer;
- the respondents stated that scientific career development and promotion paths are similar for both men and women.



GENDER EQUALITY PLAN

IA PAS' GEP disseminates knowledge about equality and promotes anti-discriminatory attitude, counteracts stereotypes influencing career development, and contributes to a better work-life balance.

KEY OBJECTIVES:

Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity

Sustainable support for the development of scientific careers of men and women

Supporting work-life balance

Ensuring gender equality in recruitment processes

Several actions has been planned in order to introduce and strengthen each of the objectives, identifying at the same time the persons responsible for their implementation.

PLANNED ACTIONS

OBJECTIVES	ADDRESSEES	ACTIONS PLANNED	PERSON RESPONSIBLE
Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity	IA PAS' employees	trainings on preventing discrimination, prejudices, gender based violence and sexual harassment	Gender Equality Adviser (external service)
	Management	gender equality training	Gender Equality Adviser (external service)
	IA PAS' employees	Introducing a procedure for sexual violence reporting and monitoring	Gender Equality Adviser / Attorney-at-law
Sustainable support for the development of scientific careers of men and women	IA PAS' employees	Monitoring doctoral procedures in terms of gender equality	Gender Equality Adviser / PhD Studies Office
	IA PAS' employees	Monitoring gender equality in grant competitions / projects	Gender Equality Adviser / Projects Helpdesk
	IA PAS' employees	Creating a database on gender equality in decision-making bodies	Gender Equality Adviser
Supporting work-life balance	IA PAS' employees	Preparing guidelines for team leaders on facilitating employees' return from parental leave	Gender Equality Adviser / HR / Attorney-at-law
Ensuring gender equality in recruitment processes	IA PAS' employees	Gender balance in recruitment committees	Gender Equality Adviser / Head HR Specialist
	IA PAS' employees	Monitoring recruitment committees activities	Gender Equality Adviser / Head HR Specialist/ Members of the recruitment committees

SUMMARY

In order to implement IA PAS' GEP objectives and specified in it planned actions, the Director appointed a Gender Equality Advisor in December 2021.

WAYS OF GEP IMPLEMENTATION

- introducing an electronic tool in the form of a tab on the website, which will contain information on GEP and reports on the implementation of activities;
- initiating cooperation with other institutes of the Polish Academy of Sciences, universities and organizations in order to disseminate the idea of equality;
- if the need be, GEP's specification or extension.

GEP's implementation requires the allocation of appropriate resources, both human and financial. The Institute will allocate funds for the implementation of the plan, in particular for anti-discrimination and equality training for employees.

Following each year of GEP's implementation, reports on the implementation progress will be obligatorily prepared by the Gender Equality Advisor by March 31st of the following year at the latest, and posted on the Institute's website.