



*The Kielanowski Institute of Animal
Physiology and Nutrition
Polish Academy of Sciences*

GENDER EQUALITY PLAN

JABLONNA, SEPTEMBER 2022

INTRODUCTION

The Gender Equality Plan (GEP) of the Kielanowski Institute of Animal Physiology and Nutrition of the Polish Academy of Sciences (hereinafter referred to as “the Institute” or “KIAPN PAS”). The aim of the KIAPN PAS GEP is to strive for the Institute to be a comfortable workplace for all employees, safe and free from discrimination, regardless of gender, age, nationality, beliefs, sexual orientation, and degree of disability. This objective will be achieved through actions aimed at raising the awareness of employees in the field of gender equality, discrimination, and mobbing.

Gender Equality Plan for KIAPN PAS was developed based on the following legal acts:

1. Constitution of the Republic of Poland of April 2, 1997 (Journal of Laws of 1997, No. 78, item 483);
2. Directive 76/207/EEC on equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (amended in 2002);
3. Directive 75/117/EEC on the application of the principle of equal pay for men and women;
4. European Commission Communication on Strengthening the European Research Area (2012) (Directive 2006/54/EC);
5. Anti-Discrimination Standard (2016) reviewed by the Chairman of the Central Council for Science and Higher Education;
6. Third EU Gender Action Plan (GAP III) – An ambitious agenda for gender equality and women’s empowerment in EU external action;
7. EU Gender Equality Strategy 2020-2025;
8. Act of February 25, 1964, The Family and Guardianship Code (i.e. Journal of Laws of 2020, item 1359, as amended);
9. Act of April 23, 1964, Civil Code (i.e. Journal of Laws of 2020, item 1740, as amended);
10. Act of June 26, 1974, Labor Code (i.e. Journal of Laws of 2020, item 1320, as amended);
11. Act of June 06, 1997, Penal Code (i.e. Journal of Laws of 2020, item 1444, as amended);
12. European Charter for Researchers.

The plan also takes into account good practices described in other GEP documents in EU countries.

Gender equality is a fundamental value of the EU and a universally recognized human right, as well as a necessary element for development, economic growth and social prosperity, contributing to the preservation of peace and security. All people, in all their diversity, should

be free to live as they choose, develop socially and economically, engage in civic activities, and assume leadership roles on equal terms. Equality and diversity are also values that contribute to the improvement of the quality and quantity of scientific research as well as the condition of scientific research institutions.

IMPLEMENTATION AND DEVELOPMENT OF KIAPN PAS GEP HAS BEEN DIVIDED INTO THREE STAGES:

- I. Diagnosis – quantitative analysis and review of the current internal regulations, their possible modification or update strengthening the equality policy in the Institute.
- II. Implementation of the objectives included in the strategy.
- III. Verification of gender equality situation after the changes.

DIAGNOSIS - ASSESSMENT OF THE SITUATION

Quantitative analysis

The starting point for the analysis aimed at creating the Gender Equality Plan of the KIAPN PAS was, in accordance with the recommendations of the European Charter for Researchers, to examine the distribution of gender among scientific personnel, taking into account academic degrees and positions.

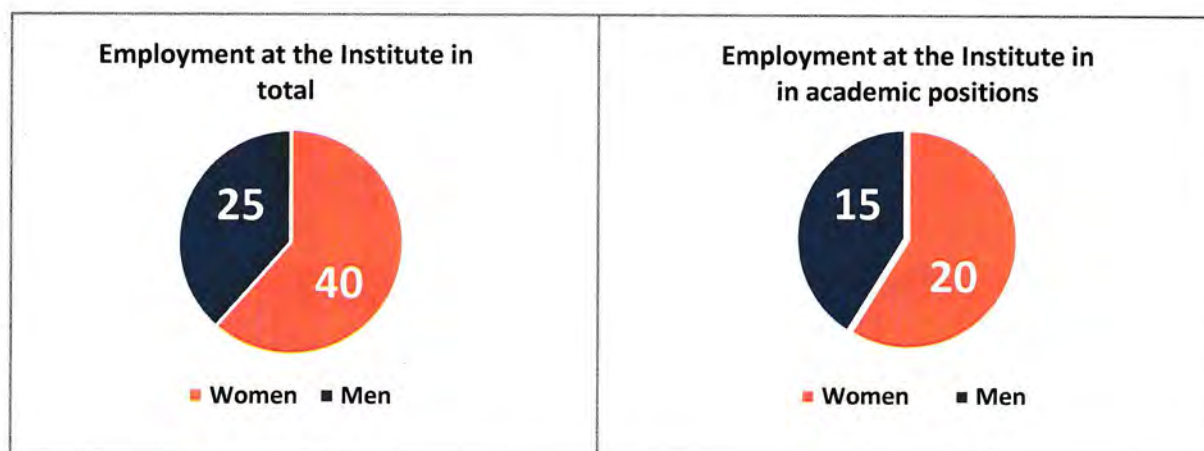


Figure 1 - Employment at the Institute by gender (as of December 31, 2021).

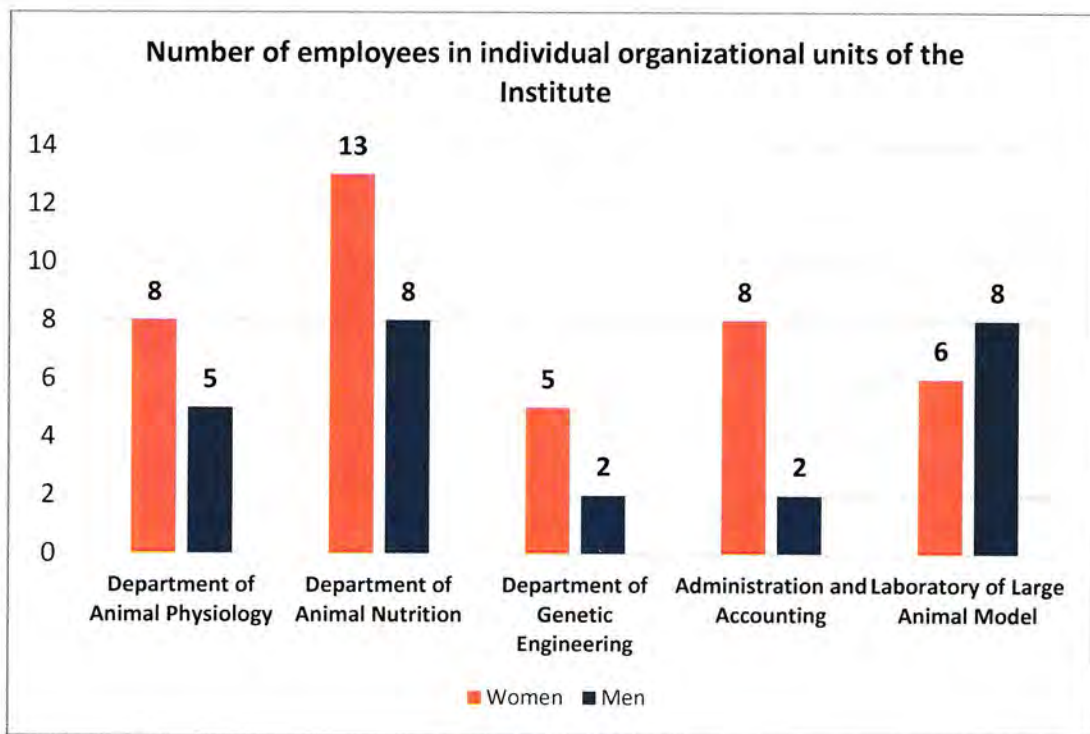


Figure 2 – Employment in individual organizational units of the Institute by gender (as of December 31, 2021).

Table 1 – Breakdown of staff positions in individual organizational units of the Institute by gender (as of December 31, 2021).

Position	Total	DAP		DGE		DAN		OOU		% W	% M
		W	M	W	M	W	M	W	M		
Professor	3	1	1	0	0	0	1	0	0	33	67
Associate professor	14	3	1	1	1	4	4	0	0	57	43
Assistant professor	10	1	1	2	0	4	2	0	0	70	30
Assistant	8	0	2	1	1	2	1	1	0	50	50
Total number of academic staff	35	5	5	4	2	10	8	1	0	57	43
Research and technical	2	1	0	0	0	0	0	0	1	50	50
Engineering	4	0	0	1	0	1	0	2	0	100	0
Technical	14	2	0	0	0	2	0	3	7	50	50
Scientific information	4	0	0	0	0	0	0	3	1	75	25
Administration and accounting	6	0	0	0	0	0	0	5	1	83	17
Total employment.	65	8	5	5	2	13	14	14	10	61	39

DAP – Department of Animal Physiology; DGE – Department of Genetic Engineering; DAN – Department of Animal Nutrition; OOU – other organizational units; W – women; M – men.

Table 2 – Persons involved in the management of the Institute by gender (as of December 31, 2021).

Number	Position	Total	W	M	% W	% M
1.	Directorate	3	2	1	67	23
2.	Department heads	3	2	1	66	34
3.	Laboratory managers	2	0	2	0	100
4.	Scientific Council	36	18	18	50	50
5.	Scientific Staff Development Committee	8	7	1	88	12
6.	Inventory Committee	3	2	1	66	34
7.	Fixed Assets Management Committee	6	2	4	33	67
8.	Tender Committee	5	2	3	40	60
9.	Social Committee	3	2	1	66	34
10.	„Starting Grant” (Grant na start) Grant Committee	5	5	0	100	0
11.	Copyright Committee	5	3	2	60	40
12.	Advisory team for animal welfare	4	1	3	25	75
13.	Project managers of externally funded projects	7	2	5	29	71
14.	Animal facility managers	3	2	1	66	34

W – women; M – men

According to the analysis of the staff status of the Kielanowski Institute of Animal Physiology and Nutrition of the Polish Academy of Sciences as of December 31, 2021, it was found that the gender ratio among employees was not equal. The Institute employed 65 people, including 40 women and 25 men. Significant disparities could also be observed among academic staff, i.e. 20 women and 15 men. Gender balance in individual organizational units varied and resulted from their specific activities. There was no disproportion in the positions of professors and associate professors, while women predominated among assistant professors and instructors. The above data have indicated that the path of scientific career and promotion is similar for men and women. The gender imbalance was noticeable in key positions in the Directory Board (where women were the majority) and the composition of some of the Institutes's committees and Scientific Council Committee, but this was largely due to the overall employment structure.

Based on data analysis, as well as interviews with employees conducted by the Members of the Gender Equality Committee, a conclusion was drawn that the main reason for the higher number of women employed at the Institute is primarily social security ensured by full-time

employment. According to the employees of the Institute, employment based on an employment contract in a unit belonging to the public finance sector guarantees the necessary financial resources for subsistence, but also provides security in various life situations related, for example, to childbirth, care for family members in the event of illness, and others. Moreover, according to the employees, the lower number of men interested in working at KIAPN PAS may result from moderate, compared to market rates, remuneration, which does not depend on gender but position.

The institute is a parenthood-supportive employer, therefore, actions facilitating the return to work at KIAPN PAS after breaks related to childbirth and/or childcare are extremely important. These include:

- (a) Flexible working hours – according to the Institute’s Work Regulations, employees can start work between 6:30 and 8:30 a.m. and finish work between 2:30 and 4:30 p.m.
- b) Scientific employees can work partially remotely, and this form of work is recommended to scientific employees by the Institute’s Directory Board in situations of increased epidemiological risk.
- c) An employed parent can apply for additional days of remote work in situations such as their child’s illness, quarantine, home isolation or other unexpected events.
- d) Apart from exceptional force majeure situations, the date of the parent’s holiday leave employed at the Institute is adjusted to his/her family needs.
- e) The Institute strives to maintain relationships with employees on parental leave by inviting them to joint events or integration meetings.
- f) A parent on parental leave retains the right to benefits from the Institute Social Benefits Fund, group insurance and Institute’s equipment.
- g) A parent on parental leave is not excluded from promotions and pay raises.

The principle of equal opportunity guarantees that women and men have equal access to professional activity and the chance for development. Employment and promotion at the Institute are determined solely on merit such as knowledge and experience assessment. Furthermore, in accordance with applicable regulations, all recruitment of scientific staff is conducted through open competitions.

IMPLEMENTATION OF STRATEGY OBJECTIVES

The European Commission has defined five key areas for achieving gender equality in research and innovation that should be covered by Gender Equality Plan. These include:

- Work/life balance and organizational culture of the institution.
- Gender balance in management and decision-making bodies.
- Gender equality in recruitment and career development.
- Incorporation of gender issues into research and educational content.
- Measures against gender-based violence, including sexual harassment.

General and specific objectives of the plan

The overall objective of this Gender Equality Plan of the KIAPN PAS is to prevent discrimination against the Institute's employees on the basis of gender and all related factors, such as, in particular, marital and family status, upbringing and childcare. The plan also aims to ensure equal development opportunities for both genders, providing the possibility to choose different career paths without any value judgments.

KIAPN PAS GENDER EQUALITY PLAN AIMS TO:

1. Disseminate knowledge on equality, diversity and anti-discrimination, as well as promote and raise awareness of existing examples and solutions for strengthening equality and diversity.
2. Countering stereotypes that affect staff recruitment and research career development.
3. Equal treatment of women and men at all stages of their careers.
4. Support for the harmonious combination of work and private life.
5. Increase the balanced representation of women and men e.g. in the Institute's Directory Board and Committees.

AIM 1

Disseminating knowledge on equality, diversity, and anti-discrimination, as well as promoting and raising awareness of existing examples and solutions for strengthening equality and diversity.

Beneficiaries

- Employees of KIAPN PAS

Activities

- Organization of trainings and workshops on counteracting stereotypes, prejudice, discrimination, and harassment
- Establishment of Gender Equality Committee
- Appointment of Gender Equality Commissioner

Metrics

Report on the number of trainings and workshops on counteracting stereotypes, prejudice, discrimination and harassment.

Responsible bodies

- Directory Board of KIAPN PAS
- Gender Equality Commissioner
- Gender Equality Committee

AIM 2

Counteracting stereotypes that affect staff recruitment and research career development.

Beneficiaries

- Applicants for jobs at KIAPN PAS
- Candidates for doctoral studies

Activities

- Review and update of existing procedures
- Organization of internal trainings and workshops

Metrics

Statistical report on the participation of women and men in the recruitment process and competitions for scientific positions.

Responsible bodies

- Independent position for human resources management

AIM 3

Equal treatment of women and men at all stages of their careers.

Beneficiaries

- Employees of KIAPN PAS

Activities

- Review, update, and development of internal procedures related to gender balance

Metrics

- Statistical report on the participation of women and men in the recruitment process and competitions for scientific positions

Responsible bodies

- Directory Board of KIAPN PAS
- Scientific Staff Development Committee
- Gender Equality Committee
- Independent position for human resources management

AIM 4

Supporting harmonious combination of work and private life.

Beneficiaries

- Employees of KIAPN PAS

Activities

- Monitoring the participation of women and men in grant competitions, projects, and research topics
- Monitoring the participation of women and men in the procedure for initiating doctoral studies, the procedure for awarding the *doctor habilitatus* and professor degrees.
- Diagnosis of individuals returning to academic and teaching work after parental leave regarding the support provided by the Institute.
- Dissemination of knowledge of the Institute's solutions that support a harmonious work-life balance.
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Metrics

- Report with regard to gender and employment criteria, taking into account the employment form at the Institute and as part of grant projects
- Gender-specific report on academic promotions
- Number of parents using the benefits of the Company Social Benefits Fund

Responsible bodies

- Gender Equality Commissioner
- Independent position for human resources management

AIM 5

Increasing the balanced representation of women and men, including the Institute's Directory Board and Committees.

Beneficiaries

- Employees of KIAPN PAS

Activities

- Review, update, and development of internal procedures related to gender balance in the Directory Board and decision-making bodies

Metrics

- Statistical report on the proportion of women and men in the management and committees of the Scientific Council

Responsible bodies

- Directory Board
- Gender Equality Commissioner
- Independent position for human resources management

VERIFICATION OF GENDER EQUALITY SITUATION AFTER THE CHANGES SUMMARY AND GENERAL CONCLUSIONS

According to the report of the European Union issued in 2020, the gender equality index for Poland was 55.5%, which placed our country in the 25th position out of 29 countries in the ranking. The European Commission has established that one of the objectives of Horizon Europe is to ensure gender equality support in public research organizations across the EU.

KIAPN PAS pursues a policy consistent with the objectives of the European Commission concerning gender equality. The planned activities under GEP are aimed at increasing knowledge and promoting equal opportunities for women and men. They are intended to promote appropriate attitudes in counteracting discrimination and its effects, as well as strengthening pro-equality attitudes. The solutions planned in the GEP of the KIAPN PAS will facilitate the reconciliation of professional and parental life for women and men, and will serve to counteract and prevent discrimination and exclusion phenomena. KIAPN PAS will undertake actions, as part of its personnel and remuneration policy, aimed at improving the situation in the area of differences in earnings for women and men at the same positions, with the same qualifications and performing qualitatively the same work.

Furthermore, the implementation of GEP will ensure the introduction of Gender Equality Commissioner and Gender Equality Committee at KIAPN PAS, as bodies responsible for monitoring issues of equal treatment not only in terms of gender but also in relation to other minority groups (e.g. people with disabilities). The basic tasks of these bodies involve, among others, collecting information on good equality practices and their dissemination, providing information on gender equality courses and training, acting as a consultation and contact point

for discrimination issues, and developing and implementing a gender equality monitoring system.

Conducting periodic training sessions will help raise awareness of gender equality issues among employees, which will help build the potential of the Institute. These trainings may include both developing competences in preventing unconscious gender-related prejudices among employees, leaders and decision-makers. The purpose of these trainings will be to provide knowledge of the principle of gender equality, sensitize recipients to areas and manifestations of discrimination, including language discrimination, and provide good practices and examples of effective implementation of the principle of equal opportunities.

The implementation of the Gender Equality Plan of the KIAPN PAS has been projected for 2022-2025, with a review of the aims, activities and level of achievement of the established indicators in 2025, with the possibility of continuing the Plan in subsequent years, taking into account the revision of the established objectives.

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