



Institute of Organic Chemistry
Polish Academy of Sciences

**Report on the implementation of
the Gender Equality Plan**

2022 – 2027

February 2023



1. INTRODUCTION

With the beginning of 2022, the Institute of Organic Chemistry of the Polish Academy of Sciences adopted a Gender Equality Plan for the years 2022-2027. The Plan reflects the Institute's commitment to actions aimed at ensuring equal rights, obligations, and responsibilities for all genders, as well as for all employees of the IOC PAS, regardless of their nationality, ethnic origin, religion, or sexual orientation. The implementation of the Gender Equality Plan began shortly after its adoption, and the progress of the actions taken and the changing employment structure at our Institute will be summarized in annual reports on the implementation of the Gender Equality Plan.

The Gender Equality Plan (GEP) is a comprehensive policy document that outlines the Institute's approach to achieving gender equality and the steps that will be taken to address gender-based inequalities and promote equal opportunities for all employees. The GEP is based on the principles of non-discrimination, equal treatment, and diversity and aims to eliminate gender bias and stereotyping in all areas of the Institute's activities, including recruitment, career development, training, and work-life balance.

The Institute has committed to providing a supportive and inclusive work environment that promotes diversity and gender equality. The GEP includes a range of measures and initiatives that will be implemented over the next five years to achieve this goal, including raising awareness of gender issues and unconscious bias, promoting the participation of women in decision-making processes, and providing mentoring and training programs for career development.

The Institute's commitment to gender equality is reflected in its ongoing efforts to monitor progress and evaluate the effectiveness of the measures taken. The annual reports on the implementation of the GEP will provide an overview of the actions taken and their impact on the Institute's employment structure and culture. This information will be used to refine and improve the Institute's policies and practices to ensure that gender equality remains a top priority.

2. GENDER EQUALITY AT THE IOC PAS – STATISTICS AND ANALYSIS

> IOC PAS in numbers

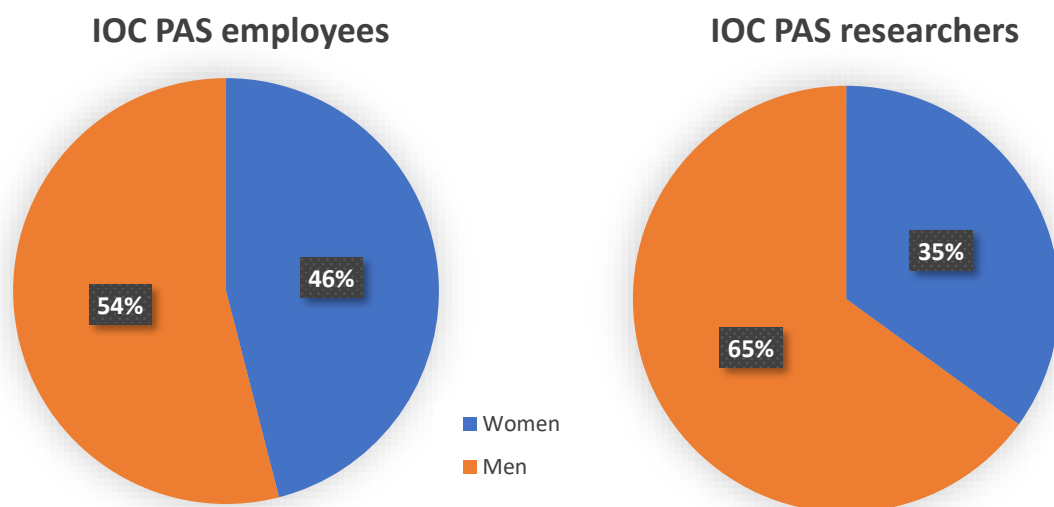
At the beginning of February 2023, the composition of employment at IOC PAS was as follows:

TABLE 1. Employment structure at the IOC PAS (as of the beginning of February 2023).

	Women		Men		Percentage of all employees
Administrative employees	20	87%	3	13%	12%
Supporting employees	5	63%	3	38%	4%
Chemists – technical employees	14	67%	7	33%	11%
PhD Students	22	49%	23	51%	24%
Assistants	18	39%	28	61%	24%
Adjuncts/Post-docs	6	24%	19	76%	13%
Assistant Professors	0	0%	8	100%	4%
Professors	2	17%	10	83%	6%

The employment composition within our institute undergoes gradual changes over an extended period rather than rapid alterations within a short span. A comparative analysis of the data gathered towards the end of 2021 and current statistics indicates that in most cases, gender ratios in individual positions show a marginal variance of not more than 5%. However, doctoral students stand out from this trend, with women previously holding a significant edge over men at 57% compared to 43% in November 2021, but gender parity has since been achieved. This outcome resulted from internal recommendations made to the Competition Committees, which emphasized the importance of selecting candidates who represent the underrepresented gender in instances where candidates of different genders receive comparable scores from the Committee.

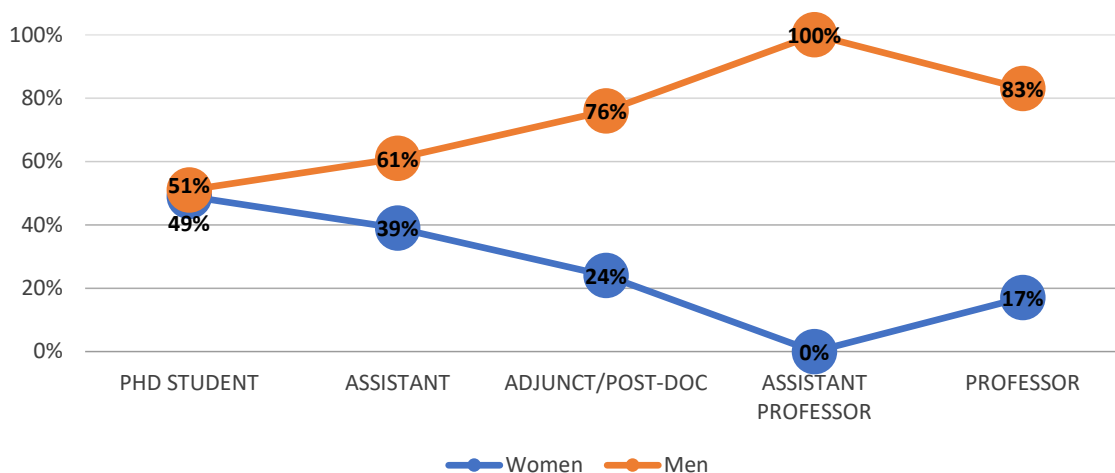
Although other positions have not seen significant changes, the increased number of male doctoral students has led to a slight reduction in the overall percentage of women among employees and researchers at IOC PAS. The difference of 4% from the previous year can be attributed to this shift in the gender ratio of PhD students.



As anticipated, the one-year implementation of our Gender Equality Plan did not yield significant changes in the advancement of professional careers of both genders, and consequently failed to eradicate the "leaky pipeline" phenomenon, which entails a gradual decline in the number of women in scientific positions at progressive career stages. Although slight progress was noted in the disparities of women and men in assistant and post-doctoral roles, with a respective reduction of 4% and 2%, there were no improvements in the proportions of female and male associate and full professors. This outcome is not surprising, given that building a scientific career is a long-term process, and effecting structural changes in the upper echelons of a career requires several years of systemic change. Nonetheless, our Institute has female employed at adjunct positions who are successfully pursuing their scientific careers, which augurs well for their attainment of the title of associate professor in the future, thereby advancing gender equality at the highest levels of the scientific profession.

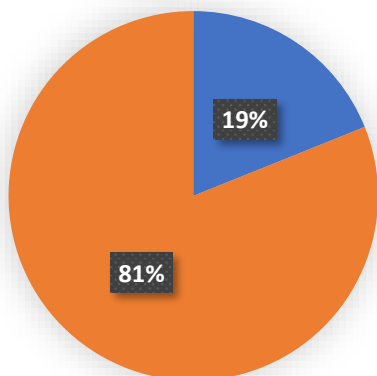


Proportion of women and men in scientific positions at the IOC PAS

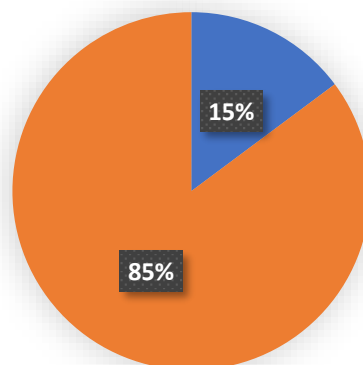


The absence of changes in the employment structure of senior scientific positions at the Institute has resulted in a stagnant proportion of women and men within the Scientific Council, Research Group Leaders, and Principal Investigators of research grants.

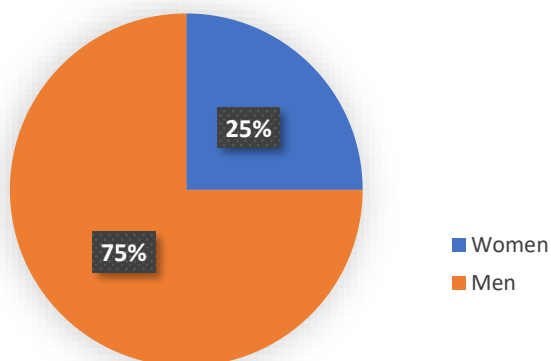
Scientific Council



Research Group Leaders



Principal Investigators of Research Grants

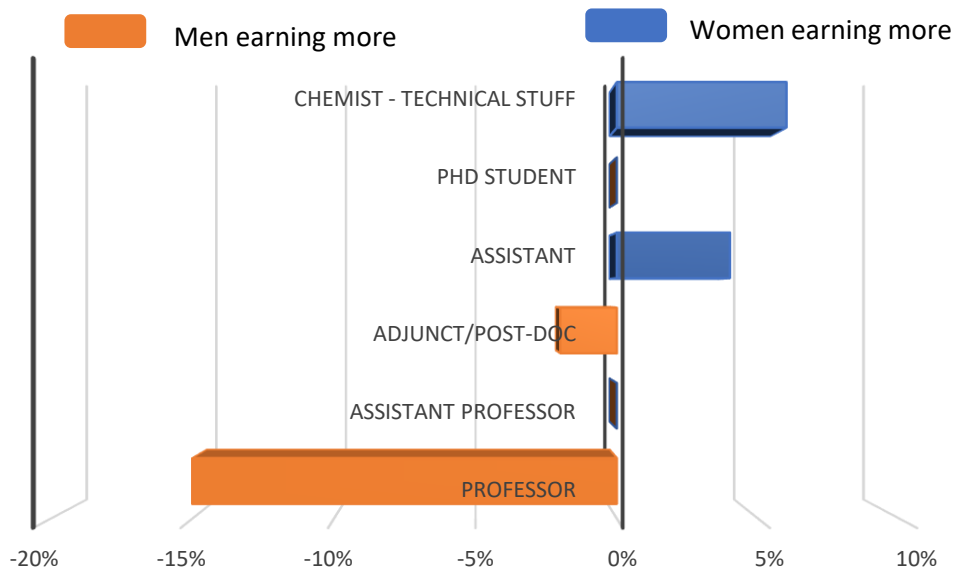




> Gender pay gap

The Gender Equality Action Plan adopted by our Institute does not involve direct measures aimed at altering the salary structure for men and women. A salary grid analysis conducted in November 2021 has revealed that the level of remuneration for a particular position is not contingent on gender but rather on seniority, which is an objective criterion employed when remunerating employees in accordance with the internal remuneration regulations. Nonetheless, it is crucial to continuously monitor salary levels with respect to gender and ensure that no anomalies have arisen in this regard. The statistics obtained in early February 2023 demonstrate that the differences persist at a comparable level, with two instances displaying a reduction (a 2-percentage point decline in disparities for chemists in contrast to November 2021, and a 1-percentage point decrease for the group of professors), and one instance showing a marginal increase (a 2-percentage point rise in disparities favouring men for the group of adjuncts/post-docs).

Differences in salaries between men and women in scientific positions at the IOC PAS



> Awards and distinctions

One of the important aspects of strengthening the underrepresented group of women in our Institute is to acknowledge their scientific and research achievements. Based on objective criteria derived from the scoring of individual accomplishments and scientific publications, the Institute



awards Director's prizes to various groups of employees each year. Importantly, in 2022, women constituted 30% of the recognized scientific employees, and 25% of recognized doctoral students, which reflects the employment structure at IOC PAS, where 35% of scientists are women. From the perspective of scientific career development, there has been a significant breakthrough in 2022 and early 2023, as women accounted for 33% of those obtaining the title of habilitated doctor, which is not a common situation in our institution.

> Recruitment processes

In 2022, our Institute conducted a total of 41 recruitment processes and 3 recruitment rounds for the Doctoral School. Unfortunately, nearly 30% of these processes did not result in the selection of a suitable candidate for the position, and in some cases, selected candidates later withdrew from employment at our Institute. Of the newly hired individuals in all positions, 42.5% were female and 57.5% were male. The greatest percentage of male hires occurred in doctoral studies, where over 80% of all admitted individuals were men, resulting in a more balanced gender ratio at the doctoral level. In the position of post-doctoral researcher, 40% of the hires were women and 60% were men, while only women were employed as assistants in 2022, leading to a 1% reduction in gender imbalance in both groups. Undergraduate students were also admitted to scientific internships as part of the recruitment process, with 60% of internships awarded to women and 40% to men.

The above statistics suggest that the proportion of women admitted to scientific positions in our Institute's recruitment processes is higher than the overall proportion of women employed at the Institute. This indicates equal opportunities for both genders in recruitment and the absence of significant gender bias. Additionally, internal recommendations to hire underrepresented genders in cases of equal assessment by the recruitment committee resulted in a slight reduction of gender imbalance in specific scientific positions, providing hope for a more balanced employment structure in the long run.



3. IMPLEMENTATION OF THE GENDER EQUALITY PLAN IN THE IOC PAS

In 2022, the implementation process of the adopted Gender Equality Plan (GEP) commenced, and several significant initiatives were undertaken. These actions mark the beginning of changes in our institution and will continue to be pursued in the following years. Noteworthy measures implemented include:

- › The Institute has appointed a Gender Equality Officer (GEO) who is responsible for promoting gender equality issues within our institution. As a small organization employing fewer than 200 people, the Institute has determined that gender equality tasks do not require the creation of a separate position but can be assigned to an administrative staff member as additional duties, along with appropriate additional compensation. The GEO ensures gender-neutral communication within the institution, collects statistical data on its functioning with gender considerations, and monitors the implementation of the Gender Equality Plan. The appointment of the GEO guarantees the provision of necessary human and financial resources within the IOC PAS for the implementation of gender equality measures.
- › A special tab has been created on the main website, featuring content related to gender equality issues in both Polish and English. All news relating to the GEP adopted in the institution, significant national and European reports on the topic, and annual reports on the GEP implementation process will be published on this tab. It will be updated as necessary.
- › The first training session on anti-discrimination and mobbing issues was organized in March 2022. This training was aimed at Team Leaders and focused on preventing mobbing, which had been reported in our institution.
- › Awareness-raising activities have been initiated to educate employees on the significance of gender balance in science, decision-making processes, and the consideration of gender factors in research projects for the advancement of science and society. In 2022, these activities included providing information on events related to gender equality issues and lectures on this topic.
- › Internal recommendations, currently in the form of recommendations rather than specific regulations, have been introduced in the following areas:
 - Organizing all official meetings and events during hours that would not pose a challenge to balancing professional and personal life, particularly avoiding meetings before 9:00 am and after 4:00 pm.



- Selecting candidates in recruitment processes that consider gender equality issues when candidates of different genders receive a similar assessment from the selection committee during the recruitment process.
- Maintaining gender-neutral communication internally, particularly in internal regulations and recruitment announcements published by the institution.

The Gender Equality Plan implementation in IOC PAS is progressing as per the agreed plan, albeit with some delays. A few tasks, such as formulating a Family Friendly Policy and modifying the employee evaluation system, have been postponed due to internal negotiations within the organization and other actions taken by it. The introduction of changes to the employee evaluation system is scheduled before the next 4-year employee appraisal, whereas issues related to outlining the family-friendly policy will be addressed after alterations to the work regulations, funding for additional scientific positions, and employee compensation, which are planned for 2023. The Institute evaluates that the first year of GEP implementation has augmented employee awareness, which is a long-term undertaking demanding many years of commitment, but which should transform our perspectives on gender equality issues permanently.