

Gender equality plan

Institute of Legal Sciences of the Polish Academy of Sciences

for 2022–2027



Warsaw, September 2022

Table of contents

Introduction.....	2
Diagnosis	3
Gender equality goals and activities at the Institute of Legal Sciences of the Polish Academy of Sciences (ILS PAS)	10
Implementation and monitoring.....	12
Summary	12

Introduction

The Constitution of the Republic of Poland is the most important legal act in Poland that prohibits gender discrimination. The Labour Code and many other national and international documents also regulate the issue. Achieving true gender equality requires not only legal acts, but also other factors, such as cultural norms in a society, and organization of social life. In institutions, these factors include company culture, the organization of work, and internal procedures.

The European Commission highlights five areas that play a key role in achieving gender equality in the academia. These areas should be covered in the Gender Equality Plan and include:

1. work/family life balance and organisational culture of the institution
2. gender balance in management and decision-making groups
3. gender equality in recruitment and career development
4. integrating gender into research and teaching content
5. measures against gender-based violence, including sexual harassment

The Gender Equality Plan of the Institute of Legal Sciences at the Polish Academy of Sciences focuses on the most important areas defined by the EC. The document was created based on analysis conducted at the Institute of Legal Sciences at the Polish Academy of Sciences (ILS PAS) in August 2022. The main goal of the 2022–2027 strategy defined in the document is to improve the conditions for gender equality at ILS PAS.

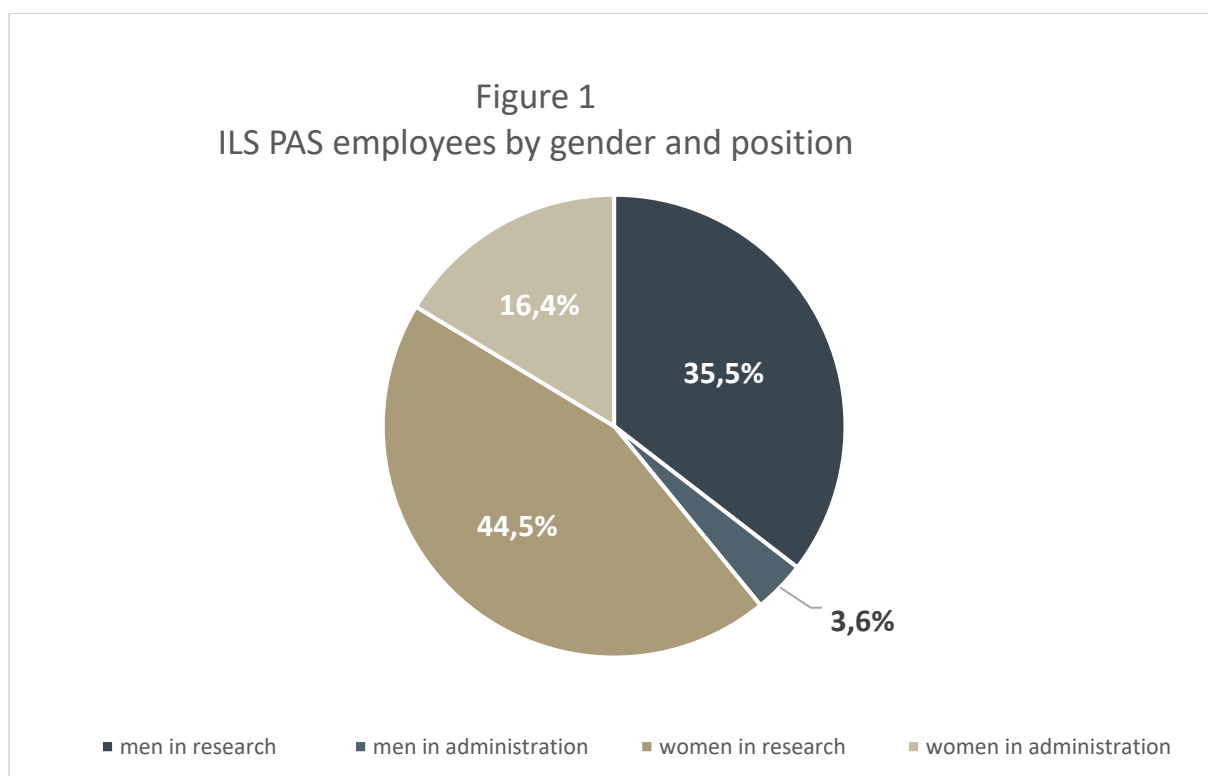
Diagnosis

The culture of gender equality at the Institute of Legal Sciences of the Polish Academy of Sciences was diagnosed based on two-stage analysis. The first stage, in July 2022, analysed the employment and salary structure of all employee groups, as well as the management staff and the Scientific Council of ILS PAS to identify gender gaps. The second stage was quantitative research, for which data was collected through an anonymous online survey. ILS PAS employees completed the survey in August 2022.

Employment and earnings - structure by gender

The data on the ILS PAS employment structure was analysed based on data from the human resources department of ILS PAS. The information presented below shows the status as of 30 June 2022.

ILS had a total of 110 employees in mid-2022, including 88 researchers and 22 employees in administrative positions. The overall gender breakdown of the staff is shown in Figure 1.



There is a clear disparity between the number of men and women employed at ILS PAS. Women account for 60.9% of the employees, while men make up 39.1%. Women are in the majority among both academic and administrative staff. Considering the research staff alone, the number of women (56%) is 12 percentage points higher than that of men (44%). A significantly larger difference is noted for those employed in administration, with a very large underrepresentation of men. ILS PAS employs only four men in administration compared to 18 women, which means that women outnumber men in administrative jobs by more than 80% (Figure 2). The structure of employment in those positions reflects the feminisation of

certain professions in Poland, namely those in accounting, human resources, the library, projects, and the secretarial office.

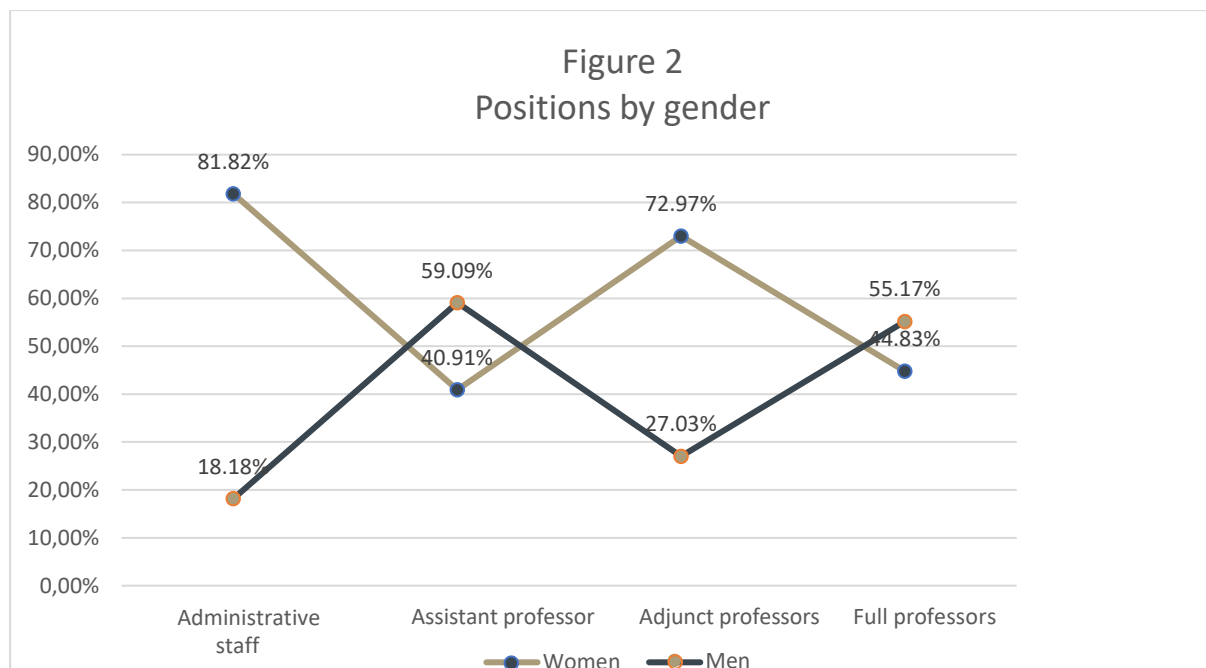
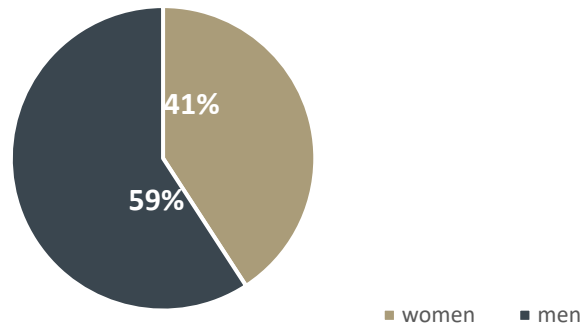


Figure 2 shows that the most equal gender distribution occurs at the highest research position, i.e. of full professor. There is a difference of just over 10 percentage points in favour of men among the most senior academic staff at ILS PAS. The largest gender gap occurs among those employed at the position of adjunct professor, where more than 70% are women. In turn, men outnumber women in the group of assistant professors. We can conclude from this data that gender distribution in each academic position may become more equal in the coming years, as current assistant professors, once promoted to adjunct professors, will reduce the overrepresentation of women in this position, while the promotion of adjunct professors may, in time, temporarily equalise the proportions in the full professor position, or lead to an overrepresentation of women in this position in the long term.

The higher representation of women in the Institute in general does not translate proportionally into important leadership positions and in the Scientific Council of ILS PAS. The gender distribution in the positions of department heads is equal, that is, 50% of the departments are led by men, while the other 50% of the departments are led by women. The two highest management positions of ILS PAS, i.e., Director of ILS PAS and Deputy Director of ILS PAS, are held by a woman and a man.

On the other hand, there is an almost 20% male predominance in the Scientific Council of ILS PAS (Figure 3). The gender proportions of the Scientific Council do not mirror the proportions of ILS PAS's academic staff, but are similar to the gender ratio for full professor positions. It is worth noting that the ILS Scientific Council also includes researchers from outside ILS PAS.

Figure 3
Gender distribution in the Scientific Council of ILS PAS



In terms of salaries, gender differences are insignificant, as the subsidies for salaries are determined by external regulations, according to academic position and seniority. In assistant professor positions, there are no major differences in salaries by gender. In full professor positions, women earn an average of 8% more than men. In contrast, male adjunct professors have higher earnings than female assistant professors. In both cases, these differences are due to longer seniority among both female full professors and male adjunct professors. Length of seniority under Polish law has a significant impact on salary.

Another factor that impacts salary is involvement in projects. Project managers and contractors have salary supplements, which likewise are not set by ILS PAS, but result from project budgets and relevant guidelines for research grant competitions.

Gender equality at ILS PAS - survey results

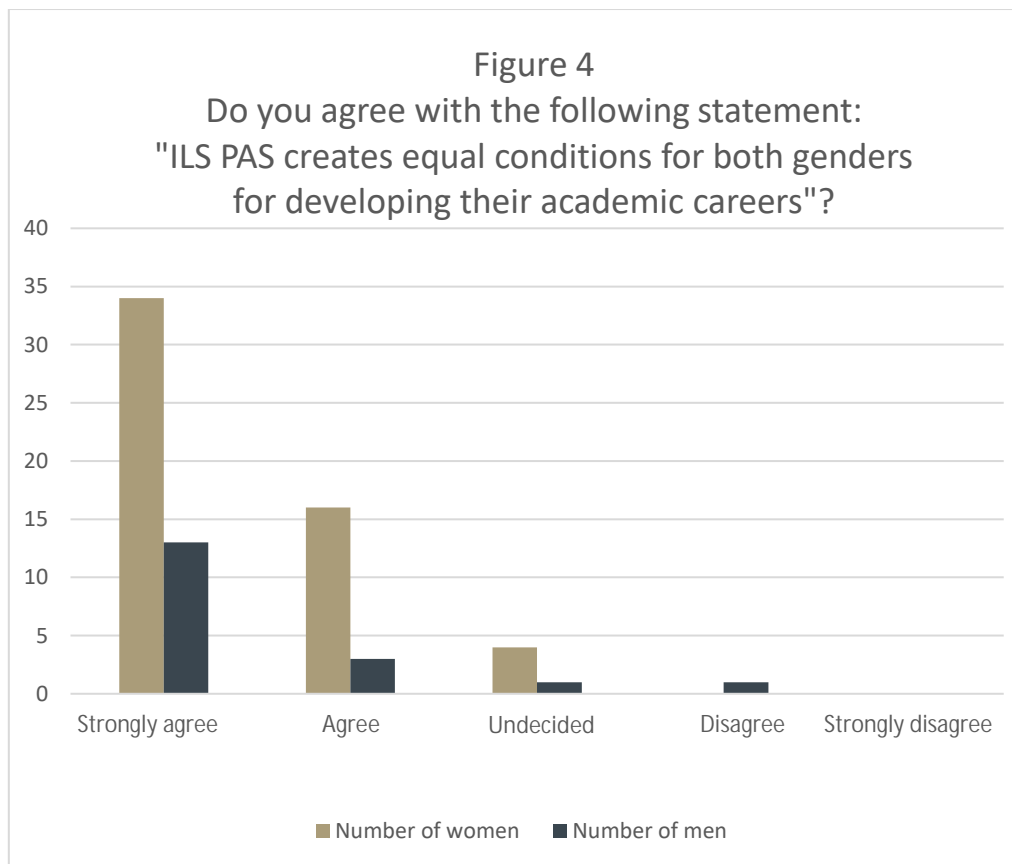
The anonymous online questionnaire consisted of questions on the following topics: general assessment of gender equality in the workplace, development of academic careers, work-life balance, as well as workplace harassment and sexual harassment. All of the questions, except for personal data, were optional, which means that each respondent could decide whether or not to answer the question. Sixty-nine percent of ILS PAS employees completed the questionnaire. It is noteworthy that women showed considerably more interest in gender equality issues than men. Eighty-four percent of female ILS employees and 47% of male employees completed the survey. Although the response rate was quite high, the results of the survey cannot be generalised to all employees of ILS PAS, so the data presented in the following section should be interpreted with some caution.

Structure of respondents

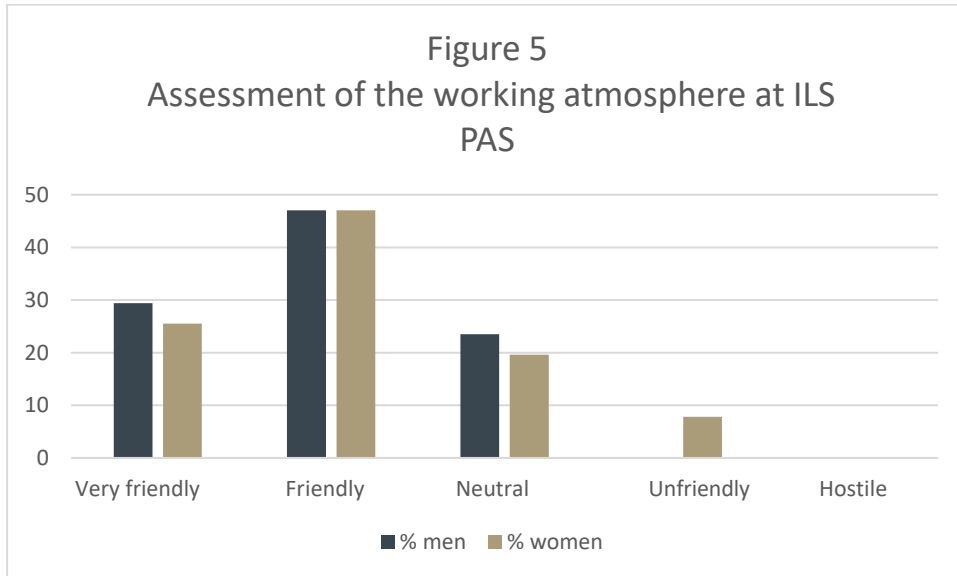
The respondents include all groups of ILS PAS employees. The questionnaire was completed by 17 full professors, 30 adjunct professors, 12 assistant professors and 17 administrative staff of the Institute.

General assessment of ILS PAS

The vast majority, 92% of the female and male employees of ILS PAS who took part in the survey gave a favourable assessment of gender equality at the Institute and agreed with the statement that there is equality for both genders at ILS PAS in terms of conditions for the development of academic careers (Figure 4). Of the 72 respondents to this question, only five said they were undecided and only one person disagreed. No one among the 65% of ILS PAS employees who answered this question strongly disagreed with this statement.

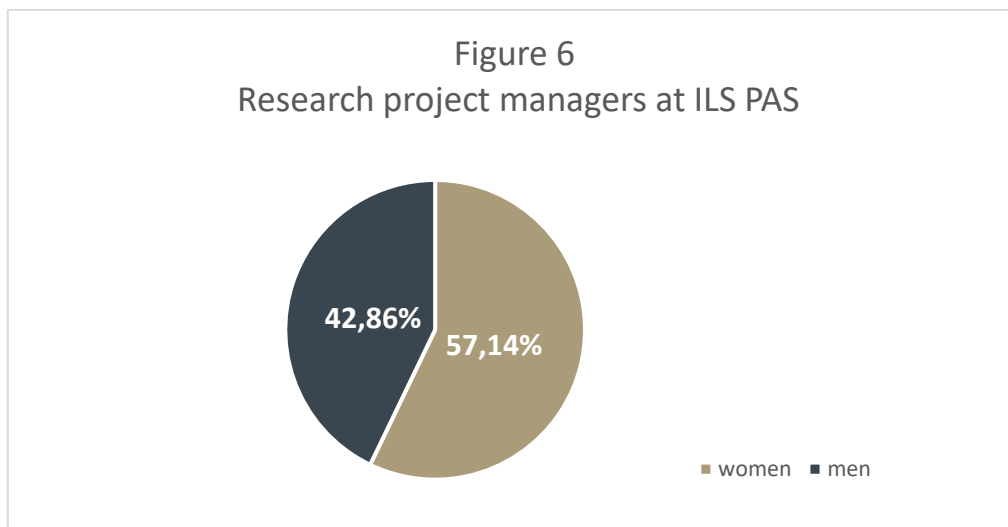


Female and male employees of ILS PAS also gave an overwhelmingly positive assessment of the working atmosphere at the Institute. Seventy-four percent of respondents rated it as friendly, 21% as neutral and only 6% of respondents as unfriendly. Apart from the fact that only women chose the 'unfriendly' answer, there were no significant gender differences in the assessment of the work environment. (Figure 5)



Academic career development

As of mid-2022, there were 25 research projects underway at the Institute of Legal Sciences that are headed by ILS researchers. Women are in the majority among the managers of those projects (Figure 6).

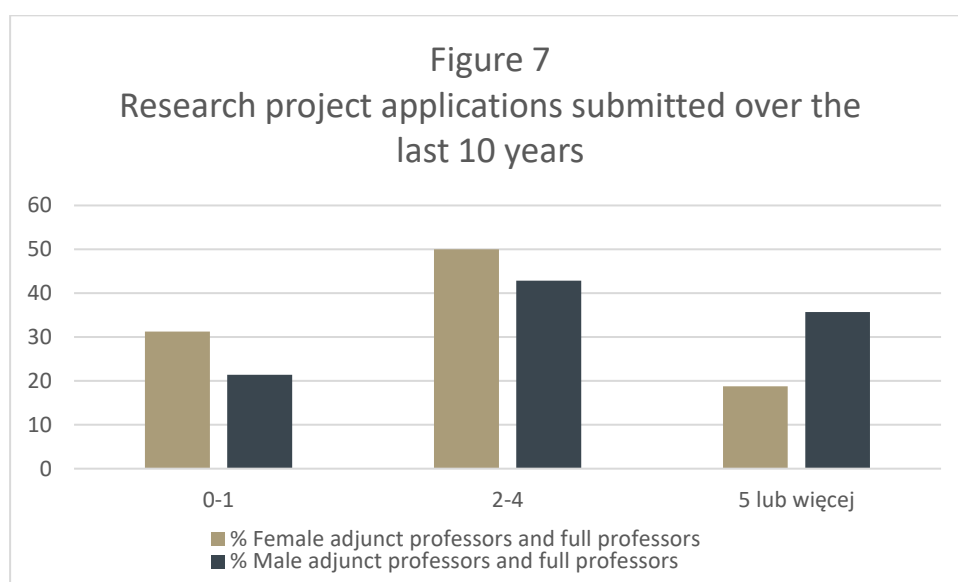


The proportions shown in Figure 6 mirror the proportions between men and women among researchers at ILS PAS.

When asked about their preferred role in a research project, respondents in both groups, both women and men, indicated the role of manager (48% women, 39% men), with men equally often indicating project contractor (39% men, 24% women). Twenty-seven percent of women and 22% of men who answered this question did not have a preference for any of the roles.

Men in the position of adjunct professor and full professor were slightly more active in submitting proposals in competitions for funding their research projects than women. The percentage of men who either applied for a research grant ever or once in 10 years is slightly

lower, while men were markedly more likely to declare that they submit an application every two years or more on average. The reason that the respondents most often cited for not applying to research project competitions is that they do not have enough time due to work obligations or are involved in other projects as contractors. Other reasons were family responsibilities and concerns about insufficient academic output.



ILS PAS research employees most often go on short research trips which last no more than two weeks. Thirty-eight percent of employees went on a short research trip more than five times, despite the great difficulties associated with the 2020–2021 COVID-19 pandemic. Twenty percent of respondents never went a short research trip, with the percentage twice as high among men. Long-term research trips of more than two weeks were the least popular. Nearly three-quarters of ILS staff surveyed did not go on such a trip in the past five years.

Table 1 Short-term and long-term research trips in the last 5 years

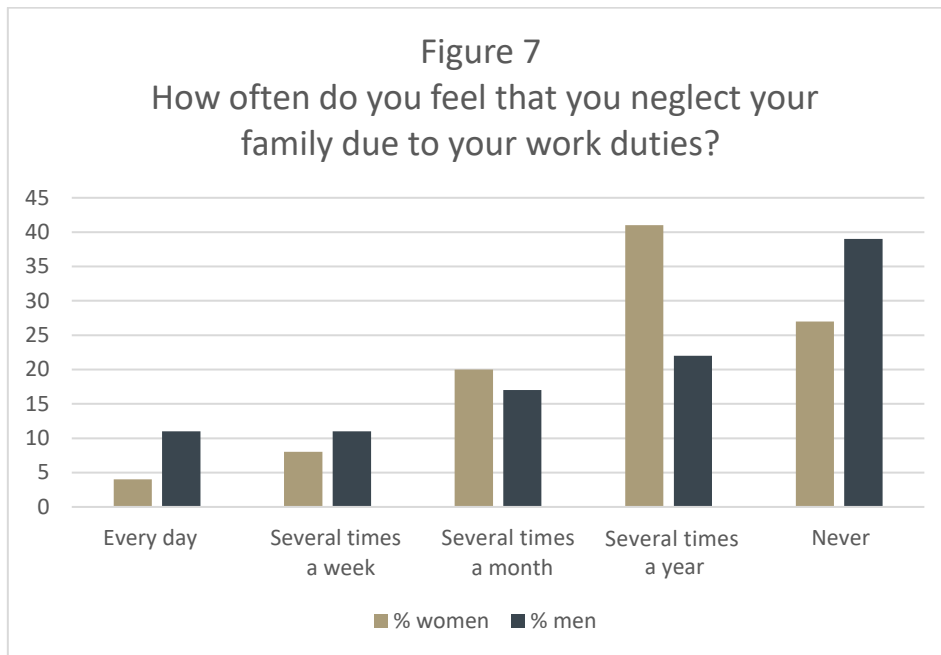
Gender	Trips of less than 14 days				Trips of more than 14 days			
	0	1	2-4	5+	0	1	2-4	5+
Women	14%	14%	32%	41%	75%	19%	3%	3%
Men	33%	11%	22%	33%	72%	17%	6%	6%

The most common reason why respondents did not take short-term trips is that they had to care for children or other dependents (55%*). Work obligations (36%*) and lack of funding for the trips (36%*) were also listed as common reasons. The last reason, though the least frequently mentioned, was lack of knowledge about the rules for organising research trips at ILS PAS (27%*). As for long-term trips, respondents indicated that they were unable to travel because of lack of a source of funding for the trip (51%), the need to care for children and dependents (41%*), lack of knowledge about how to organize a trip at ILS PAS (27%*), and other work obligations (15%*).

Balance between personal and professional life

As is clear from the previous sections, personal life can affect academic work. Twenty-nine ILS PAS employees who took part in the survey are parents of children who require a lot of care, i.e., of preschool or school age. Twelve ILS PAS respondents look after at least one dependent. More than half of the respondents (55%) also have another job, where they work either full-time or more than half-time.

One-third of respondents felt that they neglected their family at least several times a month due to work responsibilities. The vast majority of respondents experienced similar feelings several times a year or never. The responses to the question (Figure 7) varied by gender.



The birth or adoption of a child is an important moment when it is difficult to reconcile career advancement with personal life. Twenty-eight of the respondents took maternity, paternity or parental leave during their careers. In this group, there were 26 women and 2 men. The two men rated the impact of the leave on their careers as positive or neutral. Women's responses largely varied according to their positions. Women administrative workers rated the impact of the leave mostly as neutral or less often as positive. Female academics assessed the impact of long-term leave on their careers most often negatively, less often neutrally, and least often positively. They most often said that the break delayed their work on a doctorate or postdoctorate, generally reduced their academic activity and limited their mobility that they needed to conduct research.

Workplace harassment and sexual harassment

The vast majority of respondents (86%) did not personally experience workplace harassment at INP. Fourteen percent of respondents acknowledged that they encountered such behaviour during their work, and in more than half of the cases the harassment was caused by another co-worker. It should be noted that none of the respondents indicated that they experienced a violation of bodily integrity. Male and female employees of the Institute most frequently witnessed the following behaviours that bear the hallmarks of harassment: they were

deliberately left out of decision-making processes (29%), they encountered a hostile atmosphere in the team (29%), their authority was undermined in front of others (20%), their ideas and suggestions were ignored (20%), others were given credit for their work (16%), and they were isolated from the team (12%). However, we should note that respondents by and large said these were single experiences or that they did not happen very often. One can conclude that this type of behaviour is not a serious problem in the working environment of ILS PAS.

Seventy percent of respondents were not aware of the existing procedures at ILS PAS for countering workplace harassment and sexual harassment. Respondents have the greatest trust in reporting this type of behaviour to their direct superiors. Fifty-one percent of respondents would seek help from them in such a situation. The directors of ILS PAS are slightly less trusted: 46% respondents would turn to them. Nearly a third of ILS PAS employees would seek help from their colleagues. Reporting a harassment issue to the dedicated e-mail sygnalista@inp.pan.pl was the least trusted as only 11% of respondents would use this option. On a positive note, as many as 91% of respondents would seek help in a difficult situation such as workplace harassment or sexual harassment. Nine percent of respondents would keep quiet about the issue for fear of worsening their situation at work.

Gender equality goals and activities at ILS PAS

Objective 1 Ensuring gender equality in recruitment processes

Activities:

- Using gender-neutral language in job advertisements
- Where possible, ensuring gender balance among candidates invited to interviews
- Active and targeted promotion of job opportunities to male candidates for positions in women-dominated areas and female candidates for positions in men-dominated areas
- ✓ Increased number of men in female-dominated ILS PAS staff groups
- ✓ Increased number of women in ILS PAS's predominantly male staff groups

Objective 2 Improving conditions for the development of research careers for women and men

Activities:

- Organising training courses on writing proposals for research project competitions
- Organising training courses on programmes offering travel opportunities for academics

- Organising an ILS PAS reporting conference during which academics will present their academic achievements and research

Indicators:

- ✓ Increased number of applications submitted in research project competitions at ILS PAS
- ✓ Increased number of short- and long-term mobility at ILS PAS

Objective 3 Developing solutions for improving work-life balance

Activities:

- Carrying out a detailed analysis of the needs of male and female employees who are parents of children of school or pre-school age and the needs of those who care for dependants
- Carrying out a detailed analysis of employees' needs in terms of a work-life balance
- Organising training courses at ILS PAS on effective time management and work-life balance
- Developing a support programme for parents who are resuming work after long-term leave due to the birth or adoption of a child, as well as a support programme for those caring for dependents

Indicators:

- ✓ Increased professional activity of researchers and administrative staff with children and other dependants in their care
- ✓ Reduced stress of combining work and family responsibilities
- ✓ Improved efficiency of the administration and academic staff who complete tasks faster and on time

Objective 4: Address gender-based violence

Activities:

- Preparing an accessible manual on countering gender-based violence and internal procedures for reporting workplace harassment and sexual harassment

Indicators:

- ✓ Increased awareness of male and female employees on gender-based violence
- ✓ Increased employee awareness of the procedures against workplace harassment and sexual harassment in force at ILS PAS

Implementation and monitoring

We will appoint an ILS PAS Gender Equality Plenipotentiary, whose main task will be to monitor and implement the Gender Equality Plan of ILS PAS from 2022 to 2027. We will carry out an evaluation study of the implementation of the Plan at the end of the implementation period and verify indicators for each objective.

Summary

The Institute of Legal Sciences of the Polish Academy of Sciences is a gender-friendly place for career and research development for men and women. Most respondents rated the working atmosphere at ILS positively and perceive their workplace as friendly to career development for both genders.

The diagnostic analysis showed that women are overrepresented at the Institute, especially in administrative positions. Unlike in many research communities, at ILS PAS there is little disparity between the number of men and women in research positions, as well as in management positions. To further ensure that women and men get equal chances to advance their scientific careers at the Institute, it would be worthwhile to pay attention to communication and information about research career opportunities (competitions for research projects and mobility). In the future, it is also advisable to focus on the needs and support of research careers of those who return to professional activity after a break due to caring for a new-born child, as well as on the needs of those who care for other dependents, such as elderly parents. Another challenge that ILS employees face is balancing many professional and personal responsibilities. Furthermore, the survey showed that ILS PAS employees are not aware of the procedures for reporting behaviour that has characteristics of workplace harassment or sexual harassment, which are in place at ILS PAS. If awareness is raised in this area, ILS researchers and administrative staff will feel protected and safe while performing their professional duties.

Implementation of the Gender Equality Plan in 2022-2027 will improve the situation for both genders at ILS of the Polish Academy of Sciences. It will also contribute to the comfort of ILS PAS's staff and employees, which in turn will have a direct impact on career development and academic achievement at ILS PAS.