

Gender Equality Plan
at Mammal Research Institute,
Polish Academy of Sciences
for 2023–2026



Mammal Research Institute
Polish Academy of Sciences
Białowieża

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Contents

INTRODUCTION 4

DIAGNOSIS - CURRENT SITUATION 7

 I. ANALYSIS OF PERSONNEL AND ACCOUNTING DATA 7

 Salaries of scientific and administrative employees 9

 Staff movement, leaves, and trips..... 9

 The Management and Scientific Council of MRI PAS 10

 Acquiring grants for research projects 10

 II. RESULTS OF THE ANONYMOUS SURVEY 11

 1. Working environment 11

 2. Work conditions, work-life balance, equal treatment 13

 III. GOALS AND PRIORITIES OF ACTIONS UNDERTAKEN FOR THE SAKE OF EQUALITY 16

 Goal 1: Increasing knowledge about equality issues 16

 Goal 2: Enhancing Work-Life Balance 17

 Goal 3: Achieving Gender Balance in Decision-Making Bodies 17

 Goal 4: Ensuring gender equality throughout the scientific career trajectory 18

 Goal 5: Integration of a gender equality perspective into the process of designing and conducting scientific research..... 19

 Goal 6. Countering gender-based violence 19

INTRODUCTION

Mammal Research Institute, Polish Academy of Sciences (MRI PAS) is a small scientific unit with over 70 years of tradition and aspirations for continuous improvement and development. An important need that has not been sufficiently emphasized so far is a greater concern for creating a fair, friendly, and inclusive work environment that promotes equality among individuals working and studying at MRI PAS and provides support regardless of gender and other private factors.

In this document, we present an assessment of the current situation at the Institute regarding gender equality and set goals for necessary actions in accordance with the recommendations of the European Commission¹. We want the benefits of implementing the proposed changes to be felt by all individuals working and studying at MRI PAS. The participation of women in the life of the Institute, as our assessment shows, has been associated with violations of diverse principles of equal treatment, resulting in potential disadvantages for women in their professional and private lives. The results of the conducted assessment indicate that we need to make efforts to change this state of affairs. We are faced with the challenge of confronting often unnoticed patterns of behaviour, stereotypes, and biases that we may not even be aware of, but which contribute to unfair and unequal treatment of individuals working at the Institute. Each process of implementing change requires the involvement of all parties and careful development of a plan to achieve the desired change. It is also essential to regularly monitor the progress and effectiveness of the process and maintain the results in the long term. It is crucial for the need for change to be understood by all individuals working at the Institute—every change potentially encounters resistance and misunderstanding—thus, we want to introduce it collectively, especially since it is a difficult and time-consuming process. Therefore, we count on the cooperation of the entire staff of the Institute in implementing this Gender Equality Plan and declare openness to additional suggestions for addressing the issues raised in it..

At the same time, despite its imperfections, MRI PAS is an incredibly diverse and open place where scientists, doctoral students, specialists, and students from different countries and cultural backgrounds have been meeting for years. Our idea is to create a space where all individuals working and collaborating are treated equally and tolerantly, particularly in the context of gender equality.

In response to the need for legal guarantees of equality and counteracting various forms of discrimination, the Mammal Research Institute, Polish Academy of Sciences introduces the MRI PAS Gender Equality Plan for the years 2022-2026, hereinafter referred to as the Plan. It includes an assessment of the current state, as well as goals and proposed actions aimed at supporting a broad understanding of equality. The Plan has been developed with our Institute's community in mind, caring about a friendly work environment and conducting scientific research. Our overriding goal is to ensure tolerance, diversity, mutual relationships, trust, and a sense of security, which provide comfort and a creative space for work. An equal environment allows for not only better results but, above all,

¹ The European Commission has defined the following priority areas for actions promoting gender equality and combating all forms of discrimination:

1. Organizational culture and work-life balance.
2. Gender balance in management and decision-making positions.
3. Gender equality in recruitment and career development.
4. Addressing gender-related issues in research and scientific content.
5. Combating gender-based violence, including sexual harassment.

provides better working conditions and atmosphere, which brings satisfaction and enables the development of all individuals working.

This document has been prepared in accordance with national and EU regulations and is in compliance with the following legal acts:

1. Constitution of the Republic of Poland (Journal of Laws of 1997, No. 78, item 483, as amended).
2. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (Official Journal of the European Union L2006, 204, 23).
3. Family and Guardianship Code (Journal of Laws of 2020, item 1359, as amended).
4. Civil Code (Journal of Laws of 2020)
5. Labor Code (Journal of Laws of 2020, item 1320, as amended).
6. Criminal Code (Journal of Laws of 2020, item 1444, as amended).

According to the guidelines of the European Commission ("Gender Equality Plans in Horizon Europe: Guide for Polish Research Institutions"), a Gender Equality Plan adopted by an institution must meet four mandatory requirements:

1. Publication: The plan must be an official document signed by the authorities of the institution and must be published on the institution's website.
2. Resources: Adequate resources must be allocated for the implementation of the plan.
3. Data: The plan must be based on gender-disaggregated data on the institution's personnel, and the institution should annually publish reports on the implementation of the plan based on identified indicators.
4. Training: The plan's recommendations must include training activities that increase the awareness of the institution's staff regarding gender equality and biases.

The Gender Equality Plan adopted by MRI PAS incorporates all of these guidelines. The plan was developed by a team consisting of individuals at various stages of their scientific careers and professional areas, representing different perspectives and experiences, in order to provide a comprehensive picture of the working conditions at MRI PAS, identify problems in this area accurately, and formulate the goals of further actions comprehensively. The development of the plan was also subjected to consultations among all employees of MRI PAS. We believe that this plan will contribute to the elimination of any biases or inappropriate behaviours and increase our awareness and knowledge in the field of gender equality.

The plan consists of six goals that address the priority areas defined by the European Commission:

- Increasing knowledge about gender equality among the staff of MRI PAS to promote positive attitudes towards diversity, combat gender stereotypes, foster positive relationships among individuals working at MRI PAS, and raise awareness of potential forms of gender-based violence.
- Enhancing the balance between work and personal life.

- Striving for a balanced representation of women and men in decision-making bodies within the Institute and among the managerial staff to reflect the gender proportions among the Institute's employees.
- Ensuring gender equality throughout the scientific career, from the recruitment process to scientific development, promotions, and positions. This goal also includes equal treatment in terms of remuneration.
- Integrating a gender equality perspective into the process of designing and conducting scientific research, based on the assumption that considering the needs of different stakeholders positively contributes to achieving professional goals.
- Combating gender-based violence through staff training and the establishment of a committee for gender equality in MRI PAS.

This document consists of two parts. The diagnostic part refers to the existing situation based on collected data and an anonymous survey conducted among the Institute's staff regarding gender equality, tolerance, and work-life balance. In the second part, the planning and implementation section, we describe the goals we want to achieve, including specific actions and resources (including financial resources) allocated by MRI PAS for their implementation. This Gender Equality Plan should be treated as a living document that can be updated and improved during its implementation, responding to the ongoing needs of the individuals working and studying at MRI PAS.

The Gender Equality Plan of Mammal Research Institute, Polish Academy of Sciences, is effective from the date announced by the Director of MRI PAS until the end of 2026. The person responsible for implementation of the Plan is the Director of MRI PAS.

DIAGNOSIS - CURRENT SITUATION

I. ANALYSIS OF PERSONNEL AND ACCOUNTING DATA

The analysis of data concerning the employment structure focuses on the gender proportions of MRI PAS employees, taking into account various positions (scientific and administrative), membership in managerial structures, and scientific activity. The presented data is from the period 2015-2022. It should be noted that MRI PAS is a small unit with a total of around twenty scientific employees (average over the last seven years). Therefore, one person represents 5% of all scientific employees.

In the period 2015-2022, the average gender balance among MRI PAS employees was almost equal (an average of 49 employees per year - 26 women and 23 men). However, there was a gender disparity when it came to dividing positions into scientific and administrative. Women predominated in the administrative staff (63%), while men predominated in the scientific staff (61%) (Fig. 1).

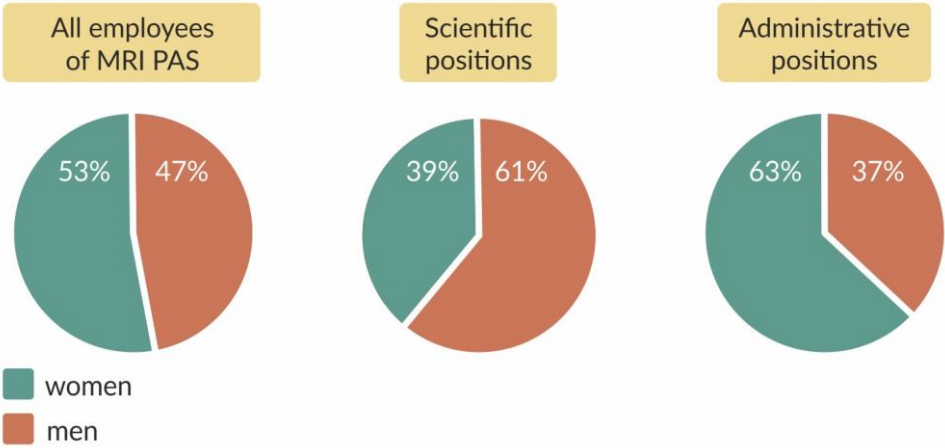


Fig. 1. Gender structure of employees at MRI PAS, average for the period 2015-2022.

The level of gender disparity among scientific employees varies depending on the position. Men were in the majority in the positions of professors (64%), associate professors (70%), and assistant professors (64%; Fig. 2). On the other hand, among the younger scientific staff, women predominated, accounting for 67% of employees in the position of research assistant. However, it should be noted that in the period under study, only an average of 3 people per year worked as research assistants, compared to an average of 18 people in other scientific positions.

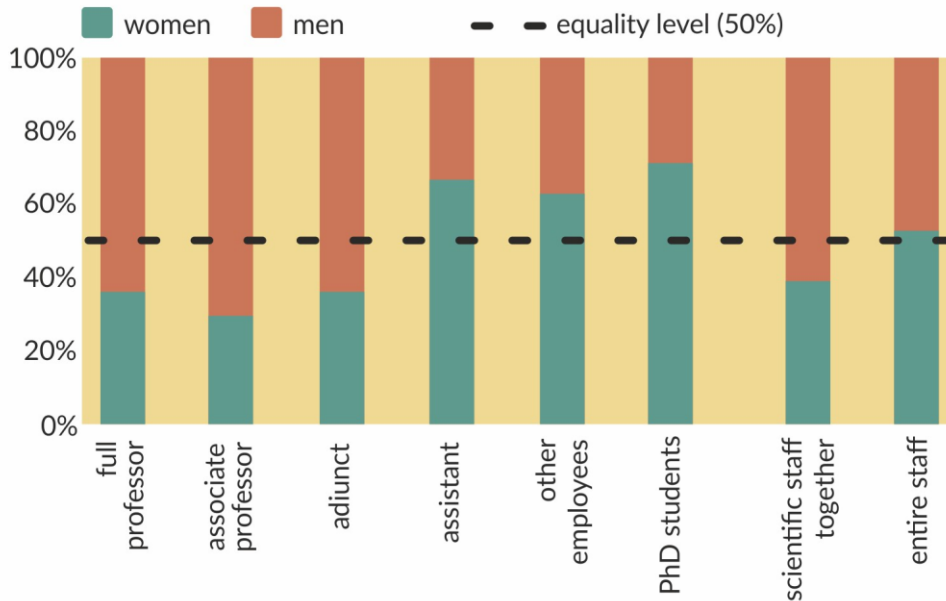


Fig. 2. Gender balance of employees in different positions at MRI PAS, average for the period 2015-2022.

A separate group consists of doctoral students (women and men) admitted to uniform doctoral studies conducted at MRI PAS and to the BioPlanet doctoral school (established in 2019). In the period under study (2015-2022), MRI PAS admitted 11 female and 5 male doctoral students (69% and 31%, respectively; Fig. 3). However, since 2011, the proportion of women among doctoral students has been higher than that of men almost every year (Fig. 3). The predominant presence of women in this group may provide hope for future equalization of existing disparities, also in higher scientific positions.

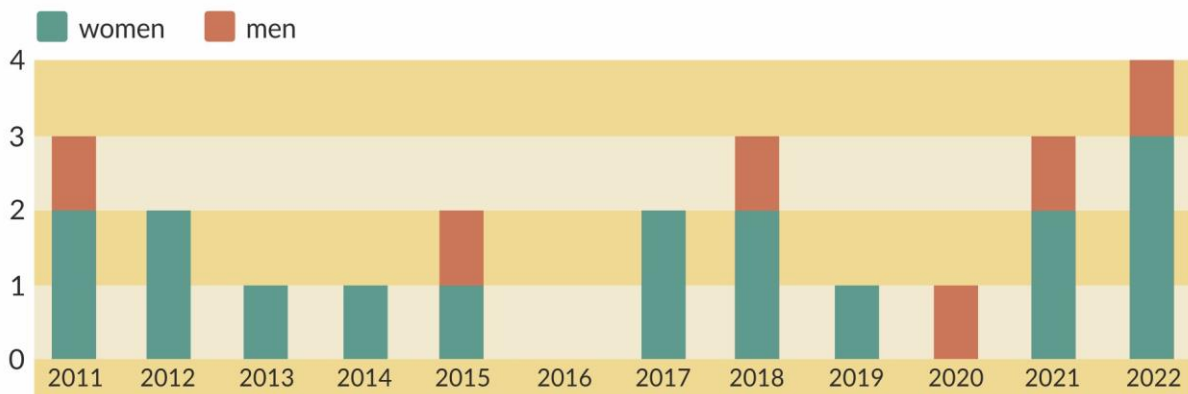


Fig. 3. Gender balance among doctoral students admitted to MRI PAS in the period 2011-2022.

Salaries of scientific and administrative employees

The average salaries of scientific employees over the past seven years were equal across all positions. In the period 2015-2022, women earned 98% and 95% of the average salary in the positions of full professor and MRI PAS professor/associate professor, respectively, and 101% of the average salary in the positions of assistant professor and research assistant (Fig. 4). The level of remuneration in the PAS institutes is largely regulated by external regulations and depends on the scientific position and length of service. Since January 1, 2023, the director of MRI PAS has equalized the basic salaries of scientific employees based on their positions.

Similar analysis is not possible in case of administrative staff at MRI PAS due to the sheer number of administrative positions at MRI. There are as many as eight different positions among an average of around 20 of administrative staff. A comparison of men's and women's salaries was only possible for the position of biologist. In the period 2015-2022, women earned 99%, and men 102% of the average salary in the position of biologist at MRI PAS.

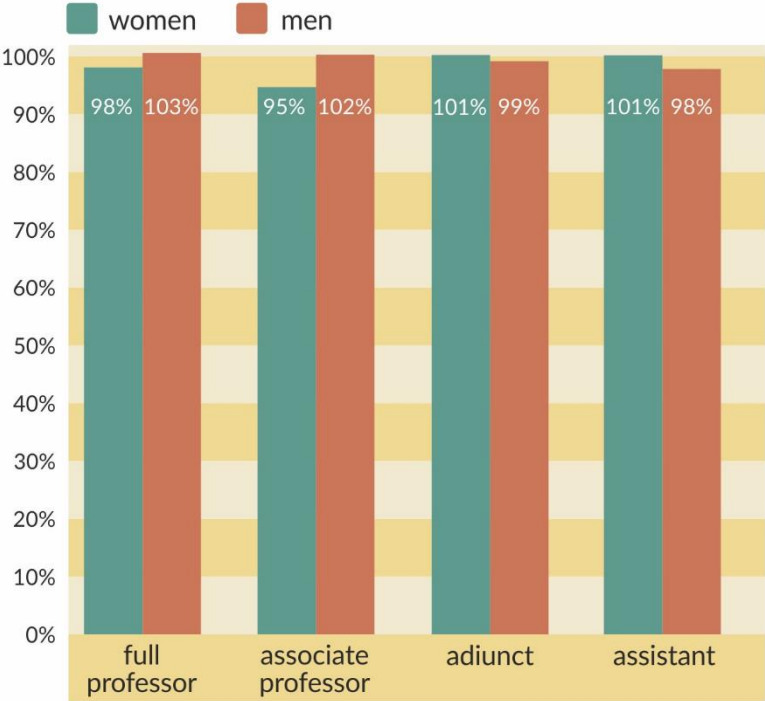


Fig. 4. Level of remuneration for scientific employees in different positions at MRI PAS in relation to gender (% of average salary in a given position) in the period 2015-2022.

Staff movement, leaves, and trips

In the period 2015-2022, a total of 37 people were employed at IBS PAN, of whom 25 were women; 36 people, including 28 women, ended their employment at the institute during this period.

The data shows that significantly more women than men took parental leave (90%) and childcare leave (73%), which may indicate that women were more burdened with childcare responsibilities, potentially hindering their career development at that stage. Only men took unpaid leave. Both women and men went on international trips in similar proportions (45% and 55% respectively), suggesting no gender-based obstacles to mobility.

The Management and Scientific Council of MRI PAS

Greater representation of men in higher scientific positions translates into their participation in the management structures of MRI PAS. In the period 2015-2022, there was a predominance of men in managerial positions and in the Scientific Council of MRI PAS (63% and 79% respectively) (Fig. 5). The two highest managerial positions, the Director of MRI PAS and the Deputy Director for Scientific Affairs, were held exclusively by men. Despite meeting the formal requirements, there have never been any women candidates for managerial positions. The gender ratio in the Scientific Council is also related to the predominance of men in professorial positions, but it should be noted that the Scientific Council includes scientists from outside of MRI PAS.

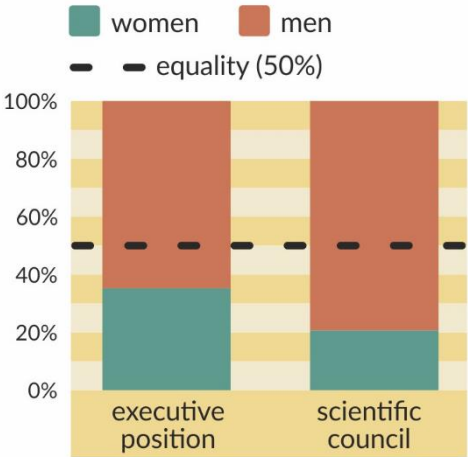


Fig. 5. Gender balance in managerial positions at MRI PAS and in the Scientific Council of MRI PAS.

Acquiring grants for research projects

During the analysed period, MRI PAS carried out 36 research projects led by scientific staff members of the Institute.

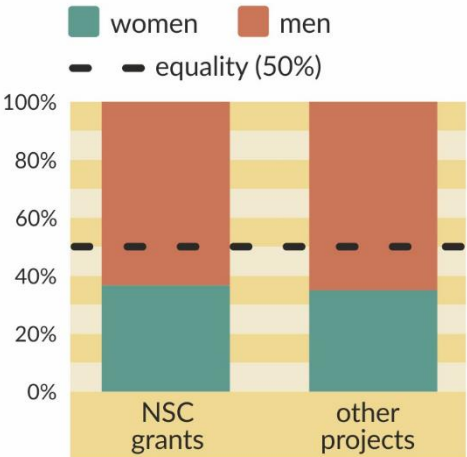


Fig. 6. Acquisition of research grants from the National Science Centre and other sources for research projects, divided by the gender of the project leader.

A slightly higher percentage of men (64%) obtained research grants from the National Science Centre, and 65% of grants from other sources were awarded to men (Fig. 6). The observed disparity may be due to the larger number of men in higher academic positions. To verify this, a selectivity

coefficient in acquiring research projects was calculated, taking into account the number of men and women submitting grant applications.

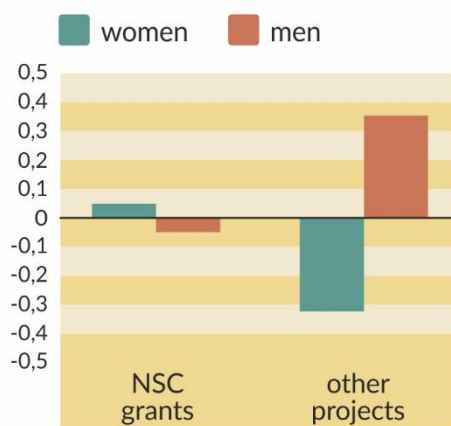


Fig. 7. Acquisition of research grants - selectivity coefficient (-1 means total avoidance, 1 means total preference) divided by the gender of the project leader.

Taking into account the gender proportion among scientific staff submitting grant applications, the selectivity coefficient indicates that there is no gender inequality in obtaining grants from the National Science Centre (NSC) at MRI PAS. However, when it comes to grants for research projects from other sources, which are not exclusive to scientific staff, men tend to receive them more frequently. Nevertheless, we do not observe a strong preference for men or avoidance of women (Fig. 7).

II. RESULTS OF THE ANONYMOUS SURVEY

An anonymous survey was conducted among employees and students of MRI PAS with the aim of diagnosing the current situation of equal treatment at the institute, identifying areas that need improvement, and strengthening practices that will be evaluated as positive. The survey was devoid of any personal information to ensure complete anonymity. The survey questions covered the entire period of employment/Ph.D. studies at the institute, without the ability to verify when specific behaviours or observations occurred.

The study involved 87% of the institute's staff and Ph.D. students, specifically 72% of employees and 100% of Ph.D. students. In total, the survey was completed by 86% of women and 91% of men associated with MRI PAS. The majority of respondents (75%) had experience working/collaborating with MRI PAS for more than 6 years.

1. Working environment

Working conditions at MRI PAS were generally rated positively. According to the assessment of employees and students at MRI PAS, the institute provides non-discriminatory working conditions (responses of "somewhat agree" and "strongly agree" accounted for 85%; Fig. 8). When asked whether gender equality is promoted at MRI PAS, slightly over half of the respondents gave positive answers, while less than half of the employees indicated that they know whom to approach to address gender equality issues (Fig. 8). In response to the question of whether MRI PAS responds to gender inequality issues, 15% of respondents answered negatively (with the largest group of individuals indicating that they have no opinion; Fig. 8).

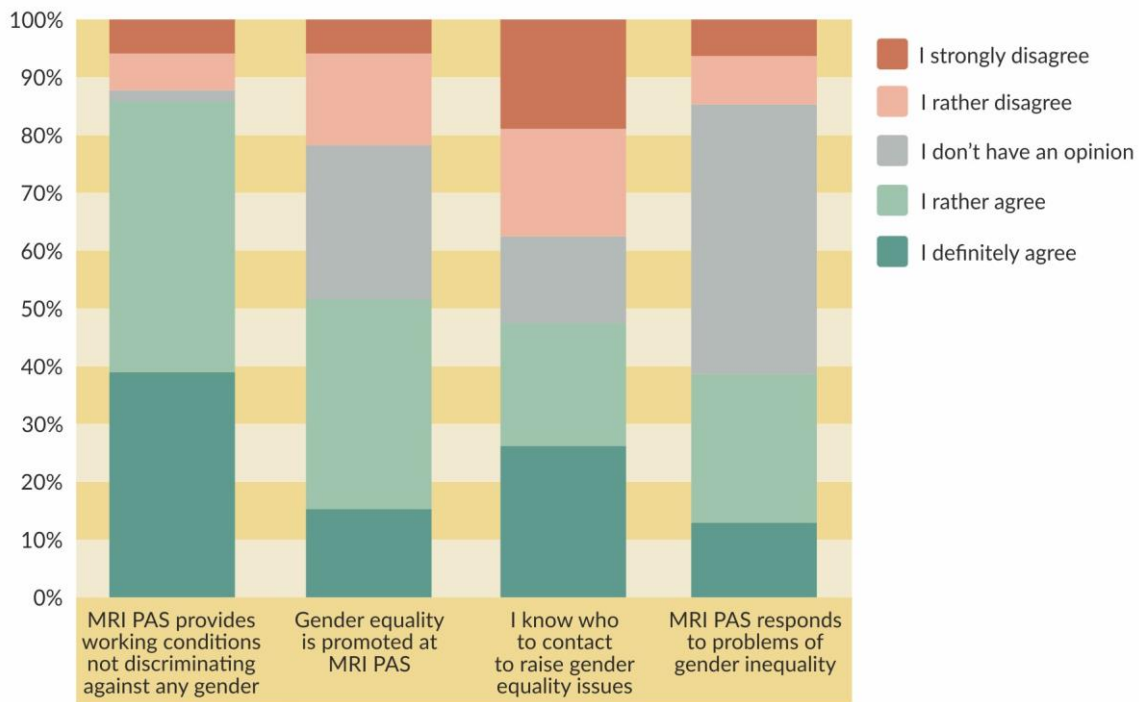


Fig. 8. Results of the survey on the work environment at MRI PAS in the context of gender equality.

In response to the question of who is assigned higher-level positions, 57% of respondents indicated men ("often men" and "mostly men"), with no responses indicating women (Fig. 9). On the other hand, when it comes to recognizing intellectual contributions during meetings, conferences, workshops, etc., the majority of respondents (70%) did not see any differences between men and women (Fig. 9). Similar opinions were shared by 65% of respondents regarding award allocation and recognition of outstanding achievements, as well as 65% in relation to support in preparing and writing grant proposals. However, respondents evaluated that administrative duties are more frequently assigned to women (75% of responses indicated "mostly women" and "often women"; Fig. 9).

Furthermore, when asked whether training and career development opportunities at MRI PAS are gender-related, the vast majority of respondents (85%) answered that they do not see any differences (Fig. 9).

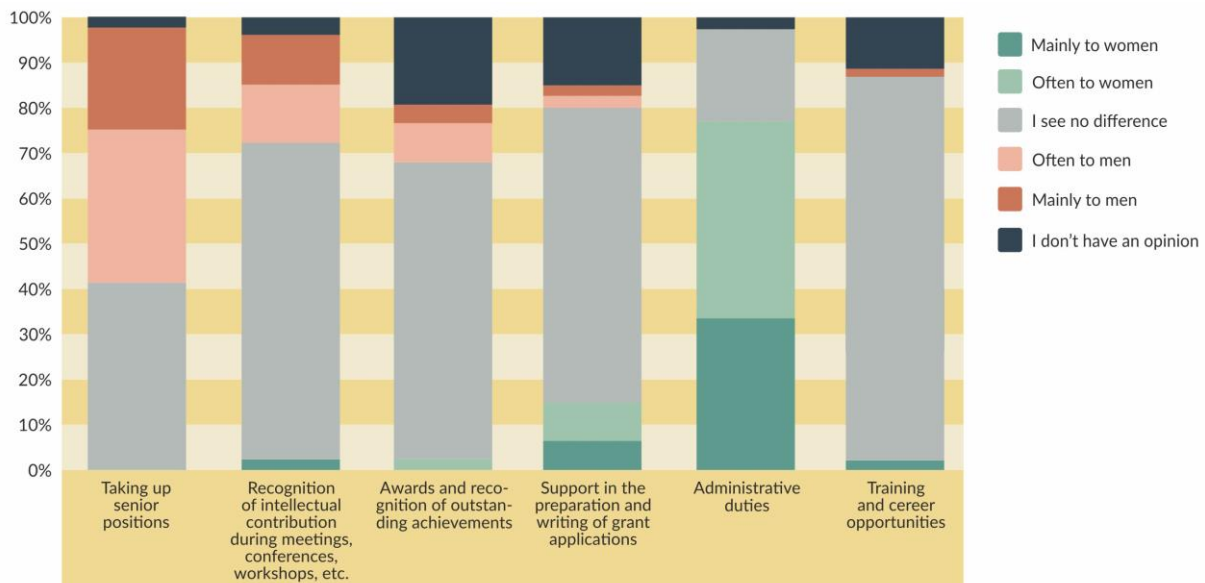


Fig. 9. Survey results regarding the division of responsibilities and recognition of merits at MRI PAS in the context of gender equality.

2. Work conditions, work-life balance, equal treatment

The majority of respondents indicated that they were familiar with the following work arrangements: on-demand leave, flexible working hours, remote work (home office), and part-time work. However, the last two options received the highest number of responses indicating that they were aware of their availability but had not used them.

In most cases, the assessment of the working conditions at the Institute was positive. 81% of respondents declared satisfaction with their work, 70% believed that good relationships prevail in their work environment, with colleagues trusting and supporting each other in various matters. 64% considered their work to offer good career development prospects, 59% felt that MRI PAS as an institution motivates them to achieve the best results, 56% had the perception that their contribution to work is appreciated, and 46% stated that they felt job security in terms of employment conditions and stability (44% expressed the opposite opinion, while the remaining respondents did not have a definite opinion).

How often during the last three months did you experience the following?

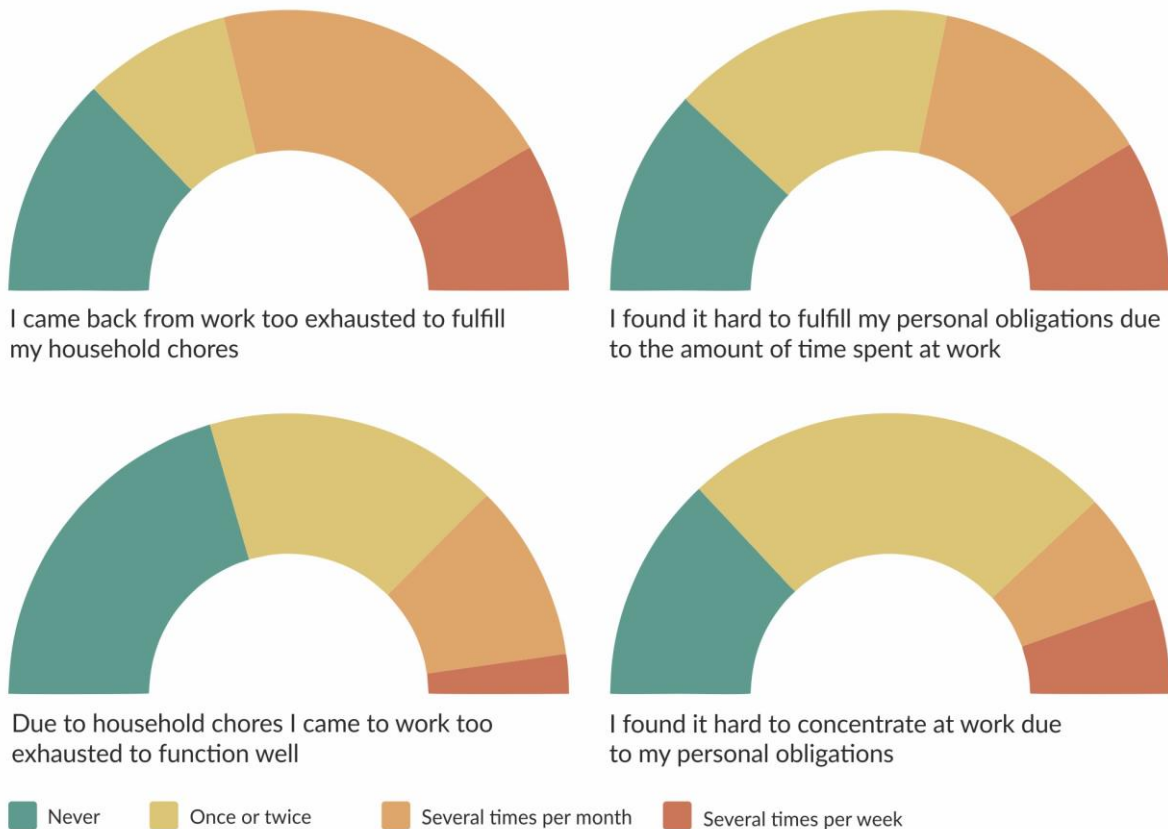


Fig. 10. Results of the survey regarding the challenges of balancing professional work and personal life.

The majority of respondents experienced difficulties in balancing their professional and personal lives, with both spheres negatively impacting each other. However, only a small percentage reported these occurrences happening more than a few times a month (Fig. 10). Additionally, nearly 40% of the survey participants expressed the belief that work in the Institute is disproportionately distributed, with some feeling burdened by work performed for others.

The survey also included questions regarding experiences of workplace bullying, sexist behaviours, and sexual harassment among employees and doctoral students of MRI PAS. Workplace bullying was defined as persistent and prolonged actions or behaviours directed at an employee that result in diminished professional value, humiliation, isolation, or exclusion from the team. Sexist behaviours referred to prejudice or discrimination based on gender, often associated with the belief that one gender is inferior to the other. Sexual harassment was defined as unwanted sexual behaviour that violates the dignity or humiliates the individual.

Among all respondents (42 individuals), 12 reported experiencing workplace bullying at the Institute, four reported sexist behaviours, and two reported sexual harassment. Based on additional comments from respondents, the sexist behaviours involved inappropriate comments about their appearance and behaviour, as well as indecent jokes. Similarly, the survey included a question about witnessing these behaviours towards other employees or collaborators at MRI PAS. Among 34 respondents who answered that question, nine witnessed workplace bullying, eight witnessed sexist behaviours, and one witnessed sexual harassment. The data collected in surveys were anonymised which does not allow for a deeper analysis of incidents of harassment experienced and observed. The

MRI PAS stands firmly against this type of behaviour, regardless of who, at what career level and what position at MRI PAS experienced it.

When asked about the need for training on preventing workplace bullying, sexist behaviours, and sexual harassment at MRI PAS, 57% of respondents answered positively, while only 17% believed there was no need for such training.

The survey also included additional questions regarding menstrual leave as an additional form of leave granted to individuals who experience menstrual pain that hinders their ability to perform their duties and cannot be eliminated through medical means. The majority of respondents supported the introduction of such a policy (83%). The most popular form of requesting menstrual leave was through direct communication with their immediate supervisor (64% of responses), while fewer respondents preferred informing the secretariat (36% of responses). According to the majority of MRI PAS employees, menstrual leave should range from 1 to 2 or 1 to 3 days, depending on individual needs (48% and 39% of responses, respectively). Furthermore, respondents believed that such leave should be available upon expressing the desire to utilize it, without the need for presenting a medical certificate (73% of responses).

In summary, the survey results indicate disparities in career development between individuals of different genders at MRI PAS, as well as the occurrence of violent behaviours. It can be presumed that the identified disparities, especially in higher positions, are largely a consequence of an unequal and exclusionary approach towards staff that was commonly present in scientific institutions. Although the majority of individuals working at MRI PAS believe that the institute provides a friendly work environment, there is a clear need for changes to eliminate unacceptable behaviours. MRI PAS takes this feedback from their employees very serious which is also clear from the goals of the Plan – ensuring gender equality and eliminating gender-based violence among individuals working in all positions at MRI PAS.

III. GOALS AND PRIORITIES OF ACTIONS UNDERTAKEN FOR THE SAKE OF EQUALITY

The analysis of the survey results indicates that Mammal Research Institute, Polish Academy of Sciences (MRI PAS) has been positively evaluated as a workplace by its employees, particularly in terms of the opportunities for scientific career development it offers. However, the data analysis conducted during the preparation of the Gender Equality Plan has identified areas that require significant engagement in order to achieve a culture of gender equality at MRI PAS. The actions taken at MRI PAS will involve the entire institute's staff, and the implementation of these actions will be overseen by the Gender Equality Team, with the Gender Equality Officer appointed as the team leader. The term of the team coincides with the duration of the current Gender Equality Plan, which is from 2023 to 2026. The Director of MRI PAS is responsible for taking all necessary actions to implement the plan, including ensuring the necessary resources.

The progress of plan implementation and the level of achieved indicators will be monitored annually using tools developed by the team. The collected data and their analysis will serve as a basis for adjusting the current plan or as a foundation for implementing other corrective actions tailored to the needs and resources of the institute and its community of employees and students.

Goal 1: Increasing knowledge about equality issues

Implementation of this goal aims to strengthen positive attitudes towards diversity, raise awareness and combat gender stereotypes, shape equal relationships among individuals working at MRI PAS, and sensitize the entire staff to potential forms of gender-based violence.

Actions

- 1.1. Conducting training and workshops for all employees at MRI PAS on knowledge related to discriminatory behaviours, violence, bullying, and harassment, as well as strategies to prevent and address these practices. Providing training on equal treatment for employees and students at MRI PAS, covering legal and psychological aspects of this issue, along with practical components such as workshops on combating gender biases and promoting effective communication among employees of different genders.
- 1.2. Ensuring the regularity of training sessions to include newly hired individuals and to update the knowledge and skills of existing employees and students.
- 1.3. Conducting anti-discrimination training for the management staff.
- 1.4. Training the Equality Task Force, particularly the Gender Equality Representative, on issues related to equal treatment.
- 1.5. Organizing events dedicated to gender equality and women's career advancement, such as seminars on gender-related topics, lectures by successful female scientists, equality-focused activities, etc.
- 1.6. Creating an atmosphere of open communication and engagement where employees and students have the opportunity to express concerns, suggestions, and experiences related to gender equality and engage in discussions on these topics.
- 1.7. Distributing the Plan among employees and doctoral students and publishing the Plan in Polish and English versions on the MRI PAS website.

Indicators

- Increase awareness of harmful practices and measures to counter discrimination as measured by the survey.
- Percentage of MRI PAS employees participating in the survey.
- Number of conducted training sessions.
- Training for newly hired individuals at MRI PAS.
- Percentage of employees and students at MRI PAS participating in training sessions.

Evaluation timeframe

Annually.

Goal 2: Enhancing Work-Life Balance

Promotion of work-life balance will be achieved through:

Actions

- 2.1. Conducting necessary training on employee well-being and work-life balance.
- 2.2. Informing employees about available forms of leave and flexible work arrangements (such as individual work schedules, task-based work, remote work) according to internal regulations.
- 2.3. Implementing solutions to facilitate remote work and caregiving responsibilities (e.g., online meetings, collaborative work tools).
- 2.4. Assessing the needs of employees returning to scientific work after parental leave and developing appropriate support measures if necessary.
- 2.5. Facilitating the return to work after a long absence through mentoring activities between colleagues or with the assistance of external mentors.
- 2.6. Assessing the need for introducing menstrual leave and determining the scheme for its provision if implemented.

Indicators

- Perception of work-life balance measured in surveys.
- Number of conducted trainings; number of reported work-life balance violations.

Evaluation timeframe

Annually.

Goal 3: Achieving Gender Balance in Decision-Making Bodies

Priority in this case is to include in the institute's management such a number of women that corresponds to the actual gender proportions among the employees, and to ensure gender balance in all decision-making processes within MRI PAS.

Actions

- 3.1. Striving to introduce a gender parity policy where a minimum of 30% representation of women is ensured in each decision-making group.
- 3.2. Formulating internal guidelines regarding gender-balanced representation in teams, committees, boards, and among the management staff, disseminating them among MRI PAS employees and doctoral students, and promoting the participation of women in these bodies and leadership positions. According to the guidelines, there will be a requirement to maintain a minimum gender balance when appointing teams, committees, and boards.
- 3.3. Implementing a mentoring program where experienced researchers, both women and men, including those from outside the institute, serve as mentors for young scientists. This program can support career development and provide professional guidance for achieving higher positions and advancement.

Indicators

- Gender proportion among the members of each management body.
- Development of gender representation guidelines.

Evaluation timeframe

Annually.

Goal 4: Ensuring gender equality throughout the scientific career trajectory

The implementation of this goal is in line with the Polish Labour Code, which includes the European Union Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of women and men. The overriding priority will be to create a work environment that is friendly to every individual and free from prejudice and discrimination. Therefore, the priority should be to ensure gender equality throughout the scientific career trajectory, from the recruitment process (for scientific and non-scientific positions) through scientific development to academic advancement and positions held. Achieving this goal also involves equal treatment in terms of remuneration, an area where MRI PAS currently shows no discrepancies.

Actions

- 4.1. Ensuring pay equality between employees of both genders.
- 4.2. In the implementation of this goal, the recruitment procedures for employees and doctoral students at MRI PAS will be reviewed by the Gender Equality Team to ensure adherence to principles of fairness and equal treatment in the recruitment process of new employees and students.

A set of guidelines and best practices for equal treatment in the recruitment process of new personnel and students will be developed. Such a tool will facilitate decision-making by those involved in the recruitment process, ensuring full transparency in terms of gender equality. All job advertisements and offers for doctoral studies prepared at MRI PAS will be formulated in a gender-neutral language, without any indications suggesting a preference for any gender. The pursuit of equal treatment will also include ensuring maximum gender balance in the evaluation and selection committees for recruitment processes.

Indicators

- Gender ratio among members of recruitment committees

Evaluation timeframe

Annually.

Goal 5: Integration of a gender equality perspective into the process of designing and conducting scientific research

Horizon Europe programs prioritize the promotion of gender equality in research and innovation and emphasize the need to integrate a gender dimension into scientific research. However, there is a need for improvement in achieving gender balance in the process of designing new research projects and preparing grant proposals submitted by individuals working at the Institute. To address this, a diagnosis of the causes of this phenomenon is planned, followed by training programs aimed at preventing it.

Actions

5.1. Diagnosing the causes of disparities in the pace of scientific career development between genders.

5.2. Conducting training on:

- Disparities in the pace of scientific career development between genders.
- Promoting equal participation of both genders in the process of research planning and management.
- Women's leadership in science.
- Increasing the participation of women among scientists applying for funding.

Indicators

- The percentage of grant applications submitted by women and men, achieving a proportion that corresponds to the actual gender distribution among employees in each position.

Evaluation timeframe

Annually.

Goal 6. Countering gender-based violence

The problem of gender-based discrimination and the various forms of violence associated with it, including a wide range of behaviours of different severity (from verbal violations of dignity to violations of personal safety and sexual freedom, to sexual assaults), should be completely eliminated from social life. We will take measures to ensure that such incidents do not happen at MRI PAS. Effective counteraction to gender-based discrimination involves increasing awareness of individuals' personal rights regardless of their gender, as well as protecting those rights. It also entails the need for transparent guidelines for providing support to individuals experiencing gender-based violations, taking into account both discretion and confidentiality, as well as psychological and legal assistance.

Actions

- 6.1. Organizing anti-violence training for employees and students at MRI PAS, including practical workshops that showcase both good and bad practices related to discriminatory and violent behaviours. The training will be mandatory for all employees and doctoral students at MRI PAS.
- 6.2. Implementing periodic anti-violence training to ensure that new employees are familiarized with the necessary content and skills, and to update and enhance the engagement of previously trained employees.
- 6.3. Developing a procedure for reporting gender-based violence incidents and mechanisms for handling such reports, to be carried out by the Equal Treatment Team.
- 6.4. Establishing and implementing a procedure for collecting reports on sexist, bullying, or sexual harassment behaviours, as well as other forms of discriminatory and violent behaviour, including the option of anonymous reporting.
- 6.5. Providing necessary support to victims of unacceptable behaviours.
- 6.6. Ensuring the availability of independent mediators in situations where needed.
- 6.7. Providing immediate psychological support and, if necessary, legal support.

Indicators

- Establishment of a procedure for reporting violent behaviours.
- Increase in awareness of bad practices and measures to combat discrimination, measured through surveys and the number of reports on violent behaviours (both anonymous and explicit).
- Training for newly employed individuals at MRI PAS.
- Number of conducted training sessions and the percentage of employees participating in the training.
- Percentage of MRI PAS employees participating in surveys.

Evaluation timeframe

Annually.

The planned training sessions may cover topics from different objectives, eliminating the need for separate sessions. However, their frequency will depend on the findings derived from surveys and any reported incidents of unacceptable behaviour.