

GENDER EQUALITY PLAN FOR THE INSTITUTE OF GEOLOGICAL SCIENCES PAS

Questionnaire – December 2024

Developed by

Joanna Mirosław-Grabowska

IT support by

Marta Wojewódka-Przybył

TABLE OF CONTENTS

1. Preamble
2. Assessment
 - 2.1. Employment structure assessment and salary
 - 2.2. Interpretation of the re-questionnaire "Equality in the IGS PAS"
3. Summary

1. Preamble

Since 2023, the Gender Equality Plan for 2023-2026 has been in force at the Institute of Geological Sciences of the Polish Academy of Sciences. The application of this GEP allows the Institute to function as a workplace free from prejudice and discrimination, safe for everyone, operating with respect for equality and diversity, and ensuring equal treatment and free scientific and professional development for employees and Doctoral students.

The second stage of implementation of this GEP is currently underway, including monitoring the issue of equal treatment in all areas (including gender, age, disability, foreign language).

In accordance with the schedule set out in the Gender Equality Plan, in the second year of introducing the Gender Equality Plan at IGS PAS, a survey was conducted to re-diagnose problems related to broadly understood discrimination and to verify previous activities related to the implementation of the Gender Equality Plan at IGS PAS. The survey was conducted on November 5-25, online. All employees and PhD students of IGS PAS N were invited to participate in the survey. In order to ensure a high level of anonymity, the survey was conducted using the LimeSurvey online survey system and included questions in 11 sections: general information; length of service and position held; discrimination; family situation and work/studies; gender and position; employee/PhD student and supervisor relations; foreign language/other nationality; disability and work/studies; new challenges; implementation of the Gender Equality Plan at ING PAN; summary.

2. Assessment

2.1. Employment structure assessment

According to the data of November, 2024, the Institute of Geological Sciences of the Polish Academy of Sciences employs 120 people, including 26 administrative, 28 technical staff and 66 scientific workers. Research workers are represented by 14 assistants, 31 adjuncts (assistant professors), 14 professors of the Institute and 7 professors. In addition, the Institute co-creates the Doctoral School GeoPlanet, which educates four Doctoral students at IGS PAS, and runs the expiring IGS PAS Doctoral Studies, which includes six people. There are 14 foreigners among the employees of IGS PAS and 4 Doctoral students.

The Institute maintains a fairly balanced employment ratio of 56:64 for women and men in 2024. Over the past two years, there has been a trend towards increasing employment for men. Fig. 1 and 2 show, respectively, the distribution of employment every two years in 2020-2024, subdivided into women and men, and the current percentage of women and men in the employment structure.

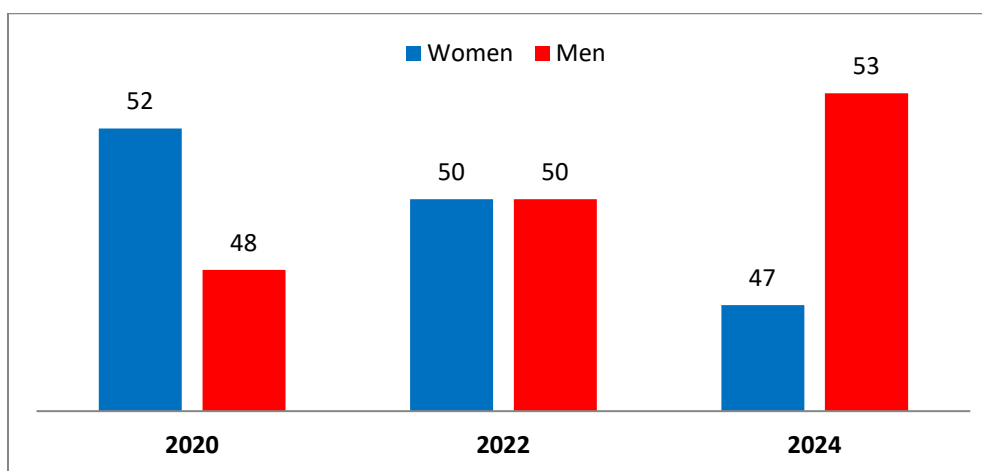


Fig. 1. Percent distribution of employment for women and men in 2020, 2022 and 2024.

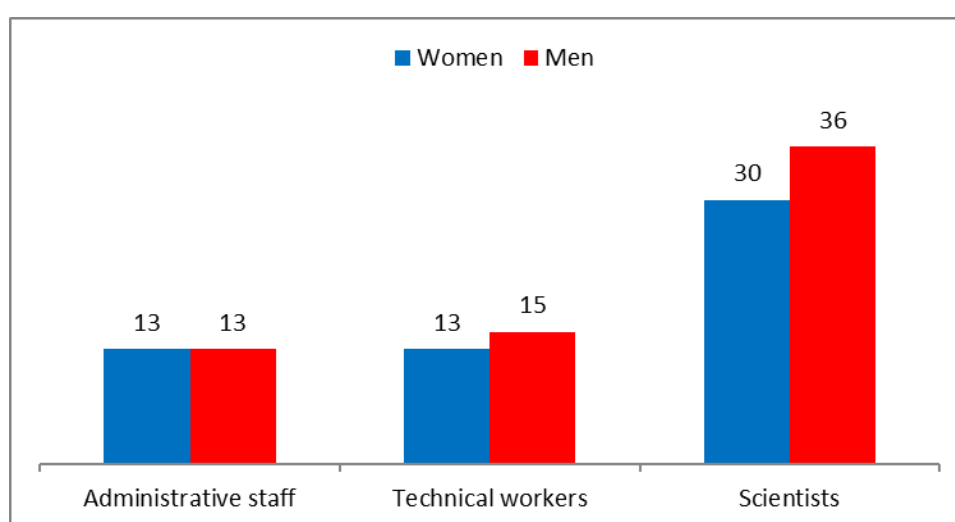


Fig. 2. Current employment status subdivided into women and men (November, 2024).

The technical and administrative positions are held by comparable numbers of men and women (Fig. 2). The overall share of women is growing among academic staff, which increased from 25 in 2022 to 30 in 2024, with the same number of men (36). Among young academic staff of IGS PAS (assistant, adjunct), the gender structure is balanced only in the position of adjunct (Fig. 3), which is the result of numerous doctoral theses defended at IGS PAS in the last 2 years. Compared to 2022, the number of adjuncts increased from 22 to 31, with a simultaneous decrease in the number of assistants from 20 to 14. In the category of other academic staff (professor of the Institute, professor), men clearly dominate (5 women/16 men). This imbalance may be due to the impact of the Institute's previous employment policy, which prevented the development of a similar number of men and women who now hold the positions of adjunct, professor of the Institute and professor, as well as a lack of incentives/support for women wishing to pursue scientific careers.

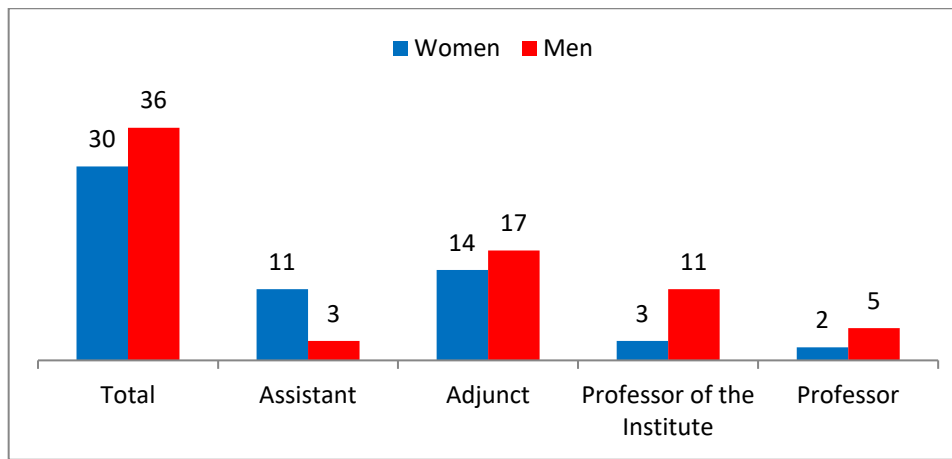


Fig. 3. Gender structure of employment in scientific positions (November, 2024).

The gender imbalance is clearly visible in the composition of the management staff. The main management positions are held by half as many women as men (Fig. 4). The gender imbalance is even more visible when analysing the gender structure of research group leaders, where men clearly dominate (1 woman and 8 men).

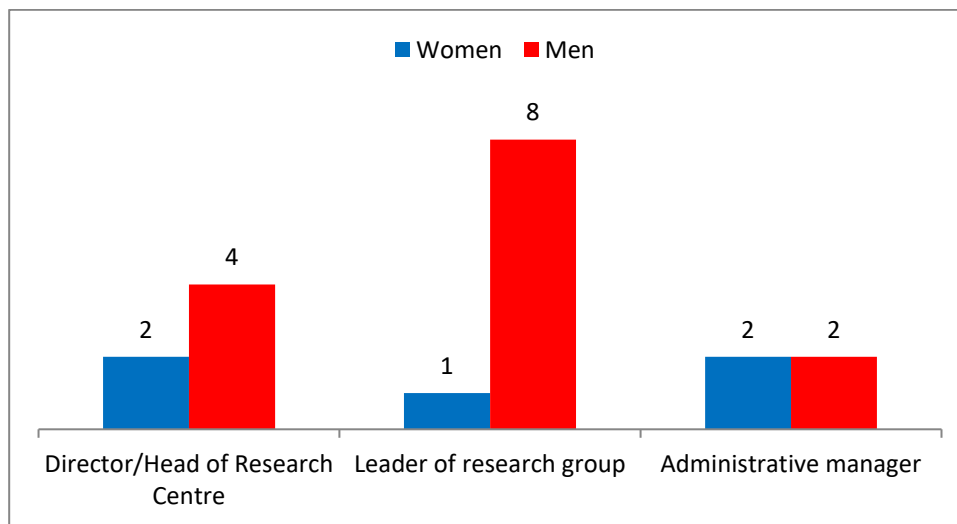


Fig. 4. Gender structure of management staff (November, 2024).

Only five women represent independent researchers (with habilitation), three of whom are involved in managerial functions (Director of IGS PAS, head of the Research Centre, head of the research group). The Board of Directors comprises an equal number of women (3) and men (3). Gender imbalance is observed in the Scientific Council composition, represented by 32 people, including 10 women and 22 men. This imbalance may result from the above-mentioned previous employment policy at the Institute, which results in a small number of women with a habilitation degree and it is deepened by the gender structure of people from outside the Institute who are members of the Scientific Council at IGS PAS (three women, including one representative appointed by the chairman of the PAS centre; and 11 men, including three members of the Polish Academy of Sciences and 8 members of the council by-election).

Salary

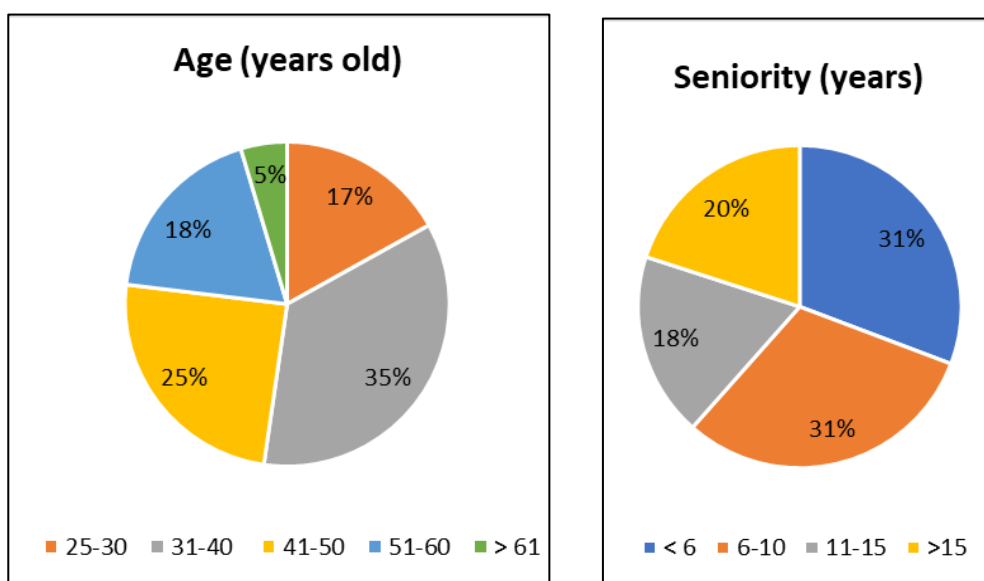
At IGS PAS, the employee's remuneration is not dependent on gender. The salary depends on the academic position and falls within specific ranges. Earnings of researchers in a similar position differ slightly, they do not depend on gender, but on the academic degree. In addition, all employees are entitled to a statutory bonus. Employees employed as assistants, who hold a master's degree, receive the same remuneration. The remuneration of assistants with a PhD is 6% higher. In the case of assistant professors: people with a PhD receive the same remuneration regardless of gender. The remuneration of assistant professors with a habilitation degree is 8% higher. The remuneration of technical and administrative employees depends on the classification in a specific group and is included in the IGS PAS *Employee Remuneration Regulations*.

In research projects conducted at IGS PAS, both women and men have the right to equal remuneration, which means that none of the remuneration components depends on the scientist's gender.

By providing the possibility for hybrid work and telework, IGS PAS tries to facilitate the work of its employees with young children or workers conducting research activities away from our three main research centres. Remote work is used by 16 people, including 6 people working in a hybrid system.

2.2. Interpretation of the re-questionnaire "Equality in the IGS PAS"

65 employees and Doctoral students answered the survey conducted between 5 and 25 November 2024, which is less than 52% of people working and studying at IGS PAS. The questionnaires were completed by a similar number of women (51%) and men (48%) and one person who did not declare any of the above genders. The people who completed the survey represented five age groups selected in the survey, with different seniority and positions (Fig. 5). Therefore, the results of the surveys are considered representative of IGS PAS.



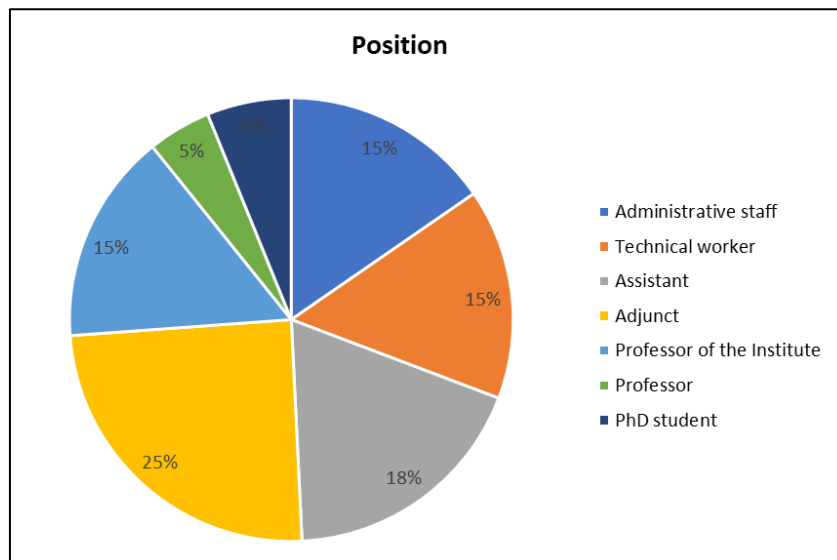


Fig. 5. Basic information about respondents: age, seniority, position.

Sex versus gender identity

- 5% of respondents declared that their biological sex was different from their gender identity;
- 20% of respondents would like to be able to declare their gender identity at IGS PAS.

Manifestations of discrimination at the IGS PAS based on gender, age, religion, foreign language, sexual orientation, disability, family situation, position, other

- 34% of respondents declared that they had been subject to discrimination at IGS PAS, including in the last five years, of which 69% are women. The responses indicated that it was both one-time/short-term (62%) and ongoing/long-term (38%) discrimination. The dominant nature of discrimination was not diagnosed, but position (17%) and gender as well age (8% each) were the most frequently indicated (Fig. 6). Discrimination mainly affected Doctoral students, Assistants and Adjuncts (56% of the overall discrimination). Among other grounds for discrimination, the respondents indicated, among others, personal arrangements and differences in scientific views.
- 2% of respondents indicated that they had acted in a way that others could perceive as discrimination. 31% of people cannot say whether their behaviour could be perceived as discrimination.
- 29% of people witnessed discrimination, both short-term/one-off discrimination (12%) and long-term/multiple (17% of cases). According to respondents, the basis for discrimination was the position held and gender (15% and 12% of observed cases, respectively). 9% of people declared that they did not know whether they had witnessed discrimination.
- 34% of employees and Doctoral students feel they belong to a group exposed to discrimination (based mostly on gender – 23%, age – 12%, position – 9%, and family situation – 8%), and 8% cannot define it.

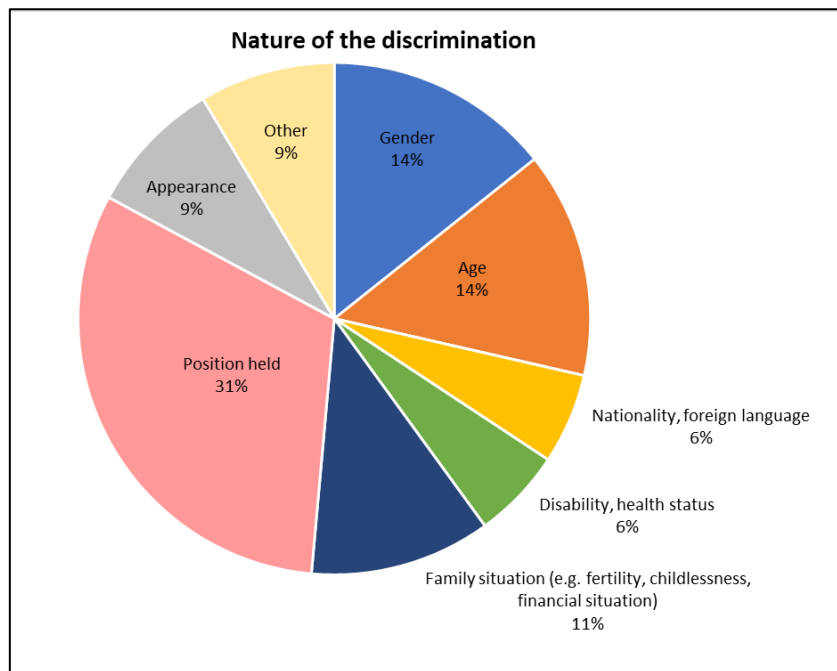


Fig. 6. The nature of discrimination observed in the last five years at IGS PAS.

- More than half of the respondents (51%) think that there is someone at IGS PAS who can be contacted for help in the case of discrimination or the observation of discrimination. Only 25% of people think that there is no such person. The most frequently mentioned contact person is the Head of the Research Centre, Gender Equality Team, Director, and colleagues.
- As many as 65% of respondents believe that IGS PAS introduces activities related to the goal of equality/prevention of discrimination, 21% are unable to specify it, and 14% believe such activities are not implemented.
- Among the future activities, which should be undertaken at IGS PAS in the field of equality and prevention of discrimination, the respondents most often indicate 1) responding to all reports of victims and witnesses and 2) trainings (Fig.7).

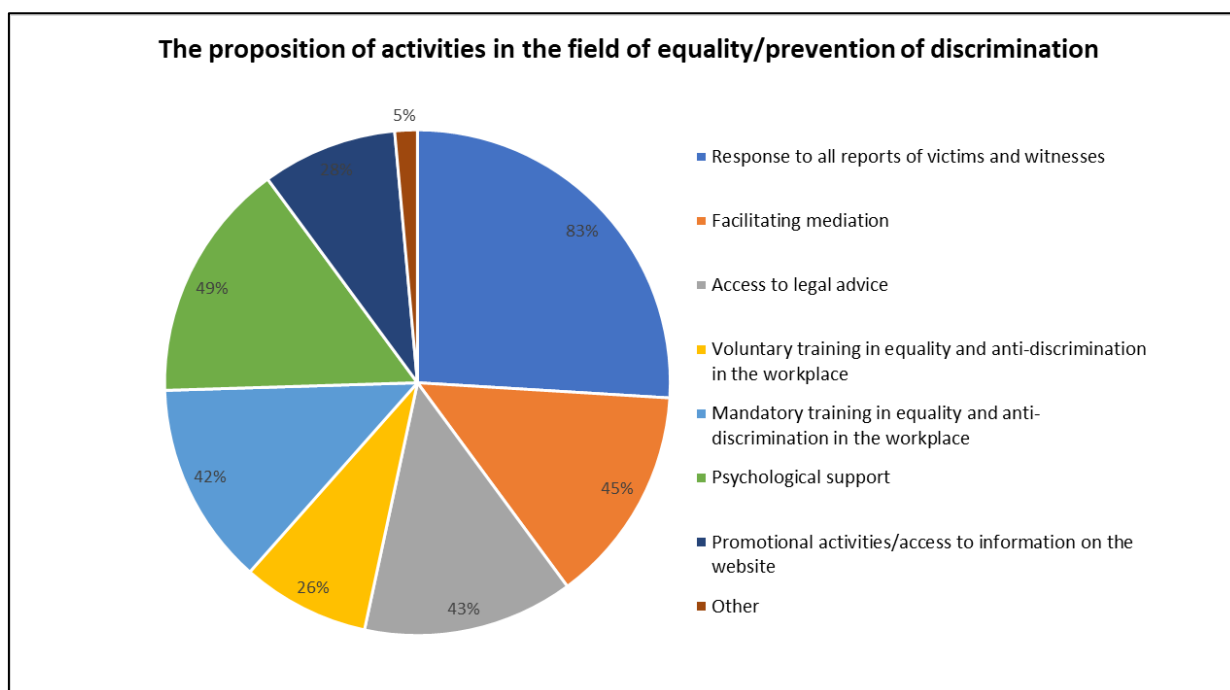


Fig. 7. The proposition of activities should be undertaken at the IGS PAS in the field of equality and prevention of discrimination.

Influence of Family life on work/study at the IGS PAS

- 66% of employees and Doctoral students declared that are part of a full-time family unit (i.e. they have a permanent life partner, spouse, children), and 11% of respondents did not want to answer this question.
- 60% of people have no children, 38% have one to three children, and 2% of employees have more than three children. 20% of the respondents look after other people (not children), e.g. parents who need constant care. Respondents without children answered the question whether not having children could be related to the professional situation, e.g. fear of losing a position, delaying or reversing the development of a professional career. 14% of people declared that yes, 35% that no, and others declined to answer.
- Among respondents with a family, 43% declared that they share family responsibilities equally with their partner, 5% indicated that the partner performs household duties, and 18% stated they are primarily responsible for household tasks. People performing most household tasks declared that it did not negatively affect their career development.
- Among those who have a responsibility to care for a child/children and/or another person who requires constant care, there were different views on the impact this situation had on their work and career development: 12% saw a positive effect and 18% a negative one; 26% believe that it has no impact and 44% that it is difficult to judge.
- Among the noticeable effects of caring for a child/child and/or another person on work and career development, the respondents mainly mentioned: improvement in work organisation; faster and more streamlined prioritisation, acquiring new interpersonal skills, as well as reduced mobility and reduced level of involvement in research and projects (Fig. 8).

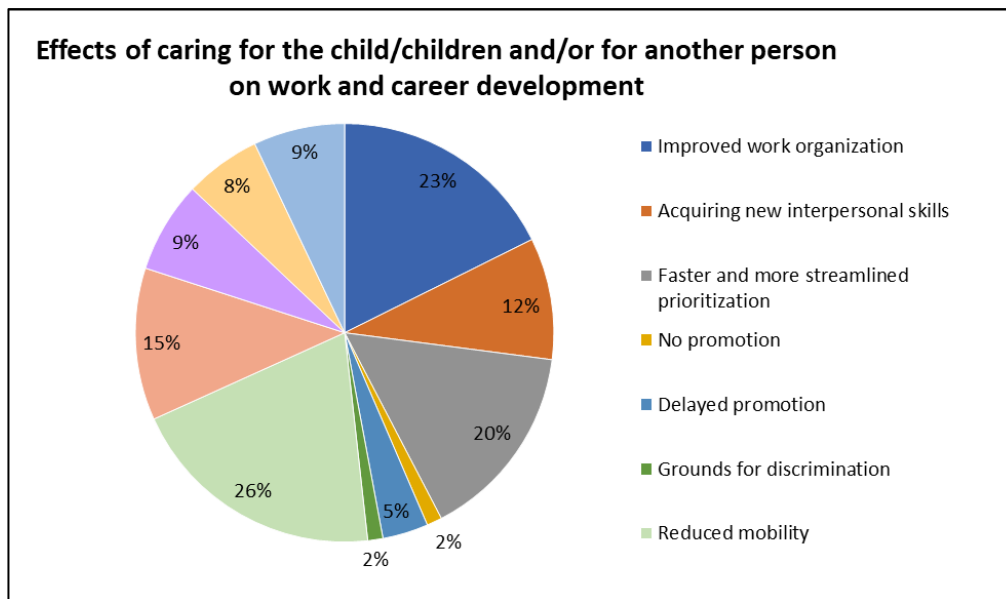


Fig. 8. Effects of caring for the child/children and/or for another person.

- 83% of people having a child/children were on maternity/paternity and/or parental leave, of which the majority, 73% of parents, stated that it had no impact on their work and career development.

Gender and position at the IGS PAS

- 55% of employees and Doctoral students do not think the number of duties in their work is greater than the number of duties in a similar position for a person of the other sex. 26% of people do not know the answer to this question, and 19% think they are.
- 45% of employees and Doctoral students do not think that people of the opposite sex in a similar position have a higher basic salary than them, 49% do not know, and 6% think that they do.
- 49% of respondents do not think that the amount of earnings at IGS PAS depends on gender, 46% do not know, and 5% think they do.
- Among the 5% of people who believe that the amount of earnings at IGS PAS is to some extent dependent on gender, they indicate that this is mainly due to the inequality of the basic salary in similar positions.

Relationships between an employee/ Doctoral student and a superior

- More than half of the employees and Doctoral students (51%) believe that they have a definitely high or high degree of professional independence in relation to their position or stage of career development (Fig. 9).

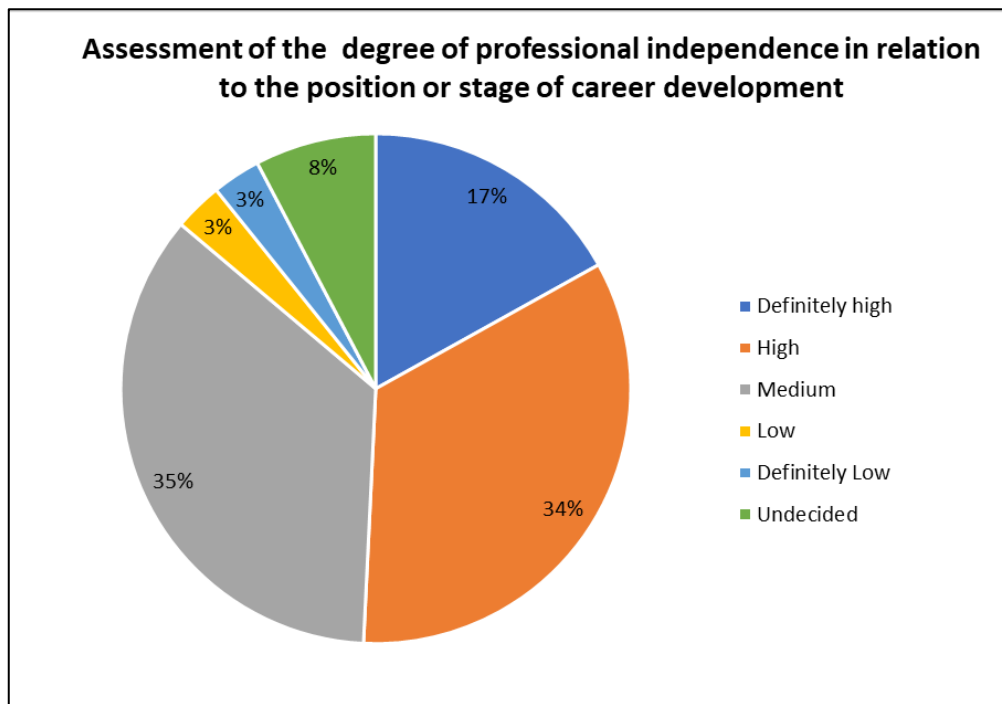


Fig. 9. Assessment of the degree of professional independence in relation to the position or stage of career development.

- 46% of respondents feel under pressure (18%) or sometimes feel under pressure (28%) from the supervisor regarding the quality and quantity of work performed; 54% do not feel under pressure.
- 34% of respondents have never been forced to do task/s outside of scope of their work. The remaining 69% of respondents have been forced: rarely (35%), sometimes (20%), often (8%), and always (3%) (Fig. 10A).
- 58% of respondents never felt undermined by their superior regarding the quality of work, while 23% rarely, 15% sometimes, and 3% often felt it.
- 54% of respondents can express their boundaries to their superior regarding their work, 38% can do it sometimes, and 8% are unable to do it.
- 43% of respondents do not receive non-urgent phone calls outside of work hours or during holidays from superiors, while the remaining 57% receive such calls rarely (40%), sometimes (12%), often (2%) or always (3%).
- 46% of respondents believe that salary is insufficient in relation to their duties. 31% do not know, and 23% think it is adequate.
- 3% of respondents feel a constant need to take on additional responsibilities to demonstrate worth as an employee/Doctoral student/professional (Fig. 10B); 28% do not feel such a need. Other employees and Doctoral students feel this need often (17%), sometimes (28%) or rarely (24%). A significant proportion of respondents (57%) undertaking additional tasks declare that it results from internal/personal gratification (Fig. 10C).
- The respondents whose responses in the section *Relationships between an employee/Doctoral student and a superior* raised worrisome aspects, overwhelmingly state that this is due to be specific relationship with superior (49% of employees and Doctoral students), and only 8% indicated discrimination at IGS PAS. 8% of respondents mentioned other reasons for these

phenomena. 43% of respondents provide other reasons for these phenomena, such as: the specificity of scientific work (e.g. time-consuming, style of work in scientific institutes), high pressure for publications, uneven availability of research equipment.

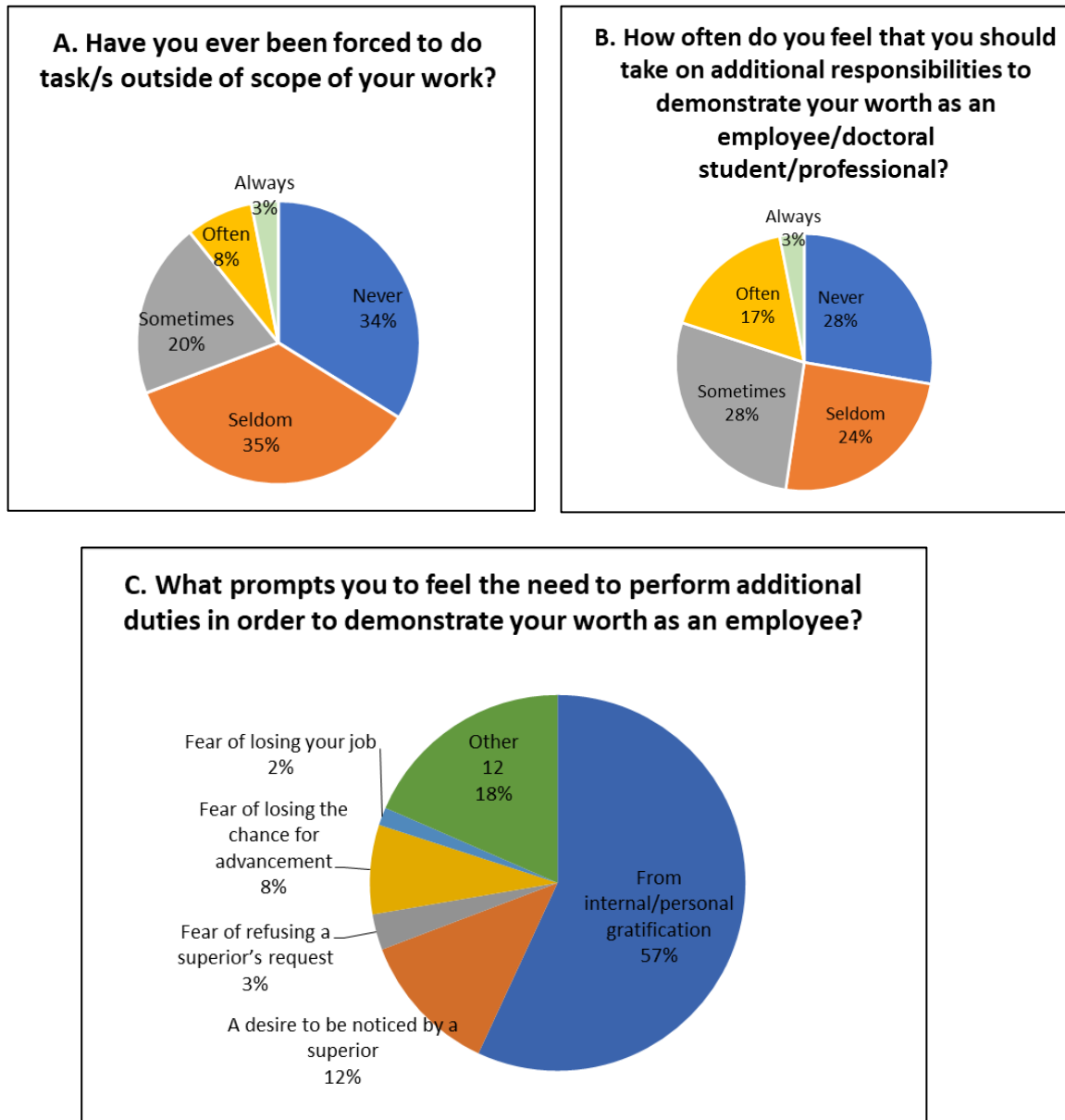


Fig. 10. Responses of employees and Doctoral students regarding: A. additional tasks beyond the duties assigned to the position; B. taking on additional responsibilities to demonstrate their worth; C. The reasons prompting them to take on additional duties.

Foreign language, foreign nationality

- 6% of the respondents answered that they are foreign-language employees or Doctoral students, 75% feel discomfort, and 25% do not.
- Half of the respondents who speak a foreign language think that IGS PAS counteracts the discrimination of foreign-speaking employees, and others think that it does not.

- Additional opinions of foreigners indicate that IGS PAS is in the course of development in the field of counteracting language exclusion. They emphasise changes in recent years in e-mail communication, which is now mainly in Polish and English; however, they point to the lack of an English version of some documents and postulate the need for English language courses for staff. They think all important meetings, especially those related to science, conferences, and doctoral defences should be held in English.

Disability

- 8% of respondents declared disability, but none of them felt discriminated against because of this.
- 20% of disabled people think that IGS PAS counteracts discrimination based on disability, 20% think that they are not, and 60% are unable to state.
- Among the proposals that could facilitate the functioning of the disabled, the most common is the assembly of an elevator/ramp for the disabled in all three research centres, as well as the adaptation of toilets for people with disabilities.

Additional suggestions from employees and Doctoral students

Additional suggestions from survey respondents focused mainly on the possibilities of creating broader awareness and more open communication between employees, students, and superiors regarding the topics of discrimination, mobbing (bullying), and outdated stereotypes, in order to clarify the rights and obligations of employees, students, and superiors to each other. The overarching aim of this enhanced awareness and communication would be to further improve team functions and the relationships between team members at all levels and positions within the IGS PAS.

Other Challenges

- 65% of respondents express a positive attitude toward the use of Artificial Intelligence (AI) at work, while 35% express concerns.
- 34% of respondents identify other risks related to working at the IGS PAS. These risks primarily include: an unclear future and uncertain funding for PAS research institutes and the entire Polish Academy of Sciences; state policies on science (funding, unclear evaluation criteria, and changing legal regulations). Some respondents also highlighted the following concerns: 1) lack of administrative support in resolving various problems; 2) lack of accountability for individuals responsible for poor financial (e.g., purchases) or academic-personnel (e.g., supervision of doctoral students) decisions; 3) Pressure from individuals other than direct supervisors.

Implementation of the Gender Equality Plan at IGS PAS

- 75% of respondents rated the work of the Gender Equality Team as satisfactory, 6% as unsatisfactory, while 18% reported not noticing the team's activities (Fig. 11).
- 62% of respondents are familiar with the procedure for reporting discrimination cases at IGS PAS.
- 26% of employees and doctoral students have used the information on the IGS PAS website regarding equality/discrimination.

- 46% of respondents observed an improvement in working conditions since the introduction of the Gender Equality Plan for 2023–2026 at IGS PAS, while 54% disagreed.

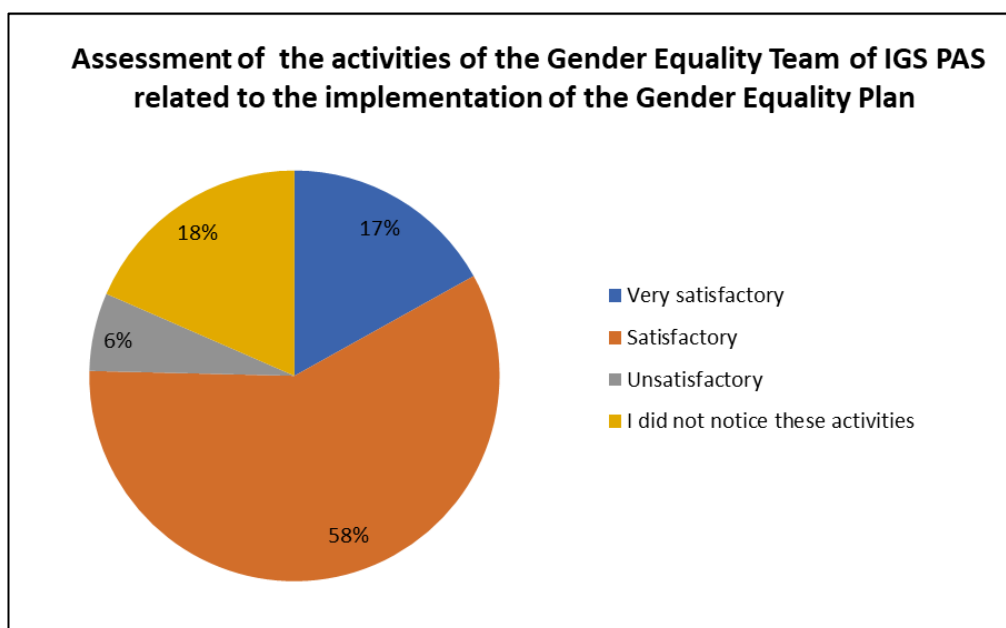


Fig. 11. Assessment of the activities of the Gender Equality Team at IGS PAS in 2023-2024.

3. Summary

Additional Suggestions from Employees and Doctoral Students

Respondents had the opportunity to provide additional suggestions for improving work conditions at IGS PAS. These included:

- Mandatory or voluntary training on discrimination.
- Training on leadership, management, supervision, and improving transparency and communication.
- Penalizing discriminatory behaviour through warnings and disciplinary actions.
- Recognizing the importance of technical staff (including financial acknowledgment) for the institute's functioning, reputation, and research capabilities.
- Empowering the Gender Equality Team to act as a party before the Disciplinary Committee.
- Expanding the program of the Programming Conference of IGS PAS.
- Promoting the activities of the Gender Equality Team to encourage employees to report issues and improve working conditions.
- Improving working conditions with regard to equal access to research equipment.
- Addressing antisocial behaviour by employees who discriminate, manipulate, or spread false accusations.
- Enhancing employee integration through events, not just scientific meetings, particularly between IGS centres.

Comparison of Survey Results from 2022 and 2024

- Participation rate: In 2024, 52% of employees/Doctoral students completed the survey, a decrease of 13% compared to 2022.
- Gender balance: The number of male employees increased in 2024.
- A significant gender disparity persists in managerial positions, with men overwhelmingly dominant.
- None of the respondents in 2024 reported discrimination based on sexual orientation, worldview, or religion.
- The proportion of employees/doctoral students feeling vulnerable to discrimination increased by 6%, primarily due to gender, age, and position.
- Over half of respondents (double the proportion from 2022) believe there are individuals at IGS PAS to whom they can report discrimination.
- The percentage of respondents recognizing IGS PAS's actions on equality and anti-discrimination rose from 24% to 65%.
- The percentage of employees believing gender impacts salaries dropped from 13% to 5%.
- The percentage of employees experiencing pressure from superiors decreased.
- AI in the workplace: a majority of respondents hold a positive attitude toward the use of Artificial Intelligence in their work.
- 34% of employees see risks to their work at IGS PAS, mainly stemming from unclear state policies on science and its funding.
- 75% of respondents assessed the work of the Equality Team as satisfactory, but 18% did not notice the activities of this Team
- Almost half respondents noticed an improvement in working conditions since the introduction of the Gender Equality Plan at IGS PAS
- Respondents provided additional suggestions for improving work conditions at IGS PAS.