

Gender Equality Plan of the Institute of Dendrology, Polish Academy of Sciences for the years 2023-2026



1. Introduction

Equality and diversity are values of fundamental social importance that contribute to the development of science, supporting innovation and employee efficiency. Understanding gender equality and the nature of different roles is crucial to facilitating male and female researchers to reconcile work and other responsibilities.

Both the nature and extent of inequality between women and men differ in various countries of the European Union (EU). These differences result both from the level of economic development, cultural conditions and dominant national strategies or practices customary in societies.

As a result of research conducted to create an equality index in the EU, four clusters of countries have been distinguished due to gender equality in basic areas (including work, money, knowledge, power, health). The obtained results indicate that most Western European and Scandinavian countries take gender equality priorities into account in their strategies, eliminate the so-called "punishment for maternity" and promote such solutions as: flexible working time, remote or hybrid work, telework or a gradual return to work after maternity, paternity, parental or childcare leave. In addition, they also support early childcare by creating day care rooms, nurseries and kindergartens. On the other hand, in most countries of Central and Eastern Europe, which lack legal solutions regarding equal pay and pay transparency, as well as measures to combat gender stereotypes, there is a lower share of women in the managerial staff, and the phenomenon of the so-called "glass ceiling" is much more common here.

Gender Equality Plan of the Institute of Dendrology, Polish Academy of Sciences (ID PAS) in Kórnik is based on the following legal acts:

- the Constitution of the Republic of Poland of 2 April 1997 (Journal of Laws of 1997, No. 78, item 483, as amended),
- 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 L 204 of 26 July 2006, pp. 23-36),
- Directive of the Council of the European Union 2000/43/EC of 29 June 2000 on the implementation of the principle of equal treatment irrespective of racial origin or ethnic origin (Official Journal L 180 of 19 July 2000, pp. 22-26),
- Directive of the Council of the European Union 2000/78/EC of 27 November 2000 establishing framework conditions for equal treatment in employment and occupation (Official Journal L 303 of 2 December 2000, pp. 16-22),

- Act of 25 February 1964, Family and Custody Code (Journal of Laws of 1964, No. 9, item 59 as amended),
- Act of 23 April 1964, Civil Code (Journal of Laws of 1964, No. 16, item 93 as amended),
- Act of 26 June 1974, Labour Code (Journal of Laws of 1974, No. 24, item 141, as amended).

Gender Equality Plan of the Institute of Dendrology, Polish Academy of Sciences is a strategic document created to ensure a safe and friendly workplace, free from discrimination, allowing everyone to freely develop scientifically, professionally and personally.

The Institute of Dendrology, Polish Academy of Sciences is guided by the principles of non-discrimination and equal opportunities, regardless of the personal characteristics of employees, doctoral students and scholarship holders. The Institute respects the applicable regulations on human rights, protecting against discrimination and violence, and strives to implement the highest standards to ensure equal treatment.

Actions to promote the idea of gender equality are one of the priorities of the European Union, which has been emphasized both in the assumptions of the "Horizon Europe" (HE) program and previously in the practices applied by the European Research Area (ERA) in cooperation with Member States and research organizations. Gender Equality Plan is intended to be a set of actions aimed to promote gender equality through institutional and cultural changes in research and innovation organisations.

The European Commission's commitment to promoting gender equality in research and innovation is an important part of a broader strategy, announced in March 2020. One of the goals of this strategy is to strengthen the European Research Area by ensuring equal opportunities in a working environment where all, regardless of gender, can develop their talents, and to better integrate the gender dimension in research projects in order to improve the quality of research and its relevance to society based on knowledge, technology and innovation.

This Plan is also a response to the requirement of the Directorate-General for Research and Innovation of the European Commission, according to which every university, research unit and public administration entity must have a gender equality plan in order to be able to apply for funding under the EU Framework Program for years 2021-2027 "Horizon Europe". Pursuant to Art. 7 (6) of the Regulation of the European Parliament and of the Council of the EU of 28 April 2021, the HE program "ensures the effective promotion of equal opportunities for all and gender mainstreaming, including gender mainstreaming in content in the field of scientific research and innovation". The European Commission strives to eliminate the causes of gender imbalance. Particular attention is paid to ensuring gender balance in assessment panels and other advisory bodies, such as expert groups. In addition, HE activities should "seek to eliminate gender bias and gender inequalities, improve work-life balance and promote equality between women and men in the field of research and innovation, including the principle of equal pay without discrimination based on gender (...)".

The adoption of this Plan also complements and extends the scope of activities in the area of promoting equality and counteracting discrimination, related to the undertaking by the Institute of Dendrology, Polish Academy of Sciences to continuously improve its policies, both recruitment and personnel, as part of its efforts to obtain given by the European Commission the "HR Excellence in Research" award. The awarded institutions provide researchers with the best working and development conditions, support scientific initiatives, pursue an equal opportunities policy, promote mobility and provide training to improve the competences of employees. Implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers is a commitment to continuous improvement of the policy in the field of human resources management.

This document presents an assessment of the situation related to equal treatment of employees of different sexes at the Institute of Dendrology, Polish Academy of Sciences. Subsequently, the document formulates goals and proposes actions aimed at monitoring this issue and to raise staff awareness of the importance of gender equality for the proper functioning of the Institute. The document applies to all employees, doctoral students and scholarship holders, and equally applies to Polish citizens and citizens of other countries.

2. Institute of Dendrology, Polish Academy of Sciences (ID PAS)

The Institute of Dendrology, Polish Academy of Sciences is a scientific institute of the Polish Academy of Sciences. According to the will of the last owner of the Kórnik estate - Władysław hr. Zamoyski (1853-1924) - in the Act of 30 July 1925 on Zakłady Kórnickie (Journal of Laws of 1925, No. 86, item 592), it was written that one of the Foundation's goals was to establish and maintain a scientific institution in which research on woody plants will be carried out. In 1933, the Tree and Forest Research Department was established in Kórnik. In 1951, it was transformed into the Department of Dendrology and Pomology in Kórnik, which on May 24, 1952, at the first ever meeting of the Presidium of the Polish Academy of Sciences, was incorporated into the structures of the Polish Academy of Sciences. This created a stable basis for the development of the facility. In 1957, four independent employees were employed in the Department, 19 assistants and 11 technicians. In 1962, the name of the institution was changed to the Department of Dendrology and the Kórnik Arboretum of the Polish Academy of Sciences. In recognition of the scientific potential of the institution and its achievements, by Resolution No. 4/74 of the Presidium of the Polish Academy of Sciences of May 7, 1974, the institution was elevated to the rank of an Institute, which from then on took the name of the Institute of Dendrology, Polish Academy of Sciences.

The Institute conducts scientific activity in the field of two scientific disciplines: biological sciences and forest sciences. It includes interdisciplinary research into the biology of woody plants at all levels of their organization. The high quality of research is guaranteed by a highly qualified team of researchers, engineers and administration employees, as well as professional infrastructure: specialized laboratories, a collection of woody plants in the Arboretum, a herbarium, a library, as well as a network of numerous research areas located throughout the country and in the Experimental Forest belonging to the Institute "Zwierzyniec" in Kórnik. The scientific staff of the Institute actively cooperates with other research centres from Poland and abroad. The results of research conducted at the Institute are published in the best scientific journals in the world, as well as in the form of books. The employees of the Institute attach great importance to the promotion of natural knowledge by publishing popular science works and giving lectures promoting scientific achievements, as well as to shaping social attitudes aimed at increasing respect for nature. The results of research conducted at the Institute are applicable in practice, they support forest management and nature conservation conducted on the basis of reliable and current knowledge.

Currently (February 2023) the Institute employs 44 researchers, 32 engineers and technicians, 21 organizational and economic employees, administration and library staff, and 10 blue-collar and service employees. Doctoral students are educated at the Poznań Doctoral School of Institutes of the Polish Academy of Sciences, which is run jointly by five Institutes of the Polish Academy of Sciences: Bioorganic Chemistry, Dendrology, Molecular Physics, Human Genetics and Plant Genetics. Currently at the Institute, 10 doctoral students prepare their doctoral theses as part of the Doctoral School and doctoral studies.

3. Gender Equality Plan of the Institute of Dendrology PAS encompasses the following elements:

- a) **DIAGNOSIS** – this is an analysis and the most important conclusions from basic HR data and the results of a survey conducted among employees, doctoral students and fellows of the Institute,
- b) **AIMS** with an indication of actions and indicators and their description, including focus on thematic areas crucial to achieving gender equality in research and innovations required by the European Commission,
- c) **ACTIONS** with an indication of responsible persons, timeline and indicators.

3a. Diagnosis

The starting point for this analysis was to characterize the general gender structure of people employed at the ID PAS, broken down into employees belonging to the following groups: researchers, engineers and technical staff, organizational and economic staff, administration, library as well as blue-collar and service employees. The number of titles and academic degrees held among employed men and women was determined. Another element of the diagnosis was to determine how the division of positions is shaped in order to identify and counteract possible manifestations of inequality. In the next part, the performance of managerial functions and participation in committees by employees of different gender was analysed.

The diagnosis carried out for the Gender Equality Plan of the Institute of Dendrology, Polish Academy of Sciences was prepared on the basis of information provided by the Scientific Information Department on the participation of women and men in various areas of the Institute's activity. Data on researchers were analyzed by gender and in relation to four levels of scientific career development proposed in the Communication of the European Commission "TOWARDS A EUROPEAN FRAMEWORK FOR RESEARCH CAREERS"¹ of July 21, 2011:

R1 - before obtaining a doctoral degree or equivalent,

R2 - after obtaining a doctoral degree or equivalent, scientists are not yet independent,

R3 – independent scientists with recognized achievements (habilitation),

R4 – leading scientists (with the title of professor).

The Institute of Dendrology, Polish Academy of Sciences is a relatively small institute, employing a total of 44 researchers at the end of 2022. The majority of them are men, who in the last four years accounted for 54.5% to 57.6% of researchers. In groups R2 and R3, the share of women and men is equal, while in the group of leading scientists (R4), a growing predominance of men was observed. The largest group among the researchers of ID PAS are assistant professors (R2) - 21 people, which constitutes 47.7% of the Institute's research staff. In second place, in terms of the number of researchers, is the R3 group (professor of the Institute) and the R4 group (full professor), with 9 people in each of them (20.5% of the Institute's research staff each). In the case of group R3, the number of women and men is in balance, while leading scientists (R4) are the only group in which the share of men definitely prevails (88.9%). The least numerous is the group of assistants, with four times as many women in this group than men (**Table 1**).

¹https://cdn5.euraxess.org/sites/default/files/policy_library/towards_a_european_framework_for_research_careers_final.pdf

Table 1 presents data on the number of researchers by group R1-R4 and gender in the years 2019-2022 (employment as of December 31 of each year).

Table 1

Employment structure among researchers of the ID PAS (W - woman, M - man)

Group	2019		2020		2021		2022	
	W	M	W	M	W	M	W	M
R1	0	1	0	0	0	0	4	1
R2	7	5	8	9	9	8	11	10
R3	4	7	5	7	4	5	4	5
R4	3	6	3	5	2	7	1	8
Sum	14	19	16	21	15	20	20	24
Total	33		37		35		44	

At the Institute of Dendrology, Polish Academy of Sciences, people with academic degrees and titles are also employed in non-scientific positions. The share of women with a degree or academic title employed at the Institute in 2019-2022 is on average 47.3%. Among the employees of the Institute with a doctoral degree, a predominance of women was observed, whose share on average for the entire analyzed period is 55.9%. In the group of employees with a post-doctoral degree, the share of women is on average 41.5%. In turn, among employees with the title of professor, over the last four years the proportion of women to men has changed drastically to the detriment of women - in 2019 the share of women in the employment structure was 33.3%, while at the end of 2022 it was 11.1% (**Table 2**).

Table 2

Employment structure among the ID PAS employees with academic degrees and titles

Group	2019		2020		2021		2022	
	W	M	W	M	W	M	W	M
Doctor	15	11	13	12	17	13	17	13
habilitated doctor	4	7	5	7	4	5	4	5
professor	3	6	3	5	2	7	1	8
Sum	22	24	21	24	23	25	22	25
Total	46		45		48		47	

As at December 31, 2022, the ID PAS employed a total of 106 employees. The Institute is a place of work where women, although they are less represented in the group of researchers, constitute the vast majority of all people employed at the Institute. Employment in 2019-2022 broken down by gender is presented in **Table 3**.

Among all employees of the Institute, in the years 2019-2022 the share of women varies from 57.5% (2022) to 61.5% (2020). In particular groups of employees, the share of women is as follows: among researchers from 45.5 to 50.0%, among engineering and technical employees from 63.6 to 72.7%, among organizational and economic employees, administration and library employees from 77.3 to 81.8%, and among blue-collar and service workers from 22.2 to 37.5%. The greatest disproportion in the level of employment of women and men occurs in the group of organizational and economic employees, administration and library employees (16-19 women and 4-5 men, depending on the surveyed year). It's hard though distinguish the position in which the disproportion is the greatest, because in this group of employees of the Institute there is a large variety of positions held and related responsibilities. A high disproportion in the level of

employment of women and men is also present in the group of engineering and technical employees, where biologists dominate (12 women in each analyzed year and from 2 to 5 men, depending on the year studied) (**Table 3**).

Table 3

Number of employees employed in the Institute in the years 2019-2022

Group	2019		2020		2021		2022	
	W	M	W	M	W	M	W	M
Researchers	21	23	23	23	20	21	20	24
Engineering and technical Staff	23	11	24	9	21	12	20	11
organisational and economical, administration and library employees	19	5	17	5	16	4	18	4
Blue-collar and service employees	2	7	3	5	3	6	3	6
Sum	65	46	67	42	60	43	61	45
Total	111		109		103		106	

Among people who want to complete an internship at the Institute or conduct research as part of a doctoral dissertation, the gender balance is maintained, although the share of women in the analyzed group varies in individual years. In 2019 and 2020, a definite predominance of women was observed (72.7% on average), while in 2021-2022 the share of women and men in the analyzed group was the same (**Table 4**).

Table 4

Breakdown by gender among doctoral students, scholarship holders and interns

Group	2019		2020		2021		2022	
	W	M	W	M	W	M	W	M
Intern	0	0	1	0	1	0	0	0
Scholarship holder	3	2	2	1	1	1	0	1
PhD student	2	0	0	0	0	1	4	3
Sum	5	2	3	1	2	2	4	4
Total	7		4		4		8	

There are five research departments at the Institute, which are headed by Heads of Departments (HoD) appointed by the Director. Despite the significant predominance of women in the overall employment structure, with the simultaneous lower level of employment of women in relation to men in scientific positions (**Table 3**), the share of women and men employed in scientific positions who perform the functions of heads of scientific departments in the ID PAS is not equal. The functions of heads of departments are most often performed by men (80%). All researchers in the positions of HoD are advanced in career development (**Table 5**).

Analyzing this data, it can be seen that among Heads of Departments, men prevail (4 out of 5) who are experienced (R3) or leading scientists (R4). Only one woman heads the research department (**Table 5**).

Table 5

The structure of managerial functions (head of a research department) among researchers

Department/Head	Women	Men
Biogeography and Systematics		R3
Developmental Biology	R3	

Ecology		R4
Genetics and Environmental Interactions		R4
Symbiotic Associations		R3

The Board of Directors of the Institute of Dendrology, Polish Academy of Sciences comprises: the Director of the Institute (M, R4) together with two deputies: Vice-director for scientific affairs (W, R3) and for organization and development (W, R2). This gender distribution refers to the term of office of the Board of Directors in 2019-2022. The management of the Institute is supported by the Chief Accountant (W). The table below presents the ID PAS management staff broken down by gender (**Table 6**).

Apart from the managing staff of the Institute (1M, 3W) and heads of departments (4M, 1W), there are four employees in managerial positions in other organizational units of the Institute - three women (Scientific Information Department, Arboretum and Experimental Forest, Laboratory of Mineral Analyzes) and one man (Administration department).

In total, out of 13 positions/management functions, seven were entrusted to women and six to men (where the function of the Director of the Institute and the Head of the Department of Ecology is held by the same person (M, R4), as well as the function of the Vice-director for scientific affairs and the Head of the Department of Developmental Biology is performed by the same person (W, R3)).

Table 6

The management of the Institute of Dendrology, Polish Academy of Sciences

Function/Position	Women	Men
Director		X
Vice-director for scientific affairs	X	
Vice-director for organisation and development	X	
Chief Accountant	X	
Head of the Financial Department		

The participation of women and men in recruitment committees well as in other committees appointed at the Institute in 2019-2022 was analysed. There was no gender disparity among employees in recruitment committees (average share of women is 48.8%). However, in the years 2019-2020, a much higher proportion of men (72.9%) than women (27.1%) was found in other committees. We are currently observing a tendency to equalize the proportions of women and men participating in the work of committees other than recruitment (**Table 7**).

Table 7

Participation of women and men in committees in 2019-2022

Committee	2019		2020		2021		2022	
	W	M	W	M	W	M	W	M
Recruitment	39	45	41	41	45	52	35	30
Other	7	32	8	36	8	10	15	24
Sum	46	77	49	77	53	62	50	54
Total	123		126		115		104	

The Institute is authorized to confer doctoral and postdoctoral degrees (habilitation) in the discipline of biological sciences and the discipline of forestry sciences, while the procedures for awarding scientific degrees carried out at the Institute cover the discipline of biological

sciences and doctoral degree. The table below presents data on defended doctorates in the years 2019-2022 and obtained the degrees of habilitated doctor and the title of professor (**Table 8**).

In particular, it should be emphasized that in the last four years none of the researchers employed at the ID PAS was awarded the title of professor. In the case of the degree of habilitated doctor, there was no disproportion between the sexes, while in the case of the defense of doctoral dissertations, the ratio was 40% (W) to 60% (M).

Table 8

Academic degrees and academic titles obtained in 2019-2022, broken down by gender

Year	Doctoral degree		Habilitation		Profesorship	
	W	M	W	M	W	M
2019	0	3	1	0	0	1
2020	0	1	1	0	0	0
2021	4	1	0	0	0	2
2022	0	1	0	2	0	1
Sum	4	6	2	2	0	4
Total	10		4		4	

All employees of the Institute have the opportunity to improve their competences through participation in training. In the years 2019-2022, employees took part in a total of 183 trainings, of which over 66.1% were attended by women. However, it should be noted that in the group of researchers more men (29 trainings) than women (23 trainings) were trained. In the case of other groups of employees, it was mainly women who improved their competences by participating in 98 trainings, and to a lesser extent men, by participating in 33 trainings (**Table 9**).

Table 9

Structure of participation of individual groups of employees in training in 2019-2022

Employees	2019		2020		2021		2022		Sum
	W	M	W	M	W	M	W	M	
researchers (no of trainings)	1	0	5	5	1	6	16	18	52
other (no of trainings)	39	11	12	9	30	5	17	8	131
Total (no of trainings)	40	11	17	14	31	11	33	26	183

When analyzing the situation in terms of gender equality in the ID PAS, one cannot omit the presence of people from abroad among the employees, sometimes coming from other cultures and carrying out scientific work in different time frames (**Table 10**). Compared to different cultures and countries, Polish society is perceived as rather traditional in terms of the division of tasks between people of different sexes. According to the report of the European Institute for Gender Equality (EIGE) published in 2022, Poland won 56.6 out of 100 on the Gender Equality Index and currently ranks 23rd place among member countries. This is an additional challenge in the efforts to promote gender equality in Poland. Among all foreigners, in 2019-2022, women accounted for an average of 29.4% of this group.

Table 10

Number of foreigners at the Institute in 2019-2022

Group	2019		2020		2021		2022	
	W	M	W	M	W	M	W	M

Researchers	0	0	0	0	0	0	1	2
Engineering and technical Staff	0	0	1	0	1	1	1	1
Organisation and economical, Administration and library staff	0	0	0	0	0	0	0	0
Blue-collar and service	0	0	0	0	0	0	0	0
Scholarship holders	1	1	0	1	0	2	0	2
Doctoral School	0	0	0	0	0	1	0	1
Sum	1	1	1	1	1	4	2	6
Total	2		2		5		8	

As part of the diagnosis of gender equality, questionnaires were prepared with questions addressed to all employees of the Institute. Currently, the Institute (as of February 2023) employs 107 people. Of these people, 81 people completed the survey, including 38 women, 35 men, seven people who identified themselves as "other" and one person who did not indicate gender (**Table 11**). In further analyses, the questionnaire of the person who did not tick none of the three possible gender answers in the birth certificate (W-woman, M-man, O-other) was not considered. The analysis included information from 80 surveys. In 19 surveys, in addition to marking the answers, people completing them also included additional comments.

Most people who completed the survey are in the age range between 31-40 (11 women, 12 men, 1 non-binary person) and 41-50 (6 women, 10 men, 1 non-binary person). In the 31-40 age group, the largest number of people who completed the survey described themselves as "married" (17 people, including 9 women, 7 men, 1 non-binary person), "with children" (11 people, including 7 women, 3 men, 1 non-binary person), with "contract for an indefinite period" (14 people, including 8 women, 5 men, 1 non-binary person) and indicated that they are employees employed in a scientific position (16 people, including 6 women, 9 men, 1 non-binary). In the second most numerous age group (41-50 years old), the largest number of people who completed the survey described themselves as "married" (8 people, including 6 women, 2 men), "with children" (13 people, including 6 women, 7 men), with an "indefinite contract" (14 people, including 6 women, 7 men, one non-binary person) and indicated that they are employees employed in a scientific position (13 people, including 6 women, 7 men).

Table 11

The number of people who completed the survey, broken down by age

Age range	21-30	31-40	41-50	51-60	61+	Not provided	Sum
women (W)	6	11	6	3	4	8	38
men (M)	6	12	10	5	2	0	35
Non-binary (I)	1	1	1	3	1	0	7
Total	13	24	17	11	7	8	80

In the survey, employees were asked 20 questions (issues in the form of statements) to assess how employees evaluate the level of equality at the Institute. Below is an overview of the survey results, analyzing the responses to each question.

The survey begins with a question about whether the employee/doctoral student has responsibilities related to the care of dependents. Among the 80 respondents, one person did not mark any of the proposed answers to the question, therefore, **Table 12** shows a total of 79 people. Among the 79 people surveyed, 31.6% indicated that the question this (**Table 12**) does not apply to them, so they are not responsible for caring for dependents (13 women, 11 men, 1 non-binary person). In turn, 17 respondents (21.5%) indicated the answer "I strongly agree", thus care for

dependents (including 13 women, 4 men). If we add to the statement "I strongly agree" with the statement "I rather agree", a total of 29.1% of the respondents take care of dependent persons (23 people, including 16 women, 7 men).

Table 11

Statement 1: I have responsibilities related to the care of dependent persons

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	2	0	2	2	0	0	3	0	0	1	1	1	1	1	0	0	0	14
I rather disagree	0	1	1	0	0	1	1	3	0	0	2	1	1	0	0	1	0	0	12
I have no opinion	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	0	0	5
I rather agree	0	1	0	1	1	0	0	1	0	0	0	0	0	0	0	2	0	0	6
I strongly agree	0	0	0	6	4	0	2	0	0	1	0	0	1	0	0	3	0	0	17
Non-applicable	5	2	0	2	5	0	3	3	1	2	0	0	1	1	0	0	0	0	25
Total	6	6	1	11	12	1	6	10	1	3	4	3	4	2	1	8	0	0	79

All respondents answered the question whether caring for dependents affects scientific productivity and employee evaluation (Table 13) and the question whether caring for dependents hinders career development (Table 14), of which 23.8% of respondents in the first case (19 people, including W: 8, M: 11) and 27.5% in the second case (22 people, including W: 11, M:11) decided that the question did not apply to them. In turn, 32.5% of the respondents in the first case (26 people, including W:17, M:7, O:2) and 40% of respondents in the second case (32 people, including W:17, M:12, O:3) answered "I strongly agree" or "I rather agree".

Table 13

Statement 2: Caring for dependents affects academic productivity and employee evaluation

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	2	0	2	4	0	0	0	0	0	1	0	0	1	0	0	0	0	10
I rather disagree	0	0	1	3	1	0	1	3	0	0	0	1	1	1	0	0	0	0	12
I have no opinion	1	2	0	2	0	1	0	1	0	0	3	0	0	0	0	3	0	0	13
I rather agree	1	0	0	0	0	0	0	3	0	0	1	0	1	0	0	3	0	0	9
I strongly agree	2	0	0	3	3	0	2	0	1	2	0	1	1	0	0	2	0	0	17
Non-applicable	2	2	0	1	4	0	3	3	0	1	1	0	1	1	0	0	0	0	19
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

Table 14

Statement 3: Caring for dependents makes it difficult to develop a professional career

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	2	0	2	3	0	0	0	0	0	1	0	0	0	0	0	0	0	8
I rather disagree	0	0	0	2	2	0	1	0	0	0	1	1	1	0	1	0	0	0	9
I have no opinion	1	0	1	1	0	0	0	2	0	1	1	0	1	1		0	0	0	9
I rather agree	1	2	0	2	0	1	1	4	1	0	2	0	0	0	0	3	0	0	17
I strongly agree	2	0	0	3	3	0	1	1	0	1	0	1	1	0	0	2	0	0	15
Non-applicable	2	2	0	1	4	0	3	3	0	1	1	0	1	1	0	3	0	0	22
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

From the answers to the above three questions, it can be concluded that almost 30% of the respondents take care of dependent persons, and 30-40% of the respondents believe that that providing such care has an impact both on scientific productivity and employee evaluation, as well as on career development. The above questions concerned both care for children, adults and siblings. This may give a clear signal to the management of the Institute to consider the possibilities of extending the already existing and applied support mechanisms for such persons, so as to enable these employees to develop their professional careers in the best possible way, in accordance with applicable laws and internal regulations.

In the case of the question whether the break related to parenthood had a negative impact on career development, 25.3% of respondents answered that they "strongly disagree" or "rather disagree" (20 people, including W:9, M:8, O:3), and 20.3% of the respondents said that they "strongly agree" or "rather agree" (16 people, including W: 5, M:7, O:4) and 54.4% respondents believe that the issue does not apply to them or that they have no opinion (43 people, including W: 24, M: 19) (**Table 15**). One respondent did not answer this question.

Table 15

Statement 4: The break associated with parenthood negatively affected career development

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	0	0	1	4	0	1	1	0	1	0	1	0	0	0	0	0	0	9
I rather disagree	0	1	0	2	1	0	2	0	1	2	1	0	0	0	1	0	0	0	11
I have no opinion	1	0	0	2	0	0	0	0	0	0	1	0	1	0	0	3	0	0	8
I rather agree	0	0	0	1	0	1	0	1	0	0	1	1	1	1	0	1	0	0	8
I strongly agree	0	2	1	1	2	0	0	0	0	0	0	1	0	0	0	1	0	0	8
Non-applicable	5	3	0	4	5	0	3	8	0	0	1	0	2	1	0	3	0	0	35
Total	6	6	1	11	12	1	6	10	1	3	4	3	4	2	1	8	0	0	79

The next three questions concerned whether the Institute enables flexible working hours, remote work, flexible employment, and thus to what extent the Institute enables combining professional and private life.

When asked whether ID PAS allows flexible forms of employment, 53.8% of respondents answered that they "strongly" or "rather" agree (42 people, including W:19, M:21, O:2), and 28.2% had no opinion or considered that the question did not apply to them (22 persons, including W: 12, M:8, O:2) (**Table 16**). Nearly 18% of respondents disagreed with the statement that the Institute provides such opportunities, answering that they "strongly" or "rather" disagree with this statement (14 people, including W:6, M:5, O:3). Despite the overwhelming number of people who see such opportunities, it should be taken into account that a total of almost 46% of respondents do not see such opportunities, did not have an opinion on the matter or did not consider the question relevant to them. This may be related to the fact that, for personal reasons, this group of employees did not consider any other form of employment than the one they have (e.g. changing from full-time to part-time employment) or that the possibility of using the flexible form of employment is limited to certain positions, which is related to the specific scope of duties entrusted to the employee. Two people who completed the survey did not answer this question.

Table 16

Statement 5: ID PAS enables flexible forms of employment

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	0	0	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	5
I rather disagree	1	0	0	2	2	0	0	1	0	0	1	0	0	0	1	1	0	0	9
I have no opinion	2	1	0	4	2	0	0	2	1	1	1	1	0	0	4	0	0	0	20
I rather agree	1	3	1	2	2	0	3	2	0	1	1	0	1	2	0	3	0	0	22
I strongly agree	2	2	0	3	5	0	1	3	0	1	1	1	1	0	0	0	0	0	20
Non-applicable	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	2
Total	6	6	1	11	12	1	5	10	1	3	4	3	4	2	1	8	0	0	78

When asked whether ID PAS allows remote work, 67.5% of respondents answered, that "strongly" or "rather" agree (54 people, including W:28, M:24, O:2) (**Table 17**). In addition, 17.5% of people thought that this question did not apply to them or they had no opinion (14 people, including W:6, M:7, O:1). The data shows that 15% of the respondents disagreed with the fact that the Institute provides such opportunities (12 people, including W:4, M:4, O:4). In this case, it should also be noted that a total of almost 33% of respondents disagreed with this statement or did not express their opinion. Such statements may be related to the fact that remote work at the Institute applies only to those persons whose scope of duties allows them to work in their place of residence (outside the seat of the Institute). The employees of the Institute are employed in various positions, including those where the full scope of duties or part of the scope of duties cannot be performed outside the employer's seat.

Table 17

Statement 6: ID PAS enables remote work

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
Gender	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	0	0	0	0	1	1	1	0	1	0	1	0	0	0	0	0	0	5
I rather disagree	0	1	0	0	1	0	1	1	1	0	0	0	0	0	1	1	0	0	7
I have no opinion	1	2	0	3	0	0	0	0	0	0	2	0	1	0	0	0	0	0	9
I rather agree	3	0	0	3	2	0	2	2	0	0	2	0	1	1	0	6	0	0	22
I strongly agree	2	3	1	5	6	0	2	6	0	2	1	1	1	1	0	1	0	0	32
Non-applicable	0	0	0	0	3	0	0	0	0	0	0	1	1	0	0	0	0	0	5
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

When asked whether the Institute enables combining professional and family life through e.g. flexible working hours or part-time work, 48.7% of respondents answered, that "strongly" or "rather" agree (38 people, including W:19, M:18, O:1), while 28.2% of the respondents answered that they "strongly" or "rather" disagree (22 persons, including W:8, M:10, O:4). This means that among the respondents who strongly or rather agreed with this statement, women account for 50%, men for 47.4%, and non-binary people for 2.6%. In turn, when considering the statistics of statements in which employees strongly or rather disagree with the fact that the Institute enables combining professional and family life, women account for 36.4%, men for 45.4%, and non-binary people for 18.2%. Over 23% of the respondents had no opinion on this matter or considered that the case did not apply to them (18 people, including W:11, M:5, O:2). Two out of 80 respondents did not answer this question (**Table 18**). Despite the fact that almost 50% of respondents see such opportunities, it is noteworthy that in total almost the same number of people disagreed with this statement or did not comment on the analyzed issue, considering that the case did not concern them or that they had no opinion. It is established at the Institute that work begins between 7.30 and 8.30 and ends between 15.30 and 16.30 (depending on the working time, the start and end times may vary). In any case, if an employee sees the need to change working hours, he/she is obliged to make an individual written request to the Director of the Institute, after obtaining the approval of your immediate supervisor. The employee may also apply to the Director of the Institute for a reduction in working time. Flexibility of working hours is not possible in all positions, this applies primarily to organizational and economic, administrative, library, service, blue-collar positions or engineering and technical staff. The possibility of taking advantage of the flexibility of working hours may be most noticeable in the group of academics.

Table 18

Statement 7: ID PAS enables umożliwia combining work and family life (e.g. flexible working hours, possibility of part-time work)

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
Gender	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	0	0	0	1	0	1	3	0	0	0	1	2	0	0	1	0	0	9
I rather disagree	2	1	0	0	1	1	0	3	0	0	1	1	0	0	1	2	0	0	13

I have no opinion	2	1	0	4	1	0	1	1	1	1	1	0	0	0	2	0	0	15	
I rather agree	1	1	0	3	2	0	3	1	0	1	1	0	0	2	0	3	0	18	
I strongly agree	1	2	0	4	6	0	1	2	0	1	1	1	1	0	0	0	20		
Non applicable	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	3		
Total	6	5	1	11	12	1	6	10	1	3	4	3	4	2	1	8	0	0	78

Among all the respondents, 34.2% "strongly" or "rather" believe that the Institute does not provide facilities related to childcare (27 people, including W:15, M:9, O:3), while 25.3% of respondents expressed the opinion that they saw such facilities at the Institute (20 people, including W:6, M:11, O:3). Out of all the respondents, 40.5% had no opinion on this issue or stated that the topic did not apply to them (32 people, including W:17, M:14, O:1). One respondent did not answer the question (**Table 19**).

Table 19

Statement 8: ID PAS provides childcare facilities

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	1	1	0	0	0	0	2	2	0	1	0	1	0	0	0	2	0	0	10
I rather disagree	1	1	0	1	1	0	2	3	1	0	1	1	0	0	0	5	0	0	17
I have no opinion	2	1	0	6	1	0	1	2	0	1	2	0	1	0	1	1	0	0	19
I rather agree	0	1	0	3	0	1	1	2	0	0	1	0	0	2	0	0	0	0	11
I strongly agree	0	1	1	0	4	0	0	0	0	1	0	1	1	0	0	0	0	0	9
Non applicable	2	1	0	1	6	0	0	1	0	0	0	0	2	0	0	0	0	0	13
Total	6	6	1	11	12	1	6	10	1	3	4	3	4	2	1	8	0	0	79

When asked whether the Institute provides support to employees in a difficult family situation, 46.3% of respondents answered that they "strongly" or "rather" agree (37 people, including W:18, M:15, O:4), and 18,8% of people stated that the Institute does not provide such support (15 people, including W:5, M:8, O:2). Out of all the respondents, 35% of people had no opinion on this subject or decided that the topic did not apply to them (28 people, including W:15, M:12, O:1) (**Table 20**).

Table 20

Statement 9: ID PAS provides support employees in a difficult family situation

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	1	0	1	1	0	1	2	0	0	0	1	1	0	0	0	0	0	8
I rather disagree	0	0	0	1	1	0	0	2	0	0	1	0	0	0	1	1	0	0	7
I have no opinion	6	1	0	4	1	1	0	2	0	1	3	0	0	0	0	2	0	0	21

I rather agree	0	0	1	1	2	0	3	1	0	0	1	0	1	1	0	5	0	0	16
I strongly agree	0	3	0	3	3	0	2	3	1	2	0	2	1	1	0	0	0	0	21
Non-applicable	0	1	0	1	4	0	0	0	0	0	0	0	1	0	0	0	0	0	7
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

The next group of questions asked to the respondents concerned matters related with discrimination and harassment. When asked whether there are any prohibited behaviors at the Institute that may cause a sense of exclusion, 47.5% of the respondents answered that they "strongly" or "rather" disagree (38 people, including W:13, M:21, O:4). In turn, 36.3% of people who completed the survey answered that they "strongly" or "rather" agree (29 people, including W:17, M:9, O:3), and 16.3% did not opinion or decided that the topic did not apply to them (13 people, including W:8, M:5) (**Table 21**). A relatively high share of people who indicated that they noticed prohibited behavior at the Institute is clear information that such behavior occurs at the Institute, but the comments do not indicate whether these are few situations, but commonly known to employees, or numerous behaviors. Regardless of this, it is information that should be used by the Institute's management to develop solutions to protect employees who experience such unacceptable behavior on the part of their colleagues, in order to eliminate such attitudes and behavior at the Institute. Women dominate among people who perceive the problem of prohibited behaviors that may cause a sense of exclusion (58.6% of people who indicated that they "strongly" or "rather" agree with the analyzed statement).

Table 21

Statement 10: In the ID PAS there are prohibited behaviors that may cause a sense of exclusion

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	K	M	O	K	M	O	K	M	O	K	M	O	K	M	O	K	M	O	
I strongly disagree	0	6	0	4	5	0	2	2	0	0	1	2	2	1	0	0	0	0	25
I rather disagree	0	0	0	0	0	0	2	4	1	2	2	0	1	0	1	0	0	0	13
I have no opinion	2	0	0	1	2	0	0	1	0	1	1	0	0	1	0	3	0	0	12
I rather agree	3	0	0	3	2	0	0	2	0	0	1	0	0	0	0	0	0	0	11
I strongly agree	1	0	1	3	3	1	2	1	0	0	0	1	0	0	0	5	0	0	18
Non-applicable	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

When asked whether there is any gender-based misconduct at the Institute, 53.2% of people answered that they "strongly" or "rather" disagree with this statement (42 people, including W:18, M:21, O:3). The analysis of employees' statements shows that 27.8% of respondents believe that this problem exists (22 people, including W:10, M:10, O:2). Nearly 19.0% of the respondents had no opinion on the matter or considered that the case did not apply to them (15 people, including W:9, M:4, O:2) (**Table 22**). One person did not answer this question. This structure of employees' statements indicates that inappropriate behavior of employees on gender

takes place in the community of the Institute, therefore steps should be taken to eliminate the phenomenon of gender discrimination.

Table 22

Statement 11: There is gender misconduct in the ID PAS

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	1	4	0	4	5	0	1	0	0	2	3	2	2	2	0	0	0	0	26
I rather disagree	2	2	0	3	1	0	2	4	0	1	0	0	0	0	1	0	0	0	16
I have no opinion	2	0	1	2	1	0	0	1	1	0	2	0	1	0	0	3	0	0	14
I rather agree	1	0	0	1	2	0	0	4	0	0	0	0	0	0	1	0	0	0	9
I strongly agree	0	0	0	1	3	1	3	1	0	0	0	1	0	0	0	3	0	0	13
Non-applicable	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	7	0	0	79

In response to the question whether the Institute has anti-discrimination procedures (Table 23) and anti-mobbing procedures (Table 24), 38.5% of respondents in the first case (30 people, including W:17, M:10, O:3) and 41.8% in the second case (33 people, including W:18, M:11, O:4) replied that they "strongly" or "rather" disagreed with this statement. In turn, 41.0% in the first case (32 people, including W:16, M:16) and 34.2% in the second case (27 people, including W:15, M:10, O:2) had no opinion or decided that the problem did not apply to them, which may mean that the employees of the Institute do not know whether such procedures are present at the Institute. Two respondents did not answer the question about anti-discrimination procedures, and one question about anti-mobbing procedures. The analysis of the statements shows that employees are aware that there are no clear written internal procedures at the Institute regarding both of the above-mentioned issues, and that general regulations apply. Having in view of the fact that employees indicate in their answers to the survey that there is a problem of both gender discrimination and the problem of inappropriate behavior giving a sense of exclusion at the Institute, an important step should be the introduction of written procedures for counteracting discrimination and mobbing at the Institute, as well as repeating training on these issues (preferably in a cyclical form) and information meetings to explain to employees, doctoral students and scholarship holders what mobbing is and discrimination in the light of the law and how to counteract them.

Table 23

Statement 12: ID PAS has anti-discrimination procedures

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	1	1	0	4	2	0	3	1	0	0	1	2	1	1	0	2	0	0	19
I rather disagree	2	0	0	1	1	0	1	3	0	0	0	1	1	0	0	1	0	0	11
I have no opinion	3	3	0	6	2	0	1	2	0	1	4	0	0	1	0	4	0	0	27

I rather agree	0	0	0	0	1	0	0	4	0	1	0	0	0	0	1	0	0	7	
I strongly agree	0	0	1	0	3	1	1	0	1	1	0	0	1	0	0	0	0	9	
Non-applicable	0	1	0	0	3	0	0	0	0	0	0	1	0	0	0	0	5		
Total	6	5	1	11	12	1	6	10	1	3	5	3	4	2	1	7	0	0	78

Table 24

Statement 13: ID PAS has anti-mobbing procedures

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	2	2	0	4	2	0	3	0	0	0	0	2	1	1	0	2	0	0	19
I rather disagree	1	0	1	1	1	0	1	3	0	1	2	1	1	0	0	1	0	0	14
I have no opinion	3	3	0	5	1	0	0	1	0	1	2	0	1	1	0	4	0	0	22
I rather agree	0	1	0	0	3	0	1	5	0	0	1	0	0	0	1	0	0	12	
I strongly agree	0	0	0	0	3	0	1	1	0	1	0	0	1	0	0	0	0	0	7
Non applicable	0	0	0	1	2	1	0	0	1	0	0	0	0	0	0	0	0	0	5
Total	6	6	1	11	12	1	6	10	0	3	5	3	4	2	1	7	0	0	79

The next group of questions concerned the determination of the treatment of respondents on the basis of on the represented gender (women (W), men (M), other (O)), and the questions related to equal treatment of employees due to age, equal employment opportunities and equal opportunities for promotion and development at the Institute. The survey also included questions about remuneration and equal representation in management as well as internal committees.

About 44.3% of the respondents answered that they "strongly" or "rather" agree except that W/M/O are treated equally at the Institute, regardless of age (35 people, including W:15, M:17, O:3), while 36.7% of the respondents answered that "strongly" or "rather" disagree with this statement (29 persons, including W:15, M:12, O:2), and 19.0% (15 persons, including W:8, M:6, O:1) did not have opinion on the subject or decided that the problem did not apply to them. The obtained data show that 51.7% of the respondents who perceive the problem of unequal treatment on grounds of gender are women, while in the group of people who disagree to the existence of such behaviors at the Institute, the share of women is 42.9%. Of all the women surveyed (38 people), the same number of respondents agreed with the analyzed statement (39.5%), which contradicted it (Table 25).

Table 25

Statement 14: W/M/O are equally treated regardless their age

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	1	3	0	0	1	0	2	1	0	0	0	2	2	1	0	2	0	0	15
I rather disagree	1	0	0	3	4	0	1	2	0	1	0	0	1	0	0	1	0	0	14
I have no opinion	2	0	0	1	1	0	0	3	0	1	2	0	0	0	0	4	0	0	14

I rather agree	2	0	1	5	2	0	1	1	0	1	2	0	0	1	1	1	0	0	18
I strongly agree	0	3	0	2	4	0	2	3	1	0	1	0	1	0	0	0	0	0	17
Non applicable	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	6	6	1	11	12	1	6	10	1	3	5	2	4	2	1	8	0	0	79

When asked whether W/M/O have equal employment opportunities at the Institute, 63.8% of the respondents answered that they “strongly” or “rather” agree (51 people, including W:26, M:22, O:3), and 23.8% that they “strongly” or “rather” disagree (19 people, including W:9, M:7, O:3). On the contrary, 12.4% of respondents, including W:3, M:6, O:1), decided that they had no opinion on this issue or the topic did not apply to them. Among all women participating in the survey (38 people), 68.4% of them agreed with the analyzed statement, and 23.7% disagreed with this statement, while among all men participating in the survey (35 people), 62.9% of them agreed with the analyzed statement, and 20.0% disagreed with this statement (**Table 26**).

Table 26

Statement 15: W/M/O have equal employment opportunities at the ID PAS

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	2	0	1	0	0	1	0	0	0	0	2	1	1	0	0	0	0	8
I rather disagree	1	0	0	0	3	0	0	1	0	1	0	1	1	0	0	3	0	0	11
I have no opinion	2	0	0	0	1	0	0	2	0	0	2	0	1	0	0	0	0	0	8
I rather agree	2	1	1	5	1	0	2	1	1	0	3	0	0	0	0	4	0	0	21
I strongly agree	1	3	0	5	7	0	3	5	0	2	0	0	1	1	1	1	0	0	30
Non applicable	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	2
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

The next two questions concerned equal opportunities for W/M/O for promotion or development in the ID PAS. Both in the question on equal opportunities for promotion (**Table 27**) and equal opportunities for development (**Table 28**) in the ID PAS for women, men and non-binary people, the largest number of people answered that they “strongly” or “rather” agree that equal opportunities exist (55.0% when it comes to promotion - 44 people, including W:20, M:21, O:3 and 55.0% in terms of development - 44 people, including W:22, M:21, O:1). In turn, 27.5% of respondents in the first case (22 people, of which W:11, M:8, O:3) and 26.3% in the second case (21 people, of which W:10, M:8, O:3) do not agree that it’s the key at the Institute. Among all the women participating in the survey (38 people), 52.6% of them agreed with the statement that there are equal opportunities for promotion at the Institute, and 28.9% disagreed with this statement, while among all men participating in the survey (35 people), 60.0% of them agreed with the analyzed statement, and 22.9% disagreed with this statement. In turn, with regard to equal opportunities for development, among all women participating in the survey (38 people), 57.9% of them agreed with the statement that there are equal opportunities for development at the Institute, and 26.3% contradicted this statement, while among all men participating in the survey (35 people), 60.0% of them agreed with the analyzed statement, and 22.9% disagreed

with this statement. It should be added that 14 people in the first case (**Table 27**) and 15 people in the second case (**Table 28**) stated that they had no opinion on this subject or that the problem did not apply to them. Despite the fact that the majority of respondents believe that there are equal opportunities for promotion and development at the Institute, attention should be paid to the voices of people who indicated that there are no such equal opportunities at the Institute and explain the reasons for such perception of this issue by some employees, as well as take further actions to equalize opportunities among employees, doctoral students and scholarship holders.

Table 27

Statement 16: W/M/O have equal chances of promotion in the ID PAS

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	2	0	1	0	0	2	1	0	0	0	2	2	1	0	0	0	0	11
I rather disagree	1	0	1	1	2	0	1	1	0	1	1	0	1	0	0	1	0	0	11
I have no opinion	2	1	0	0	1	0	0	2	0	0	1	0	0	0	4	0	0	11	
I rather agree	2	0	0	5	1	0	1	2	0	1	2	0	0	0	3	0	0	17	
I strongly agree	1	3	0	3	7	0	2	4	1	1	1	1	1	1	0	0	0	27	
Non-applicable	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	3	
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

Table 28

Statement 17: W/M/O have equal development opportunities in the ID PAS

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	2	0	1	0	0	1	0	0	0	0	2	1	1	0	0	0	0	8
I rather disagree	2	1	0	0	2	0	0	1	1	1	1	0	1	0	0	3	0	0	13
I have no opinion	2	1	0	0	1	0	0	2	0	0	1	0	0	0	3	0	0	10	
I rather agree	2	0	1	7	0	1	3	3	0	0	3	0	0	0	2	0	0	21	
I strongly agree	0	2	0	2	7	0	2	4	0	2	1	0	2	1	0	0	0	23	
Non-applicable	0	0	0	1	2	0	0	0	0	0	1	0	0	1	0	0	0	5	
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

When asked whether W/M/O employed at the ID PAS in appropriate positions have similar salaries, the majority of respondents answered "I have no opinion" (45.3%), three people answered that this issue did not apply to them, and five people did not answer this question (10.7%). The responses received from employees show that 25.3% of respondents indicated that they "strongly" or "rather" disagree with this statement, the same percentage of respondents

include the statement that "strongly" or "rather" that's right. This result is not surprising, because salaries are classified information and this data is not publicly available. Although the minimum basic salaries are indicated in the Institute's remuneration regulation, in addition to the basic basic salary, employees receive seniority allowances of various amounts, and may also receive additional remuneration, e.g. due to participation in projects financed from external sources, due to a periodically increased scope of duties or a special bonus for above-average commitment to work for the Institute, as well as higher than the standard remuneration for a given position for full employment in a project financed from external sources. As a result, persons employed in the same positions may in fact receive different net remuneration at the same level of basic remuneration, however, this results from differences in the scope of tasks performed under the employment contract and/or the amount of seniority allowance (Table 29).

Table 29
Statement 18: W/M/O employed at the ID PAS in appropriate positions have similar salaries

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	2	1	1	0	1	2	1	1	0	0	1	0	0	0	0	0	0	10
I rather disagree	0	1	0	0	1	0	0	2	0	0	1	1	2	0	0	1	0	0	9
I have no opinion	5	1	0	4	6	0	2	5	0	3	1	1	0	2	0	4	0	0	34
I rather agree	0	0	0	2	1	0	0	1	0	0	2	0	0	0	0	0	0	0	6
I strongly agree	0	1	0	2	4	0	1	1	0	0	1	0	2	0	1	0	0	0	13
Non applicable	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Total	6	5	1	11	12	1	5	10	1	3	5	3	4	2	1	5	0	0	75

The last two questions concerned the participation of W/M/O in the management staff and committees appointed at the Institute. In the case of the question regarding the equal representation of women, men and non-binary people among the Management and heads of organizational units, 60% of the respondents (48 people, including W:25, M:22, O:1) answered that "strongly" or "rather" agree that the gender distribution is equal (Table 30), with 25.0% of people answering that they "strongly" or "rather" disagree (20 people, including W:8, M:8, O:4) and 11 people had no opinion. As in the case of the composition of the Board of Directors of the Institute, it is understandable that employees indicate an unequal share of gender (1M, 2W), in the case of a list of all heads of organizational units of the Institute, including the Management, this is puzzling. In addition to the management staff of the Institute (1M, 3W) and heads of departments (4M, 1W), there are four employees in managerial positions of other organizational units of the Institute - three women (Scientific Information Department, Arboretum and Experimental Forest, Laboratory of Mineral Analyzes) and one man (Administration department). Therefore in total, out of 13 positions/management functions, seven were entrusted to women and six to men (the function of the Director of the Institute and the Head of the Department of Ecology is held by the same person (M), as well as the function of the Deputy Director for Research and the Head of the Department of Developmental Biology is performed by the same person (W)). Therefore, the share of gender in the management team of the ID PAS is even.

Table 30

Statement 19: W/M/O have equal representation in the ID PAS management (Board of Directors, heads of organizational units)

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	0	0	1	0	1	1	1	0	0	0	1	0	0	0	0	0	0	5
I rather disagree	1	3	1	0	2	0	1	2	1	0	0	0	1	0	0	3	0	0	15
I have no opinion	2	0	0	1	2	0	0	1	0	0	1	2	1	1	0	0	0	0	11
I rather agree	3	1	0	3	2	0	1	2	0	2	2	0	0	1	1	3	0	0	21
I strongly agree	0	2	0	5	6	0	3	4	0	1	2	0	2	0	0	2	0	0	27
Non applicable	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	6	6	1	11	12	1	6	10	1	3	5	3	4	2	1	8	0	0	80

In the case of the question on the equal participation of women, men and non-binary people in committees and other work teams of the ID PAS, 51.9% of respondents (41 people, including W19, M:20, O:2) answered that "strongly" or "rather" agree with the fact that there is equal representation of gender in committees and teams appointed in the ID PAS, while 17.7% of respondents denied this statement. In addition, 30.4% of respondents considered that they have no opinion on the subject or the question does not apply to them (24 people, including W:13, M:9, O:2), which may indicate the limited interest of the Institute's employees in the composition of the committees and working teams appointed in the ID PAS, which are very numerous, or not appointing some employees to such committees by the Board of Directors. One person did not answer the question (Table 31).

Table 31

Statement 20: W/M/O have equal representation in committees and other working teams of the ID PAS

Age	21-30			31-40			41-50			51-60			61+			Not provided			Sum
	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	W	M	O	
I strongly disagree	0	0	0	2	0	0	2	1	0	0	0	1	0	1	0	0	0	0	7
I rather disagree	0	2	0	0	1	0	0	1	0	1	0	1	0	0	0	1	0	0	7
I have no opinion	3	0	1	1	4	0	2	0	0	0	2	0	2	1	1	3	0	0	20
I rather agree	2	2	0	2	2	0	1	2	0	1	1	1	0	0	0	3	0	0	17
I strongly agree	0	2	0	5	3	0	1	6	1	1	2	0	2	0	0	1	0	0	24
Non-applicable	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Total	6	6	1	11	12	0	6	10	1	3	5	3	4	2	1	8	0	0	79

The presented diagnosis of the current state of the Institute in the context of gender equality allows for the following summary:

- at the Institute there are problems of gender inequality typical for scientific units,
- there is a predominance of men among researchers,
- there are significant gender disparities among academics in the group of professors (R4, predominance of men) and in the group of assistants (R1, predominance of women), while in the group of researchers representing the R2 and R3 levels, such a disproportion between women and men was not observed,
- the participation of women and men in the management and decision-making bodies of the Institute is equal at the level of the Board of Directors and all organizational units of the Institute treated jointly, while at the level of heads of scientific departments the share of women in relation to men is definitely lower,
- women dominate in the employment structure of the Institute only when all employees employed at the Institute are taken into account, regardless of their position (57.5%-61.5%),
- about 30% of respondents care for dependent persons, and 30-40% of respondents claim that providing such care affects scientific productivity and employee evaluation, as well as the development of a scientific career,
- more than half of the respondents indicated that the Institute enables flexible forms of employment (53.8%) and remote work (67.5%), and nearly half stated that the Institute enables combining professional and family life (48.7%) and that it provides support for employees in a difficult family situation (46.3%),
- more than half of the respondents stated that there are no gender-related misconduct at the Institute (53.2%), while 27.8% of the respondents stated that that such behavior occurs,
- the share of respondents who claim that employees are treated equally at the Institute regardless of gender is 44.3%, while 36.7% of respondents stated that this statement cannot be agreed,
- according to the respondents, candidates applying for employment at the Institute have equal opportunities for employment (63.8% of responses), and employees already employed have equal opportunities for promotion (55.0%) and development (55.0%),

Based on the results of the diagnosis of the current state of the Institute presented above in the context of gender equality, the following general conclusions can be drawn that apply to the entire community of the Institute:

- efforts should be made to strengthen the balance between family and professional life,
- efforts should be made to eliminate behaviors that cause a sense of exclusion,
- efforts should be made to eliminate discrimination based on sex and age,
- internal procedures for counteracting discrimination and mobbing should be introduced,
- training and information campaigns on related topics should be carried out with counteracting discrimination and mobbing, as well as gender equality,
- the rules applicable to job competitions at the Institute and their formal conditions should be explained to employees, and the existing procedures for promotion and professional development should be clarified, so that there is no sense of unequal opportunities among employees due to the represented sex,
- the principles adopted in the applicable remuneration regulations should be explained to employees in order to exclude the feeling that the employee's remuneration for a given position and the same scope of duties results from premises other than substantive ones,
- a rule should be introduced that all orders of the Director of the Institute (except for orders regarding classified matters or sensitive data) are available to employees, doctoral students

and scholarship holders after logging on to the ID PAS website, so that employees and doctoral students have access to information about appointed committees and working groups at the Institute.

3b. Aims

The structure of the Gender Equality Plan of the Institute of Dendrology, Polish Academy of Sciences presented below was created on the basis of five key areas indicated by the European Commission and contains the aims identified on the basis of the diagnosis and the planned actions by means of which these goals will be implemented:

AIM 1. Raising awareness regarding the principles of equality and non-discrimination

- dissemination of knowledge on gender equality with respect for diversity,
- promoting attitudes aimed at respecting gender equality and diversity,
- developing a communication culture that favors gender equality and diversity,
- dissemination of gender equality issues in scientific research,
- promoting good practices and known solutions in the field of gender equality and counteracting discrimination,
- collecting data on the Institute in the area of gender equality and monitoring the measures taken related to this subject at the Institute.

AIM 2. Gender equality in recruitment and career development

- counteracting harmful stereotypes regarding gender and other personal characteristics that may affect the results of recruitment of doctoral students and employees,
- developing strategies/mechanisms that will serve to equalize the chances of candidates in the recruitment process, regardless of gender and other personal characteristics,
- developing strategies/mechanisms that will serve to build equal opportunities for people representing different sexes and characterized by a variety of personal characteristics in the area of professional development and promotion.

AIM 3. Strengthening the balance between private and professional life

- support for combining work at the Institute with the private life of employees and doctoral students and scholarship holders,
- creating solutions that will facilitate the reconciliation of professional and private duties, taking into account the job specification appropriate for various existing positions at the Institute,
- building a balance between professional and private duties,

AIM 4. Promoting balanced gender participation in decision-making bodies

- striving for equal gender representation in employee groups and decision-making bodies as well as advisory bodies,
- promoting gender equality and diversity in representing the Institute,
- balancing the participation of people representing different genders in managing entities,
- increasing competences in the field of diversity management and sensitizing to the issue of gender equality,

AIM 5. Counteracting discrimination and violence

- promoting knowledge about ways of counteracting violence that can be used due to gender and other personal characteristics,

- monitoring and reporting any misconduct,
- introduction of internal anti-mobbing and discrimination policies,
- providing a support system for people who experience discrimination and violence,
- implementation of preventive and educational activities aimed at preventing discrimination and counteracting violence.

3c. Activities

Activities	Responsible	Timeline	Indicators
AIM 1. Raising awareness regarding the principles of equality and non-discrimination			
Placing the Gender Equality Plan of the ID PAS on the Institute's website - under the HR Logo tab.	Gender Equality Officer (GEO)	03/2023	Published GEP
The creation of the Gender Equality Plan tab on the Institute's website. The content will include, among others: - Gender Equality Plan of the ID PAS, - useful awareness information on matters related to gender equality.	GEO	06/2023	Published content
Information and promotion activities regarding events respecting gender equality and diversity, including the transfer to employees and doctoral students of information about such events organized by other institutions.	GEO	2023-2024	Increase of the level of awareness of employees and doctoral students and scholarship holders - a survey at the beginning of 2025
Organisation of internal training and seminars in the field of gender equality and violence based on gender and other personal characteristics, including sexual harassment and counteracting discrimination, as well as diversity in the communication process - conducted by specialists in a given field, mandatory	Board of Directors; GEO	2023-2026	At least 1 seminar/ lecture per year Number of participants/ Presence lists

for all employees, doctoral students and scholarship holders.			
The use of diverse, customized to individual preferences of the terminology of scientific positions and other positions at the Institute, taking into account gender.	Board of Directors; GEO	2023-2026	Written report at the end of each year
Use gender-neutral language in advertisements for a job, including in competitions for doctoral students.	HR specialist from the Scientific Information Department	2023-2026	Written report at the end of each year
Transfer of information o trainings for people conducting research on equality issues.	GEO	2023-2026	Written report at the end of each year
Dissemination of research results and other information materials on equality among employees and doctoral students and scholarship holders.	GEO	2023-2026	Written report at the end of each year
Mentoring support for people starting their professional/scientific career	Vice-directors	2023-2026	Written report at the end of each year
Supporting various activities that break stereotypes and develop scientific, professional and public aspirations, promoting respect for gender equality and diversity.	GEO	2023-2026	Written report at the end of each year
AIM 2. Gender equality in recruitment and career development			
Striving for equal gender representation in recruitment committees, including competitions for doctoral students.	Board of Directors, HR specialist from the Scientific Information Department	2023-2026	Number of individual genders in committees during the year
Organization of lectures with invited speakers on men and women's careers in science, in Poland and in the world.	Board of Directors	2023-2026	Number of organised lectures Number of participants
Mentoring programme	Vice-directors	2023-2026	Number of participants
Introduction of activities related to the continuation of the	Scientific Information Department	2023-2026	Number of organised trainings Number of people trained

scientific career of returnees from long-term absences related to caring for children, e.g. through training from the preparation of the publication and projects, training to acquire new skills.			
Monitoring and controlling gender participation representation in the recruitment process, with particular emphasis on competitions for scientific positions.	GEO; Scientific Information Department	2023-2026	Annual Gender Representation Report in committees, submitted to the Board of Directors
Monitoring gender participation in grants submitted for evaluation and received ones.	Scientific Information Department	2023-2026	Annual report on representation of particular genders submitted to the Board of Directors
Compliance with standards of equal treatment in communication with people who are candidates for vacancies, at every stage of recruitment.	Board of Directors; Committee Members	2023-2026	Information from the person chairing the work of the committee
Organisation of trainings for members of recruitment/ competition committees on recruitment/competition procedures taking into account the provisions on equal treatment of candidates regardless of gender and other personal characteristics.	GEO	2023-2026	Number of trainings Number of people trained
Using multiple sources for publishing information about vacancies, in order to increase the diversity of applications that will be submitted in recruitment processes.	HR specialist from the Scientific Information Department	2023-2026	Written report at the end of each year
Applying objective substantive criteria, in decision-making processes about professional/position promotion.	Board of Directors; Committee members	2023-2026	Documentation of the recruitment process
Implementing transparent principles of professional development	Board of Directors; Heads of organisational units	2023-2026	Documentation of the recruitment process

Transparent rules of remuneration and bonuses for high quality work.	Board of Directors, HR specialist from the Scientific Information Department	2023-2026	Information provided to employees during the meeting with Board of Directors
Familiarizing new employees with the Institute's policy on equal treatment.	Board of Directors, HR specialist from the Scientific Information Department; GEO	2023-2026	Written report at the end of each year
AIM 3. Strengthening the balance between private and professional life			
Diagnosing the needs of people returning to work after maternity, paternity and parental leave and analysis of the possibility of supporting such people by the Institute.	GEO; HR Working Group	09/2024	Recommendation wording regarding the scope of activities and solutions that the Institute can offer in this area
Identifying the needs of parents and carers in terms of support from the Institute in the area of work-life balance.	GEO; HR Working Group	12/2024	Recommendation wording regarding the scope of activities and solutions that the Institute can offer in this area
Taking into account the burden of caring responsibilities when assigning individual responsibilities at work.	Board of Directors; HR specialist from the Scientific Information Department; Heads of organisational units of the Institute	2023-2026	Scopes of activities and responsibility
Organisation of trainings for management and employees, PhD students and fellows of the Institute on building work-life balance.	Vice-director for organisation and development	2023-2026	Number of trainings Number of people trained
Organisation of trainings and seminars on counteracting professional burnout and stress at work or time management.	Vice-director for organisation and development	2023-2026	Number of trainings Number of people trained
Monitoring and responding to the needs and problems reported by employees, doctoral students and scholarship holders of the Institute.	GEO	2023-2026	Written report at the end of each year
Disseminating information on the conditions of maternity, paternity and parental leave.	Board of Directors, HR specialist from the Scientific Information Department	2023-2026	Written report at the end of each year
Monitoring of employment conditions.	Board of Directors,	2023-2026	Annual report on forms of employment and/or flexible

	HR specialist from the Scientific Information Department		working hours, taking into account the gender criterion
AIM 4. Promoting balanced gender participation in decision-making bodies			
Development of rules for maintaining gender balance in competition committees.	GEO; HR Working Group	06/2024	Recommendations for the Director
Striving for equal gender representation among elected members of the Scientific Council of the ID PAS.	Vice-director for scientific affairs	2023-2026	Number of gender representations in the Scientific Council of the ID PAS
Monitoring and controlling gender representation in teams and decision-making committees.	GEO; HR specialist from the Scientific Information Department	2023-2026	Annual Gender Representation Report in groups and committees, submitted to the Board of Directors
Promoting a balanced gender representation in events organized by the Institute (monitoring data on the number of individual genders in scientific committees and organizational conferences, expert teams and committees, etc.).	Board of Directors; Scientific Information Department	2023-2026	Annual Gender Representation Report submitted to the Board of Directors
Regular verification of orders and messages and other internal documents from the point of view of gender equality and diversity.	Board of Directors; GEO; HR specialist from the Scientific Information Department	2023-2026	Annual Gender Representation Report submitted to the Board of Directors
AIM 5. Counteracting discrimination and violence			
Development and implementation of anti-mobbing and anti-discrimination policy.	Vice-directors; GEO	12/2023	Policy published in Polish and English
Appointment of the Plenipotary for counteracting mobbing and discrimination.	Director	12/2023	Director's order
Organisation of training in the field of counteracting mobbing and discrimination.	Vice-director for organisation and development	2023-2026	Number of trainings Number of people trained
Developing a path of conduct that will be based on the principles of confidentiality and discretion in case of reporting mobbing or discrimination.	Vice-directors	2023-2026	Recommendations for the Director

Help in organizing professional legal and psychological assistance to mobbed or discriminated persons, depending on the possibilities of the Institute.	Vice-directors	2023-2026	Written report, passed to the Director
Monitoring the functioning of the anti-mobbing and discrimination policy.	Plenipotary for counteracting mobbing and discrimination	2023-2026	Annual report; Survey conducted every two years

4. GEP implementation and monitoring

The plan was developed on the basis of personnel data and diagnosis carried out by the Scientific Information Department, the results of a survey conducted among all employees of the Institute at the turn of January and February 2023, and the requirements and recommendations of the European Commission. Gender Equality Officer appointed by the Director and the HR Working Group will be responsible for the implementation of activities under the Gender Equality Plan at the Institute of Dendrology, Polish Academy of Sciences for the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the Institute of Dendrology, Polish Academy of Sciences (hereinafter referred to as the HR Working Group).

Gender Equality Plan of the Institute of Dendrology, Polish Academy of Sciences, prepared and implemented in 2023, contains the first set of proposed activities to be carried out at the Institute. A detailed schedule provides for updating the Gender Equality Plan based on the results of monitoring and evaluation based on indicators for each of the planned activities. Data collection and preparation of the implementation report will take place once a year.

Gender Equality Officer is responsible for the implementation and monitoring of the Gender Equality Plan with the support of the HR Working Group, which will also be involved in the implementation of the proposed Gender Equality Plan. Full support from the Management of the Institute will facilitate the implementation of the Gender Equality Plan and the implementation of individual activities.

Gender Equality Plan has been developed for a period of four years (2023-2026). In our opinion, this is the minimum period necessary to implement the planned changes at the Institute. The plan will be evaluated (conducting a survey among all employees of the Institute) in the first quarter of 2025. The proposed Gender Equality Plan of the Institute of Dendrology, Polish Academy of Sciences is a living document, which means that it will be possible to introduce necessary changes and modifications at each stage of its implementation.

The tangible effect of the implementation of the Gender Equality Plan at the Institute of Dendrology, Polish Academy of Sciences will be the development of an organizational culture based on mutual respect to the equality and differences that characterize each person who is part of the community of our Institute. In addition, as a result of the Gender Equality Plan introduced and implemented at the Institute, the awareness of employees, doctoral students and scholarship holders should increase that they are the most important part of the Institute, about which the comfort of work, personal and professional development and scientific achievements, the Institute will strive using all available means.

5. Resources

Implementing a gender equality plan requires adequate resources, both human and financial. The Institute will allocate funds for the implementation of the Gender Equality Plan of the Institute of Dendrology, Polish Academy of Sciences. In addition, according to generally accepted policy in the Institute, additional sources of funding will be sought, e.g. in the form of grants, which will enable the Institute to expand the scope of activities for gender equality. Given the size of the Institute, there is no need to create a separate organizational unit dealing with gender equality issues. The Gender Equality Officer will be responsible for the implementation of the Gender Equality Plan together with the HR Working Group.

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