

## REPORT ON THE IMPLEMENTATION OF THE GENDER EQUALITY PLAN FOR THE INSTITUTE OF GEOPHYSICS OF THE POLISH ACADEMY OF SCIENCES IN 2022

### Objective 1: Gender balance in the management staff and decision-making groups

Objective	Recipients	Implemented activities	Indicator	Responsible unit
Increasing awareness of the importance of equality and anti-discrimination issues and strengthening tolerance for diversity	Employees and Ph.D. students	Online training <i>Multiculturalism of Teams</i> (20.10.2022)	Number of participants: 70 people	HR Department
<p>Reducing the disparity in the participation of women and men in decision-making bodies:</p> <ul style="list-style-type: none"> <li>• in teams and expert committees</li> <li>• in conferences and scientific seminars organized by IG PAS</li> </ul>	Employees and Ph.D. students	Data was collected on the percentage of men and women in the Scientific Council and Advisory Board	<p>Research staff: 30,76% - W 69,24% - M</p> <p>Technical and administrative staff 50,49% - W 49,51% - M</p> <p>In all: 41,99% - W 58,01% - M</p> <p>Scientific Council - term of office 2019-2022: 18,91% - W 81,09% - M</p>	<p>Directorate of IG PAS Managers of Scientific Departments HR Department Research Office Promotion Department</p>

			Advisory Board: 20% - W 80% - M	
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## Objective 2: Gender equality in the recruitment and career development process

Objective	Recipients	Implemented activities	Indicator	Responsible unit
Reducing the disparity in the participation of women and men in the recruitment committees	Employees	Collecting data on the percentage of participation of women and men in the recruitment committees	In all: 25% - W 75% - M	Deputy Director for Scientific Affairs HR Department Research Office
Monitoring job candidates in terms of gender	Employees and Ph.D. students	Collecting data on the percentage of applications submitted by candidates for particular positions in terms of gender	Candidates for scientific positions: 30% - W 70% - M  Candidates for technical and administrative positions:  50% - W 50% - M	HR Department Research Office
Creation and dissemination of a transparent and up-to-date basic salary scale (salaries regardless of length of service and allowances) for all positions at the Institute	Employees	Work was underway to update the Regulations on the remuneration of employees at IG PAS	The document has not been published and implemented by the end of 2022.	Directorate of IG PAS HR Department Law Office

**Objective 3: Balance between private/family and professional life and organizational culture of the institution**

Objective	Recipients	Implemented activities	Indicator	Responsible unit
Permanent introduction of the possibility of working in hybrid mode	Employees of IG PAS	Continuation of work in hybrid mode pursuant to Regulation No. 5/2020 on the introduction of the work safety and organization procedure, including remote work, in connection with the occurrence of an infectious disease caused by the SARS-COV-2 virus in the territory of Poland and other countries	Orders of the Director of IG PAS regarding the extension of remote work 03/2022 of 18.03.2022 07/2022 of 15.04.2022 12/2022 of 22.06.2022 17/2022 of 11.08.2022 21/2022 of 29.09.2022 25/2022 of 21.12.2022	Directorate of IG PAS HR Department Law Office
Preparation of a new version of the INTRANET	Employees and Ph.D. students	A test version of the new INTRANET has been prepared on a dedicated website.	By the decision of the Directorate, the new version was not launched. The previous version of INTRANET on NCL is in use.	IT Department in cooperation with all Administration Departments

**Objective 4: Measures against gender-based violence, including sexual harassment**

<b>Objective</b>	<b>Recipients</b>	<b>Implemented activities</b>	<b>Wskaźnik</b>	<b>Jednostka odpowiedzialna</b>
Preventing discrimination	Employees and Ph.D. students	Consultations were held on updating the Anti-Mobbing Policy in force since 2013	The document has not been published and implemented by the end of 2022.	HR Department Law Office HRS4R strategy monitoring and implementation group
Legal support	Employees and Ph.D. students	Enabling employees and Ph.D. students to consult a lawyer	Legal services of a law office and a lawyer were used on an ongoing basis.	Law Office Lawyer