



REPORT ON THE IMPLEMENTATION OF THE GENDER EQUALITY PLAN FOR THE INSTITUTE OF GEOPHYSICS OF THE POLISH ACADEMY OF SCIENCES IN 2024

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 PhD students	<ul style="list-style-type: none">• Presentations of foreign employees and PhD students about the culture of their countries of origin during integration meeting 17.05.2024• Training on COUNTERACTING MOBBING AND DISCRIMINATION IN THE WORKPLACE 15.10.2024• Webinar “Inspiring Stories from Women Geophysicists” on the International Day of Women and Girls in Science 12.02.2024• Pride Day, a day of support for LGBT+ people 18.06.2024	Number of participants: 66 people 98 people 43 people	Administration Department HR Department Science Communication and Promotion Department
Reducing the disparity in the participation of women and men in decision-making bodies:	Employees and PhD students	Data was collected on the percentage of men and women in the Scientific Council and Advisory Board	Researchers: 36% - W 64% - M	Directory Board of IG PAS Heads of Scientific Departments HR Department Research Office



<ul style="list-style-type: none"> • in teams and expert committees • in conferences and scientific seminars organized by IG PAS 			<p>Technical and administrative staff: 52% - W 48% - M</p> <p>Total: 44,44% - W 55,56% - M</p> <p>Scientific Council - term of office 2023-2026: 22,2% - W 77,8% - M</p> <p>Advisory Board: 25% - W 75% - M</p>	Science Communication and Promotion Department
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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 2024, 15 recruitment committees were established, 7 of which included women.	Deputy Research Director HR Department Research Office
Monitoring job candidates in terms of gender	Employees and PhD students	Collecting data on the percentage of applications submitted by candidates for particular positions in terms of gender	<p>Candidates for scientific positions: 34% - W 66% - M</p> <p>Candidates for technical and</p>	HR Department Research Office



			administrative positions: 39% - Ws 61% - M	
Preparation and dissemination of a transparent and up-to-date basic remuneration scale (remuneration regardless of length of service and allowances) for all positions at the Institute	Employees	Determining the rules for remunerating employees at IG PAS	Order No. 3/2024 of the Director of IG PAS of 15 th March 2024 on the introduction of the Regulations on the remuneration of IG PAS employees	Directory Board 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	Development and introduction of the Remote Work Regulations at IG PAS	Zarządzenie nr 2/2024 z dn. 14 marca 2024 Dyrektora IGF PAN ws. wprowadzenia zmian w Regulaminie pracy zdalnej Order No. 2/2024 of the Director of IG PAS on the introduction of changes to the Remote Work Regulations	Directory Board of IG PAS HR Department Law Office



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

Objective	Recipients	Implemented activities	Indicator	Responsible unit
Preventing discrimination	Employees and PhD students	Update of the Anti-Mobbing Policy at the IG PAS Installation of a box for anonymous reports of discrimination Appointment of an Anti-Mobbing Committee	The Anti-Mobbing Committee reviewed 1 official complaint.	HR Department Law Office HRS4R Implementation and Monitoring Committee
Legal support	Employees and PhD students	Providing employees and PhD students with access to legal consultations	Legal services of a law office and a lawyer were used on an ongoing basis.	Law Office Lawyer