



HR EXCELLENCE IN RESEARCH

REPORT 2025

Gender Equality Plan for the Institute of Geophysics, Polish Academy of Sciences



**Institute of Geophysics
Polish Academy of Sciences**

Goal 1: Striving for an equitable HR Policy in recruitment, employment, and career development

Action 1.1: Collecting data on the percentage of men and women in all decision-making bodies, expert and review committees

- Total number of employees: Women – 82, Men – 108
- Number of research staff and PhD students: Women – 41, Men – 73
- Scientific Council – term 2023–2026: 9 women, 29 men
- Advisory Board: 1 woman, 4 men
- In 2025, 8 recruitment committees were appointed; women participated in 6 of them

Action 1.2: Study on the level of remuneration of women and men

- Amendment to the Employee Remuneration Regulations at IG PAS, Order No. 1/2025 of 13th January 2025
- Amendment to the Employee Remuneration Regulations at IG PAS, Order No. 18/2025 of 17th November 2025

Goal 2. Increasing awareness among IG PAS' employees and PhD students in the field of gender equality, counteracting mobbing & discrimination

Action 2.1: Conducting training sessions on gender equality and equal treatment principles, including gender-based issues, for IG PAS' employees and PhD students

- Training on COUNTERACTING DISCRIMINATION IN THE WORKPLACE – 10th June 2025, 17th June 2025, 26th June 2025, 9th July 2025; number of participants: 33

Action 2.2: Directory Board's statement on a zero-tolerance policy for mobbing, discrimination, gender-based violence, and sexual harassment

- Statement of the Directory Board of IG PAS of 4th December 2025

Action 2.3: Establishing a reporting system for misconduct related to gender-based discrimination and violence, including sexual harassment

- Number of reports received: 2

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Action 2.4: Appointment of a Trust Ombudsman

- Order No. 16/2025 of the Director of IG PAS of 17th October 2025, on the appointment and scope of activities of the Trust Ombudsman at IG PAS
- Number of complaints received: 0

Goal 3. Supporting work-life balance for IG PAS' employees and PhD students

Action 3.1: Collecting data on granted benefits under the Institutional Social Benefits Fund (ZFSS)

Co-financing for kindergartens	Number of beneficiaries in 2025: 4 people
Co-financing for culture (entrance tickets to theatre, cinema, etc.)	Number of beneficiaries in 2025: 100 people
Co-financing for vacation	Number of beneficiaries in 2025: 74 people
Co-financing for the Fit Profit sports card	Number of beneficiaries in 2025: 66 people
0% loans for housing purposes	Number of beneficiaries in 2025: 5 people
Ad hoc, non-repayable financial assistance provided in connection with an unexpected event	Number of beneficiaries in 2025: 17 people

Action 3.2: Burnout prevention program

- Training on COUNTERACTING BURNOUT – 10th December 2025;
number of participants: 30 people

Goal 4. Incorporating gender dimension in conducted scientific activities

Action 4.1: Training on incorporating gender dimension into scientific research and innovation

- Implementation date: 2026-2030