



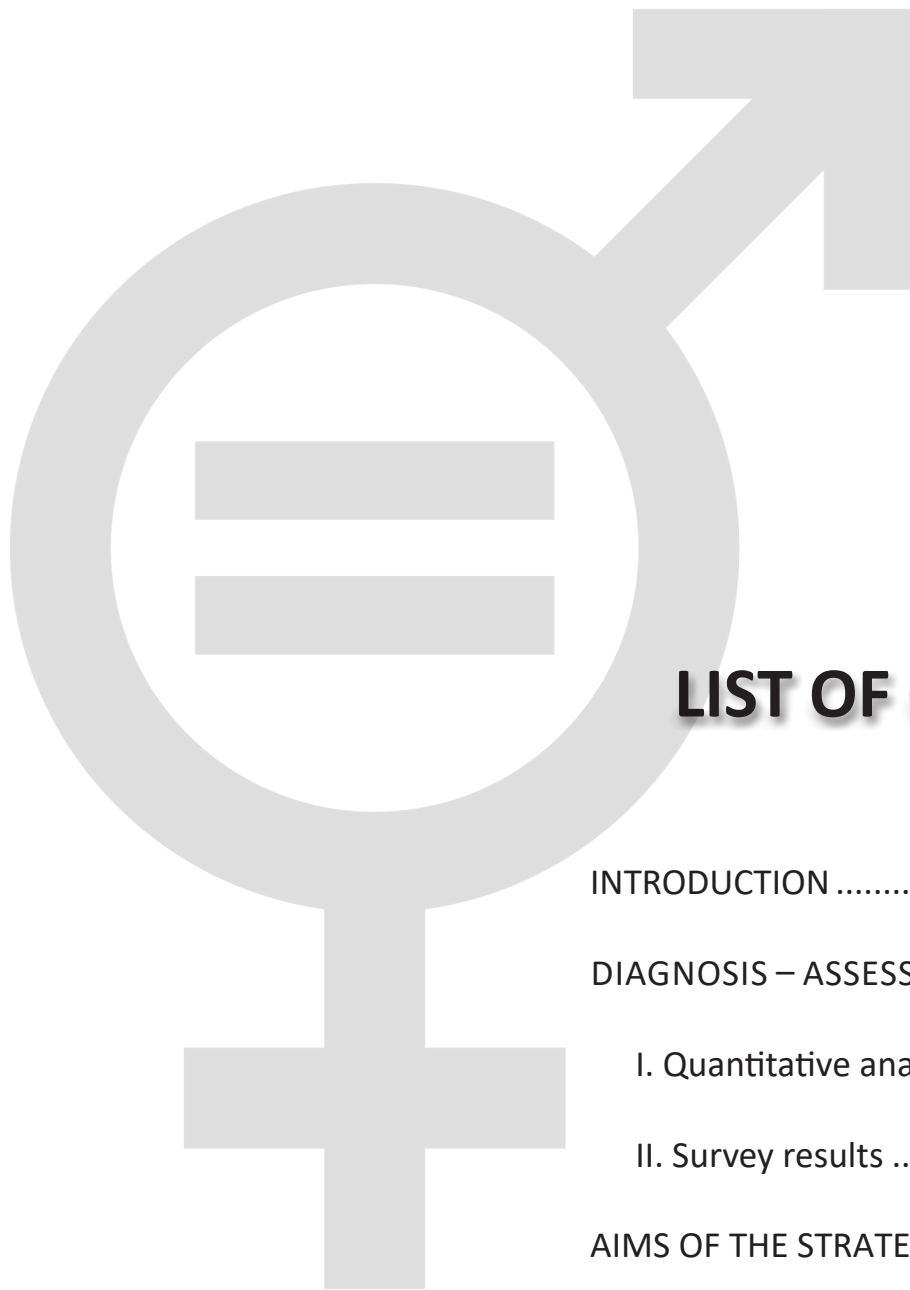
Institute of Soil Science
and Plant Cultivation
State Research Institute

GENDER EQUALITY PLAN

FOR THE INSTITUTE OF SOIL SCIENCE AND PLANT CULTIVATION STATE RESEARCH INSTITUTE

FOR THE YEARS 2022–2031





LIST OF CONTENTS

INTRODUCTION	3
DIAGNOSIS – ASSESSMENT OF THE SITUATION ...	5
I. Quantitative analysis	5
II. Survey results	11
AIMS OF THE STRATEGY	13
SUMMARY AND CONCLUSIONS.....	16
Sources	17



INTRODUCTION

The general goal of the Gender Equality Plan of IUNG-PIB is to create a comfortable workplace for all employees, providing opportunities for scientific development while respecting the principles of equality, beliefs, sexual orientation, etc. We want to achieve this goal by raising employee awareness in the area of gender equality, mobbing and discrimination. Our efforts are also aimed at integrating the scientific community and improving cooperation within interdisciplinary research teams, which will undoubtedly translate into the quality of our research and research projects.

IUNG-PIB has been implementing the equal opportunities policy for many years, which has been confirmed by the „HR Excellence in Research” award. Implementing the assumptions of HRS4R, the Institute introduced internal regulations taking into account the requirements of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers OTM-R (Open, Transparent and Merit based Recruitment), including the Procedure for Combating Mobbing and Discrimination along with the Equal Opportunities Policy, which regulates, among others, non-discrimination on the basis of sex. The Rules and Regulations were also introduced, setting out the principles and procedures for conducting competitions for scientific posts. The Institute’s Disciplinary Committee is elected democratically by all staff members.

IUNG-PIB, through activities strengthening gender equality, pursues a policy in line with the European Commission’s objectives for gender equality in research (Strategy for Gender Equality 2020–2025).

The assumptions of the IUNG-PIB Gender Equality Plan are based on guidelines contained in national and EU documents, such as:

1. Directive 76/207/EEC on equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (as amended in 2002);
2. Directive 75/117/EEC on the application of the principle of equal pay for men and women;
3. European Commission Communication on Strengthening the European Research Area (2012) (Directive 2006/54/EC);
4. The Anti-discrimination Standard (2016) opined by the President of the General Council for Science and Higher Education;
5. The Third EU Gender Action Plan (GAP III) – An ambitious programme for gender equality and women’s empowerment in the EU’s external action;
6. EU Strategy for Gender Equality 2020–2025;
7. European Charter for Researchers.

GAP III states that gender equality is a fundamental value of the EU and a universally recognised human right and is essential for well-being, economic growth, prosperity, good governance, peace and security. All people, in all their diversity, should be able to live freely as they choose, to develop socially and economically, and to engage in active citizenship and leadership as equals.

It is important to remember that the principle of equal opportunities applies to both women and men. Respecting it covers, inter alia, social life and implies actions aimed at counteracting negative gender stereotypes and inequalities in various aspects of social life.

The IUNG-PIB Gender Equality Plan was developed on the basis of a quantitative analysis of the employment of women and men in specific job groups, management of research topics and scientific projects. In order to diagnose potential problems, a survey was

conducted among employees in the area of gender equality and discrimination, as well as public consultations aimed at identifying systemic solutions recommended by the institutional community to improve the situation in terms of gender equality.

The result of these activities is the development of a strategy for the period 2022–2031.

The implementation and realization of the strategy have been divided into the following stages:

- reviewing existing internal regulations, amending them or introducing new ones in order to strengthen the Institute's equality policy;
- implementing the objectives set out in the strategy;
- reviewing the gender equality situation at the Institute after the changes have been made.





DIAGNOSIS – ASSESSMENT OF THE SITUATION

I. QUANTITATIVE ANALYSIS

1. Gender distribution among people working at IUNG-PIB

Table 1

Gender distribution among people working at IUNG-PIB
in scientific and service departments in 2020 (as at 31.12.2020)

Unit	Total	Women (w)	Men (m)	% w	% m
Scientific departments					
Dept. of Agrometeorology and Applied Informatics	9	3	6	33	67
Dept. of Biochemistry and Crop Quality	15	9	6	60	40
Dept. of Bioeconomy and Systems Analysis	17	9	8	53	47
Dept. of Herbology and Plant Cultivation Techniques	30	16	14	53	47
Dept. of Plant Breeding and Biotechnology	19	16	3	84	16
Dept. of Soil Science Erosion and Land Conservation	29	17	12	59	41
Dept. of Agricultural Microbiology	14	11	3	79	21
Dept. of Systems and Economics of Crop Production	17	4	13	24	76
Dept. of Forage Crop Production	9	6	3	67	33
Dept. of Cereal Crop Production	14	10	4	71	29
Dept. of Plant Nutrition and Fertilization	16	10	6	63	38
Total	189	111	78	59	41
Research support departments					
Dept. of Research Support	6	6	0	100	0
Scientific Secretary	4	4	0	100	0
Dept. of Extension and Information	14	6	8	43	57
Main Chemical Laboratory	22	19	3	86	14
The Center of Computer Network PULMAN	5	1	4	20	80
Total	51	36	15	71	29

Unit	Total	Women (w)	Men (m)	% w	% m
General service departments					
Finance and Accounting Unit	11	11	0	100	0
Administrative Unit	13	8	5	62	38
Dept. of Public Tender	6	4	2	67	33
Dept. of Investments and Maintenance	10	1	9	10	90
Director Secretary	2	2	0	100	0
Archives	2	2	0	100	0
Total	44	28	16	64	36
Independent Positions	4	2	2	50	50
Directorate of the Institute	4	2	2	50	50
Total IUNG-PIB	292	179	113	61	39

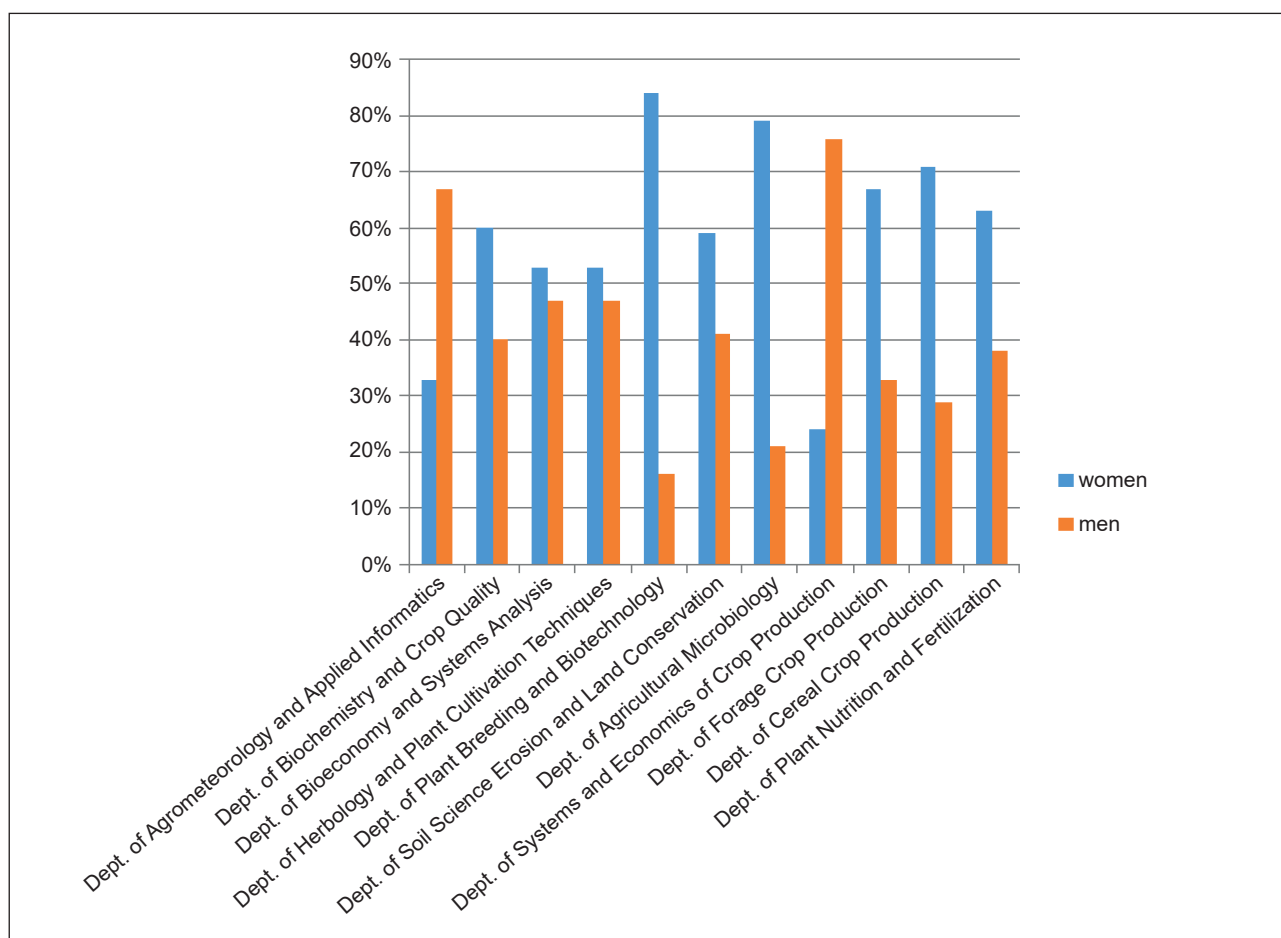


Figure 1. Gender distribution in scientific departments

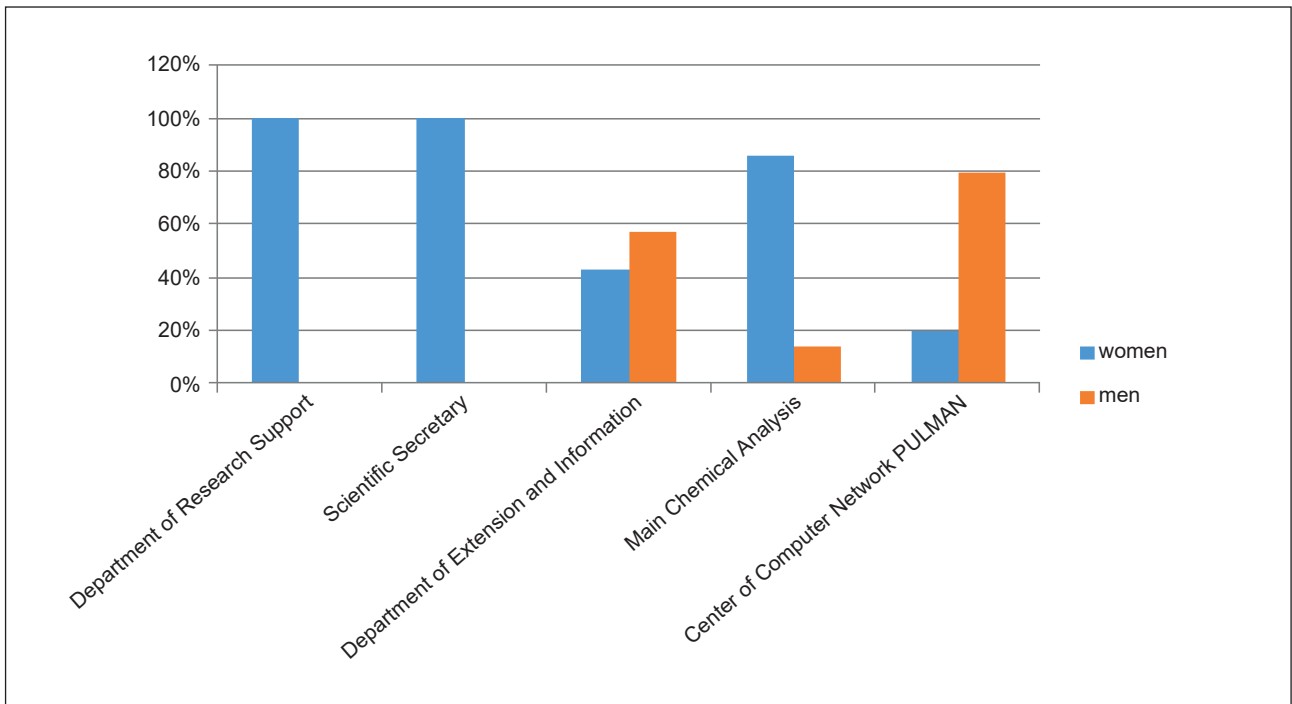


Figure 2. Gender distribution in research support departments

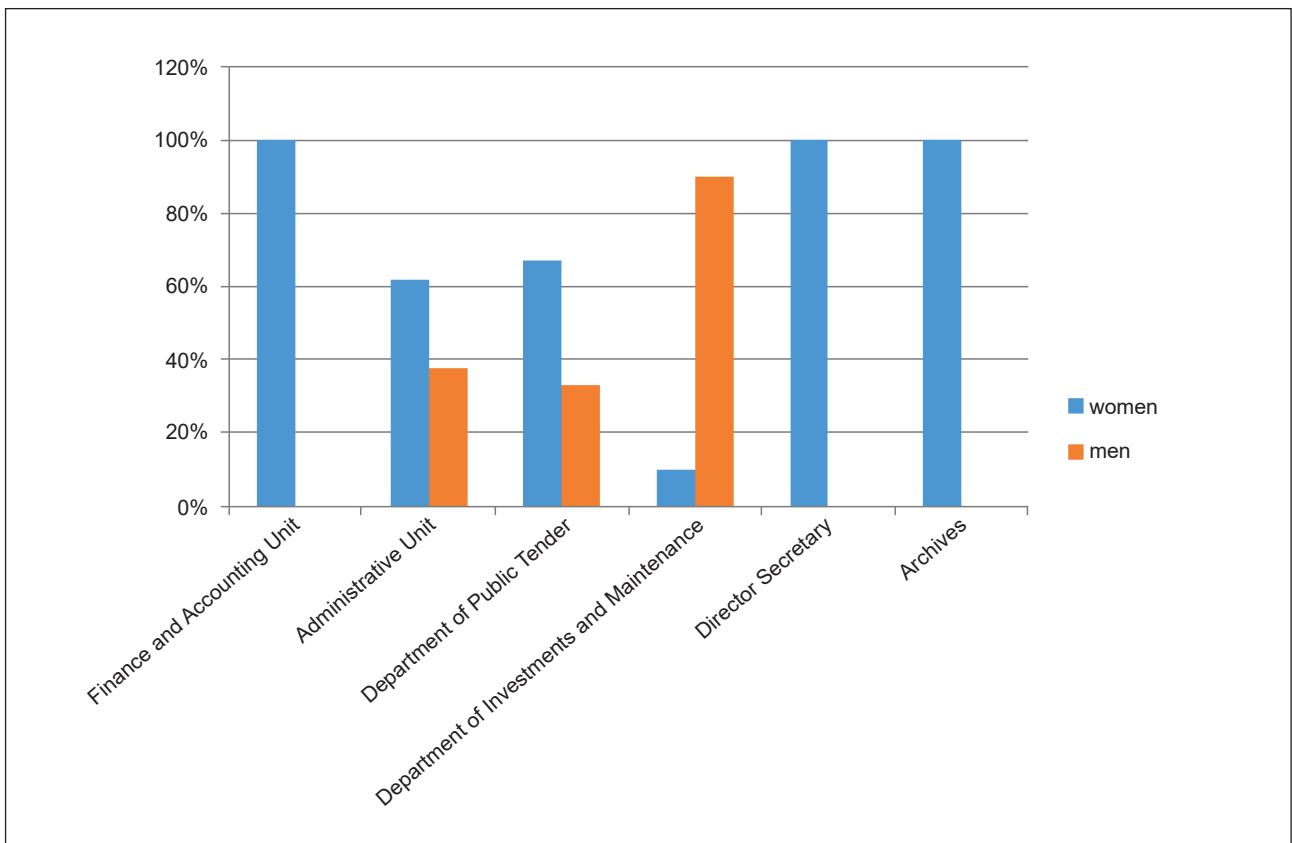


Figure 3. Gender distribution in general service departments

2. Gender distribution among staff working in scientific positions

At the end of 2020, IUNG-PIB employed 292 people, of which 61% were women (Table 2). The gender balance in departments varies and results from the specific nature of the activities of individual organizational units.

In research service departments, women constitute the dominant group. The groups of scientific, and technical research employees, are generally the most balanced in terms of gender.

Table 2

Gender distribution among people working at IUNG-PIB by position in 2020

Position	Total	Women (w)	Men (m)	% w	% m
Professors	19	8	11	42	58
Professors IUNG-PIB	11	5	6	45	55
Adjuncts (with doctoral degree)	18	13	5	72	28
Adjuncts (with doctor habilitated degree)	8	5	3	63	38
Assistants	16	9	7	56	44
Total scientific employees	72	40	32	56	44
Technical research specialists	15	9	6	60	40
Total scientific, and technical research staff	87	49	38	56	44
Employees on other positions	205	129	76	63	37
Total employment	292	178	114	61	39

The Scientific Council is a collegiate body whose competencies are defined in the Act on Research Institutes. The composition of the Scientific Council is the result of elections made by the Institute's employees. Once the Scientific Council is constituted, individual Commissions are appointed from among its members. With regard to the process of selecting members of the Scientific Council and individual Commissions, the issue of gender balance in the board of the Scientific

Council is the result of election decisions of the Institute's employees only, which the Institute's Management has no influence on (Table 3). Moreover, according to the provisions of the Act on research institutes, at least 50% of the Council's board are persons who are not employees of the Institute, which is approved by the Minister of Agriculture and Rural Development. The Institute's employees, therefore, have a real influence on only half of the composition of the Scientific Council.

Table 3

Gender distribution among members of the Scientific Council of IUNG-PIB (term 2017–2021)

Specification	Total	Women (w)	Men (m)	% w	% m
Scientific Board	30	9	21	30	70
Scientific Council (elected members of IUNG-PIB)	15	5	10	33	67
Presidium of the Scientific Council	6	1	5	17	83
Committee on Doctoral Dissertations and Academic Staff Development	9	1	8	11	89
Committee on Scientific Staff Development	9	1	8	11	89
Research and Development Committee of the Institute	5	1	4	20	80
Economic and Financial Affairs Committee	5	2	3	40	60

In the management staff of IUNG-PIB, 55% of the managerial positions in scientific institutions are held by women (Table 4).

It can be concluded that gender equality is maintained in this area.

Table 4

Gender distribution among managerial functions in scientific and service departments of IUNG-PIB in 2020

Managers	Total	Women (w)	Men (m)	% w	% m
Scientific departments	11	6	5	55	45
Research support departments	5	4	1	80	20
General service departments	4	3	1	75	25



3. Gender distribution among research project managers

A quantitative analysis of research teams shows that the topics carried out within the framework of statutory activities are developed mainly by women (65%) (Table 5), who in the vast majority also hold the position of head of these research teams (73%) (Table 6).

Gender parity is evident when it comes to managing research projects – women (55%) and men (45%). Men predominate in managing international projects. Women mainly lead national projects (89%) (Table 7).

Table 5

Gender distribution among teams carrying out research topics within statutory activity in 2021

Symbol of topic	Total number of team members	Women (w)	Men (m)	% w	% m
1.22	4	3	1	75	25
1.24	4	2	2	50	50
1.26	4	3	1	75	25
1.27	7	4	3	57	43
2.31	10	7	3	70	30
2.35	2	2	0	100	0
2.38	7	5	2	71	29
2.39	7	4	3	57	43
2.40	4	4	0	100	0
2.41	5	4	1	80	20
2.43	3	3	0	100	0
2.44	6	4	2	67	33
2.45	9	3	6	33	67
3.19	6	1	5	17	83
3.20	4	4	0	100	0
Total	82	53	29	65	35

Table 6

Gender distribution among team leaders carrying out research topics under statutory activities in 2021

Managers of statutory topics	Women (w)	Men (m)	% w	% m
Total – 15	11	4	73	27

Table 7

Gender distribution among research project managers

Symbol of topic	Total managers	Women (w)	Men (m)	% w	% m
NCN projects	9	8	1	89	11
NCBiR projects – BIOSTRATEG, GOSPOSTRATEG	7	3	4	43	57
NCBiR projects – INTELLIGENT DEVELOPMENT	2	1	1	50	50
NCBiR projects – ERA-NET SUSFOOD2, ERA-NET CORE ORGANIC COFUND	1	0	1	0	100
Operational programme smart growth	1	0	1	0	100
Project funded by the Ministry of Science and Higher Education/Ministry of Education and Science	1	0	1	0	100
Project financed by the Ministry of Agriculture and Rural Development	1	1	0	100	0
Projects under the HORIZON 2020 programme	8	3	5	38	63
Project financed by the BIO-BASED INDUSTRIES JOINT UNDERTAKING	1	0	1	0	100
Other international projects	1	1	0	100	0
Project under the COOPERATION Programme	1	1	0	100	0
Total	33	18	15	55	45

II. SURVEY RESULTS

179 people took part in the survey, of which 116 women; 52% of the respondents were scientific and research-technical staff. The purpose of the survey was to diagnose problems in the area of gender equality, as well as in relation to experiences of discrimination, sexual harassment and combining work and family life, and possibilities for support in this area.

The survey shows that 19% of respondents perceive inequality of opportunity between women and men as a social problem, while 27% of respondents answered „rather yes”. The question „Who do you think is more threatened by the problem of inequality of opportunity for women and men?” was

answered in the following way: women (53%), men (3%), it is difficult to say (17%), while 25% do not see such problem.

To the question „Have you ever felt excluded in your work environment because of your gender?” 12% of respondents answered „yes”, 86% „no”. 32% of respondents felt that their gender limits their opportunities for professional and social careers, while 49% felt that it does not.

To the question „Does your unit implement equal opportunities policies/programmes?” 19% of respondents answered „yes”, while 69% „don’t know”. 1% of respondents found the actions taken to be very good, 14% as

good and sufficient, 75% had no opinion and 7% rated the activities as not sufficient.

Respondents drew attention to the problem of combining work and parenthood. 37% of respondents felt that maternity leave and breaks from work due to child-rearing had a negative impact on women's careers, while 47% felt that they had no impact. In the case of men, a negative impact was indicated by 17% of respondents, and the answer „no impact” was marked by 69%.

Of those who took part in the survey, 20% needed financial support from the Institute due to their family situation. To the question „In your opinion, is there any systemic facilitation at the Institute to enable you to meet your family commitments (e.g. nursery, flexible working hours)?” 53% of respondents answered „yes”, 40% think that specific facilitations should be introduced to take into account the family commitments of researchers.

Another issue diagnosed among employees, was the problem of wage inequality between men and women. When asked about it, respondents said the following: According to their knowledge, salaries at the same or similar positions at the Institute are: lower for women (23%), lower for men (3%), the same (26%), don't know, or hard to say (46%). It should be borne in mind that differences in remuneration between men and women are one of the manifestations of discrimination and gender inequality at the workplace, therefore data on basic salaries for individual jobs were analyzed by women and men. The analysis shows that in general, women earn 5% less than men. The biggest difference can be seen in the basic salary for the position of assistant (MSc), where men earn 16% more than women; followed by professor – 14%, administrative positions – 13%, adjunct – 11%, engineering and technical and laborer positions – 4%. Women earn more (4%) in only one group – managers, independent positions.

Discrimination is another issue that was covered by the survey. To the question „Have you been informed in your current workplace about the prohibition of discrimination in the workplace?” 50% of respondents answered „yes” or „rather yes”. The study also found that a small percentage of employees had been affected by discrimination in the workplace. Discrimination on the basis of gender was experienced by 8% of respondents, 8% knew of such cases and 14% heard of them. Other forms of discrimination experienced by respondents included: aggressive behaviour (9% „yes”, 6% „rather yes”); ambiguous comments, inappropriate jokes (9% „yes”, 3% „rather yes”); inadequate remuneration (26% „yes”, 17% „rather yes”); excessive workload (16% „yes”, 10% „rather yes”). To the question „Have you personally (or another person working at the Institute that you know of) experienced inappropriate sexual advances made at work or during work-related meetings (business trips) by a superior/supervisor?” the respondents answered: yes (6%), rather yes (3%), hard to say (7%), rather no (14%), no (70%).

A small percentage of employees witnessed offensive remarks about religion or sexual orientation. According to the respondents, women are more often discriminated against in society (56%), 39% said that each sex is discriminated against comparably, and 2% said that men are discriminated against. The respondents said that the discriminating party in society happens to be each gender comparably (64%), men (24%), or women (9%). According to the survey, 33% of employees felt that they could count on help at their workplace if they experienced discrimination.

The survey also asked respondents to identify effective educational activities aimed at combating discrimination. Most respondents indicated training (40%) and legal advice (27%) in this area).



AIMS OF THE STRATEGY

The European Commission has defined five key areas for achieving gender equality in research and innovation that should be covered by the Gender Equality Plan. These Include:

1. Work/life balance and organizational culture of the institution;
2. Gender balance in management and decision-making bodies;
3. Gender equality in recruitment and career development;
4. Integration of gender issues in research and teaching content;
5. Measures against gender-based violence, including sexual harassment.

AIMS OF THE IUNG-PIB GENDER EQUALITY PLAN

Aim 1: Measures to strengthen the work-life balance and organisational culture of the institution

Beneficiaries:

- IUNG-PIB staff.

Actions:

- monitoring the participation of women and men in grant competitions, projects and research topics;
- monitoring the participation of women and men in the procedure for the initiation of doctoral dissertations, the procedures for conferring the academic

degree of doctor habilitated and the title of professor;

- monitoring the participation of women and men as speakers in seminars, workshops and scientific conferences organized at IUNG-PIB;
- organization of lectures and seminars on women's careers in science;
- development of a scheme to subsidize nurseries.

Measuring tools:

- number of educational meetings;
- gender-based reporting on wages and other employee benefits, statistical analyses;
- gender report and criterion of employment based on forms of employment and/or flexible working time, statistical analysis;

- number of parents benefiting from financial support for childcare while working.

Responsible units:

- HR officer;
- Gender equality officer.

Aim 2: Actions for a balanced gender representation in management and decision-making bodies

Beneficiaries:

- IUNG-PIB staff.

Actions:

- reviewing, updating, and developing internal procedures for gender balance in management and decision-making bodies.

Measuring tools:

- statistical report on the participation of women and men in the management and Committees of the Scientific Council.

Responsible units:

- Directorate;
- HR officer;
- Gender equality officer.

Aim 3: Measures to improve gender equality in recruitment and staff development

Beneficiaries:

- applicants for scientific positions at IUNG-PIB;
- candidates for doctoral school.

Actions:

- reviewing and updating existing procedures.

Measuring tools:

- statistical report on the participation of women and men in recruitment and consultation processes for scientific positions.

Responsible units:

- HR officer.

Aim 4: Actions against gender-based violence, including sexual harassment

Beneficiaries:

- IUNG-PIB staff.

Actions:

- appointment of a gender equality officer;
- the establishment of a permanent Anti-discrimination and Anti-mobbing Commission;
- reviewing and updating the anti-discrimination and anti-mobbing procedure, which makes it possible to report unwanted harassment and discrimination both by the person who has experienced the discrimination and by the head of the organisational unit to the gender equality officer;
- trainings and workshops on counteracting stereotypes, prejudices, discrimination, harassment;

- introducing equality language in the internal legal acts of IUNG-PIB.

Measuring tools:

- report on the number of reports (complaints) from women and men to the gender equality officer (statistical analysis);
- report on the number of training sessions and workshops on counteracting stereotypes, prejudices, discrimination and harassment.

Responsible units:

- Directorate of IUNG-PIB;
- Gender equality officer;
- Anti-discrimination and Anti-mobbing Commission.





SUMMARY AND CONCLUSIONS

According to the report on gender equality in the European Union issued in 2020, Poland has a gender equality index of 55.5%, which places our country in 25th position out of 29 countries in the ranking. The European Commission has assumed that one of the objectives of the Horizon Europe Programme is to ensure the support of gender equality in public research organisations across the EU.

IUNG-PIB, through actions strengthening gender equality, pursues a policy in line with the European Commission's objectives for gender equality in research (Strategy for Gender Equality 2020–2025).

The planned actions aim to raise awareness on gender equality, equal opportunities for women and men. They will promote appropriate attitudes in the field of anti-discrimination and its effects and reinforce pro-equality attitudes.

The introduction of a gender equality officer and a permanent Anti-discrimination and

Anti-mobbing Commission will speed up the process of reporting possible undesired actions and phenomena in the field of gender equality policy and the prevention of mobbing and its consequences.

The IUNG-PIB Gender Equality Plan is another systemic solution aimed at conducting a friendly labour policy and a high work culture.

The planned solutions will facilitate the reconciliation of work and parental life for women and men and will help to counteract and prevent discrimination and exclusion.

IUNG-PIB will take measures aimed at improving the situation in the area of wage differences between women and men in the same positions, with the same qualifications and performing the same quality work.

Conducting regular training will contribute to raising awareness of gender equality among employees.

SOURCES

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