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# Report on the Implementation of the Gender Equality Plan for the Institute of Political Studies of the PAS for 2023-2024

## Introduction

This report on the implementation of the Gender Equality Plan for the Institute of Political Studies of the Polish Academy of Sciences (IPS PAS) for 2023-2024 was prepared based on an analysis of aggregated personnel data provided by the Personnel Department of the IPS PAS, a review of existing documents and internal regulations of the Institute, and the results of a survey conducted among the Institute's employees between 5 and 14 May 2025.

The implementation status of the Plan for 2023-2024 is described in relation to the objectives set out in this document:

1. increasing gender balance in decision-making bodies;
2. promoting equality in the recruitment and career development process;
3. strengthening an organizational culture that promotes equality and work-life balance;
4. promoting the inclusion of gender aspects in scientific research;
5. preventing harassment in the workplace.

This report on the implementation of the Gender Equality Plan for the Institute of Political Studies of the PAS for 2023-2024 will be presented to the Scientific Council of the IPS PAS by the Equal Opportunity Officer no later than the end of the third quarter of 2025.

## Implementation Status of the Plan for 2023-2024 in Relation to the Stated Objectives

### Objective 1: Increasing Gender Balance in Decision-Making Bodies

As a result of measures aimed at encouraging women to stand for election to the Scientific Council of the IPS PAS, the representation of this group in the Scientific Council of the 10th term (2023-2026) has improved significantly. Women constitute 33.3% of its members (compared to 15% in the Scientific Council of the 9th term, 2019-2022). The share of women among Council members elected from outside the Institute's staff has also increased and currently stands at 30% (compared to 13% in the Scientific Council of the 9th term). In the presidium of the Scientific Council of the 10th term, as in the 9th term, gender parity has been maintained (currently, women hold the positions of Vice-Chair and Secretary).

In the Scientific Council of the 10th term, compared to the 9th term, the share of women on the Council's committees has increased significantly (currently 35%, compared to 15% in 2022). Currently, women are represented on all committees of the Scientific Council, and one of them (the Ethics Committee) is chaired by a woman.

In the context of gender balance in decision-making bodies, it is important to note that the management team of the IPS PAS for the 2025-2028 term includes a woman serving as acting Deputy Director for Scientific Affairs. Women currently account for 25% of department heads (2 women and 6 men).

Compared to 2022, the representation of women in working groups appointed by the Director of the IPS PAS has improved: the newly created positions of Head of Publications and Equal Opportunity Officer at the Institute have been filled by women. The Equal Opportunity Officer also serves as the elected Employee Representative.

**Table 1. Status of Objective 1 and Achieved Indicators in Relation to the GEP for 2023-2024**

| Action | Indicators Set in the GEP for 2023-2024 | Status of Implementation and Achieved Indicators in Relation to the GEP for 2023-2024 | Other Actions Implemented and Achieved Indicators Not Provided for in the GEP for 2023-2024 |
|---|---|---|---|
| Increasing the representation of women on the Scientific Council of the IPS PAS | - Increasing the share of women from outside the IPS to at least 30%<br>- Gender parity in the presidium of the Scientific Council | Fully implemented:<br>- The share of women in the Scientific Council of the 10th term (2023-2026) is 33.3%<br>- The share of women from outside the IPS in the Scientific Council of the 10th term is 30%<br>- Gender parity has been maintained in the presidium of the Scientific Council (women hold the positions of Vice-Chair and Secretary) | - Increased participation of women on the committees of the Scientific Council to 35% (compared to 15% in 2022) |
| Ensuring balanced gender representation in working and advisory groups appointed by the Director | | - Improvement of women's representation in working groups (appointment of women as the Equal Opportunity Officer and Head of Publications)<br>- More balanced gender representation in the management team—inclusion of a woman in the management team (acting Deputy Director for Scientific Affairs) | |

| Action | Indicators Set in the GEP for 2023-2024 | Status of Implementation and Achieved Indicators in Relation to the GEP for 2023-2024 | Other Actions Implemented and Achieved Indicators Not Provided for in the GEP for 2023-2024 |
|---|---|---|---|
| Ensuring balanced gender representation in competition committees appointed by the Director | | - The representation of women reflects the employment structure in the unit | |

*Source: own study.*

## Objective 2: Supporting Equality in the Recruitment and Career Development Process

An analysis of personnel data on the representation of women and men in individual academic positions at the IPS PAS shows that the higher the rank, the lower the percentage of women. At the end of April 2025, women accounted for 31.7% of junior academic staff (assistants and lecturers), while men accounted for 68.3%. Among senior researchers (associate professors and full professors), the disparity is even greater: 29.1% women and 70.9% men. However, compared to 2022, while the disparities between women and men employed in junior academic positions have not changed significantly (in 2022 the Institute employed 32% women and 68% men as assistants and assistant professors), the share of women among senior researchers has increased slightly (by 5.1 percentage points). In 2022, women accounted for 24% and men for 76% of senior researchers. The disparities in the representation of women and men in academic positions remain pronounced among full professors: at the end of April 2025, 15 men and only 2 women were employed in this position, which, however, represents some change compared to 2022 (in 2022, the Institute employed 16 men and 1 woman as full professors).

Further analysis of personnel data showed that, compared to 2022, the Institute has achieved a more balanced representation of both men and women in the groups of junior and senior researchers. Currently, women account for 59.1% of junior researchers (men account for 40.9% of junior researchers) and 40.8% of senior researchers (men account for 59.2% of senior researchers). This means that the significant disparities that were visible in 2022 have diminished.[1]

[1] According to data contained in the Gender Equality Plan for the Polish Academy of Sciences for 2023-2024 (p. 4), in 2022 men were proportionally represented in junior and senior positions (53% and 47% respectively), but in the case of women there were significant disparities (62% and 38% respectively).

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**Table 2. Status of Implementation of Objective 2 and Achieved Indicators in Relation to the GEP for 2023-2024**

| Action | Indicators Set in the GEP for 2023-2024 | Status of Implementation and Achieved Indicators in Relation to the GEP for 2023-2024 | Other Actions Implemented and Achieved Indicators Not Provided for in the GEP for 2023-2024 |
|---|---|---|---|
| Promoting balanced gender representation in departments/teams and disciplines | - Adoption of new regulations for recruitment to academic positions, including a template for job advertisements | Fully implemented | - Women are employed in all departments |
| Ensuring balanced gender representation in panels, seminars, and conferences organized by the IPS PAS | - Number of panels/seminars/conferences where women account for 30% of participants<br>- Number of panels/seminars/conferences where women are not represented | - Ensuring 30% representation of women in panels/seminars/conferences organized by the Institute not always possible due to the autonomy of research topics chosen by IPS employees<br>- Women participated in every panel/seminar/conference organized by the Institute | |
| Identification of mentoring needs at key career stages | - Survey<br>- Number of individual consultations<br>- Number of mentoring meetings (individually or in groups) | - In 2025, the survey addressed to all IPS employees was expanded to include a set of questions concerning opinions on the possibility of obtaining grants through the IPS PAS. Employees were also asked about their expectations regarding opportunities to improve their skills.<br>- Individual consultations conducted by doctoral supervisors | |

*Source: own study.*

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## Objective 3: Strengthening an Organizational Culture that Promotes Equality and Work-Life Balance

In 2023-2025, the Institute maintained a consistent set of mechanisms enabling the harmonization of professional and family life, which consisted of: the possibility of changing the start or end time of work due to family and care responsibilities; the possibility of using library resources from home computers; the possibility of handling certain employee matters via e-mail; and the possibility of performing professional duties remotely. As shown in the Gender Equality Plan for the IPS PAS for 2025-2027, the use of these mechanisms among employees was significant (ranging from 30% to over 90%, depending on the mechanism) (for more information, see the Gender Equality Plan for the IPS PAS for 2025-2027).

The mechanisms promoting work-life balance were also elaborated at the Institute to include the possibility of a proportional reduction in the required number of points in the periodic assessment of employees who, during the reporting period, took advantage of statutory breaks related to the birth and upbringing of a child. This was in response to a request made by employees in a 2022 survey. In the May 2025 employee survey, this mechanism was assessed as providing genuine support to parents returning to the labor market after a break related to the birth of a child (see Gender Equality Plan for the IPS PAS for 2025-2027).

**Table 3. Status of Implementation of Objective 3 and Achieved Indicators in Relation to the GEP for 2023-2024**

| Action | Indicators Set in the GEP for 2023-2024 | Status of Implementation and Achieved Indicators in Relation to the GEP for 2023-2024 | Other Actions Implemented and Achieved Indicators Not Provided for in the GEP for 2023-2024 |
|---|---|---|---|
| Appointment of an Equal Opportunity Officer to monitor gender equality issues and implement commitments under the GEP | Director's decree | By way of a personnel decision resulting from the adoption of the Regulations to Combat Discrimination and Mobbing at the IPS PAS, which entered into force by Resolution No. 74 of the IPS PAS Scientific Council of 13.12.2024, the Director of the IPS PAS appointed an Equal Opportunity Officer | |
| Improving the competence of management and | In 2023, three training courses were held at the IPS PAS: 1. Training | | |

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|---|---|---|---|
| employees in the field of gender equality and diversity management through training and exchange of experiences and good practices | on gender equality (60 people); 2. Anti-mobbing training (60 people); 3. Training on cultural differences (5 people). IPS PAS has training materials available for employees to view upon request. | | |
| Systematic consideration of conditions related to care responsibilities in the rules for evaluating research staff | - Introduction of changes to the regulation on the evaluation of employees | Regulations for the Periodic Evaluation of IPS PAS Researchers dated 23.06.2023 (IPS PAS Council Resolution No. 22 of 23.06.2023, approved by PAS Vice-President Dariusz Jemielniak on 24.10.2023). | |
| Development and implementation of a comprehensive remote working and flexible working time system | Director's decree | In progress | Postponed for implementation in the Gender Equality Plan for the IPS PAS for 2025-2027 |

*Source: own study.*

## Objective 4: Promotion of Incorporating a Gender Dimension in Scientific Research

The Gender Equality Plan for the Institute of Political Studies of the PAS for 2023-2024 identifies strengthening the gender dimension in the Institute's research as one of its objectives. After reviewing the scientific activity carried out at the Institute in comparison with other units with a similar disciplinary profile, it was concluded that at the IPS PAS, the topic of gender as a category of historical and socio-political analysis was rarely addressed.

Similar conclusions can be drawn after reviewing the Institute's scientific activity in 2025. However, when explaining this state of affairs, it should be borne in mind that the IPS PAS is perceived by its employees as a place that affords them considerable freedom in choosing research topics. As many as 84.8% of employees who took part in the survey in May 2025 agreed with this statement (including 73.9% who "strongly" agreed and 10.9% who "somewhat" agreed); only 2.2% of respondents disagreed, and these were only moderately negative opinions (the "rather disagree" option instead of "strongly disagree"); 13% of respondents indicated that this question did not apply to them (these were administrative employees).

Importantly, the results of the 2025 survey confirm the findings from 2022, when the Institute's employees saw threats to scientific autonomy not so much within the Institute itself, but primarily in external factors, both in relation to the broadly understood political activity of public authorities (*politics*) and the implementation of scientific policy by the government and public administration (*policy*).

It can therefore be concluded that the relatively rare undertaking (compared to other research topics at the Institute) of topics related to gender issues by the Institute's employees is primarily due to their interest in other research topics and the possibility of freely pursuing them thanks to the significant autonomy in this area guaranteed to them by the Institute.

**Table 4. Status of Objective 4 and Achieved Indicators in Relation to the GEP for 2023-2024**

| Action | Indicators Set in the GEP for 2023-2024 | Status of Implementation and Achieved Indicators in Relation to the GEP for 2023-2024 | Other Completed Activities and Achieved Indicators Not Provided for in the GEP for 2023-2024 |
|---|---|---|---|
| Development and dissemination of information on introducing a gender dimension in research and grant applications in accordance with the applicable European Commission guidelines | Information is sent out regularly on events/training courses organized by external institutions concerning, among other things, the inclusion of a gender dimension in grant applications submitted in Horizon Europe competitions (this is part of virtually every training course on the preparation of Horizon Europe grant applications). The topic was also part of the training course on gender equality. | | |

| Action | Indicators Set in the GEP for 2023-2024 | Status of Implementation and Achieved Indicators in Relation to the GEP for 2023-2024 | Other Completed Activities and Achieved Indicators Not Provided for in the GEP for 2023-2024 |
|---|---|---|---|
| Organization of scientific seminars on aspects of introducing a gender dimension in research | - | Not implemented due to the freedom of researchers to choose their own research topics | |

*Source: own study.*

## Objective 5: Preventing Harassment in the Workplace

Over the past two years, the IPS PAS has developed and implemented a coherent mechanism to prevent harassment in the workplace. This mechanism consists of institutional measures, namely the adoption of the Regulations on Combating Discrimination and Mobbing at the IPS PAS, together with the appointment of an Equal Opportunity Officer by the Director of the Institute, as well as measures to increase staff awareness of preventing harassment in the workplace (workshops and training courses).

In addition, the Institute has developed and implemented *Internal Reporting Regulations*, a uniform document setting out the internal rules for reporting violations of the law and taking follow-up action at the Institute, which was the IPS PAS's response to the national regulations on the protection of whistleblowers adopted on 24 June 2024.

In turn, *the Regulations for Combating Discrimination and Mobbing at the IPS PAS* established the Institute's policy on preventing discrimination and mobbing. In particular, these regulations: define the rules for reporting manifestations of discrimination and mobbing and the procedure for dealing with them; define discrimination and mobbing; specify the Institute's obligations in the field of combating discrimination and mobbing; specify the bodies authorized to act in matters of combating discrimination and mobbing (the Equal Opportunity Officer and the Commission for Reporting Discrimination and Mobbing), including the procedure and manner of their appointment and the actions they take; specify the form, manner, and conditions for reporting discrimination and mobbing; define the actions of the Director of the Institute after the conclusion of proceedings in a case of discrimination and mobbing; and outline the actions of the IPS PAS in disseminating knowledge about the anti-discrimination and anti-mobbing policy in force at the unit.

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**Table 5. Status of Implementation of Objective 5 and Achieved Indicators in Relation to the GEP for 2023-2024**

| Action | Indicators Set in the GEP for 2023-2024 | Status of Implementation and Achieved Indicators in Relation to the GEP for 2023-2024 | Other Actions Implemented and Achieved Indicators Not Provided for in the GEP for 2023-2024 |
|---|---|---|---|
| Development of a comprehensive anti-discrimination and anti-mobbing policy for the IPS PAS | The Regulations for Combating Discrimination and Mobbing at the IPS PAS came into force by Resolution No. 74 of the IPS PAS Council of 13.12.2024 | | |
| Conducting workshops on discrimination, mobbing, and sexual harassment, aimed at broadening knowledge about these phenomena, their recognition, and response | In 2023, IPS PAS organized anti-mobbing training, which was attended by 60 people. The presentation is available. In 2024, internal regulations on combating discrimination and mobbing at the IPS PAS were distributed to employees. | | |

*Source: own study.*

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July 2025