



Gender Equality Plan of the Łukasiewicz Research Network - Electrotechnical Institute for 2022 – 2026

Framework document

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Summary

We are pleased to present the **"Gender Equality Plan of the Łukasiewicz Research Network – Institute of Electrical Engineering for the Years 2022–2026."**

As part of developing the GEP, an assessment was conducted to evaluate working conditions, remuneration, and employees' perceptions of their professional situation and its impact on their private lives at the Łukasiewicz Research Network – Institute of Electrical Engineering. The analyses revealed certain gender-based disparities and highlighted specific expectations for improvements expressed by employees of both genders.

In response to the above issues, the Gender Equality Plan outlines the following objectives:

Objective 1: Reducing the gender pay gap.

Objective 2: Eliminating discriminatory behaviors.

Objective 3: Supporting the career development of women in science.

Objective 4: Facilitating the balance between work and family life.

The Gender Equality Plan includes measures designed to achieve the intended outcomes, as outlined in Chapter 3. The actions specified in the plan are scheduled for implementation during the years 2022–2026, with an internal evaluation planned after two years, in 2024.

Introduction

The "**Gender Equality Plan of the Łukasiewicz Research Network – Institute of Electrical Engineering for the Years 2022–2026**" is both an assessment of the current situation and a roadmap for implementing gender equality measures over the period 2022–2026 (hereinafter referred to as the Gender Equality Plan, GEP, or the Plan).

This document diagnoses the existing situation, identifies gaps, and highlights areas requiring improvement. It outlines actions aimed at ensuring that, within the planned timeframe, the Łukasiewicz Research Network – Institute of Electrical Engineering:

- Becomes a friendly and safe workplace for all, operating with respect for equality and diversity, as these values contribute to scientific advancement.
- Develops and implements best practices and improves internal communication, enabling the dissemination of positive messaging more effectively.
- Establishes mechanisms to identify discriminatory behaviors and creates a system for early intervention.

Research and consultations have revealed that some individuals face challenges that hinder their ability to equally benefit from opportunities for scientific and professional development. These barriers may take the form of gender discrimination, harassment, bullying, or difficulties in balancing work with family life. Such obstacles can slow down scientific careers, particularly for women, and may discourage some from pursuing further professional and scientific growth. Additionally, difficulties in reconciling work and family responsibilities can dissuade fathers striving to engage fully in both spheres.

In all cases, these challenges represent a loss for both the employer and the advancement of science in Poland.

The European Commission outlines the following objectives for its gender equality strategy in research and innovation:

- Supporting gender equality in scientific careers;
- Ensuring gender balance in decision-making processes and bodies;
- Integrating gender dimensions, both biological and social, into research and innovation content.

According to the European Commission's Communication on the Reinforced European Research Area (2012), EU Member States are encouraged to address legal and other barriers to the recruitment, retention, and career development of women in science while fully complying with EU gender equality law (Directive 2006/54/EC). Additionally, efforts should be made to address gender inequalities in decision-making processes and to ensure that at least 40% of the underrepresented gender participate in committees involved in recruitment, career development, and the design and evaluation of research programs.

1. Methodology for working on the GEP

The Gender Equality Plan at the Łukasiewicz Research Network – Institute of Electrical Engineering is based on the following legal foundations:

- Article 18 of the Constitution of the Republic of Poland, concerning the principle of protection and care by public authorities for motherhood and parenthood,
- Article 33 in conjunction with Article 70 paragraphs 4 and 5 of the Constitution of the Republic of Poland, concerning the principle of equality between women and men in family, political, social, and economic life, implemented through the obligation to ensure equal rights for both genders in education, employment (including freedom of work and the prohibition of gender discrimination in its execution), promotions (prohibiting gender discrimination in establishing criteria for managerial positions), equal pay for work of equal value, social security, holding positions, performing functions, and obtaining public dignities and honors,
- Article 73 of the Constitution of the Republic of Poland, concerning the freedom of artistic creation, scientific research and the publication of their results, teaching freedom, and the right to access cultural goods,
- The Act of December 3, 2010, on the implementation of certain provisions of the European Union in the field of equal treatment (Journal of Laws of 2020, item 2156),
- Directive 2006/54/EC of the European Parliament and of the Council of July 5, 2006, on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (OJ EU L.2006.204.23),
- The Convention on the Elimination of All Forms of Discrimination against Women, adopted by the United Nations General Assembly on December 18, 1979 (Journal of Laws of 1982, No. 10, item 71),
- The European Charter for Researchers,
- The Code of Conduct for the Recruitment of Researchers.

As part of the Gender Equality Plan, based on the objectives outlined in the Introduction, specific actions will be undertaken, and their effectiveness will be monitored using defined indicators.

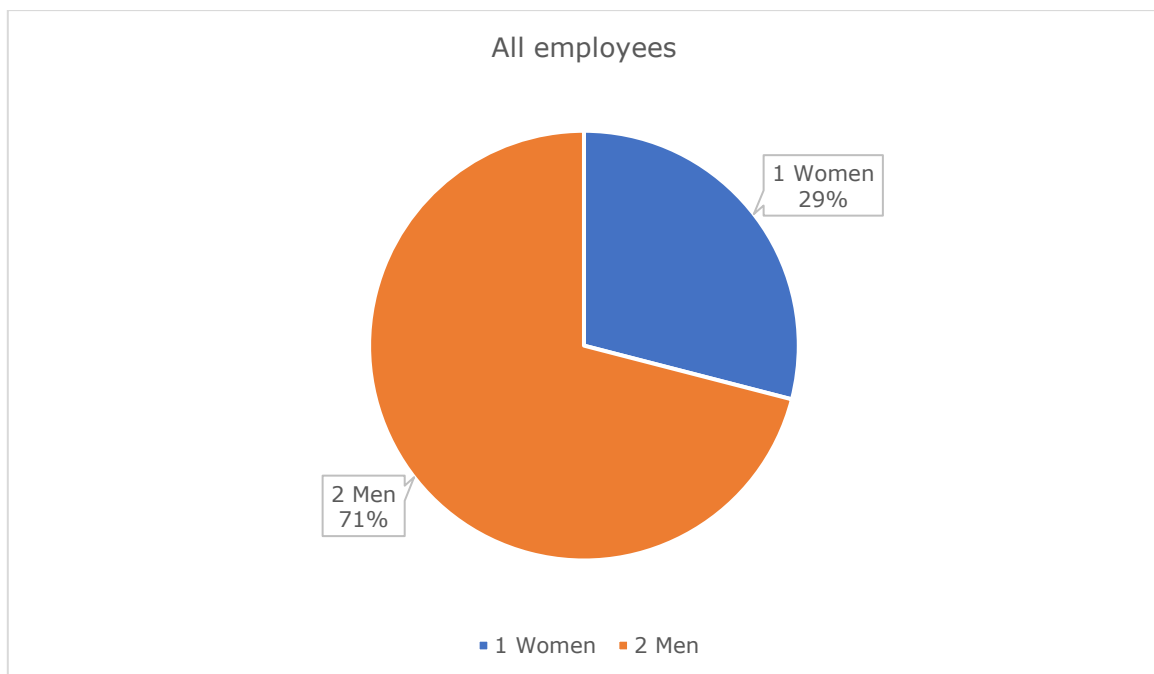
The strategy is planned for the years 2022–2026, with an internal evaluation to take place after two years, i.e., in 2024.

2. Diagnosis

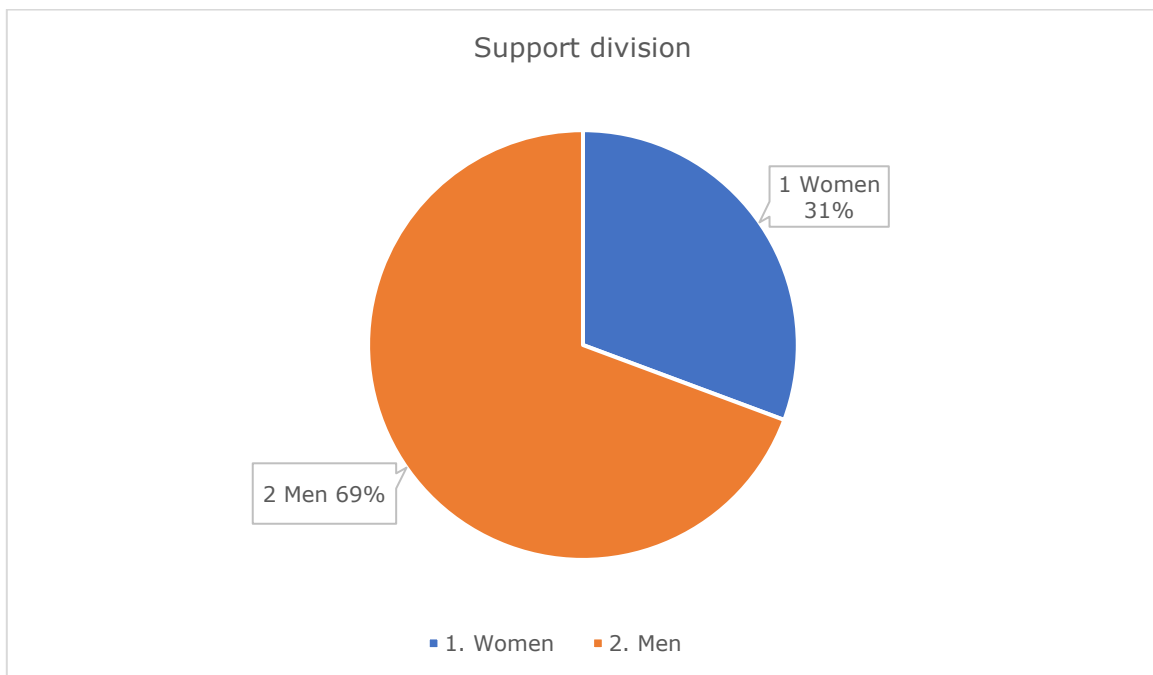
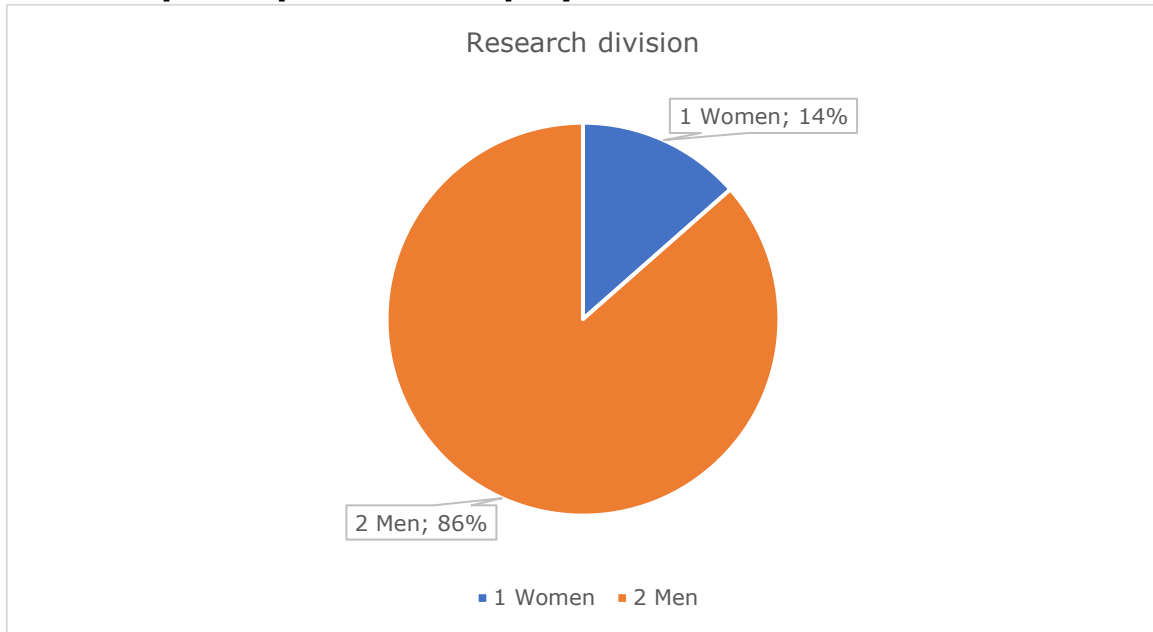
2.1. Summary of Personnel data

Based on the personnel data collected at the Łukasiewicz Research Network – Institute of Electrical Engineering for the year 2020, the participation of women and men in specific areas and categories prone to gender imbalance was determined. The collected data is as follows:

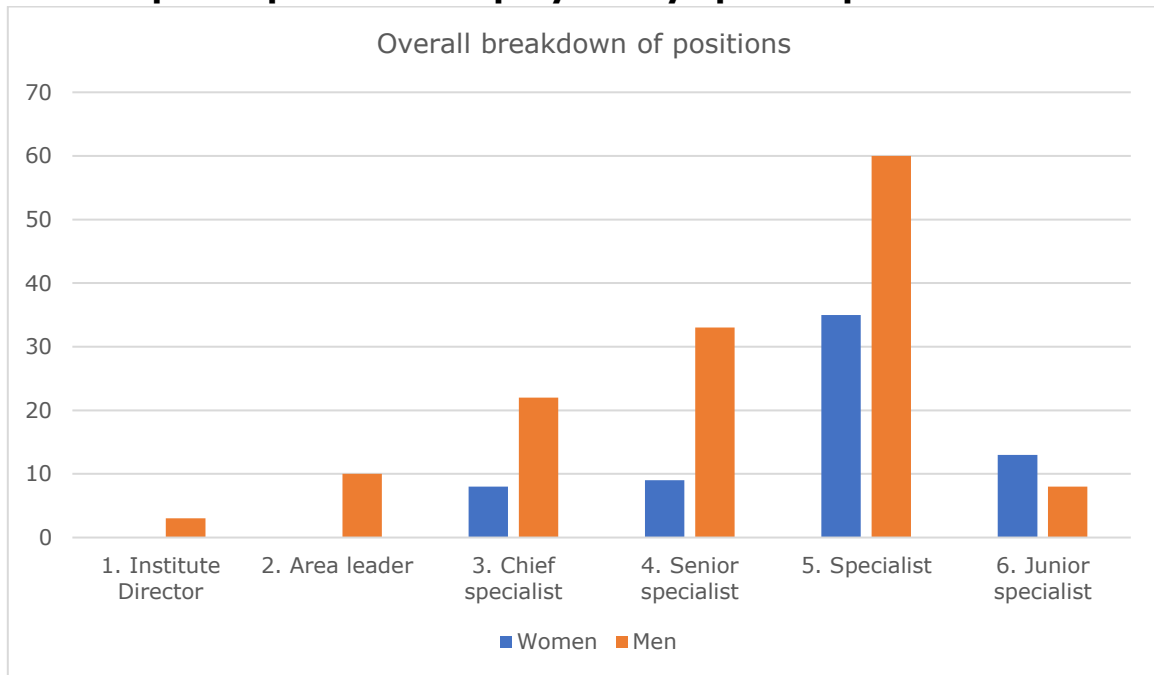
1. The percentage of women and men among all employees



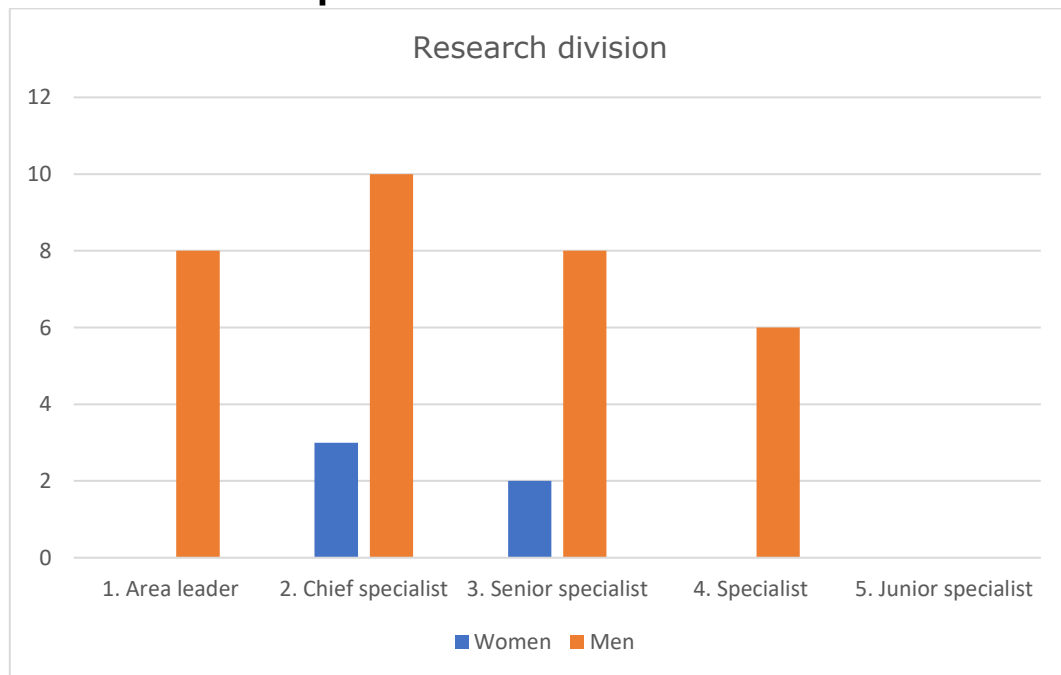
2. The participation of employees in the division



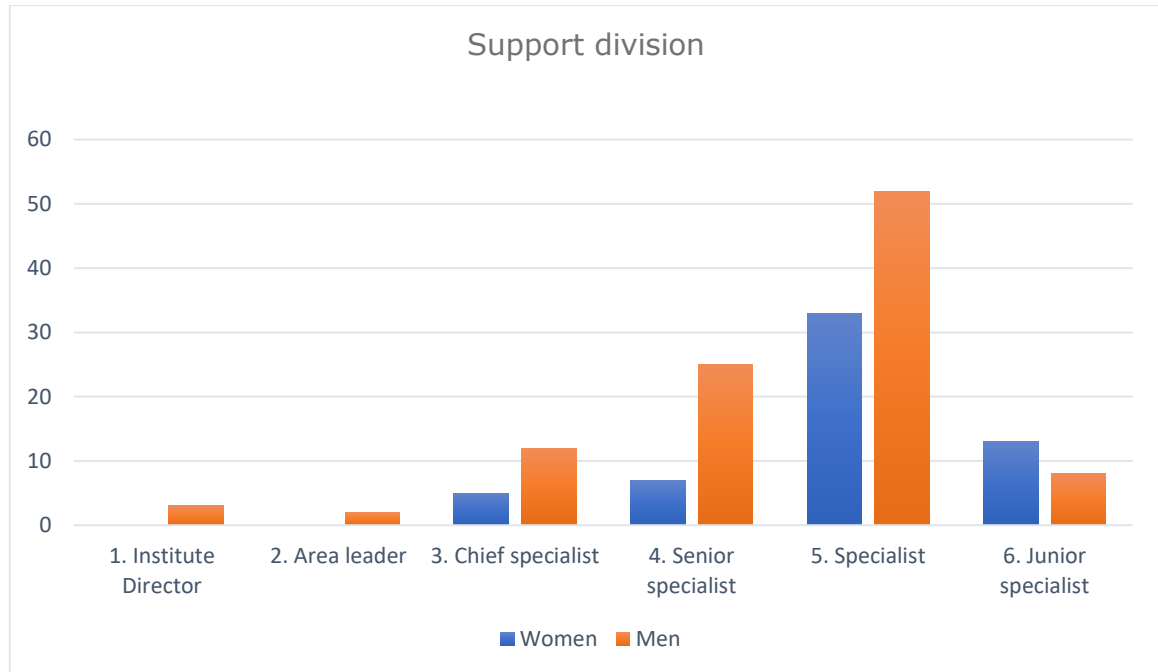
3. The participation of employees by specific positions in total



3.1. The participation of employees by specific positions in the research department



3.2. Participation of employees by position in the support division

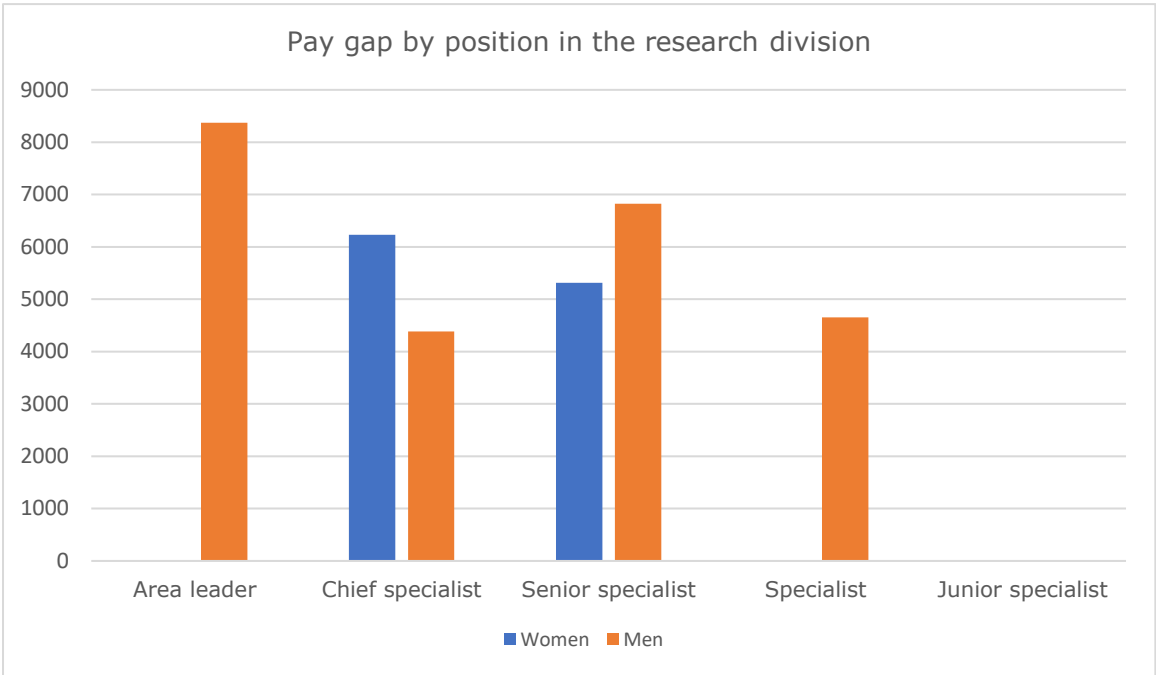


4. Salaries

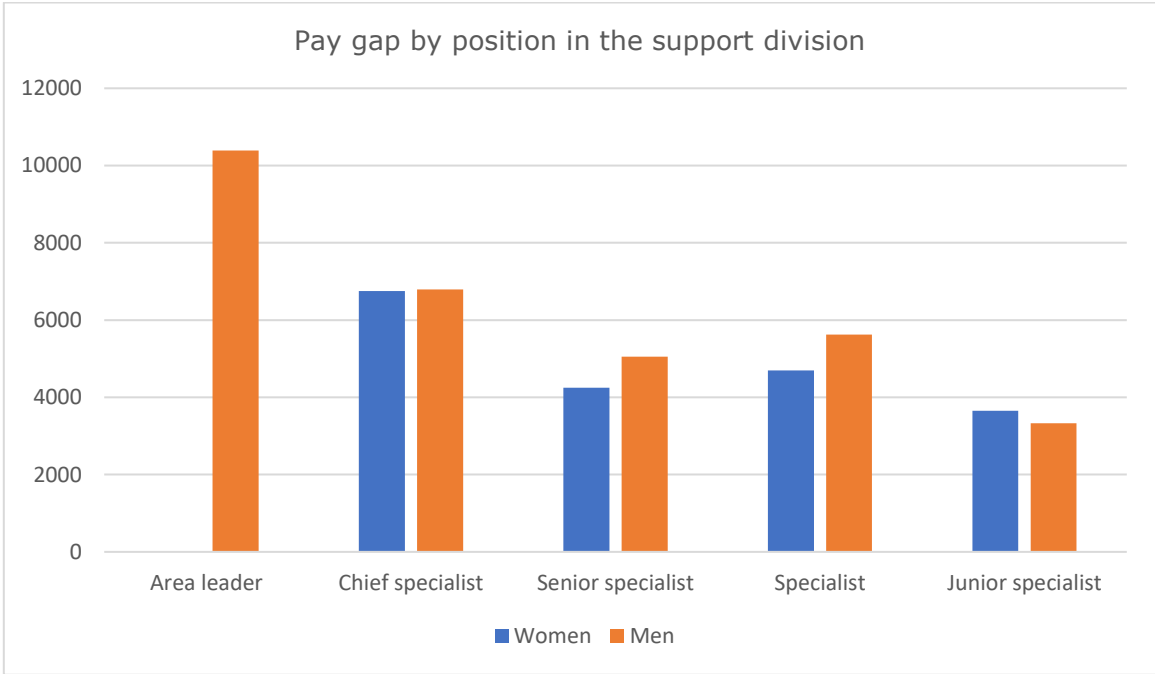
4.1. The difference in overall average annual salaries



4.2. The difference in salaries by position in the research division



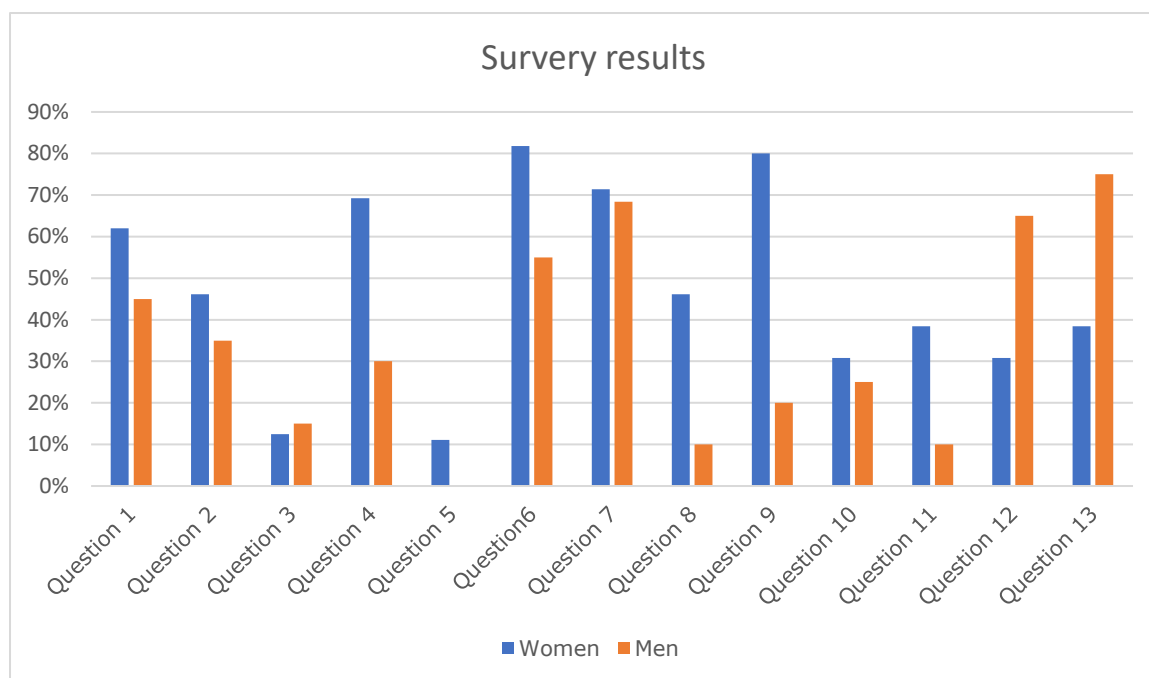
4.3. The difference in salaries by position in the support division



2.2 Survey results summary

An anonymous survey was also conducted among the employees of the Łukasiewicz Research Network – Institute of Electrical Engineering. Below are the selected questions to which employees provided responses:

1. Do you often stay after working hours?
2. Have you ever encountered an expectation from your employer to spend more than 8 hours at work on a regular basis?
3. Do you think that responsibilities related to children or sick/elderly family members hinder your career development?
4. Have you taken maternity/paternity/parental leave?
5. Do you believe that maternity leave/breaks related to raising children have affected your academic and/or professional career?
6. Have you ever felt that you neglected your family due to work or research obligations?
7. Have you often felt guilty about your professional/research work at the expense of time spent with children and/or family members?
8. Have you ever been asked about your family plans and/or children during formal job interviews or discussions regarding scholarships/internships?
9. In your opinion, do you receive more tasks compared to individuals of the opposite gender working in similar positions?
10. Have you ever felt excluded in your work environment?
11. Have you ever needed support in your unit related to your family situation (e.g., the need to care for children, parents, or other family members)?
12. Do you believe that specific accommodations should be introduced to consider employees' family obligations?
13. Have you ever managed your own work/research team?



2.3. Analysis of personal data

Based on the analysis of employment and salary data for the year 2020, the following conclusions can be drawn:

- The institute employs significantly more men than women (71% men / 29% women).
- In the research division, the gender distribution is as follows: 14% women and 86% men. In contrast, the support division has a higher representation of women compared to the research division: 31% women to 69% men.
- The analysis of data based on the distribution of positions within the organizational structure indicates a proportional gender distribution in middle-level positions, with the exception of top-level positions, which are held exclusively by men in both the research and support divisions.
- These disparities are reflected in the salary structure, where the average difference in base salary is 1 189 PLN per month in favor of men, and the difference in additional allowances is 79 PLN per month, also in favor of men.

2.4. Analysis of the survey results

The results of the survey indicate the following discrepancies in terms of facilities or at least the absence of undue difficulties in the sphere of combining work and family life:

- working after hours is far more common for women than for men (62%W/45%M) and, at the same time, employers more often expect women to work overtime than men (46%W/36%M);
- representatives of both sexes, of which the vast majority of women, 82%, feel that their family is neglected as a result of their work duties and, at the same time, the vast majority of employees (71%W/68%M) feel guilty about organising their work at the expense of time spent with their families;
- the workload shows a very large disparity, as women are required to carry out more tasks than men in identical positions (80%W/20M%);
- men are much more likely to lead their own staff/research teams (38%W/75%M);
- employees of both sexes unanimously agree that specific facilities should be put in place to take into account employees' family commitments.

2.5. General conclusions

Based on the analysis of the available employment data and survey results, it can be concluded that there are disparities in the employment structure, remuneration, distribution of duties, as well as in the overall organization of professional work and its integration with family responsibilities. These disparities should be mitigated to the extent possible.

3. A plan of actions regarding the GEP

3.1. General objectives

OBJECTIVE 1. Reduce the gender pay gap.

OBJECTIVE 2. Eliminate discriminatory behaviour.

OBJECTIVE 3. Support the career development of women in science

OBJECTIVE 4. Facilitate the integration of work and family life.

3.2. Specific objectives, measures and indicators used to achieve the goals.

3.1.1. Reducing the gender pay gap

Specific objectives:

- Achieve gender balance in the vertical promotion structure,
- Equalize salaries for equivalent positions.

Measures to achieve the goal:

Actions aimed at creating a gender representation in the vertical promotion structure that reflects the actual gender distribution of employees at Łukasiewicz-IEL.

Indicator:

The difference in average annual salaries between women and men.

3.1.2. Elimination of discriminatory behaviour

Specific objectives

- Increasing awareness and the importance of equality issues, as well as strengthening tolerance,
- Introducing systemic solutions for reporting and intervention in case of irregularities.

Means to achieve the objective:

- Training for employees of the Łukasiewicz Research Network - Institute of Electrical Engineering to increase awareness of discrimination, violence, and

harassment, as well as to enhance skills in recognizing and responding to these issues – knowledge assessed before and after the training;

- Introduction of anti-discrimination training for the management team of the Łukasiewicz Research Network - Institute of Electrical Engineering and for research group leaders;
- Implementation of an electronic tool to support education and provide information on cases of discrimination and harassment;
- Introduction of equality officers to handle equality-related matters.

Indicator:

- The number of participants in the training (number);
- Implementation of an electronic reporting system for cases of abuse (yes/no).

3.1.3. Supporting the development of women’s scientific careers
Specific objectives

The achievement of this goal is intended to create conditions in which women can effectively pursue their ambitions and professional goals while maintaining a balance between their professional work and family life.

Measures leading to the achievement of the goal:

- Funding for professional development and skills enhancement;
- Reducing gender disparities in employee recruitment;
- Organizing 2-3 networking group meetings per year with the following focus:
 - Promoting actions aimed at introducing and applying best practices and tools, ensuring that job advertisements include clear criteria and guidelines for evaluating accomplishments;
 - Selection committees should be gender-balanced or consist of representatives of both genders;
 - The chairmanship of the selection committee should alternate between women and men (e.g., changing each term).
- Developing and promoting best practices related to supporting women's careers in the research and support divisions;
- Achieving a balanced participation of women and men in projects.

Indicator:

- Collecting and monitoring data on the participation of women and men in projects, selection committees, and recruitment processes;
- Implementing best practices (yes/no).

3.1.4. Facilitating the Integration of Work and Family Life**Specific objectives:**

Improving work comfort and the sense of balance and security among employees in the context of family life.

Measures Leading to the Achievement of the Goal:

- Hybrid work options;
- Temporary adjustment of working hours;
- Working on Saturdays in exchange for a day off during the week;
- Use of unpaid leave for caregiving purposes;
- Task-based, rather than hourly, performance assessments in cases of difficult family situations;
- Striving for mandatory job replacement during absence;
- Allowing children to be present with parents at work in exceptional situations;
- Conducting a survey on the establishment of a nursery or kindergarten at the institute.

Indicator:

- Introduction of internal regulations regarding the implementation of the above-mentioned measures (yes/no);
- Annual analysis of job replacement coverage for individual positions;
- Conducting a survey (yes/no).

4. Action plan for the implementation of the GEP

The implementation of the PRP within the Łukasiewicz Research Network – Institute of Electrical Engineering will take place through the use of the above-mentioned tools or other instruments as appropriate to current needs. Individual goals will be progressively implemented and realized, taking into account the most urgent current needs and the financial capabilities of the Łukasiewicz Research Network – Institute of Electrical Engineering until December 31, 2026.

Ongoing management and monitoring of equality, adherence to anti-discrimination principles, and equal treatment in the Łukasiewicz Research Network – Institute of Electrical Engineering will be carried out by aggregating data and conducting surveys. Data collection is necessary for the continuous monitoring of the equality situation within the Łukasiewicz Research Network – Institute of Electrical Engineering.

The implementation, monitoring, and promotion of best practices and solutions aimed at preventing discrimination will occur with the knowledge and consent of the Director of the Łukasiewicz Research Network – Institute of Electrical Engineering. Additionally, at the Director's request, actions will be initiated to ensure equal treatment and protection against discrimination for employees of the Łukasiewicz Research Network – Institute of Electrical Engineering, particularly with regard to gender, marital status, and family situation across all divisions.

5. Annex - data in Excel

Annexes No.1

Number of employees by gender

Gender	2020
Woman	101
Men	247

Distribution of employees by gender by across division

Research division		Support division	
Gender	2020	Gender	2020
Woman	5	Woman	96
Men	32	Men	217

Distribution of employees by gender across specific positions

Support division

Area leader

Gender	2020
Woman	0
Men	8

Chief specialist

Gender	2020
Woman	3
Men	10

Senior specialist

Gender	2020
Woman	2
Men	8

Specialist

Gender	2020
Woman	0
Men	6

Junior specialist

Gender	2020
Woman	0
Men	0

Support division**Individuals holding managerial positions (President, Vice Presidents, Director of the Institute, General Director, Director of the Institute Branch, Chief Accountant).**

Gender	2020	
Woman		0
Men		3

Area Leader

Gender	2020	
Woman		0
Men		2

Chief specialist

Gender	2020	
Woman		5
Men		12

Senior specialist

Gender	2020	
Woman		7
Men		25

Specialist

Gender	2020	
Woman		33
Men		52

Junior specialist

Gender	2020	
Woman		13
Men		8

Annexes No.2

Salary gap (Expressed as the average annual base salary along with fixed salary components).

Gender	2020
Women	5250,46
Men	6439,69

Salary gap by position (Expressed as the average annual base salary along with fixed salary components).

Research division

Area Leader

Gender	2020
Woman	0
Men	8373,42

Chief specialist

Gender	2020
Woman	6230,75
Men	4384,82

Senior specialist

Gender	2020
Woman	5311,15
Men	6824,75

Specialist

Gender	2020
Woman	0
Men	4653,86

Junior specialist

Gender	2020
Woman	0
Men	0

Support division**Individuals holding managerial positions (President, Vice Presidents, Director of the Institute, General Director, Director of the Institute Branch, Chief Accountant).**

Gender	2020	
Woman		0
Men		16340,08

Area Leader

Gender	2020	
Woman		0
Men		10388,21

Chief specialist

Gender	2020	
Woman		6748,13
Men		6791,87

Senior specialist

Gender	2020	
Woman		4249,82
Men		5051,25

Specialist

Gender	2020	
Woman		4693,1
Men		5627,17

Junior specialist

Gender	2020	
Woman		3652,59
Men		3332,63

Summary of salary allowances (variable, periodic in nature) – expressed in amounts.

Gender	2020	
Women		180,51
Men		259,56