



Gender Equality Plan in Łukasiewicz Research Network for 2022-2026

Framework Document

Developed by:
Gender Equality Co-ordinator
Małgorzata Gołąbek
Gender Equality Committee:
Magdalena Szczyrba
Piotr Pasternak

Contents

- Introduction 3
- 1. Diagnosis..... 3
- 2. Objectives, activities and indicators for GEP 7
- 3. Monitoring and evaluation 8
- 4. Conclusion 9



Introduction

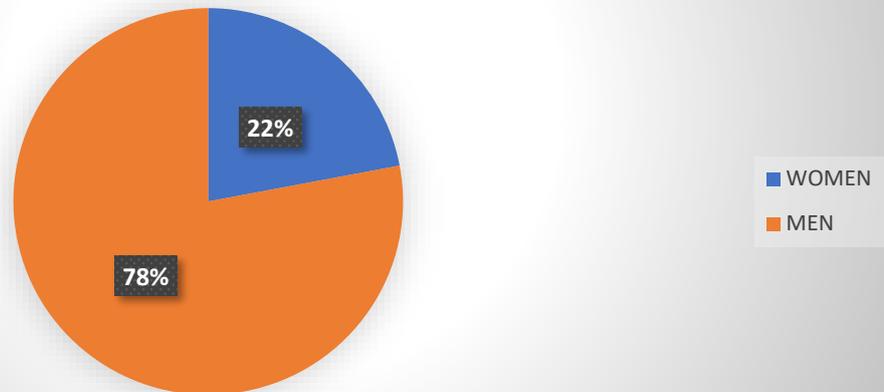
As social awareness increases, the approach to equality between sexes continues to evolve. Ensuring equality of women and men is of the basic principles of European Union. In recent decades, EU made significant progress in the field of men/women equality and this will be continued. EU supports outstanding researchers in all of Europe, regardless of their nationality, sex or age. Diversity and equality are among the values that contribute to the development of science. The staff of Łukasiewicz Research Network – Institute of Electrical Drives and Machines are in complete agreement with the principles of equality in the EU. The current plan has been developed with the aim of continuous improvement in our workplace, where we spend a significant part of our lives. The main objective is that Łukasiewicz – KOMEL Institute should be a safe and discrimination-free workplace, providing all willing people with the opportunity for scientific development and promotion, regardless of sex, nationality, sexual preferences, religion, or political beliefs. One of the important elements of the plan is the promotion of conciliation between professional existence and family life. The Łukasiewicz - KOMEL Institute gender equality plan is based on goals, which will be implemented with the help of specific activities, while its efficiency will be monitored using previously defined indicators.

1. Diagnosis

The starting point for the the analyses needed for creation of Gender Equality Plan was the examination of the gender structure among the employees of the Łukasiewicz-KOMEL Institute, including the researchers. This was done in accordance with recommendations of the European Charter for Researchers. This gender-based classification showed a significant discrepancy in the number of women and men employed at the Łukasiewicz - KOMEL Institute. The data is shown as a pie chart.

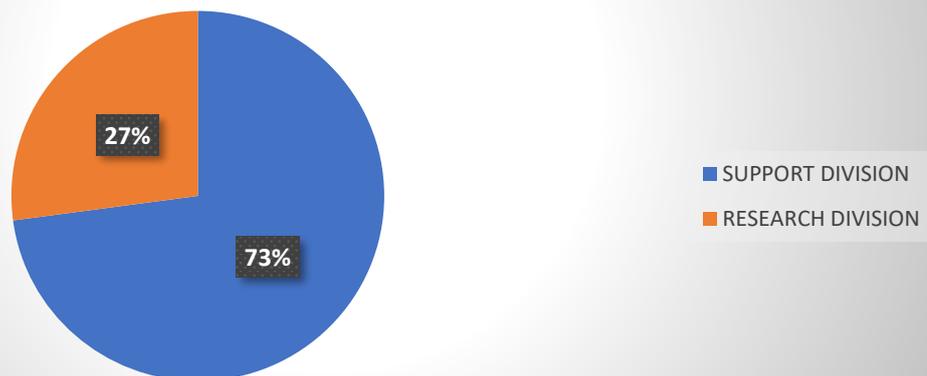


Gender-related structure of employment in Łukasiewicz-KOMEL (Support Division and Research Division)



To conduct a more thorough analysis, we assign all employees to the Support Division or the Research Division.

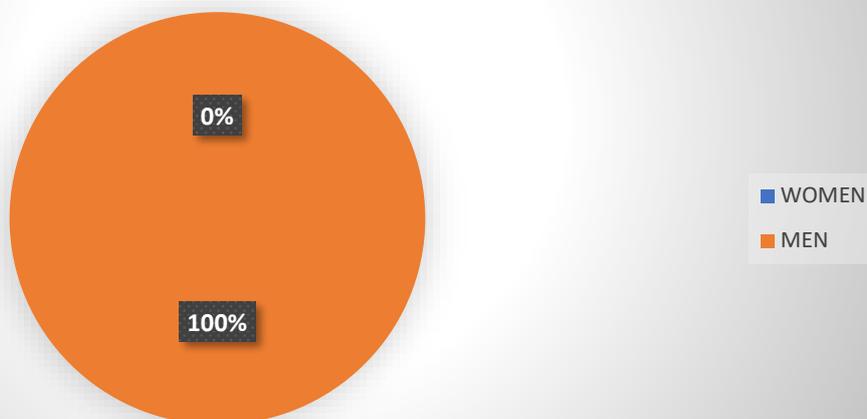
Gender-related structure of employment in Łukasiewicz-KOMEL (Support Division and Research Division)



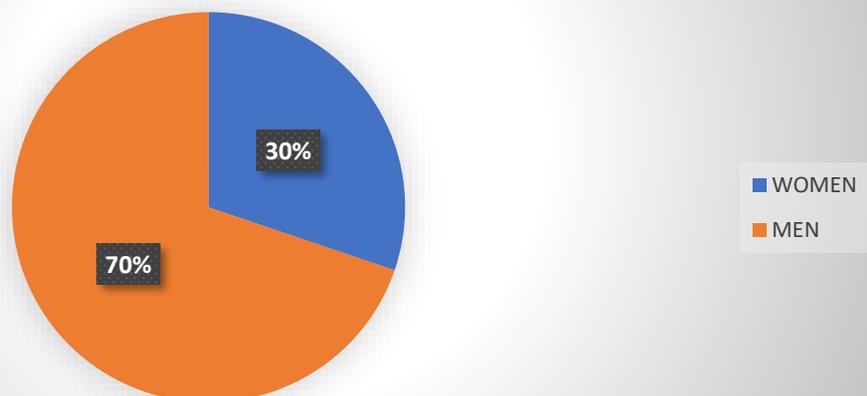
Then, gender was identified in both divisions. There is a noticeable disproportion, if we look at the employment structure in support and research divisions separately; this is shown in the charts below.



Gender-related structure of employment in Łukasiewicz-KOMEL (Research Division – scientists and technicians)



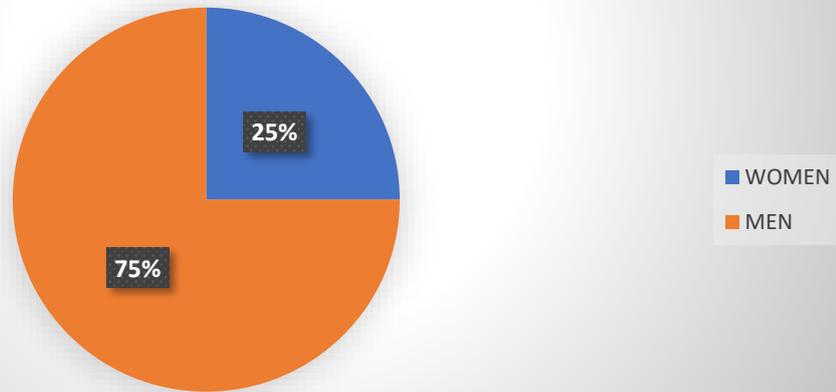
Gender-related structure of employment in Łukasiewicz-KOMEL (Support Division)



After analysing these charts, we may unequivocally state that research division employs men only. Women work only in support division. Data were also analyzed from the point of view of job positions (structure of employment in executive or decision-making positions).



Gender-related structure of employment in executive/decision-making positions in Support Division and Research Division in Łukasiewicz-KOMEL



The above chart shows clearly that executive/decision-making positions are predominantly occupied by men. Of the 46 male employees, 9 work in decision-making positions, while of the 13 female employees, only 3 occupy decision-making positions. However, in percentage terms, the indicator shows the predominance of female gender, since 23% of employed women are in executive position, and in the case of male employees, this indicator is equal to 19%. The Łukasiewicz-KOMEL wants to maintain these numbers in 2022, this is our minimum goal. Since different job positions do not correspond to each other from a gender point of view, the salaries cannot be compared. However, the issue of keeping the salaries uniform at similar job positions occupied by employees of both genders must be kept in mind and the same level of salary must be maintained without any visible traces of discrimination.

Nowadays, young people often have problems maintaining balance and reconciling family life with professional activities. This conflict severely and negatively influences different aspects of human functioning. Faced with fear arising from lack of ability and reconcile work to family life, the young people become discouraged and do not start families or tend to postpone this process to some uncertain future. The certainty of returning to work after maternity/paternal leave is often circumvented and bypassed, even though it is granted by labour law provisions.



This is why the next goal of the Gender Equality Plan set up in Łukasiewicz - KOMEL is the facilitation of conciliating family and professional life.

2. Objectives, activities and indicators for GEP

Objective	Activity	Indicator
Increasing awareness of the significance of equality issues and strengthening positive attitudes towards diversity, counteracting gender-based violence	Introduction of anti-discrimination training for executive staff	Training of 100% executive staff in 2022 (cyclic training once a year)
Supporting scientific careers of women in support division	Acquiring information (bulletin board, email) about possibilities of skill training and advantages due to scientific development	100% of women employed in Łukasiewicz – KOMEL
Maintaining balanced representation of women in executive/decision-making positions	Continuous improvement of skills and competences.	At least 25% of executive/decision-making staff
Carrying out recruitment without any discrimination based on nationality, sex, sexual preferences, religion, or political beliefs.	Recruitment ads: transparent criteria, widest possible dissemination among potential candidates, job interview: discrimination-free questions	100% ads and carried-out job interviews
Identical salary level for identical job positions regardless of gender	Monitoring salaries	100% of identical positions
Facilitation of conciliating work with family life.	Possibility of part-time job after return from	100% women employed in Łukasiewicz KOMEL



	<p>maternity/parental leave, help in finding nursery or kindergarten place for kids, possibility of more flexible work schedule. Diagnosis of the needs of people coming back to work after parental leave (support-oriented measures)</p>	
--	--	--

3. Monitoring and evaluation

To monitor the execution of the Gender Equality Plan, the following will be established:

Gender Equality Co-ordinator – will be designated by Institute General Manager. This co-ordinator will be responsible for carrying out gender equality system solutions.

Gender Equality Committee - people designated by the Gender Equality Co-ordinator. They will fulfil advisory and review functions, as well as support new equality solutions.

The following activities have been proposed in order to monitor the execution of actions set out in the Gender Equality Plan:

- 1) Anti-discrimination training for executive staff of the Institute. Run annually on a cyclic basis.
- 2) Acquisition of information and analysis will constitute a starting point for introducing changes in the current plan and in principles of Institute operation as far as gender equality practices are concerned. Among the data acquisition procedures, the following may be listed:
 - survey among Institute staff, to evaluate gender equality knowledge and experience - no more than once a year,
 - individual talks or meeting with Gender Equality Co-Ordinator or Gender Equality Committee (in particular, in case of complaints or violations) - on ad hoc basis and when necessary.



All necessary rules and changes in the Gender Equality Plan will be published and pinned to the bulletin board. The entire Gender Equality Plan, annexes and recommendation will be accessible via www page and may be obtained from Human Resources division.

The range of evaluations will include the production of an annual report, where the effects of the planned activities of the Gender Equality Plan will be summarized, with particular emphasis placed on the indicators designated in the plan. This report will constitute the basis for the introduction of future changes in the plan, as the well as current monitoring of the effects of initiated equality activities.

The report must be created not later than March 31 of the year following the introduction of current plan. Afterwards, it will be drawn up annually. It will be elaborated by the Gender Equality Committee headed by and instructed by the Gender Equality Co-ordinator.

4. Conclusion

The ideal realm would be the one where all race, descent, or gender-based divisions were eliminated. The world tries to tackle disproportions and divisions of different origins, and the views on some debatable and questionable issues undergo liberalization all the time. Gender inequality issues are found among the most common abuses nowadays, quite often they go unnoticed or they are obscured by social behaviour of either sex. The very division of people into two sexes in the age of gender uncertainty in the 21st century seems inadequate; still, this problem is not the subject of the current document. The key issue here is to draw attention to (in)equality in workplace. This should ultimately lead to elimination of abuse or malpractice and help to take a giant step toward equal treatment in the workplace.

Carrying out Gender Equality Plan activities will facilitate the following actions:

- raising awareness of gender equality policy among the employees of the Institute,
- diagnosing gender disproportion among different divisions, departments, and professions,
- increasing awareness of advantages arising from gender equality among the employees,



- identifying and eliminating all potential gender-based prejudices within the range of job position,
- current monitoring of possible discrepancies in professional career.

