



Łukasiewicz
Industrial
Chemistry
Institute

Gender

EQUALITY

Plan



Plan for 2021-2024

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INTRODUCTION

Łukasiewicz Research Network – Industrial Chemistry Institute applies the policy of equal opportunities aimed at elimination of all forms and manifestations of discrimination, as well as promotion of full and equal participation and access in all areas of social life and professional activities regardless of gender, nationality, sexual orientation, religion or political beliefs.

The Gender Equality Plan is expected to influence the creation of an even better working environment, prevent career slowdowns, especially for women who want to combine work with non-work life and raising children.

OBJECTIVES

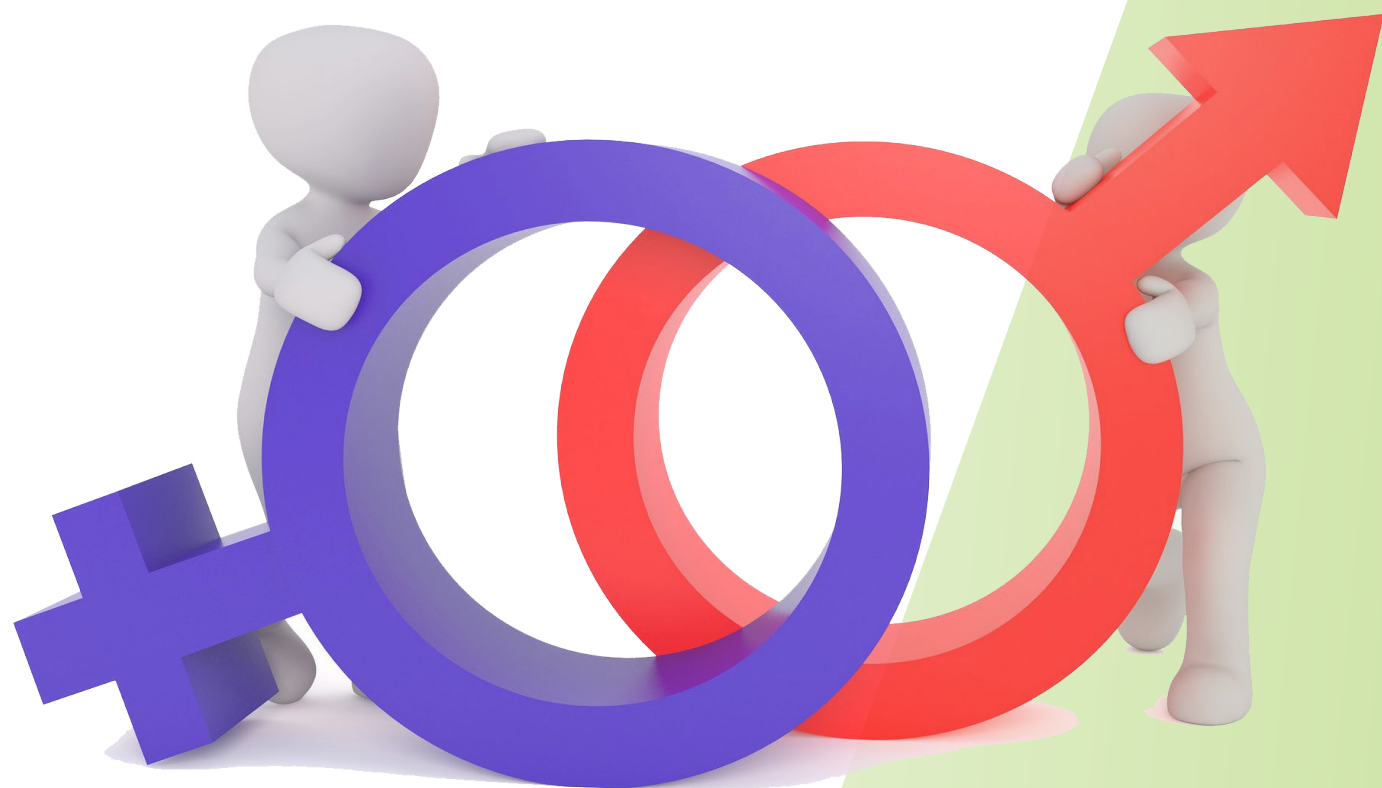
The Gender Equality Plan for Łukasiewicz Research Network – Industrial Chemistry Institute is designed to counteract discrimination against employees on the basis of gender and any factors related to it, such as marital and family status, upbringing and childcare, and to guarantee both genders the same conditions for development, giving the opportunity to choose different professional paths without valuing them.

Bearing in mind the priorities of the European Research Area and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, the adopted Gender Equality Plan sets the following objectives:

- to promote and increase equality awareness among the institute’s staff and management,
- to increase the attractiveness of work and to provide flexible working conditions for research staff so that, on the one hand, they can achieve effective results of their research and, on the other hand, they have a real opportunity to reconcile family and professional life, have children and really develop their career,
- maintaining the current very good employment rates for women and facilitating the combination of work at the institute and family life,
- ensuring stability of employment conditions, which should translate into better performance in scientific and research work,
- ensuring gender equality in the recruitment and promotion process,
- compliance with the principles of non-discrimination and equality in force at the institute, implementation of anti-bullying and anti-discrimination policies,
- monitoring and periodically reporting employment data by gender.

DIAGNOSIS

As of December 31, 2020 Łukasiewicz Research Network – Institute of Industrial Chemistry had 320 employees, including 189 women and 131 men. The analysis of the employment data shows that there are no barriers or gender biases at the institute, and the employment rates for women perform better than the employment rates for men. This is shown in the following tables and charts.



Employment

Average annual employment in 2021

Listing	Total	Women	Men
Annual employment	269.97	153.8	116.17
Research division employees	61.38	36.00	25.38
Support division employees	208.6	117.81	90.79

Employment in elementary positions in 2021

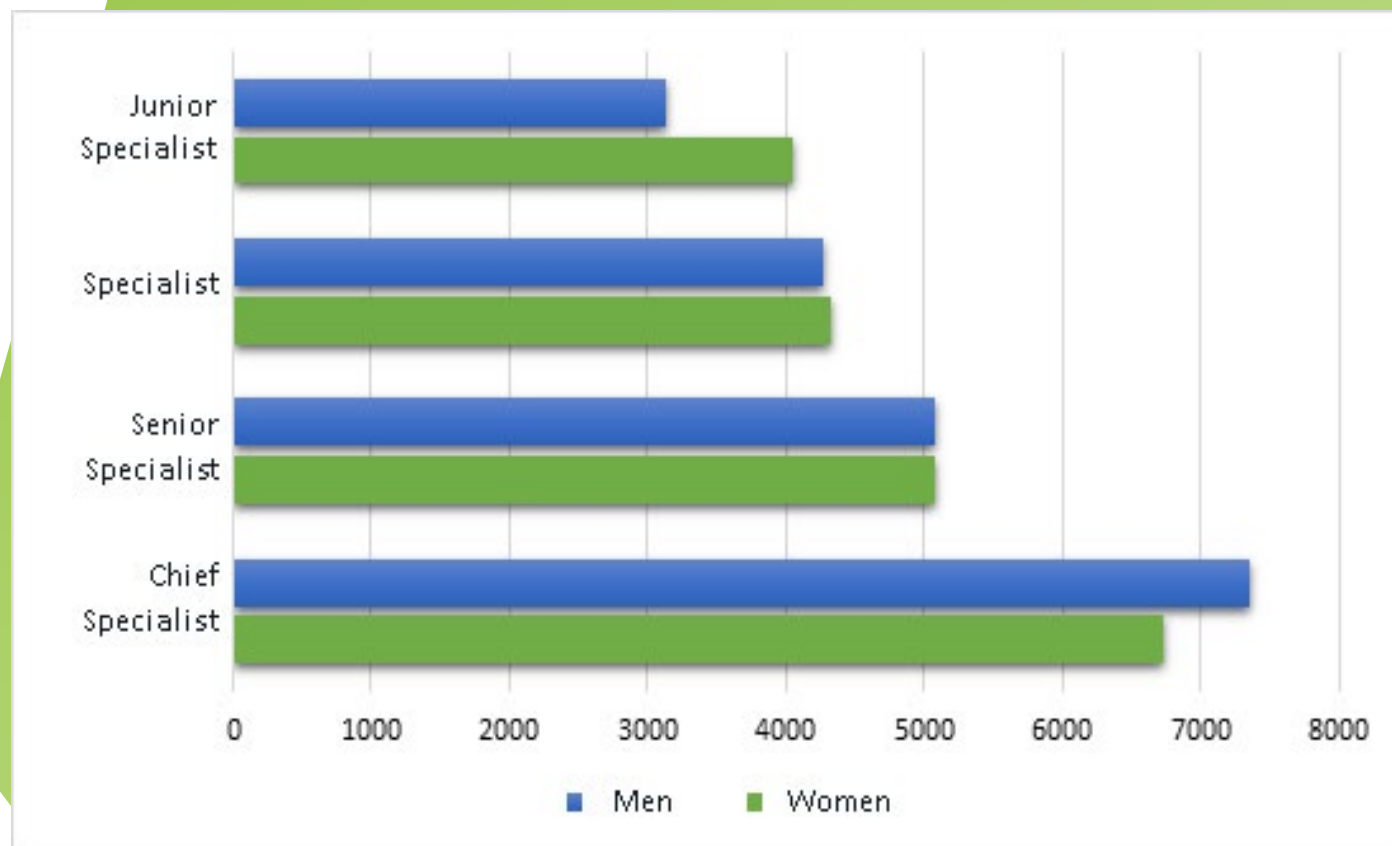
Listing	Women	Men
Pion badawczy		
Area Leader	5.75	3.55
Chief Specialist	15.46	12.77
Senior Specialist	9.44	7.06
Specialist	5.35	2.00
Pion wsparcia		
Chief Specialist	13.21	9.63
Senior Specialist	34.41	16.08
Specialist	48.32	21.73
Junior Specialist	2.17	2.92

Salary

The average annual base salary of women and men in total at the institute in 2020 was at a very similar level and amounted to PLN 4973 for women and PLN 4813 gross for men.

A comparison of the salaries of women and men in the basic positions in the research division and in the support division is presented in the charts below.

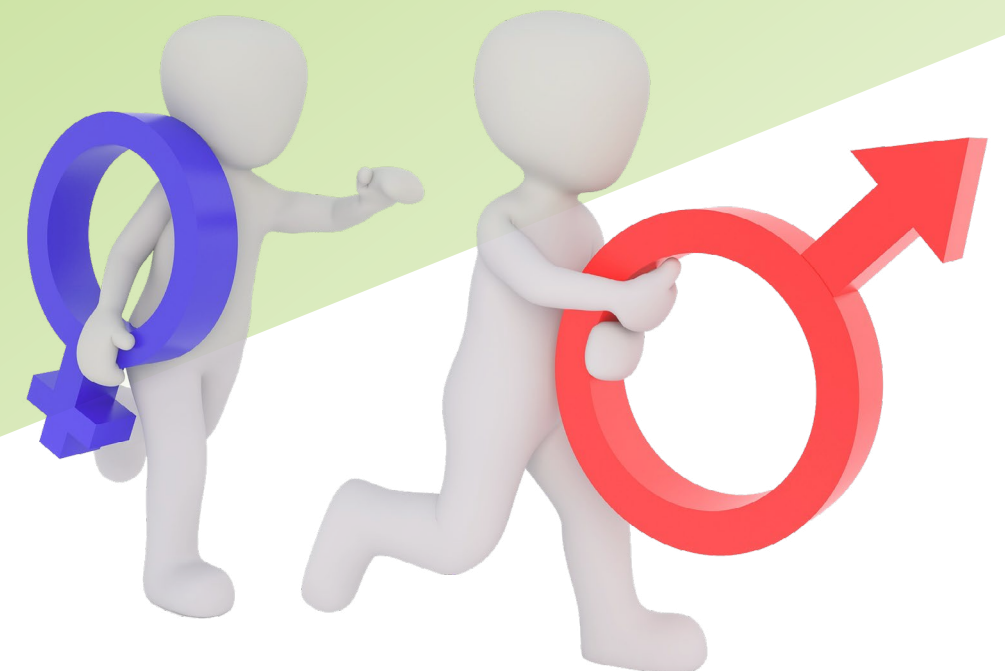
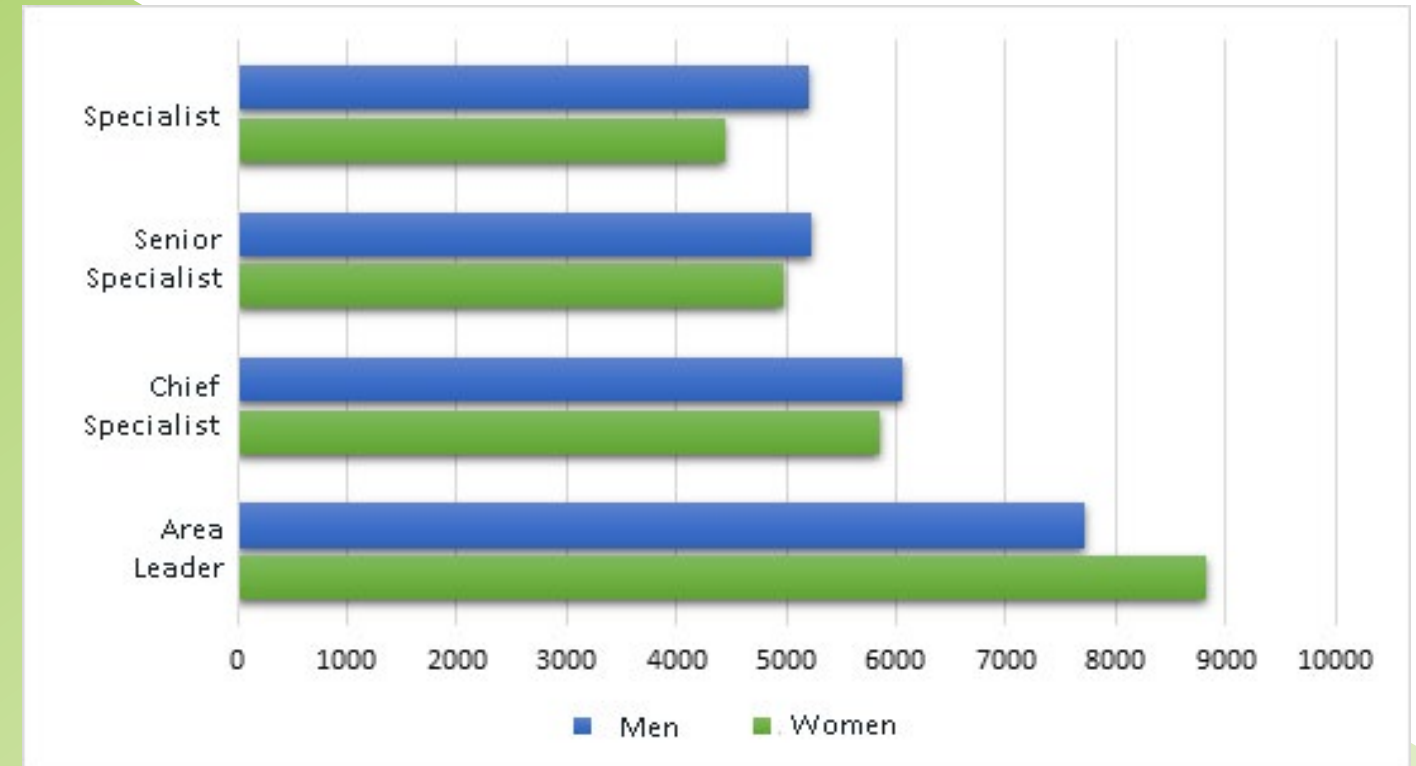
Average annual salary in the support division (PLN)



As you can see from the charts, the salary for the highest position in the research division, which is area leader, is higher for women. In the other positions, the salaries are comparable for men and women.

In the support division, the salary for the highest position is slightly higher for men, but for the position of Specialist and Senior Specialist is equal for men and women.

Average annual salary in the research division (PLN)



Management functions

The top management positions at Łukasiewicz – IChP are held in a 50/50 ratio, while the management of the institute’s organizational units is dominated by women. They hold the position of manager in more than half of the institute’s organizational units. Among the heads of the research department women account for 62.5%.



Łukasiewicz - IChP supports employees in improving their professional qualifications. These opportunities are more willingly used by women than men. The situation is presented in the table below:

Improvement of professional qualifications

Listing	Women	Men
Trainings and courses	53	28
Higher education	10	4
incl. postgraduate studies	5	2

REVIEW AND ANALYSIS OF STUDIES

A survey on gender equality was conducted among employees of Łukasiewicz – IChP. 60 employees participated in the survey, including 47 women and 13 men. Part of the results came from 39 questionnaires completed in electronic form, 21 were delivered to the Human Resources Department in paper form.

Of the 60 people surveyed, 45 employees have children, of which 13 employees have 1 child and the rest have 2 or 3 children.

Only one person among the respondents stated that they had encountered a manifestation of gender discrimination during the recruitment process. Almost 90% of the employees surveyed said that they did not encounter manifestations of gender discrimination in the process of building their careers.

None of the Łukasiewicz – IChP employees participating in the study had a problem with obtaining permission from their superiors or unit to apply in external competitions and did not encounter extrinsic arguments in the competition reviews they received, unrelated to the substantive level achieved and the scientific quality of the project.

Of the 60 survey respondents, 7 employees said they felt excluded in the work environment and only 1 encountered inappropriate or unacceptable behavior based on gender.

The analysis of the questionnaires indicates that there is no gender gap in the institute. The data shows that women working at the institute have very good conditions for career development and successfully combine family life with professional or scientific work. This is evidenced by the overwhelming number of women employed at the institute, as well as the number of women in management positions.



INDICATORS



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ep.	Listing	Responsible section	Deadline
1	Establish a Gender Equality Team to monitor the situation regarding conditions of employment for women and men on an ongoing basis and men at the institute	Human Resources Department, Legal and Organizational Department	2021, January
2	Organize workshops for employees on the policy of equal opportunities for women and men in professional careers	Human Resources Department	2nd quarter 2022
3	Prepare an internal whistleblowing procedure	Human Resources Department, Legal and Organizational Department	1st quarter 2022
4	Continue the institute's ongoing efforts to support work-life balance, such as: <ul style="list-style-type: none"> a) Co-financing of private medical care for employees, and their families can purchase packages at attractive prices b) Employee pension scheme c) Group insurance for employees and members and their families d) Holiday co-financing e) Funding of crèches and kindergartens f) Attractive loans with minimum interest rates of 1% and 3% g) Possibility of financial support in the form of employee benefits h) Internal regulations facilitating the combination of work and family life (individual working time, temporary work at home) 	Human Resources Department	Throughout the program

ep.	Listing	Responsible section	Deadline
5	Develop a report by the Gender Equality Team on the status of employment, remuneration, promotion and upgrading of professional qualifications by women and men in order to analyze the situation and make the necessary changes in the coming years	Human Resources Department	2023, December 2024, December
6	Conducting a follow-up survey among employees on gender equality at Łukasiewicz – IChP	Human Resources Department	2024, December





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Warsaw, 2021, December