



**INSTITUTE
OF BIOCHEMISTRY
AND BIOPHYSICS**
POLISH ACADEMY
OF SCIENCES



Gender Equality Plan

The midterm report

2022 | 2024

Warsaw, 2023

Report: monitoring gender equality: The status quo on 30 June 2023.

1. The employment structure

The Institute of Biochemistry and Biophysics of the Polish Academy of Sciences has 250 employees of 13 nationalities. Among the 102 PhD students, there are 41 foreigners representing 16 nationalities. 62% of the Institute's employees are women. Data collected in Table 1 identifies that the highest proportion of women is in the administrative division, while the lowest is in the case of persons posted to the Henryk Arctowski Polish Antarctic Station managed by the Institute.

	Women	Men	Total	% of Women
Administration	44	12	56	79
Henryk Arctowski Station	3	9	12	25
Researchers	171	113	284	60
Total	218	134	352	62

The observed differences are statistically significant ($\chi^2=13.9$; $df=2$; $p<0.01$). The under-representation of women among the Station's staff can be linked to the particular job characteristics (technical positions, based on physical strength), the availability of candidates applying in the recruitment process, and working conditions based on long-term isolation in extreme environments. Similar disparities in gender representation are also observed at other distant research stations or drilling platforms. In the case of the administrative division, significant disparities are found between the different departments: for example, in the Procurement Department, the majority are men, while solely women are working in the Accounting and Finance Department.

Regarding the scientific division, the gender ratio among staff members remains similar, regardless of the stage of their career - from doctoral studies up to the academic title of professor.

Thus, the Institute does not have any discriminatory disparities against women in the course of their scientific careers. At the Institute, in all scientific positions, the proportion of women reflects the proportion among all the Institute employees (60%). The tiny differences in data summarized in Table 2 are not statistically significant ($\chi^2=1.7$; $df=5$; $p\approx 0.9$).

	Women	Men	Total	% of Women
PhD student	60	42	102	59
Technician	44	28	72	61
Assistant	25	12	37	68
Assistant Professor	25	20	45	56
Institute Professor	8	4	12	67
Professor	9	7	16	56
Total	171	113	284	60

Gender representation is also found to be proportional at the level of Group Leaders relative to the scientific staff of the Institute with the professor or postdoctoral (habilitation) academic degree ($\chi^2=0.03$; $df=1$; $p\approx 0.9$).

	Women	Men	Total	% of Women
Group Leaders	26	19	45	58
Other academic staff with an academic degree	15	12	27	56
Total	41	31	72	57

An analogous relationship is found for employees in the administrative division. Four of the five central departments are headed by women, accurately reflecting their share among the administrative staff (79%).

Among the five-person management team (Director, Director of Scientific Affairs, Director of General Affairs, Director of Administration, and Chief Accountant), 60% are women, which aligns with the proportion of the Institute's workforce (62% of women).

2. The Scientific Council of the Institute

The Scientific Council is composed of 26 women and 24 men. The structure of the Scientific Council does not reflect the proportion of independent researchers in the Institute (39 women and 23 men). The observed outlier is statistically significant ($\text{chisq}=8.4$; $\text{df}=1$; $p < 0.01$). However, in the case of 33 Council members elected from the employees of IBB PAN, the gender representation corresponds precisely to the proportion of employment for independent researchers ($\text{chisq}=0.43$; $\text{df}=1$; $p \approx 0.5$).

3. Work activity and gender

- a) Candidates for the Doctoral School. The success rate for the October 2022 intake to the School was 14%, and there were no significant differences between men and women ($\text{chisq}=0.48$; $\text{df}=1$; $p \approx 0.5$). In contrast, in the March 2023 intake, the success rate for women was significantly higher than for men ($\text{chisq}=10.5$; $\text{df}=1$; $p < 0.01$), although the overall success rate (13%) did not change.
- b) Although both the number and amount of grant project funding carried out by the Institute's staff did not show significant differences due to the gender of the grant manager, the success rates for the two gender groups over the analyzed 18-month period differed significantly, with grants more often obtained by women ($\text{chisq}=24.4$; $\text{df}=1$; $p < 0.01$). The latter result contradicts statistics presented by the National Science Centre, which report lower success rates for women (especially in competitions for advanced researchers).