INSTITUTE
OF BIOCHEMISTRY
AND BIOPHYSICS
POLISH ACADEMY
OF SCIENCES

Gender Equality Plan

Monitoring Report 2025

Warsaw, 2026

Monitoring gender equality: *status quo* on Dec 31, 2025.

1. Employment structure

The Institute of Biochemistry and Biophysics of the Polish Academy of Sciences is a diverse community. It employs 263 staff members working in Warsaw, including 30 persons of foreign citizenship, representing 14 different countries, and 95 doctoral students, including 59 persons of foreign citizenship, representing 19 countries. In addition, the Institute employs 20 staff members assigned to the Henryk Arctowski Polish Antarctic Station. Table 1 shows that women constitute the majority of the IBB community, accounting for 61% of all members (230 out of 378). This proportion is consistent across both major groups, with women representing 61% of employees (174 out of 283) and 59% of doctoral students (56 out of 95).

Table 1 – IBB community

	Women	Men	Total	% of Women
Employees	174	109	283	61%
Doctoral students	56	39	95	59%
Total	230	148	378	61%

Gender distribution differs significantly across organisational divisions ($\chi^2(2) = 12.23$, $p = 0.002$). Women constitute the majority of staff in the Administrative Division (78%) and remain well represented in the Scientific Division (60%), whereas the Henryk Arctowski Station has a predominantly male workforce (35% women). The effect size is small to moderate (Cramér's V = 0.21), indicating meaningful but not large differences in gender representation between organisational units.

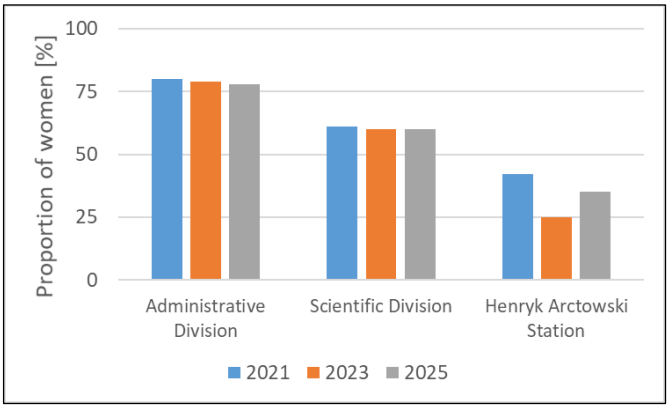
Table 2 – Gender structure

	Women	Men	Total	% of Women
Administrative Division	42	12	54	78%
Scientific Division	125	84	209	60%
Henryk Arctowski Station	7	13	20	35%
Total	174	109	283	61%

Gender representation remained broadly stable across the Institute during the 2021-2025 period (Figure 1). Women consistently constituted the majority of staff in both the Administrative (78–80%) and Scientific (60–61%) Divisions. Greater variation was observed at the Henryk Arctowski Station, where women's representation ranged from 25% to 42%, underscoring the need for continued monitoring of gender balance across all organizational units.

The lower proportion of women at the Henryk Arctowski Station reflects the specific operational profile of the Station, including the technical, engineering and logistics-related positions required to support Antarctic expeditions, rather than a general institutional imbalance.

Figure 1.



2. Career advancement

Women accounted for 59% of individuals included in the career advancement analysis (Table 3). A chi-square test of independence found no statistically significant association between gender and career stage ($\chi^2(5) = 0.87$, $p = 0.97$). The negligible effect size (Cramer's $V = 0.05$) indicates that the distribution of women and men across career stages was highly comparable. Women were consistently represented at approximately 60% across doctoral, technical and research positions, while their representation among Institute Professors (50%) and Professors (53%) was only slightly lower. These differences were not statistically significant.

Table 3 – Career advancement (headcounts)	Women	Men	Total	% of Women
Doctoral student	56	39	95	59%
Technical and Support Staff	69	44	113	61%
Assistant	14	9	23	61%
Assistant Professor	28	18	46	61%
Institute Professor	6	6	12	50%
Professor	8	7	15	53%
Total	181	123	304	59%

Women represented 53% of Heads of Research Groups and 62% of all scientific staff holding a doctoral degree (PhD) (Table 4). A chi-square test of independence found no statistically significant association between gender and research leadership ($\chi^2(1) = 1.06$, $p = 0.30$). The effect size was small (Cramer's $V = 0.08$), indicating that the observed difference in the proportion of women among research leaders compared with all PhD-level researchers was modest and not statistically significant.

Table 4 – Research leadership	Women	Men	Total	% of Women
Heads of Research Groups	23	20	43	53%
All scientific staff with doctoral degree (PhD)	78	47	125	62%

Women accounted for 63% of Heads of Administrative Departments and 67% of the remaining administrative staff (Table 5). A chi-square test of independence found no statistically significant association between gender and administrative leadership ($\chi^2(1) = 0.06$, $p = 0.81$). The effect size was negligible (Cramer's $V = 0.03$), showing that the gender distribution among administrative leaders closely reflects that of the administrative workforce.

Table 5 – Administrative leadership	Women	Men	Total	% of Women
Heads of Administrative Departments	5	3	8	63%
All administrative staff	49	25	74	66%

The Institute's leadership team (Board of Directors) currently comprises four women out of five members (80%).

3. Researcher salaries

The distribution of salary expenditure closely mirrors the gender composition of employees across all career levels (Table 6). This closely matched women's representation within these staff categories. Among Institute Professors and Professors, women accounted for 47% and 49% of payroll expenditure, respectively, compared with 50% and 53% of employees in these categories. Overall, the aggregated payroll data do not indicate substantial disparities.

The analysis was based on aggregated payroll data; therefore, statistical significance testing was not applicable.

Table 6 – Distribution of Salary Expenditure by Gender and Position (%)	Payroll Allocation – Women (%)	Payroll Allocation – Men (%)
Technical and Support Staff	59%	41%
Assistant	60%	40%
Assistant Professor	59%	41%
Institute Professor	47%	53%
Professor	49%	51%

Comparison of payroll allocation (Table 6) with the distribution of full-time equivalents (Table 3B) indicates that total salary expenditure broadly reflects the gender composition within each employment category. Estimated differences were small for Technical and Support Staff (−4.8%) and Assistant Professors (−3.3%), while larger differences were observed among Institute Professors (−9.6%) and Professors (−12.5%).

These estimates are derived from aggregated payroll data, staff numbers, FTEs, and they should be interpreted as indicative rather than as direct measures of individual gender pay differences. Therefore, the observed difference should be interpreted with caution.

4. Research funding

Although women represented 60% of the Scientific Division staff, they served as Principal Investigators for 42% of research grants. A chi-square test of

independence revealed a statistically significant association between gender and research funding leadership ($\chi^2(1) = 8.65$, $p = 0.003$). The effect size was small to moderate (Cramer's V = 0.17), indicating that women were underrepresented among grant Principal Investigators relative to their proportion within the Scientific Division.

Table 7 – Research funding	Women as PIs	Men as PIs	Total	% obtained by women
Number of grants	42	58	100	42%
Scientific Division Staff	125	84	209	60%

5. Scientific Council of the Institute

Women represented 53% of the Scientific Council overall (Table 8). However, a chi-square test of independence demonstrated a statistically significant association between gender and the type of Council membership ($\chi^2(1) = 7.50$, $p = 0.006$). The effect size was moderate (Cramer's V = 0.39). This difference resulted primarily from the lower proportion of women among external Council members (25%) compared with Institute-affiliated members (67%).

The lower representation of women among external Council members likely reflects the gender composition of the wider senior academic community rather than the Institute's internal practices. Nevertheless, the Institute will continue to consider gender balance when proposing external Council members.

Table 8 – Scientific Council	Women	Men	Total	% of Women
Council members from IBB	22	11	33	67%
External council members	4	12	16	25%
Total	26	23	49	53%

6. Doctoral School recruitment

Women accounted for 43% of applicants to the Doctoral School in 2025 and 52% of admitted candidates (Table 9). The admission rate was 9.5% for women and 6.6% for men. A chi-square test of independence found no statistically significant

association between gender and admission outcome ($\chi^2(1) = 0.87$, $p = 0.35$). The effect size was negligible (Cramer's $V = 0.05$), indicating that the observed difference in admission rates is small and not statistically significant. Although women had a higher admission rate than men, the difference is consistent with random variation given the relatively small number of available positions.

Table 9 – Doctoral School admissions

	Women	Men	Total	% of Women
Candidates applying to the Doctoral School during 2025	137	181	318	43%
Candidates accepted to the Doctoral School during 2025	13	12	25	52%
Acceptance rate	9.5%	6.6%	7.9%	

7. Summary

Overall, the analyses indicate that the **Institute maintains a high level of gender balance across employment structure, career progression, leadership positions and doctoral recruitment**. Most observed differences between women and men were not statistically significant and were associated with negligible or small effect sizes. The statistically significant differences identified concerned the organisational distribution of staff, the composition of external members of the Scientific Council, and the gender distribution of research grants led by Principal Investigators. Of these findings, **only the lower representation of women among Principal Investigators directly relates to research careers and therefore warrants continued monitoring using individual-level funding data**.