

Report

on the implementation of the Gender Equality Plan at the Institute of Human Genetics of the Polish Academy of Sciences in Poznan in year 2022

Report title:	Monitoring and control of the percentage representation of women and men in the year 2022 in: - committees and decision-making bodies; - in the recruitment process and competitions for scientific roles; - participation of women and men in submitting grant applications and obtaining grants
Into:	Director of IHG PAS
	Deputy Director for Administration at IHG PAS
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The following report was prepared in response to the Gender Equality Plan (GEP) introduced in 2022 at the Institute of Human Genetics of the Polish Academy of Sciences (IHG PAS) and to monitor the implementation of tasks included in the GEP. This report consists of three parts entitled:

- 1) Monitoring and control of the percentage representation of women and men in decision-making teams and committees
- 2) Monitoring and control of the percentage representation of women and men in the recruitment process and competitions for scientific positions within the IHG PAS
- 3) Monitoring the participation of women and men in submitting grant applications and obtaining grants Note: Data on the number of grants obtained is not yet complete (at the time of submitting this report), the results of the OPUS LAP call for proposals to the National Science Centre from December 2022, in which IGC PAS scientists submitted applications, have not been announced yet.

The report for 2022 was prepared based on information obtained from the Human Resources department of IHG PAS concerning the institute's employees, as well as based on information obtained from the Secretariat for doctoral studies regarding doctoral students at the IHG PAS. Information on the composition of the decision-making teams and committees was collected by the Plenipotentiary for Gender Equality and Equal Treatment based on documentation available at the Secretariat of the Director of the IHG PAS.

Statistical data on the participation of women and men in submitting and obtaining grants have been collected and analyzed by the Plenipotentiary for Gender Equality, who is also the Research Coordinator at the IHG PAS and the author of this report.

Part One: Monitoring and controlling the participation of women and men in committees and decision-making teams in 2022.

1) Decision-making committees

In 2022, there were 89 seats at various committees called at the IHG PAS, of these 89 places, 60 were taken by women and 29 men by men.

A total of 34 people sat on the recruitment committees, 24 women and 10 men.

The other committees (altogether) had 55 members, including 36 women and 19 men.

Table 1. Share of women and men in committees in 2022

Committees	Number of women	Number of men	Amount
Recruitment	24	10	34
Other	36	19	55
Including	60	29	89

Percentage-wise, the constitution of the aforementioned committees presents as follows:

- In total, women accounted for 67% of all decision-making committees roles and men for 33% of all decision-making committees roles
- 71% of women sat on the committees recruiting the institute's employees, men constituted 29% of the committees makeup
- In other committees (altogether), the percentile gender representation was as follows: women represented 65% and men 35% of committee makeup.

2) Decision making teams

In 2022, two decision-making teams functioned at the IHG PAS: the Scientific Council and the College.

In the 2019-2022 term, the Scientific Council consisted of 30 people, among whom there were 14 women and 16 men. The percentile composition of the Scientific Council was as follows: women 46.6% of women and 53.3% of men.

In 2022 the College consisted of 15 people, with 9 women and 6 men. This proportion corresponds to 60% of women and 40% of men.

In general, with regard to the management (directorate) of IHG PAS in 2022, the distribution of positions between women and men did not change compared to 2021 and in 2022 its proportion was 50/50%.

Table 2. Management Team (directorate) IHG PAS

Function	Woman	Man
Director of the institute		x
Deputy Director for Science		x
Deputy Director for Administration	x	
Chief Accountant	x	

Part Two: Monitoring and control of the percentile representation of women and men in the recruitment process and competitions for scientific positions.

In 2022, recruitment for 3 scientific roles was announced. In the recruitment process for all three vacancies, 7 candidates meeting the set criteria were selected.

Among those 7 candidates there were 5 women and 2 men, which translated into participation in the recruitment process in the proportion of 71% women and 29% men.

As for the composition of recruitment committees for scientific positions in 2022, 3 committees were appointed, which included a total of 9 people, with 6 women and 3 men.

Table 3. Composition of recruitment committees for scientific roles, broken down by member gender

Composition of the recruitment committees for scientific positions by gender criterion			
	Number of women	Number of men	Amount
Numerically	6	3	9
Percentage	67%	33%	100

Composition of recruitment committees for doctoral students category has been considered separately here. According to the Recruitment Regulations of the Poznan Doctoral School, point 1 §4: "Recruitment committees, consisting of at least three people, maintaining a representative gender balance as far as possible, shall be appointed by the coordinator for each recruitment call separately. The chairman of the committee is the coordinator or deputy; It may also be appointed by the coordinator or deputy of another person with a degree of at least habilitated doctor."

In 2022, there were 4 recruitment committees for doctoral students appointed. In total, 12 people sat on all these committees, including 8 women and 4 men. Percentage-wise, this proportion was as follows: women accounted for 67% of the commission make-up, men 33%.

In 2022, a total of 14 people studied at the Poznan Doctoral School at IHG PAS, including 12 women and 2 men. This corresponds to a proportion of 86% women and 14% men.

Considering breakdown by the gender criterion among PhD students, masters and trainees who were recruited to the IGC PAS in 2022, the numbers are as follows:

- In the recruitment process for doctoral studies at the PSD at IHG PAS, there were 43 candidates, including 26 women and 17 men, i.e. 60% women and 40% men respectively
- In case of master's students wishing to complete their master's thesis at the IHG PAS, a total of 22 people were admitted, including 16 women and 6 men, i.e. 73% women and 27% men respectively
- In case of trainees at IHG PAS, 5 people completed the internship, including 4 women and 1 man, i.e. 80% women and 20% men respectively

Table 4. Numbers of PhD students, master's students and trainees broken down by gender:

	Number of women	Number of men	Amount
PhD students*	12	2	14
PSD candidates*	26	17	43
Master's students*	16	6	22
Trainees*	4	1	5
Including	58	26	84

* data for 2022

Part Three: Monitoring the participation of women and men in applying for and obtaining grants

In 2022, scientists from the IHG PAS submitted a total of 30 grant applications in the national grant competitions as well as the European Commission ones. The percentage share in grant applications broken down by gender was as follows: women accounted for 83% of applicants, men 17%.

The reason for such large discrepancy in percentile representation is that women constitute the overwhelming majority of both researchers and doctoral students in the field of natural sciences, and in particular in the areas of research conducted at the IHG PAS.

Table 5. Grant applications submitted from the IHG PAS in 2022 by applicants gender:

Total all applications submitted by women and men	Women	Men
30	25	5
Percentage representation	83%	17%

The table below presents statistical data reflecting the success rate for researchers' proposals, broken down by the applicants gender. Unfortunately, as mentioned before, the evaluation results of the proposals submitted to the OPUS LAP call at the NCN in December 2022 are still being assessed. This part of the report will therefore be finalised once the results of the evaluation become available.

Table 6. The break-down of the numbers of successful and rejected grant applications by gender of applicants in 2022

łącznie wszystkie wnioski złożone przez kobiety i mężczyzn	Kobiety		Mężczyźni	
	przyznane	odrzucone	przyznane	odrzucone
30	*8	*14	*0	*4
Reprezentacja procentowa				

* evaluation results for proposals submitted to the NCN in December 2022 not yet available