

National Research Institute of Animal Production

Gender Equality Plan for 2025–2027

1. Introduction
2. Diagnosis
3. Defining goals with an action plan
4. Summary

1. Introduction

The National Research Institute of Animal Production (NRIAP) is committed to promoting equality and preventing discrimination in all its activities. The Institute strives to strengthen attitudes of equality and to create an atmosphere of respect for diversity, recognizing and analysing current practices and structures for risks related to unequal treatment. Equality, directly and indirectly, affects the quality of diverse and multidimensional daily life. The Institute seeks to promote a sense of community, trust and mutual respect in all interactions of the Institute's employees, and seen as the foundation of these efforts is education and drawing the attention of the Institute's community to the fact that people are different but equal. Awareness of institutional support for pro-equality solutions creates a space for dialogue and openness and acceptance for all employees.

The concepts of equality and non-discrimination are usually understood in terms of gender equality, but in a broader sense they mean organizing the physical, psychological and social environment so as to ensure that all employees of the National Research Institute of Animal Production have equal opportunities to participate in professional and social life, regardless of personal characteristics. Equal treatment in this regard means ensuring the accessibility and usability of all processes and equipment, intelligibility and equality expressed in the transmission of information, the opportunity to participate in decision-making and career development.

On 27 October 2021, by the decision of the Director of the National Research Institute of Animal Production, the Equal Treatment Team was established and one of its tasks was to develop an internal policy of the NRIAP for equal opportunities. A Gender Equality Plan (GEP) for 2022–2024 was created. During this period, the Team did not receive any alarming reports or signals.

The submitted Plan is a continuation of the previous Plan, which covered the years 2022–2024 and contains the diagnosis, goals and activities planned for implementation at the Institute at the given time. The solutions outlined in the Plan, the implementation of which will be analysed in the set timeframe, will be the basis for maintaining the existing and developing new good practices at the NRIAP that meet current needs.

The Plan is available in the Institute's open resources, on the website at <http://www.iz.edu.pl/>.

2. Diagnosis

Part of the data collection system planned in the previous GEP was an employee survey developed by the Equal Treatment Team as a time-priority activity from the perspective of collecting information for further work. The anonymous online survey was conducted in December 2024, and the data collected will be analysed in the near future. However, the basic information from the surveys is as follows:

Eighty-two people took part in the survey. The survey consisted of 9 questions, with a predominance of closed questions.

A question that illustrates in a good way the fulfilment of the Institute's role in the sense of security is the YES answer of 85% of the respondents to the question "Do you feel safe in the workplace". However, it is disturbing that 2 of the employees completing the survey answered NO to this question. The rest of the respondents gave the answer HARD TO SAY.

The answer to the above question may correlate in some way with the answer to the question "Do you know how to report situations of unequal treatment at the Institute?". Unfortunately, only slightly more than half of the employees confirmed knowledge in this regard. Information about the Institute's Internal Anti-Mobbing Policy, the Code of Ethics, the appointment of the Disciplinary Ombudsman, the Anti-Mobbing Commission or the Equal Treatment Team is part of internal regulations including the Orders of the Director of the Institute, the content of which is on a shared drive and available to all employees. Also, as part of its activities, the Equal Treatment Team sent by email to all employees of the Institute information and guidance on how to report any manifestation of discrimination, mobbing, harassment, violation of bodily integrity or persecution of anyone, as well as providing equal opportunities for employment, promotion, development and professional development. It included, among other things, the following provision: "The Equal Treatment Team also serves as a point of consultation and contact point in matters of discrimination. Interested employees are requested to contact members of the Equal Treatment Team directly to arrange a meeting. Members of the Equal Treatment Team are required to maintain confidentiality". Additionally, it was indicated that "In addition to the Institute, people who have been harmed by unequal treatment can also seek help from organizations involved in the protection of human rights and counteracting exclusion", and here the independent from the Institute websites of Ombudsmen, Plenipotentiaries, Foundations and Centres for Equal Treatment, Compliance and Anti-Mobbing, as well as those dealing with human rights, women's rights and the rights of people with disabilities, were provided.

Interest in participating in equality and anti-discrimination training or workshops did not exceed 40%, meaning that 30 of those surveyed are willing to participate.

Arguably, these are clues for further work on improving the sense of security for all Institute employees, and this will be addressed further by the Team.

In 2023, an online training course was conducted for employees of the Institute (Headquarters and Experimental Stations) entitled "Gender Equality Policy. Legal and psychological aspects of the principle of equality between women and men". The training of 4 training hours included information on the principles of equality between women and men in the work environment, in ongoing projects, in documentation and interpersonal and scientific communication. The training was conducted by a doctor of social sciences in psychology, specializing in the psychology of human resource management, with a master's degree in law. There were 32 participants logged in during the training, their data was not visible during the training, as you could anonymize your profile. Participants were able to ask questions in the form of open discussion or in chat, which greatly increased the comfort of addressing difficult topics. At the same time, from the information obtained from the employees, there were situations when several people participated in the training at one workstation, which allows the conclusion that a larger group of employees participated in the training than the number of logins indicates. From the information obtained from the participants, both the topics and the way the training was conducted were relevant, satisfactory and optimal for most people.

As part of the diagnosis, during the development of the Gender Equality Plan for the next few years, a re-analysis of the Institute's workforce was carried out, taking into account gender distribution in the various groups of employees

As of 30 November 2024, the Institute employs 299 people, including 191 women and 108 men.

There are 60 people employed in scientific positions, including 38 women and 22 men. The analysis of positions, in relation to gender, shows a relative balance in employment above the position of assistant professor, with a postdoctoral degree, while in the group of assistant professors, the predominance of women is noticeable. Detailed information is provided in the chart below:

Among research and technical employees, there is a slight preponderance of women – 9 out of 15 are women.

In the group of engineering and technical employees, the preponderance of women is already significant as 72 out of 97 employees are women.

In the group of administrative and economic employees, the gender ratio is almost equal, with 42 women and 34 men out of 76 employees classified in this group.

An analysis of the positions held by employees in this group, by gender, shows disparities, but these are related to the way in which the employment relationship is established (appointment) or the general tendencies towards certain choices by either gender (e.g., the predominance of men in IT positions).

In the group of library and scientific information staff, 15 of the 21 employees are women.

An analysis of the positions held in this group is as follows:

In the case of the last analysed group of employees – 31 people, i.e. service workers – the analysis showed gender equality in terms of the number of men and women employed.

Among the 38 employees in management positions (managers or deputies), the gender ratio is 23 women and 15 men.

The results of the analysis show relative equality in gender distribution, with regard to the analysed groups of employees and positions. The disparities that occur, in some groups, are a normal and commonly present phenomenon. The Institute, thanks to the analysis, has information on how the gender distribution is shaped in relation to particular groups of employees. However, the priority in the HR policy of the NRIAP is not to persistently strive to equalize the percentage share of the sexes in the structure of employees, but equal treatment both at the stage of recruitment and further career development, expressed primarily in the evaluation of the candidate and later the employee through the prism of their competence and experience.

Analysing the results of the 2021 survey in relation to the current one, one does not notice any significant differences in the gender distribution in relation to positions. However, there is a noticeable increase in the number of employees from 274 to 299, or by 25 people, while there is no change in the number of research staff (61 people in 2021 and 60 people in 2024). The last chart indicating management positions also shows that the number of managers or deputy managers has increased from 30 to 38.

In the course of the implementation of the previous GEP, in order to deepen the diagnosis in the field of equal treatment of the Institute's employees, requests were made to the Social Committee, representatives of the Trade Unions and the Academic Staff Development Committee, to provide their opinions and observations on the existence and possible, from the

point of view of their activities, threat of situations of gender inequality. Also, in creating the current plan, they were asked to indicate irregularities if any occurred during the period of the previous plan. The answers clearly indicate that no situations of gender inequality at the National Research Institute of Animal Production have been noticed.

3. Defining goals with an action plan

After the analysis, to the extent feasible based on the resources dedicated to this work, within the defined timeframe, it was decided to continue with the following goals:

3.1. Raising awareness of the importance of equality and strengthening positive attitudes towards diversity

Equality of opportunity between women and men is a state that guarantees social justice and sensitizes to the different needs of those who make up modern society. The goal of the equality approach is to counteract gender stereotypes and all inequalities, including by strengthening the competence-based approach. Every employee of the Institute, regardless of gender, should be evaluated and treated equally. Diversity in research planning will also be addressed as part of raising awareness of the importance of gender equality.

Planned activities:

The activities that are planned with regard to the goal of raising awareness of the importance of gender equality and strengthening positive attitudes towards diversity are primarily training and broad education, related to the provision of information to NRIAP employees on the essence of the activities undertaken in the framework of promoting equality, as well as building awareness and vigilance for possible adverse events. Continuing to provide information about NRIAP's internal regulations, including the activities of the Team, and external organizations involved in the protection of human rights and counteracting exclusion, to strengthen employees' sense of security and knowledge of how to report manifestations of discrimination.

3.2. Ensuring equality in recruitment and career advancement and raising awareness of the benefits of gender balance in decision-making processes

Employing representatives of each gender positively influences the achievement of business goals and the building of competitive advantages. Equality and diversity contribute to raising the level of scientific discourse and support interdisciplinary cooperation, allowing different perspectives and experiences to be learned, which not only positively affect the level of innovation, but also allow services and products to reach different audiences.

Taking care of the equality policy at the Institute will help to build the image of a socially responsible unit, which, by strengthening the positive image of the National Research Institute of Animal Production as an employer, will help to establish cooperation with increasingly qualified professionals.

Planned activities:

In order to ensure equality in the recruitment and promotion process, equality issues will be integrated into the activities of those responsible for conducting recruitment processes and supporting NRIAP employee promotion processes. Increasing awareness of the benefits of equality in decision-making processes will be achieved through educational activities aimed at the Institute's management, planned under the point "Raising awareness of the importance of equality and strengthening positive attitudes towards diversity".

3.3 Facilitating work-life balance

Activities undertaken in accordance with the concept of work-life balance (WLB), in which work life and private life form a coherent whole to serve people's goals and expectations in accordance with their principles and values, are aimed at supporting the Institute's employees in their realization. The main idea of WLB is to find a balance between all aspects of life – work and career, and private life.

Planned activities:

In order to support employees, including those caring for children, the elderly and animals, in combining professional work with family responsibilities, the Equal Treatment Team, on the basis of the information obtained so far, as well as on the basis of current internal regulations, will try to support the maintenance of permanent good practice in the principles of flexible working hours, mobile working hours, as well as the possibility of remote working and other flexible forms of work (individual work schedule, task-based working time), to the extent to be agreed with decision-makers and representatives of NRIAP employees. The possibility of introducing the above solutions will be considered in relation to the possibilities and specifics of the duties performed.

To meet the needs of parents and caregivers of children, as well as those caring for the elderly or those in need of assistance, employed by the Institute, there will be prepared analysis of support options with the requirements of the solutions under consideration.

3.4 Combating gender-based violence and mobbing and protecting and supporting its victims

In addition to the Gender Equality Plan, the Institute has a Code of Ethics and an Internal Anti-Mobbing Policy, which commit the Institute's community to eliminate all discrimination, mobbing, harassment, violation of bodily integrity or persecution of anyone, and to provide equal opportunities for employment, promotion, development and professional development.

The GEP involves raising awareness of the need to report discriminatory and demeaning actions both by the person who experienced them and by managers of the Institute's organizational units.

Preventing sexual harassment and mobbing, making employees aware of their rights in the workplace, and avoiding double standards in evaluating employees – all of these activities will help create an environment in which every person employed feels valued, all their talents are fully utilized and the organization achieves its goals.

Planned activities:

Combating gender-based violence, as well as protecting and supporting its victims, depends to a large extent on the community's awareness of the above-mentioned issues, so the basic measures that are planned to strengthen this awareness are further training for the Institute's employees, which will directly increase this awareness. The second pillar will be an analysis of the structures responsible at the NRIAP for counteracting undesirable phenomena and behaviour, and interviews with people who are members of the committees responsible for anti-mobbing activities established so far, in the context of the risks they identify. Depending on the results of the interviews and localized problems, it is possible to conduct another survey among the Institute's employees, while maintaining anonymity, on their level of feeling of security.

3.5 Identifying and removing any potential gender biases

The Institute has a Company Collective Labour Agreement for Employees of the National Research Institute of Animal Production, which sets out the principles of the policy of remuneration and other employee benefits, transparently, with a breakdown for each group of employees.

Planned activities:

In order to exclude unequal treatment in the area of implementation of employment regulations, an analysis will be made, with the cooperation of staff supporting the work of the Team. In addition, it is planned to analyse newly created documents/regulations, etc. for the use of equality language.

In accordance with the tasks specified in Ordinance No. 41/21, establishing the Equal Treatment Team, the Team is to act as a point of consultation and contact in matters of discrimination. The dates and form of meetings of the representative or the Equal Treatment Team will be agreed with the persons concerned in each case, of which the Institute's employees will be informed by e-mail and on the occasion of the training sessions conducted, with particular attention to the fact that the members of the Equal Treatment Team are obliged to maintain confidentiality.

3.6 Monitoring and collecting data on the implementation of equality principles

The monitoring and collection of information on respect for equality principles at the Institute will allow us to assess the effectiveness of the measures taken, as well as to plan possible corrective actions with regard to the information obtained. The collected data will also be used to plan activities in the next time perspective.

Planned activities:

Adherence to the principles of gender equality, monitoring of the degree of implementation of planned activities and analysis of the possibility of undertaking other activities within the framework of the dissemination of equality policy, will be subject to periodic monitoring and evaluation. The development and implementation of an equal opportunity monitoring system, data monitoring and collection, as well as the preparation of annual reports on the implementation of the equality policy and presenting them to the Director of the Institute, in accordance with Ordinance No. 41/21, are the responsibility of the Equal Treatment Team. Part of the data collection system will be an employee survey developed by the Equal Treatment Team.

4. Summary

The National Research Institute of Animal Production is introducing the Gender Equality Plan as a document to organize the measures taken to promote equality and oppose discrimination among employees.

The proposals for activities contained in this plan will be implemented during the period for which it is defined.

The planned activities will be subject to ongoing evaluation and modification, taking into account the results of the analysis in each area.