

Gender Equality Plan for the Institute for Structural Research

About us

We are a team of researchers at the Institute for Structural Research, an independent and apolitical scientific foundation. Our research focuses on economic analyses and public policy assessments related to the labour market, demography, energy, and climate. We prioritise objectivity and methodology in our work and collaborate with leading European and international scientific institutions. We make our research results freely available to the public through two publication series: the IBS Working Paper and the IBS Policy Paper.

Introduction

Horizon Europe (HE) 2021-2027 aims to achieve gender equality in research and innovation as part of the European Commission's broader gender equality strategy. Compared to previous years, the latest edition of the Horizon program has introduced several changes, including the Gender Equality Plan, which aims to promote greater gender equality in research. Equality and diversity are essential values that guarantee improvements in the quality of research.

Our Gender Equality Plan results from internal analyses and consultations on gender equality at the Institute for Structural Research. We aim to create a working environment where everyone is treated equally and fairly, without stereotypes, prejudice, or violence. As an institution, we want to raise awareness of gender inequality in the labour market and influence public policy on this issue. We will conduct an internal evaluation of the plan's objectives in early 2023, and the Board of Directors will be responsible for their implementation.

Diagnosis

In 2021, the Institute for Structural Research employed 19 people, 58% of whom were women. A President and Vice President lead the Foundation, and staff salaries are set based on an employee's knowledge, skills, and experience. In 2021, the average salary for men working at IBS was 1.7% higher than for women (on a full-time equivalent basis).

We aim to remove barriers to work-life balance. All employees benefit from flexible working arrangements, including flexible working hours and the ability to work from home. Most employees combine work with doctoral studies or university work; five worked part-time in 2021, three women and two men. Those with children are eligible for arrangements such as care leave or days off for childcare, which applies to both women and men.

We use gender-inclusive language in our communications and job descriptions. Female employees can decide how they prefer to be identified on our website, their email footer, and social media. We ensure job vacancies are publicly

accessible and transparent and strive to ensure that female and male IBS experts have equal access to appearances in the media and during conferences.

We actively integrate gender-related issues into our research content. Over the past few years, we have been involved in several gender equality projects, including a study of the gender pay gap (through a National Science Centre grant), an assessment of the impact of family policies on female labour supply, the development of the 'Equal Pay app,' and a workshop on how to prepare for fatherhood.

Before preparing the Gender Equality Plan, we audited our procedures and practices to identify areas where we could introduce activities to correct biases. The survey aimed to diagnose problems related to work-family reconciliation, discrimination, and the organisational culture of our institution. We used the GEAR Tool (Gender Equality in Academia and Research), developed by the European Institute for Gender Equality, to diagnose and analyse the data regarding the respondents' gender.

The Institute has not provided training on preventing and opposing gender-based violence, and no whistleblowing procedure exists. Starting January 2022, one of the IBS staff will serve as a gender equality officer.

Objectives and planned activities

To create an institutional environment that fosters gender equality in research and enables the three objectives of the European strategy for gender equality, the following summary outlines our planned actions. We aim to address diagnosed gender differences in perception of work-life balance and self-assessment of potential while implementing strategies to promote gender equality. Proposed indicators will allow for ongoing monitoring and modification of activities annually.

o Raising awareness of gender equality and discrimination

Action: Organize a training session in 2022 to raise awareness on discrimination (based on gender, gender identity, and sexual orientation), harassment, and bullying.

Indicator: By the end of 2022, 100% of IBS staff will have undergone training.

o Supporting the career development of female researchers

Action: Host mentoring meetings to encourage knowledge-sharing between experienced female researchers and PhD students.

Indicator: Female researchers from IBS will participate in two meetings organised in cooperation with other scientific foundations or universities.

o Ensuring equal access to media and public appearances

Action: Monitoring of media appearances by IBS staff.

Indicator: By the end of 2022, the proportion of female IBS staff appearing in the media and at conferences will be at least equal to their representation in respective research teams.

o Ensure gender balance in debates and events

Action: Ensure the participation of female experts and researchers in debates and conferences organised by IBS.

Indicator: IBS event will only take place with female participation. At major conferences organised by the IBS (e.g. Jobs and Development Conference), the proportion of women among presenters will be at least 40%.

o Maintaining gender balance in the workforce

Action: Monitor recruitment in terms of applicant gender.

Indicator: No recruitment will be completed until at least one CV from a non-dominant gender candidate has been received. The proportion of the dominant gender in the workforce will not exceed 65%.

o Maintaining the use of remote working to reconcile work and family responsibilities

Action: Maintain a hybrid working model.

Indicator: The possibility of partial remote working will not be withdrawn.