

**GENDER
EQUALITY PLAN
for the Institute of Mathematics of the Polish
Academy of Sciences for the Period 2022-2024**

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INTRODUCTION

According to its Statutes, the Institute of Mathematics of the Polish Academy of Sciences (IM PAN) is engaged in conducting and stimulating scientific research in the field of mathematics and its applications, in publicizing the results of this research, as well as in promoting mathematical culture. The Equality Plan for the Institute of Mathematics of the Polish Academy of Sciences is an instrument aimed at improving the quality of these actions and at developing the Institute in accordance with the principles of equality and diversity, enabling all members of staff and doctoral students to pursue their scientific and personal development without obstacles, regardless of their social status, origin, world-view, religion, disability, sexual orientation or gender.

The aim of the Equality Plan for the Institute of Mathematics of the Polish Academy of Sciences (hereinafter referred to as the Equality Plan or the Plan) is to promote equality and diversity as values that enable all staff and doctoral students at IM PAN to develop freely and fulfil their potential, which translates into personal well-being as well as into a balanced, secure, empowered and autonomous academic environment, as well as to increasing the quality of research.

The Plan complements and extends the pro-equality and anti-discrimination measures that the Institute has committed to implementing following being awarded the "HR Excellence in Research" logo in 2016 by the European Commission. As part of these measures, the Institute is improving its recruitment and staffing policies, particularly regarding equality policies. The Equality Plan for IM PAN is one of the tools of this policy.

The Equality Plan is the result of the work of the Commission on Equal Treatment. The document was drafted on the basis of an analysis of similar documents in force in other European scientific institutions, including Polish ones, on the basis of the guidelines for the Equality Plan, and on the basis of a diagnosis of the state and needs of the Institute of Mathematics of the Polish Academy of Sciences in 2021.

DIAGNOSIS

Staff at IM PAN by gender as of 1.12.2021

- **Total**

| Women | Men | Percentage of women | Percentage of men |
|-------|-----|---------------------|-------------------|
| 59 | 90 | 40% | 60% |

- **Research staff**

| | Women | Men | Percentage of women | Percentage of men |
|---------------------|-------|-----|---------------------|-------------------|
| Assistant | 0 | 5 | 0% | 100% |
| Assistant Professor | 6 | 27 | 18% | 82% |
| Professor IM PAN | 4 | 18 | 18% | 82% |
| Professor* | 1 | 22 | 4% | 96% |
| Total | 11 | 72 | 13% | 87% |

**Three women employed as professors have retired in the last two years.*

- **Non-research staff**

| Women | Men | Percentage of women | Percentage of men |
|-------|-----|---------------------|-------------------|
| 48 | 18 | 73% | 27% |

The above data shows that in the group of researchers the percentage of women is significantly lower than the percentage of men. This situation does not result from the employment policy at IM PAN, but from the specificity of the field: the percentage of women choosing a scientific career in mathematics is generally significantly lower than the percentage of men. This situation is reflected in the gender structure of the doctoral schools co-administered by the Institute.

The Institute of Mathematics of the Polish Academy of Sciences co-administers two doctoral schools:

1. Warsaw Doctoral School of Mathematics and Computer Science (WSDMI), in collaboration with the Faculty of Mathematics, Informatics, and Mechanics of the University of Warsaw,
2. International Environmental Doctoral School, in cooperation with the University of Silesia, the Institute of Geophysics of the Polish Academy of Sciences and the Institute of Oceanology of the Polish Academy of Sciences.

Among IM PAN students at these doctoral schools there are 11 men (10 at the first school and 1 at the second school) and no women.

Gender distribution at IM PAN, as of 1.12.2021

○ **Senior management**

| Women | Men | Percentage of women | Percentage of men |
|-------|-----|---------------------|-------------------|
| 1 | 4 | 20% | 80% |

○ **Management**

| Women | Men | Percentage of women | Percentage of men |
|-------|-----|---------------------|-------------------|
| 6 | 19 | 24% | 76% |

○ **Scientific Council**

| Women | Men | Percentage of women | Percentage of men |
|-------|-----|---------------------|-------------------|
| 1 | 48 | 2% | 98% |

- **Commissions of the Scientific Council**
 - ❖ Recruitment and Staff Performance Evaluation Commission: 9 men, no women
 - ❖ Commission on Applications for the Title of Professor: 7 men, no women
 - ❖ Commission on The Revision of The Statutes of IM PAN: 3 men, no women
 - ❖ Disciplinary Officer: a man
- **Commissions appointed by the Director**
 - ❖ Commission on Equal Treatment: 2 women, 2 men
 - ❖ Commission on the Implementation of the HRS4R Principles: 4 women, 4 men
 - ❖ Doctoral Studies Commission: 7 men, no women
- **Staff-elected Commissions**
 - ❖ Social Commission: 3 women, 1 man
 - ❖ Disciplinary Board: 4 men, no women
 - ❖ Staff Council: 4 women, 1 man

The data presented above shows that women are under-represented in certain structures of the Institute, even after considering the lower percentage of women among all staff or among researchers. The gender imbalance is most apparent in the composition of the Scientific Council and its Commissions. On the other hand, given the generally small number of women employed in research positions, it is not possible to enforce equal gender quotas without overburdening those individuals with membership of many Commissions; in this sense, forcibly equalising the gender quotas would itself be a kind of discrimination.

Recruitment and allocation of positions

Recruitment and allocation of positions at IM PAN is based solely on merit, where the basis for the evaluation of an employee are his/her qualifications, competencies, and the quality and efficiency of his/her work. Gender, race or ethnic origin, religion or belief, disability or sexual orientation are not taken into account in the competition procedures. Moreover, these rules are clearly indicated in the competition notices.

The Institute also traditionally offers temporary research posts, which, among other things, enable those who are permanently employed at universities to intensify their research work by temporarily taking time off from their teaching duties. Such posts also support the return to regular research work and career development of persons after parental leave.

Recruitment of staff for research positions at the Institute is carried out in accordance with the Regulations for Competitions for Research Positions at IM PAN:

<<https://www.impan.pl/wydarzenia/konkursy/regulamin-konkursow-im-pan-2021-tekst-jednolity.pdf>>.

These regulations are in line with the principles contained in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and the OTM-R principles of open and transparent recruitment processes.

The Institute of Mathematics of the Polish Academy of Sciences has the right to use the prestigious logo "HR Excellence in Research", awarded by the European Commission to institutions that implement the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. A key element of the HR strategy is the Open, Transparent and Merit-Based Recruitment Policy (OTM-R). In addition, the Institute has a Commission for the implementation of the HRS4R principles: <<https://www.impan.pl/pl/institut/strategia-hr>>.

The gender distribution in competitions for research positions announced at the Institute in 2018-2021 is presented in the tables below. The data shows that the success rate in IM PAN competitions is essentially independent of the gender of the applicant.

o **Number of applications**

| | Women | Men | Percentage of women | Percentage of men |
|------|-------|-----|---------------------|-------------------|
| 2018 | 17 | 79 | 18% | 82% |
| 2019 | 10 | 74 | 12% | 88% |
| 2020 | 8 | 59 | 12% | 88% |
| 2021 | 18 | 71 | 20% | 80% |

○ **Number of job offers sent out as a result of the competitions**

| | Women | Men | Percentage of women | Percentage of men |
|------|-------|-----|---------------------|-------------------|
| 2018 | 4 | 32 | 11% | 89% |
| 2019 | 5 | 26 | 16% | 84% |
| 2020 | 5 | 24 | 17% | 83% |
| 2021 | 5 | 25 | 17% | 83% |

○ **Number of job offers accepted**

| | Women | Men | Percentage of women | Percentage of men |
|------|-------|-----|---------------------|-------------------|
| 2018 | 2 | 24 | 8% | 92% |
| 2019 | 3 | 25 | 11% | 89% |
| 2020 | 5 | 18 | 22% | 78% |
| 2021 | 4 | 17 | 19% | 81% |

Rules on remuneration, bonuses and staff appraisal

The system of remuneration, bonuses and evaluation of employees at IM PAN is absolutely independent of gender. Salaries and bonuses depend solely on the position held and professional performance. Similarly, the employee's gender is irrelevant in the periodic evaluation of employees. In research funded by projects/grants both women and men can receive the same remuneration. The remuneration of the staff of IM PAN is done according to the Remuneration Regulations at IM PAN, This document and its annexes are available on the Institute's intranet.

The evaluation of research staff at IM PAN is carried out in accordance with the Regulations for the Evaluation of Employees:

<<https://www.impan.pl/institut/regulaminy/regulamin-oceny-prac.-nauk.-ze-zmiana-z-24.10.2019.pdf>>.

Pro-equality measures

The Institute has a Commission on Equal Treatment, whose aims are, among others, to ensure that the principles of equal opportunities and diversity are respected, to seek to balance the participation of under-represented groups (especially women) in the Institute's structures, and to collect and monitor information on the participation of under-represented groups in the activities of IM PAN. The Commission's actions also aim at strengthening awareness and understanding among IM PAN staff of the value of equality, equal opportunities and gender diversity. The Commission is not aware of any incidents of discrimination at the Institute on grounds of sex, racial or ethnic origin, religion or belief, disability or sexual orientation.

In addition, the Institute has Regulations Against Mobbing and Discrimination:

<https://www.impan.pl/institut/regulaminy/regulamin-przeciwdzialania-mobbingowi-i-dyskryminacji.pdf>.

The Institute has an Accessibility Statement pertaining to the accessibility of its website and the architectural accessibility of its buildings for people with disabilities:

<https://www.impan.pl/pl/dzialania-prorownosciowe/deklaracja-dostepnosci>.

Combining family life and work

The Institute shall comply fully with the provisions of the Labour Code, in particular the rules on leave and extension of employment related to parenthood.

The nature of the research work at the Institute does not require the staff members to be present at the Institute full-time. The Institute has for many years allowed researchers to work remotely / 'from home'. This is important for the scientific development of parents with young children and for combining work and family life. Remote working is also an advantage for staff with health problems.

In addition, the Institute has a specially arranged room to allow the parent to work, in particular to meet and discuss research matters with colleagues, while supervising their playing children.

In May of 2021, a survey on working conditions for female researchers and their expectations regarding support from the Institute was conducted at the Institute. One of the results was that the Directorate of IM PAN initiated a discussion on the creation of a bridging research position for women returning from parental leave, see Objective 4, Action 4.

Actions to popularise mathematics among children and young people

For many years, the Institute of Mathematics of the Polish Academy of Sciences has been actively involved in promoting mathematics among schoolchildren, which has a positive influence on shaping gender diversity among people potentially interested in mathematics at further stages of their education and, possibly, in scientific development in this direction. The Institute operates mathematics clubs for primary and secondary school students. Moreover, the Institute makes its resources available to the Main Committee of the Mathematical Olympiad and the Association for Mathematical Education - these organisations have their offices in the main building of the Institute at Śniadeckich Street 8 in Warsaw.

OBJECTIVES AND RELATED ACTIONS

OBJECTIVE 1: Striving to build appropriately balanced structures among the administrative and research staff of the Institute of Mathematics of the Polish Academy of Sciences.

Trying to create a well-balanced staff composition and balance in the management structures of IM PAN, in decision-making teams, commissions, councils, recruitment teams, expert and review panels. Whenever possible, seeking to adjust the participation of underrepresented groups in the various structures, while preserving the adequacy of competences.

Monitoring the situation regarding balance and diversity in the structures of IM PAN and analysing the situation on a regular basis can make it possible to observe at which levels and in which structures there are significant imbalances. In turn, analysis and open discussion may help to identify the reasons for imbalances that are within the control of the individual and his/her community and to plan appropriate actions to possibly improve the situation. At the same time, it should be borne in mind that the disproportion between male and female researchers is not necessarily the result of the structural policy of IM PAN, but of a general disproportion in the discipline of mathematics already at the stage of school education. Care and caution should be exercised here to avoid putting excessive workload or pressure on groups considered under-represented as a result of forceful balancing.

Gender balance within IM PAN should be considered as a long-term goal. However, the Institute will undertake actions that are related to respecting equality principles, including gender equality, mainly by ensuring equal treatment. It is reasonable to take measures to counteract discrimination and to promote equality of treatment and mutual respect. Balance in the structures may also become a result of shaping pro-equality and anti-discrimination attitudes (Objective 2). This, in turn, may help avoid a situation where underrepresented groups are absent from higher structures of the Institute not due to a lack of competence but because of negative stereotypes.

Action 1.) Monitoring the situation regarding gender balance in the structures of IM PAN.

Monitoring the situation regarding gender balance within IM PAN, analysing the situation regularly. Developing and implementing measures to improve the situation.

Action 2.) Monitoring guidelines and regulations for building IM PAN's management structures and for appointing members of commissions, councils, committees, recruitment teams, expert and review panels.

Monitoring the appointment of persons to management, decision-making and advisory positions at IM PAN in order to examine whether the principles of equal and non-discriminatory treatment are respected and possibly to develop guidelines for these rules.

Action 3.) Monitoring of guidelines on competition and recruitment procedures.

Monitoring the guidelines on competition and recruitment procedures in order to examine whether the principles of equal and non-discriminatory treatment are respected and possibly to develop guidelines for these rules.

Action 4.) Making efforts to increase the interest of women in research positions when announcing competitions for research positions and for doctoral schools.

Placing competition announcements on portals addressed to female communities. Making it apparent that research positions at IM PAN may significantly facilitate combining private and professional life, especially at the stage of early motherhood (no teaching duties) as they allow to effectively return to the research environment after a break. Developing recommendations for organisers of scientific and popularisation events in order to increase interest in the field of mathematics also among women.

OBJECTIVE 2: To combat discrimination and stereotypes harmful to staff

Discrimination (from Latin *discrimino* - I distinguish) means treating different subjects in a similar situation differently.

Fair treatment is a fundamental right in the European Union. Legal protection against discrimination also derives directly from Article 32 of the Constitution of the Republic of Poland, the Labour Code, and the so-called Equality Act on the Implementation of Certain Laws of The European Union Concerning Equal Treatment, which protects against discrimination based on sex, race, ethnic or national origin, religion, belief, world-view, age, disability or sexual orientation ([https://bip.brpo.gov.pl/sites/default/files/Świadomość w zakresie równego traktowania – informacja prasowa.pdf](https://bip.brpo.gov.pl/sites/default/files/Świadomość_w_zakresie_równego_traktowania_-_informacja_prasowa.pdf)).

Counteracting discrimination within the structures of IM PAN and taking appropriate action in all instances when it occurs is therefore an important element of pro-equality measures.

Discriminatory behaviours or actions are usually those which result in a person being treated differently (usually unfavourably, harmfully) from others in a similar situation. Discrimination is often based on unfounded stereotypes of certain social groups that have certain features in common.

Stereotypes, i.e. certain beliefs about people with certain common characteristics that are

simplified, fixed and unsupported by facts, are the main reason for discriminatory and hurtful actions towards these people.

Discriminatory behaviour can manifest itself in a great variety of ways, both in specific actions towards an individual and in (seemingly innocent) phrases, jokes, or gestures. Any of us may become a victim of discrimination, witness discriminatory behavior, or (often unknowingly) be a discriminator.

According to the Public Information Bulletin of the Polish Ombudsman (<https://bip.brpo.gov.pl/pl/content/jaka-jest-swiadomosc-polakow-w-zakresie-rownego-traktowania-rzecznik-przedzia-dane>), quite a large proportion of Poles do not recognise discrimination in the labour market (23%-39%), and most (67%-75%) do not know that discrimination is prohibited by law. At the same time, according to respondents, discrimination is most often based on sexual orientation (49%), ethnic or national origin (44%) and gender identity (42%).

Given the high rates of discrimination, it seems surprising that a relatively large percentage of Poles do not recognise discrimination in the labour market. In view of this, the actions of IM PAN should focus not only on reacting appropriately to cases of discrimination that do occur, but also on effectively preventing this phenomenon, above all by

1. raising awareness of discrimination among the IM PAN community,
2. Monitoring/reviewing existing procedures for dealing with any incidents of discrimination that may have occurred.

Increasing awareness within the IM PAN community will allow staff to

1. review their own behaviour (perhaps some behaviour is hurtful or discriminatory and they are unwitting perpetrators of discrimination),
2. have a correct, objective assessment of an instance of discrimination observed (they may have witnessed discrimination)
3. notice possible discriminatory behaviour towards themselves (perhaps they are victims).

Examination of existing procedures will in turn allow staff to take appropriate steps within the structures of IM PAN.

The following measures are envisaged to counter discrimination:

Action 1.) Discrimination awareness training for volunteering employees and doctoral students of IM PAN.

Commissioning external firms, which specialise in equal opportunities training for companies, to conduct awareness training on discrimination for volunteering employees and doctoral students of IM PAN. The offer of trainings for the community at IM PAN could be of a cyclical nature (once a year) and the information about them should be well publicised within the structures of IM PAN.

Action 2.) Awareness training for newly recruited staff and PhD students at IM PAN.

Newly admitted staff and PhD students at IM PAN should undergo mandatory awareness training, which means that such training should take place in the fourth quarter of each calendar year.

Action 3.) Updating and developing the website: "Pro-Equality Actions" of IM PAN.

The website launched in 2021 related to the actions of the Commission on Equal Treatment of IM PAN (<<https://www.impan.pl/pl/dzialania-prorownosciowe>>) contains not only a description of the Commission's actions, but also the Equality Plan and the Declaration of Accessibility (regarding the buildings and the website for people with disabilities). Ultimately, the above-mentioned website will be used to inform about current pro-equality actions, training and events. Further work will be carried out on updating and developing the website.

Action 4.) Monitoring existing procedures for dealing with cases of discrimination

The Commission on Equal Treatment of IM PAN undertakes to monitor the existing procedures (in consultation with the Directorate of IM PAN) for dealing with situations of unequal treatment, mobbing or discrimination experienced or observed (by a third party).

OBJECTIVE 3: To support the development of women's research careers.

It is considered an important value to create good and stable working conditions for all IM PAN employees, at every stage of their careers, using transparent and possibly most objective criteria for employee evaluation. One element that may be partly conducive to this is the implementation of solutions aimed at building a balance between family life and research work. Independently of the actions planned in Objective 4 (work-life balance), the Institute undertakes to support actions promoting the professional development of women and equal opportunities in research career. These actions should be particularly well-thought-out so that they respond to the actual needs of the women employed or studying at the Institute and at the same time be achievable with the resources at the disposal the Institute.

Action 1.) Carrying out a diagnosis of the needs of female researchers employed at IM PAN in terms of possibilities to support their professional development and career advancement.

Initial actions aimed at diagnosing women's needs were carried out in 2021 and the results form the basis of Action 3. In the framework of Action 1 we will continue to carry out a diagnosis which will allow us to answer questions about what kind of problems women employed in research positions at the Institute of Mathematics of the Polish Academy of Sciences encounter on their professional path and what kind of support from the Institute they expect. This process will be based on consultations with a group representing the community. This assessment of needs should be carried out by the end of 2022.

Action 2.) Putting forward recommendations and proposals for actions to actively support research careers of women at IM PAN.

On the basis of the results of the diagnosis carried out in the framework of Action 1, the Commission on Equal Treatment will prepare a set of appropriate recommendations and proposals for possible specific actions to actively support women's research careers at the Institute of Mathematics of the Polish Academy of Sciences, to be gradually implemented or included in the next Equality Plan. These recommendations should be formulated by 2023.

Action 3.) Supporting female mathematicians with soft actions and soft skills training.

Based on the partial diagnosis so far, a need for an internal support network for female mathematicians has become apparent, where female scientists can exchange their own solutions, primarily in terms of combining (or separating) research work and private life. It is tentatively assessed that formalising this support network would not be beneficial, but the Institute will support the creation of such relationships, e.g. through the regular organisation of dedicated social meetings (e.g. 'women's breakfasts', 'youth meetings'), as well as weaving the tasks of the support network into existing structures related to mentoring junior researchers.

In addition, the Institute will organise training (dedicated to female mathematicians, but available to all interested academics) in soft skills, for example, assertiveness and coping with stress or time pressure, as well as others. The frequency of such training courses will depend on the Institute's financial capacity.

OBJECTIVE 4: Combining academic work and doctoral studies with private life, including facilitating the combination of academic work and/or studies with caring for dependants.

The harmonious combination of work and private life is an important element of the Equality Plan. A key part of this is the issue of combining family life with professional responsibilities, and the inequalities arising from socially and culturally assigned gender roles create an imbalance that requires both the existence of a generally applicable legal framework and, above all, the formulation of an appropriate policy with instruments for its effective implementation at the level of IM PAN. Furthermore, we assume that the harmonisation of these interdependent spheres of life is also important for students and should therefore also be included in a broader plan.

The main objective of the Plan for the harmonisation of work or study and private life will be to put forward a detailed definition of the range of possible actions, a diagnosis of needs and the formulation of recommendations for the future, including proposals for specific solutions. It should be remembered that private life is a phenomenon which goes beyond the institution of parenthood. Proposing appropriate solutions and promoting equal opportunities for both employees and students can definitely help to maintain the work/study/private life balance of the members of the Institute community.

Action 1) Carrying out a diagnosis of the needs of employees and students of doctoral schools at IM PAN in terms of maintaining a proper work-life balance.

This action shall consist of a detailed diagnosis of the needs of those working and studying at the Institute in terms of compatibility between work or study and private life. The scope and nature of the needs of those working and studying at the Institute may be identified in collaboration with a representative group. The timeframe for this activity is the end of the 2022.

Action 2.) Developing a programme of travel funding.

This action consists in the preparation of a proposal for a programme enhancing the mobility of researchers taking care of a dependent person (for instance a small child). Scientific trips to conferences, schools, workshops, for research cooperation and the like are key elements of the professional development of mathematicians. For a researcher taking care of, for example, a young child, any such trip is a big challenge, or even impossible. We intend to create a programme which will at least to some extent facilitate the organisation of such trips. Its aim will be to subsidise costs that are associated with the trip, in particular with providing care during the trip, but not necessarily directly related to the researcher. For example, the funding of

travel and subsistence costs for the child and an additional person to look after the child, or the cost of looking after the child during the trip, and the like, will be eligible.

Action 3.) Highlighting opportunities that already exist.

The Institute has a playroom where you can work while your child is safe and occupied. In addition, there are kitchen facilities available to all staff members, enabling them, among other things, to prepare meals for children. However, remote working from home or elsewhere has always (long before the pandemic) been possible, practised and to some extent also recommended for the Institute's researchers.

All these and similar facilities are well known to the Institute's permanent staff. Before the pandemic, they were communicated to new staff in a rather informal way, on social meetings. Unfortunately, the pandemic has significantly limited this form of contact and, as part of this Action, we will be raising the profile and awareness of existing arrangements to make it easier to combine private and work life.

Action 4.) Developing a proposal and presenting a format for a position for women after childbirth and in similar situations.

Often, for a female researcher who is a mother, the period beginning even before the birth of the child (in the final stage of pregnancy) and ending a few months to a few years after the birth of the child is a time when it is not possible to conduct scientific research productively. Due to the chronological order of the publication process of research papers (creative work - writing - preprint - publication), this "gap" in publications is usually visible in the resume after one or two years or even after a longer period of time.

On the other hand, it is a common practice (also at IM PAN) to extend the period of employment by the length of maternity leave (or a longer sick leave). This is, of course, beneficial for mothers, but when a mother seeks new employment in a research position after such an extended contract, her current publication record (which is one of the main recruitment criteria) may not look favourably due to the above-mentioned "gap". Moreover, the situation of mothers employed in research and teaching positions is even more difficult, as it is easier to "postpone" research work than teaching work. The result is that some female researchers who are mothers are less likely to compete with other applicants for research and teaching positions, even though admission Commissions take into account career breaks (e.g. maternity leave) when establishing the candidate's seniority. An additional side effect of maternity may be 'falling out of the loop', i.e. having to catch up with other mathematicians in the world in one's own field during a career break, and not being considered by colleagues as someone available for collaboration.

Similar problems may also apply to people who take career breaks for other reasons, such as paternity leave, adoption of a child, long-term illness, death of a close relative (e.g. partner, the other parent of their child).

As a part of this Action, we intend to prepare a proposal for a special employment plan, which would make it easier for people in the above-mentioned situations to return to full professional activity and recommence research work. The already completed FNP Pomost (Bridge) programme (<<https://www.fnp.org.pl/oferta/pomost-granty-powrotowe/>>) will serve as a role model. While the main target group will be researchers who are mothers after childbirth, the programme will also be available to others after a career break. One of the key features of the programme is to be the ease of application, so that the applicant, among other things, does not have to prepare an overly extensive research programme. As part of the programme, in addition to flexible work hours, successful applicants will be able to benefit from the support of an appropriate mentor(s) and 'get back into the loop' with their assistance.

Proposed rules for the programme will be presented by the end of 2023.

IMPLEMENTATION OF THE PLAN

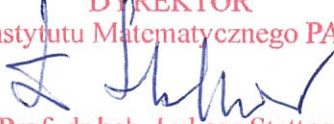
In order to implement the Equality Plan, the Institute of Mathematics of the Polish Academy of Sciences will dedicate a certain amount of time of selected research and administrative staff to tasks related to the implementation of actions included in the Plan. Adequate financial resources will be allocated for actions connected with the implementation of the Plan. The Plan itself, the methods of its implementation and the solutions adopted will be subject to periodic evaluation and updating.

One of the bodies supporting the Directorate of IM PAN in the implementation of the Plan and overseeing its implementation will be the Commission on Equal Treatment.

During the implementation of the plan, particular attention will be paid to the following fundamental principle: First, do no harm. The overarching goal of the Plan is to level the playing field for pursuing research careers for women in mathematics. However, this must not happen

- a. at the expense of women who have already achieved or are currently achieving academic success,
- b. at the expense of a reduction in the quality of the research work carried out at the Institute, nor
- c. at the expense of the deterioration of the social perception of female mathematicians.

In particular, we consider it unacceptable to create a situation in which women mathematicians will be disproportionately burdened with administrative work as a result of forceful alignment of quotas (e.g. by forcing the participation of women on various Commissions). Furthermore, it should not be allowed that, through the implementation of the Plan, non-substantive criteria (in particular, gender) determine the recruitment or bonuses of researchers. Actions must not give rise to or perpetuate negative stereotypes and judgements in society (e.g. that a woman's success is due to her gender and not to her relevant competencies, qualifications and achievements).

DYREKTOR
Instytutu Matematycznego PAN

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