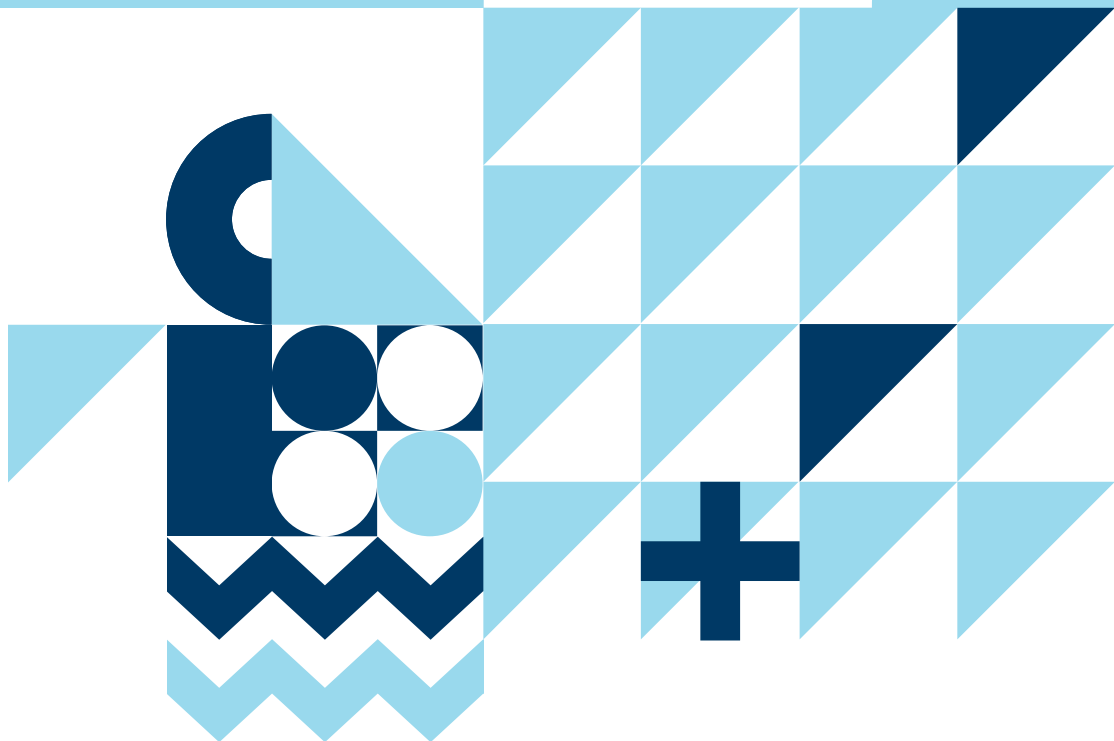


Women in science

DIVERSITY MANAGEMENT AND GENDER EQUALITY
IN SOCIAL RESPONSIBILITY
OF UNIVERSITY OF GDAŃSK



University of
Gdańsk 50th
Anniversary



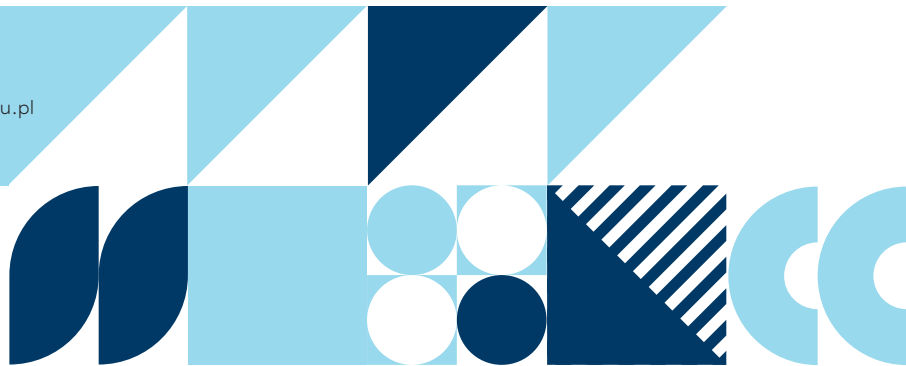
This project has received funding from the European
Union's Horizon 2020 research and innovation
programme under grant agreement No. 709517



SUSTAINABLE
DEVELOPMENT GOALS



COMMISSION FOR IMPLEMENTING THE POLICY
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DATA IN THE REPORT: University of Gdańsk Controlling Department

DESIGN: acrobat.com.pl

Women in science

DIVERSITY MANAGEMENT AND GENDER EQUALITY
IN SOCIAL RESPONSIBILITY OF THE UNIVERSITY OF GDAŃSK

REPORT 2020



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OUR COMMITMENT TOWARDS GENDER EQUALITY AT UNIVERSITY OF GDAŃSK 2020

STARTING POINTS

There are 52,8% of female on research positions

(Source: POLON)

There is no Gender Equality Plan in our institution here is a Responsible Science and Innovation Commission (also focused on gender equality issues)

In 2020 26% female researchers hold professors' titles and positions and 43% are employed as associate professors

Application for Horizon 2020 – Project on GEP (April 2020)

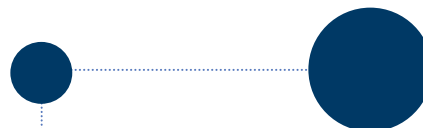
Approval of Gender Equality Plan (2021)

Design of tailored Gender Equality Plan (Autumn 2020)

Conference on Gender Equality in Science at UG (September 2020)

On-line study designed by act-on-gender project

Gathering the data on Gender Gap at UG (Spring 2020)



GOALS

Support and promote more women into professorships (associate and full)

Improve the opportunities of women to reach top level positions

Increase awareness of importance of Gender Equality Plan at the University of Gdańsk

#COMMIT2GENDERRING

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INTRODUCTION

In November 2019 His Magnificence Rector of the University of Gdańsk prof. Jerzy Piotr Gwizdała, appointed the Commission for implementing the policy of social responsibility of science (hereinafter referred to as ComSRS)¹. Its establishment is a result of conducting extensive activities in the area of the social responsibility of the University and, in particular, the implementation over the years 2016-2020 of the EU Horizon 2020 project STARBIOS2 – *Structural Transformation to Attain Responsible BIOSciences* (G.A. n. 709517). The project has been implemented by the University of Gdańsk in cooperation with Università degli studi di Roma Tor Vergata from Italy (project's coordinator), Oxford University – Medical Sciences Division from the UK, Agrobioinstitute from Bulgaria, Univerza na Primorskem-Università del Litorale from Slovenia, Universität Bremen from Germany, Aarhus Universitet from Denmark, Uppsala University from Sweden, Laboratorio di Scienze della Cittadinanza from Italy, Fundacao Oswaldo Cruz from Brazil, University System of Maryland from the USA, International Centre for Genetic Engineering and Biotechnology from South Africa. The coordinator of this project on the part of the University of Gdańsk is the Vice-Rector for Development and Cooperation with Business and Industry prof. Krzysztof Bielawski.

¹ Regulatio No. 126/R/19 of the Rector of the University of Gdańsk of 31 December 2019 on the appointment of the Commission for the implementation of the policy of social responsibility of science, https://bip.ug.edu.pl/akty_normatywne/95920/zarządzenie_nr_33r20_rektora_uniwersytetu_gdanskiego_z_dnia_27_marca_2020_roku_zmieniajace_zarządzenie_nr_126r19_rektora_ug_w_sprawie_powolania (access 20.05.2020).

Achieving this goal is possible through the realization of activities aimed at developing and implementing a model of social inclusion, preventing discrimination and social inequalities.

In accordance with the “Strategy of the University of Gdańsk for 2020-2025”², the University of Gdańsk is to become an open, socially responsible and committed university (third strategic goal). This objective should be achieved by:

- 1) implementing and monitoring the realization of the anti-discrimination policy;
- 2) building an academic community based on science culture equality;
- 3) development and implementation of a coherent system of monitoring gender equality.

The basic task of the Commission for implementing the policy of social responsibility of science is to pursue the strategic goal contained in the “Strategy of the University of Gdańsk for 2020-2025” called “Openness, Social Responsibility and Commitment of the University” which is an integral part of the University’s social responsibility policy.

University of Gdańsk Vice – Rector for Development and Cooperation with Business and Industry prof. Krzysztof Bielawski supervises the work of the ComSRS. The commission consists of: prof. Ewa Łojkowska – chairwoman, prof. Beata Możejko, assoc. prof. Natasza Kosakowska-Berezecka, assoc. prof. Joanna Kruczalak-Jankowska, assoc. prof. Barbara Pawłowska, assoc. prof. Dorota Pyć, PhD. Katarzyna Świerk, asst. prof. Magdalena Żadkowska, M.A. Marta Dziedzic, M.A. Izabela Raszczyk.

² “The Strategy of the University of Gdańsk for 2020-2025”, https://bip.ug.edu.pl/sites/default/files/nodes/akty_normatywne/92705/files/zalu155u19_strategia_ug_20-25.pdf (access 15.12.2019).

The aim of the ComSRS is to implement the postulates of the socially responsible University which include: social commitment of universities, open access to science and knowledge, integration of gender issues and gender equality in research and science management, ethics in conducting scientific research and conducting reliable scientific education. In November 2017 the University of Gdańsk, as one of 23 universities in Poland, signed the “Declaration of Social Responsibility of the University”³. The activities defined in it are part of the concept of diversity management at the University. One of the first outputs of ComSRS’s work is the present Report entitled: “Women in science. Diversity management and gender equality in social responsibility of the University of Gdańsk”. The Report summarizes the most important current challenges concerning diversity management and gender equality in science. At this point the analysis of the data presented in the *Gender in the Global Research Landscape*⁴ Report was helpful in identifying and highlighting three important issues.

First of all, the lack of women’s presence is particularly evident at higher levels of scientific careers. Data from the European Union countries indicate that in the group of people with assistant professor or professorial degrees, women constitute only 15% of researchers. Similarly, in the area of science management – in 2017 women constituted only 27% of those employed in the position of authority in scientific institutions. In Poland, the highest scientific degrees are more often obtained by men: although 49% of the doctors employed at Polish universities are women, in the group of assistant professor positions they represent only 38%, and barely 24% among professors. Among the members of the Polish Academy of Sciences, only about 8% are female researchers.

The issue of low representation of women in the world of science is recognized by Polish society. A survey commissioned by L’Oréal Polska as part of the „For Women and Science”⁵ programme shows that about 61% of Poles are aware that there is a lack of diversity in research teams, especially with regard to gender. The survey indicated that the number of women in scientific research teams is lower than 40%. On the other hand, when asked about the number of women in higher positions in science, more than half of the society (58.1%) overestimated this number indicating that there were more women than in reality – the respondents answered that women constitute more than 20% of those holding higher positions in science, whereas in fact there are only 11% of them.

Secondly, the number of women among academic authors is lower than the number of men. Analysing the authorship of scientific publications, so important nowadays in the scientific career, we observe proportions similar to those mentioned above – between 2013 and 2017 the ratio of women to men among the authors of scientific publications in the EU was on average one to two (women constituted 30% of the authors of scientific publications⁶). In comparison with other EU countries, Poland definitely stands out. As revealed by the 2019 CWTS Leiden Ranking⁶ published by Nature Communications which compares universities from all over the world in terms of the number of women co-authors of publications, the Medical University of Lublin comes first in the world, and the University of Gdańsk takes the fourth position (respectively 56% and 52.9% of publications with women authors). The remaining universities in the top ten are: State University of Maringa in Brazil, University of Belgrade, University of Nova Sad in Serbia, Federal University of San Paulo, Nova University in Lisbon and Federal University of Santa Maria in Brazil. In total, 13 Polish universities are among the top fifty in this ranking.

³ Declaration of Social Responsibility of science, [in:] Social responsibility: relevance to the university and ways of implementation, Ministry of Science and Higher Education and Ministry of Investment and Development, Warsaw 2019, <https://www.gov.pl/attachment/c4184077-dae2-4100-91be-2b576eb823e0>.

⁴ *Gender in the Global Research Landscape*, Elsevier 2017 https://www.elsevier.com/_data/assets/pdf_file/0008/265661/ElsevierGenderReport_final_for-web.pdf (access 20.05.2020).

⁵ A. Fandrejewska-Tomczyk, Report „Beautiful minds – the role of women in the world of science” L’Oreal Polska http://lorealdlakobietnauki.pl/wp-content/uploads/2016/05/16-04-26_Raport_Piekne_umysly-rola_kobiet_w_swiecie_nauki.pdf (access 20.05.2020).

⁶ Nature Communications Centre for Science and Technology Studies (CWTS) *Leiden Ranking*, 2019.

The analysis in the *Gender in the Global Research Landscape* Report reveals that in most fields, women's articles are cited less frequently than men's – and this is not related to the quality of their work, but to the stereotypes related to femininity and masculinity that are responsible to a large extent for the perception of women by others and by themselves as uninterested in pursuing scientific careers.

It is worth adding however, that teams which are diversified in terms of gender, age and nationality undertake 87% of research that is interesting and much needed by the society and come up with more innovative solutions than homogenous teams (UNTIL⁷).

Thirdly, there are fewer women than men studying STEM.

Looking at the fields of study chosen by women it is worth noting that they represent only 36% of people studying STEM (*Science, Technology, Engineering, Mathematics and Medicine*).

In the 1960s and 1970s, a study was conducted in the United States in which children and adolescents aged 5-18 were asked to draw a scientist – only 1% of the drawings depicted women. When this study was repeated five decades later, i.e. in 2016, the percentage of drawings depicting women increased from 1% to 34%⁸. The question is therefore still relevant: can we see a woman when we imagine people involved in science? In most cases, the answer is still: no.

In the first stage, the women researchers preparing this Report analysed the current situation regarding gender and gender equality issues at the University of Gdańsk in the light of European regulations. Afterwards, the authors diagnosed the situation of female and male researchers at UG in the following areas:

- 1) situation at UG in relation to the European Commission's gender equality strategy for 2020-2025⁹;
- 2) employment structure at UG in scientific and decision-making positions such as manager/dean/rector;
- 3) employment structures by gender, broken down by field of study;
- 4) employment dynamics of men and women in various positions at UG;
- 5) implementation of scientific projects and internships abroad, with regard to women and men;
- 6) analysis of potential gender pay gap.

The last part of the Report presents the ComSRS planned actions resulting from the University of Gdańsk Strategy for 2020-2025. The identified issues, analysed and diagnosed in this Report are consistent both with the adopted Strategy of UG as well as with the expected effects of the prestigious EU Horizon 2020 – STARBIOS2 grant, in particular with package 7 on gender equality (WP7: Gender equality). For the realization of this project the University of Gdańsk obtained EU funding of 312 370 EURO.

⁷ United Nations Technology and Innovation Labs, 2019.

⁸ Miller, D.L., Nolla, K.M., Eagly, A.H. and Uttal, D.H. (2018), *The Development of Children's Gender-Science Stereotypes: A Meta-analysis of 5 Decades of U.S. Draw-A-Scientist Studies*. Child Dev, 89: 1943-1955. doi:10.1111/cdev.13039

⁹ Equality Union. Gender Equality Strategy 2020-2025, COM(2020)152, <https://eur-lex.europa.eu/legal-content/PL/TXT/PDF/?uri=CELEX:52020DC0152&from=EN> (dostep: 20.05.2020).



1. SOCIAL RESPONSIBILITY OF SCIENCE IN THE “STRATEGY OF THE UNIVERSITY OF GDAŃSK FOR 2020-2025”

In the globalised contemporary world, the functioning of all socio-economic entities has a diverse impact on the surrounding reality, causing mutual interactions that are of vital importance to the society’s quality of life.

Social responsibility is becoming more and more important as a concept that organises the interrelation between the organization and its environment. It is a mechanism in which stakeholders voluntarily decide to ethically support actions to improve environmental relations, the quality of life and social welfare, with particular attention being paid to the responsibility of the entity towards its stakeholders and environment. The social responsibility of science is a concept that appears in line with the social responsibility of universities, however, these approaches are not the same. It concerns the very process of conducting research and the responsibility of the scientist for the results achieved, the topics undertaken, the ethical issues and the impact of the results on human health or the environment.

Nowadays, most of the world’s best universities are actively working for the benefit of the local community and society and Report the outcomes of these initiatives to stakeholders. The main objective of the implementation of the strategy for social responsibility by business and academic units is to have a positive impact on society. A modern socially responsible university, regardless of its geographical location, should have the qualities of an organisation serving its surroundings. Creating the mission of a socially responsible university requires a transformation of thinking, from a traditional system of creating values in which university

customers represent the demand for services offered towards the system of co-creating the offer together with university customers and focusing on the creation of flexible networks of experiences. It proves important to take these aspects into account in the process of creating the university’s strategy. Openness to dialogue with stakeholders, as well as the awareness of education in accordance with the needs of society and the market, are becoming extremely important, determining the success of the university.

In the “Strategy of the University of Gdańsk for 2020-2025”, one of the defined strategic objectives is “Openness, social responsibility and commitment of the university”. The strategy assumes the development and implementation of a model of social inclusion, anti-discrimination, prevention of social inequality and development of a model of diversity management.

Diversity management at universities is about building an environment allowing for effective cooperation, so as to be able to fully benefit from the efficiency and innovation potential of research teams. The basis for this effectiveness and innovation is the possibility for people of different sexes, ages, experiences, styles or cultural backgrounds to work together in one workplace, in the same team. However, simply recruiting various people and building up teams is not enough for them to achieve the best possible innovative results. Two conditions need to be met for this to happen – first of all, equal representation of different groups in decision-making bodies (e.g. in managerial positions and in the university authorities) as well as access to the resources of the university, and second, skilful building of the working ambience in the university in such a way that its employees feel an integral part of it and jointly create its identity. In other words, if universities want to be recognized internationally and achieve the best scientific results measured by the number of publications, international projects or patents, then in today’s world they have no choice but to effectively manage diversity. **This Report is one of the important steps in building innovation of our University – namely, it provides information on one of the pillars of diversity, that is, gender equality in science at UG¹⁰.**

¹⁰ Pavel V. Ovseiko, Linda H. Pololi, Laurel D. Edmunds, Jan T. Civian, Mary Daly & Alastair M. Buchan (2019). *Creating a more supportive and inclusive university culture: a mixed-methods interdisciplinary comparative analysis of medical and social sciences at the University of Oxford*, *Interdisciplinary Science Reviews*, 44:2, 166-191, DOI: 10.1080/03080188.2019.1603880.

Polish universities, aspiring to be socially responsible, should effectively manage the potential of the diversity of research teams and the scientific development of both women and men and take care of their presence at various levels of scientific career as well as in the bodies managing scientific institutions. Why? For a very simple reason – not to waste the chance of increasing the importance of Polish science in the world. The development of science requires using the whole potential of „talented heads” – so why should societies use the talents of only half of the population?

2. ANALYSIS OF THE SITUATION OF WOMEN AT THE UNIVERSITY OF GDAŃSK IN THE CONTEXT OF “THE EUROPEAN UNION GENDER EQUALITY STRATEGY”

Recent activities undertaken at the University of Gdańsk are part of the implementation of the “Gender Equality Strategy for 2020-2025 presented by the European Commission”.

The Strategy has adopted, among others, the following assumptions:

- 1) gender equality is a fundamental¹¹ value of the EU, a fundamental right and a key principle of the European pillar of social rights¹², as it is an essential condition for the innovation, competitiveness and prosperity of the European economy. Gender equality contributes to the creation of jobs and greater productivity¹³ – it has the potential that should be harnessed in connection with the ecological and digital transition and the demographic challenges that all EU Member States face.
- 2) the European Union is a world leader in terms of gender equality: 14 of the 20 most advanced countries in the world in terms of gender equality are EU Member States¹⁴. In recent decades, the EU has made significant progress in the area of gender equality through effective legislation and case-law on equal treatment of women and men¹⁵, measures to integrate the gender perspective¹⁶ into various policy areas and legislation to deal with specific inequalities. However, no Member State has so far achieved the objective of full gender equality and progress is slow. In the EU Gender Equality Index 2019¹⁷, Member States scored on average 67.4 points out of 100. In comparison with 2005, this result improved by only 5.4 points;

¹¹ See. art. 2 and art. 3,3 TUE, art. 8, 10, 19 and 157 TFUE and art. 21 i 23 The Charter of Fundamental Rights of the European Union.

¹² European Social Pillar https://ec.europa.eu/commission/sites/beta-political/files/social-summit-european-pillar-social-rights-booklet_pl.pdf. (access: 20.05.2020).

¹³ By 2050, progress on gender equality would increase EU GDP per capita by 6.1% to 9.6%, an increase of between € 1.95 trillion and € 3.15 trillion: <https://eige.europa.eu/gender-mainstreaming/policy-areas/economic-and-financial-affairs/economic-benefits-gender-equality>. (access: 25.04.2020).

¹⁴ In line with their level of achievement of sustainability objective No. 5 on gender equality, according to the Equal Measures 2030 gender indicator for 2019 on the achievement of gender equality within the framework of sustainable development objectives (2019 EM2030 SDG Gender Index): <https://data.em2030.org/em2030-sdg-gender-index/>. (access: 20.05.2020)

¹⁵ The EU has adopted six directives on equality between women and men at work, in self-employment, access to goods and services, in social security, maternity/pregnancy leave and leave for family reasons and flexible working arrangements for parents and carers. These Directives have helped to progressively create a legal standard across Europe providing a wide range of protection against discrimination. Numerous cases at the European Court of Justice have further strengthened the principle of equality and have resulted in compensation for victims of discrimination.

¹⁶ Art. 3 let. c) The Council of Europe Convention on preventing and combating violence against women and domestic violence defines „gender” as socially constructed roles, behaviours, actions and attributes which a society considers appropriate for women or men.

¹⁷ See: European Institute for Gender Equality (EIGE): <https://eige.europa.eu/gender-equality-index/2019>. (access:20.05.2020).

- 3) the year 2020 marks the 25th anniversary of the adoption of the Beijing Declaration and the Beijing Platform for Action¹⁸ – the first universal commitment to improvement and roadmap for equality between women and men – thus, the EU strategy should contribute to building a better world for women and men, girls and boys. This strategy is a fulfilment of Sustainable Development Objective No 5 on gender equality, which is also a cross-cutting priority for all sustainable development objectives¹⁹;
- 4) for gender equality strategies to be effective, up-to-date and comprehensive data should be collected and analysed, in order to be able to serve for comparative analysis.

The activities at UG should be carried out in two ways:

First of all, it is necessary to systematically and transparently monitor the ways and effectiveness of the implementation of legal regulations concerning equal treatment in employment (Chapter IIa of the Labour Code²⁰). Second, research should identify and acknowledge issues of equality, including gender diversity.

The issues that can be raised in research are:

- 1) monitoring the employment rate of women in various places of employment, in particular barriers and opportunities on the labour market, including trends in the representation of women and men in decision-making positions..
- 2) *artificial intelligence* (AI), which has become an area of strategic importance and a key factor for economic progress, should be of equal interest and commitment to women and men. Steps should therefore be taken to increase the number of women involved in this discipline. AI can help to solve many social problems, but it carries the risk of a gender gap on an even greater scale. If sufficiently transparent and reliable algorithms and related machine learning are not used, there is a risk of duplication or aggravation of gender-based biases, which programmers may not be aware of or which are the result of the selection of specific data. In its new White Paper on AI, the European Commission sets out an EU approach based on EU values and fundamental rights, including non-discrimination and gender equality²¹.

¹⁸ The Beijing Platform for Action Turns 20, <https://beijing20.unwomen.org/en/about>. (access:20.05.2020).

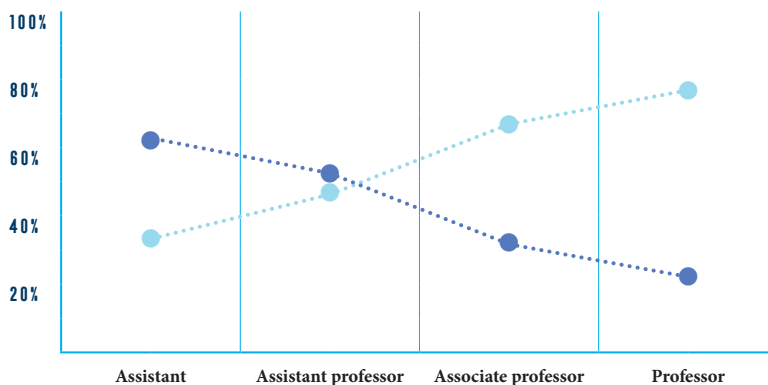
¹⁹ https://ec.europa.eu/europeaid/policies/sustainable-development-goals_en. (access:20.05.2020).

²⁰ Act of 26 June 1974 Labour Code (uniform text: Journal of Laws of 2019, item 1040, as amended). Directive (EU) 2019/1158 on work-life balance can already be taken into account. It introduces minimum standards for family-related leave and flexible working arrangements for workers and promotes sharing of care responsibilities on an equal basis between parents.

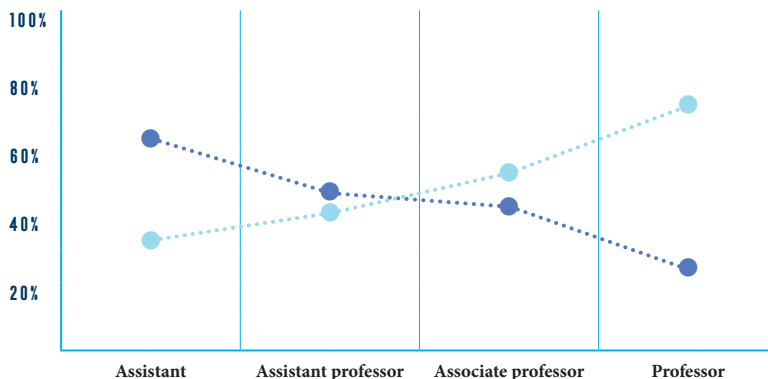
²¹ European Commission, *White Paper on Artificial Intelligence – A European approach to excellence and trust*, COM (2020) 65 final: https://ec.europa.eu/info/sites/info/files/commission-white-paper-artificial-intelligence-feb2020_en.pdf. (access:20.05.2020).



GRAPH 1. COMPARISON OF THE NUMBER OF WOMEN AND MEN IN DIFFERENT SCIENTIFIC POSITIONS AT UG.



A. SCIENTIFIC POSITIONS held by women and men in 2008 (in %) *The Gender Scissors in UG*



B. SCIENTIFIC POSITIONS held by women and men in 2019 (in %) *The Gender Scissors in UG*

LEGEND: ● Women ● Men

3. EMPLOYMENT STRUCTURE IN FACULTIES AT THE UNIVERSITY OF GDAŃSK

The data obtained show that at UG the structure of employment of women and men in the successive stages of scientific career is similar to that of most European and North American countries, respectively.

Comparison of data from 2008 with data from 2019 indicates that in the early stages of scientific career, women in assistant positions represented about 60% of employees in both analysed periods (Graph 1 AB). In the case of assistant professors, the representation of women in this position increased by about 7%, over the last 10 years (52% and 59% in 2008 and 2019, respectively).

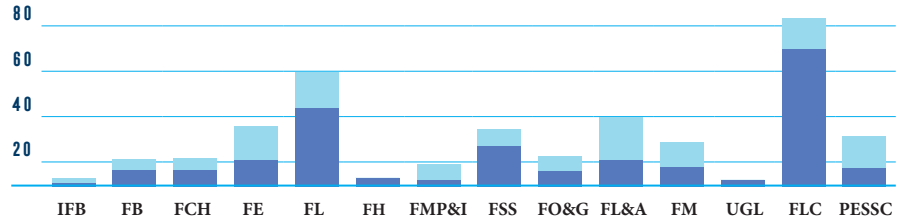
A very positive process occurs – gradual increase in the share of women employed as associate professors: from about 30% in 2008 to about 43% in 2019 (an increase of 13%). However, in the case of titular professors the share of women increased slightly and remains at a low level, 22% and 26% in 2008 and 2019, respectively. Thus, there are constantly more women in assistant and assistant professors' positions, fewer in associate professors' positions and significantly fewer in professors' positions (women and men researchers with a professors' degree) and the phenomenon of *gender scissors* can still be observed. (Graph 1 AB).

GRAPH 2. COMPARISON OF THE NUMBER OF WOMEN AND MEN OCCUPYING DIFFERENT SCIENTIFIC POSITIONS IN DIFFERENT FACULTIES AT UG IN DECEMBER 2019

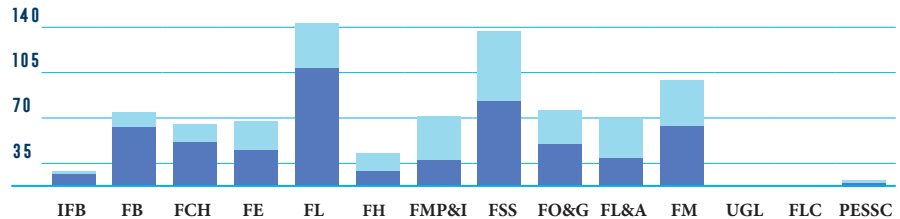
LEGEND:
 ■ Women
 ■ Men

LEGEND OF THE GRAPHS 2:

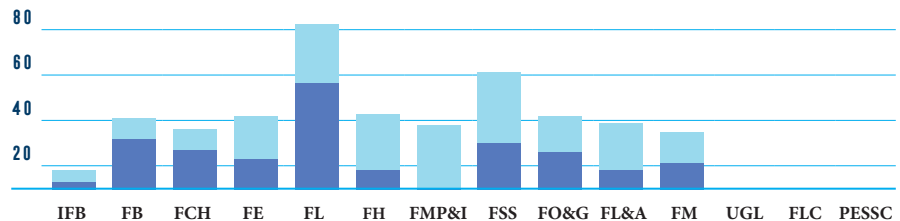
IFB	Intercollegiate Faculty of Biotechnology
FB	Faculty of Biology
FCH	Faculty of Chemistry
FE	Faculty of Economics
FL	Faculty of Languages
FH	Faculty of History
FMP&I	Faculty of Mathematics, Physics&Informatics
FSS	Faculty of Social Sciences
FO&G	Faculty of Oceanography and Geography
FL&A	Faculty of Law&Administration
FM	Faculty of Management
UGL	UG Library
FLC	Foreign Languages Center
PESSC	Physical Education and Sports Study Center



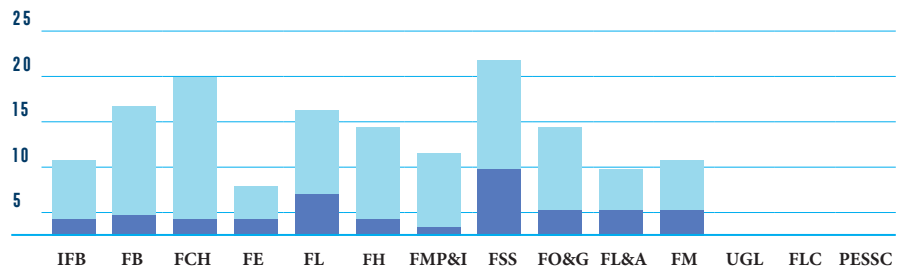
A. ASSISTANTS AND OTHERS (number of positions in UG units)



B. ASSISTANT PROFESSOR (number of positions in UG units)



C. ASSOCIATE PROFESSOR (number of positions in UG units)



D. PROFESSOR (number of positions in UG units)

The data quoted, concerning the whole University of Gdańsk, are a reflection of the situation at particular faculties. The following graphs show the structure of employment at different stages of scientific career in all faculties of UG.

The analysis of the data presented in graphs 2ABCD shows that in 2019, in the majority of UG faculties, women prevailed in the group of assistants and assistant professors, while there – were significantly fewer of them in the positions of associate professors and professors. The exception are Faculty of Languages, Faculty of Biology and Faculty of Chemistry, where more women than men are employed as associate professors. Such a situation does not occur in any faculty in the case of the position of professor, however, the largest number of women professors holding the academic title are employed at the Faculty of Social Sciences and the Faculty of Languages.

Inequality can be observed not only in the share of women employed in specific job groups in particular faculties. They are clearly visible in the structure of the management staff of our university. During the term 2016-2020 there is only one woman among the four vice-rectors of the University. The woman has never been a Rector of UG so far, although it has to be admitted that there was only case of a woman candidate for this position. There are currently 11 deans in the University of Gdańsk, with only one woman among them. It has not been better in previous terms, usually we had one or at most two women in the dean position. Nevertheless, it is encouraging to see a growing proportion of women at lower levels of hierarchy: we have 15 women among 33 vice-deans. Nine female researchers are directors of institutes (18 men), 26 are deputy directors of an institute (10 men), but only 20 are directors of departments (out of 67 departments at UG) and 48 directors of research facilities (out of 151 at UG).

At the same time, it is worth noting that women perform very important functions at UG, such as the Director of the Doctoral School of Humanities and Social Sciences, the Director of Foreign Languages Centre, the Director of the University Library, the

Director of the Publishing House of the University of Gdańsk or the Press Spokeswoman of UG. Women also hold high positions at our university in the management of financial, scientific and didactic administration. Women perform functions of: Chancellor, Financial Director, Director of the Human Resource Management Centre, Heads of: the Science Office, Science Project Management Office, International Cooperation Office, Development Project Management Office or Education Department.

4. EMPLOYMENT STRUCTURE BY GENDER WITH REGARD TO THE FIELD OF SCIENCE

On the basis of the information obtained from the POL-on system²² (The Integrated System of Information on Science and Higher Education in Poland), the data on women's participation in employment in particular positions was analysed with regard to the scientific fields at the University of Gdańsk. The basis for assignment to a given field were declarations on the choice of discipline made by academic teachers in accordance with the provisions of the Act of 20 July 2018 "Law on Higher Education and Science" ("Constitution for Science").

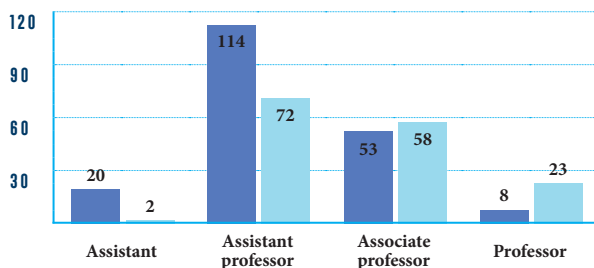
At the University of Gdańsk, on the basis of the collected declarations, three fields were distinguished:

- 1) Humanities
- 2) Social sciences
- 3) Natural sciences

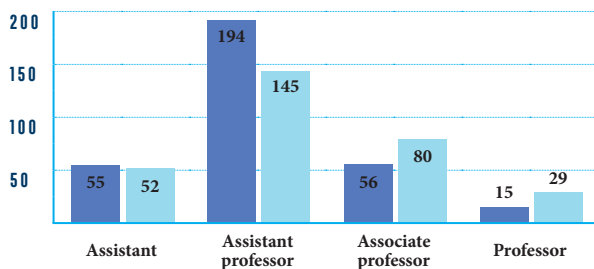
According to the data presented in the field of humanities, the gender structure in 2019 was as follows: 53% comprised women and 47% men. A much higher proportion of women can be observed in assistant (20:2) and assistant professor positions (114:72), (Graph 3A). A similar number of women and men were employed as professors (53:58). In the case of professors, only 26% were women (8 persons) and 74% were men (23 persons).

²² As of date 31.12.2019, <https://www.polon.nauka.gov.pl/siec-polon>

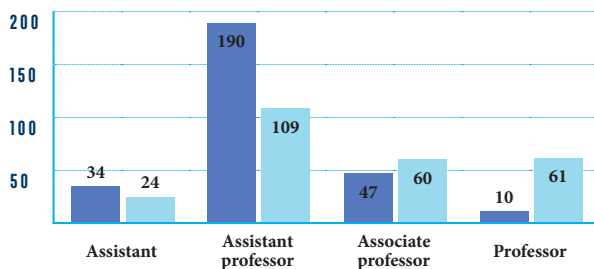
GRAPH 3. COMPARISON OF THE NUMBER OF WOMEN AND MEN AT DIFFERENT STAGES OF SCIENTIFIC CAREER IN THE FIELDS OF SCIENCE REPRESENTED AT UG; STATUS AS OF 31.12.2019



A. FIELD OF HUMANITIES



B. FIELD OF SOCIAL SCIENCES



C. FIELD OF NATURAL SCIENCES

LEGEND: ■ Women ■ Men

The structure of employment in the social sciences was as follows: 320 posts were filled by women (51%) and 306 by men (49%), (Graph 3B). In the group of assistants, the gender structure of staff was very similar, whereas in the group of assistants, women constituted 57% of staff. For professors and professors, women are in a minority and represent 41% and 34%, respectively.

The third graph presents the structure of employment in the field of natural sciences (Graph 3C). Overall, in this case, women predominate – they make up 53% of the employed. As in the previous analyses, more women than men are employed in assistant (58%) and assistant professor (63%) positions. Among the professors, the disparity between the employed is small, only 7% in favour of men. For professors, women represent only 14% of the employed, much less than in the humanities (26%) and social sciences (34%).

To conclude, we may state that the structure of employment at the University of Gdańsk is as follows: out of 1,521 employed staff 53% are women and 47% are men. In all fields of science represented at UG, it can be seen that most women hold the position of assistant professor – 498 people (60%). The number of women who have reached the next stage of their scientific career, i.e. the position of associate professor, is much lower (only 156 people – 44%). The smallest number of women is employed as professors (23%). Such a distribution of participation of women in higher positions may result from the role of women in the social model and their function in the family, as well as the role in bringing up children. The effect of this role is a slowdown and sometimes even a postponement of the next levels of scientific career. It is necessary to intensify research in this area and answer the question of the barriers that women researchers face in their scientific career.

5. THE DYNAMICS OF EMPLOYMENT OF MEN AND WOMEN IN SCIENTIFIC POSITIONS

Analysing statistical data from 2008 to 2019, it was found that the number of assistants employed at UG is practically constant – women constitute 65% of this group on average (Graph 4A). The situation is similar for assistant professors: women make up more than half of this group of employees (52% in 2008 and 60% in 2019 (Graph 4B).

The proportion of women in the position of associate professor is constantly increasing: in 2008 it was about 30%, in 2019 – 43%, and in 2020 – 47.1% (Graph 4C). A relatively large difference in the number of female associate professors was observed between January 2019 and January 2020. According to the data, 45 women and only 20 men came to this position. This situation is probably related to the effect of the entry into force of the new Act on Higher Education and Science and the algorithm²³ introduced by the Ministry of Science and Higher Education and the fact that in 2019 a significant group of habilitated women were employed as assistant professors²⁴. It can be concluded that in previous years after obtaining the assistant professor, men were promoted to the position of associate professor faster than women.

Although we do not have detailed data concerning the number of assistant professors with the rank of doctor and assistant professors with the rank of doctor habilitation, it can be concluded from more than a two fold increase in the number of women employed as associate professors in 2020 (45 women in relation to 20 men) that there was a certain imbalance in this respect in our university. Despite the current gender equality after habilitation (“apparent

justice”), this situation will have future consequences. A group of women who were promoted to the position of associate professor (and thus higher salary rates) only at the end of 2019 will have a lower pension than their colleagues who were promoted shortly after habilitation.

It seems that it is often the case that men were promoted to the position of associate professor within one year after obtaining habilitation and women 2 or 3 years later. The situation was similar in the case of obtaining the title of professor (until the statutory changes discussed above). In previous years there were cases when women, after obtaining the academic title of professor, were employed for subsequent years in the position of associate professor (i.e. they received a lower salary and consequently a lower pension) and men were promoted faster to the position of full professor, corresponding to the present position of professor.

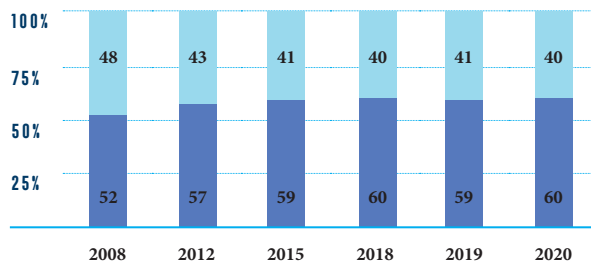
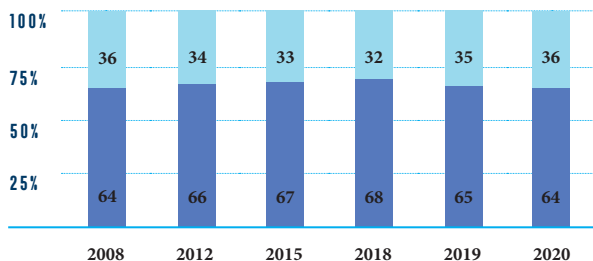
In the case of women professors with a professorial title, a weak dynamics of growth is observed both in relation to women (2008 – 32, 2018 – 44, 2020 – 36) and men (respectively 2008 – 112, 2018 – 125, 2020 – 113 employed at UG). This comparison shows that women comprise only 2% of the people employed in this position. In general, the number of professors at UG has remained stable in recent years (Graph 4D). In 2020, there was even a decrease in the number of professors, most probably due to the numerous retirements in this group of employees.

Regardless of the above, it is worth noting that in the group of associate professors there is a steadily increasing percentage of women: in 2008 – 30%, in 2019 – 43%, and in 2020 – 47%. We observe weaker dynamics in the group of professors: in 2008 only 32 women were employed at UG (22%), in 2012 – 33, in 2015 – 36 (all the time not more than 22%). The highest number of 44 women were employed in 2018 – 26%, however, already in 2020 there was a decrease to 24%.

²³ At present, in the algorithm, the weight assigned to a person with the rank of Dr. Hab. is the same as that of an assistant professor with the rank of Dr. and the weight assigned to an associate professor is the same as that of a professor. This resulted in the fact that basically all the Dr. hab. employed in the UG were promoted to the position of associate professor in autumn 2019.

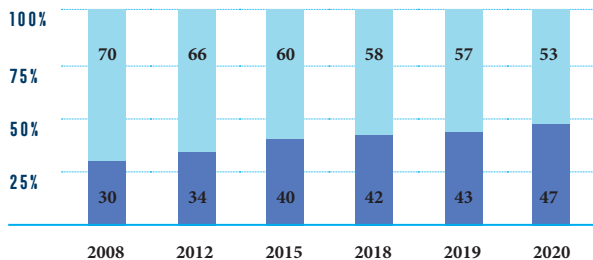
²⁴ Act of 27 July 2005. Law on higher education (uniform text: Journal of Laws of 2017, item 2183, as amended)

GRAPH 4. COMPARISON OF THE NUMBER OF WOMEN AND MEN OCCUPYING SUCCESSIVE POSITIONS IN THE STRUCTURE OF THE UNIVERSITY IN THE YEARS 2008-2020. THE DATA PRESENTED ARE THOSE AS OF 1 JANUARY OF A GIVEN YEAR



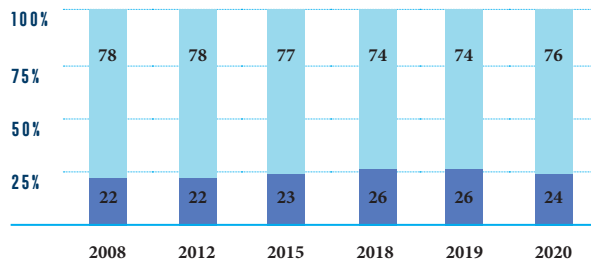
A. ASSISTANTS AND OTHERS

(number of positions and % share of women and men)



B. ASSISTANT PROFESSOR

(number of positions and % share of women and men)



C. ASSOCIATE PROFESSOR

(number of positions and % share of women and men)

D. PROFESSOR

(number of positions and % share of women and men)

LEGEND: ■ Women ■ Men

The relatively high percentage of women employed as associate professors in 2020 – 47% – allows for some cautious optimism about a possible increase in the proportion of women in the group of professors with professorial title. However, it seems, indispensable that support measures are needed from both the university authorities and fellow professors who already hold this title.

6. THE SHARE OF MEN AND WOMEN IN RELATION TO THE MANAGEMENT OF SCIENTIFIC PROJECTS

In 2017-2019 women led 54 international projects, men 76 (Table 1). In international projects led by women, the University of Gdańsk was the coordinator of 12 projects and partner in 29 projects. 13 cases were the projects implemented only by UG. The conclusion is that 41,5% of the projects were led by women researchers.

In the same years 2017-2019, women were leading 118 national projects (National Science Centre (NCN) and other funding sources), men only 71. The share of women leading NCN-funded projects was at that time 62%.

It should be emphasized that women led high budget projects, such as OPUS (54% women leaders) or HARMONIA (83% women leaders). Unfortunately, only one woman from the University of Gdańsk led the MAESTRO project, which is dedicated to researchers with excellent scientific record (Table 2). In total, 8 MAESTRO projects were conducted at UG.

TABLE 1. Number of international projects implemented in the organisational units by men and women researchers employed at UG

TOTAL			
ORGANISATIONAL UNIT AT UG	NUMBER OF PROJECTS LED BY WOMEN	NUMBER OF PROJECTS LED BY MEN	TOTAL
Faculty of Biology	6	9	15
Faculty of Biology and Faculty and Oceanography and Geography	0	1	1
Faculty of Chemistry	6	9	15
Faculty of Economics	2	5	7
Faculty of Languages	1	0	1
Faculty of History	0	1	1
Faculty of Mathematics, Physics and Informatics	0	8	8
Faculty of Social Sciences	5	2	7
Faculty of Oceanography and Geography	14	8	22
Faculty of Law and Administration	8	5	13
Faculty of Management Studies	3	2	5
Intercollegiate Faculty of Biotechnology	7	17	24
Technology Transfer Office	0	2	2
International Centre for Cancer Vaccine Science	1	2	3
International Centre for Theory of Quantum Technologies	1	5	6
TOTAL	54 (41,5%)	76 (58,5%)	130

TABLE 2. List of NCN-funded projects led by men and women scientists employed at UG.

PROGRAMME NAME	BENEFICIARY/DEGREES AND SCIENTIFIC TITLES	NUMBER OF PROJECTS LED BY WOMEN	NUMBER OF PROJECTS LED BY MEN	PERCENT OF PROJECTS LED BY WOMEN
PRELUDIUM	PhD students	27	13	68%
ETIUDA	PhD students	2	3	40%
MINIATURA	PhD, asst. prof., assoc. prof., prof.	36	5	88%
SONATINA	PhD	1	6	14%
SONATA	PhD, asst. prof.	15	8	65%
SONATA BIS	PhD, asst. prof.	3	4	43%
OPUS	PhD, asst. prof., assoc. prof., prof.	26	22	54%
HARMONIA	PhD, asst. prof., assoc. prof., prof.	5	1	83%
MAESTRO	prof.	1	7	13%
OTHER	PhD, asst. prof., assoc. prof., prof.	2	2	50%
TOTAL		118	71	62%

It is gratifying to see that there are many women in UG who are project leaders and mentors of young researchers. Unfortunately, as our analyses indicate, although women receive funding for a higher or similar number of projects as men, they usually carry out projects with a smaller budget.

7. SCIENTIFIC VISITS ABROAD CONDUCTED BY WOMEN AND MEN

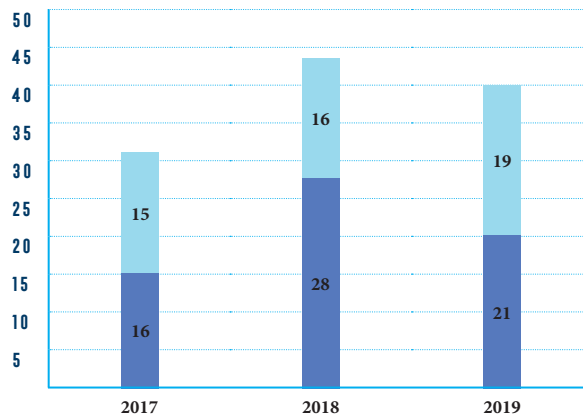
The analysis of the number of scientific stays in 2017-2019 was performed according to the data collected in the internal register of the trips abroad at the University of Gdańsk.

Chart 5 shows that out of 31 trips in 2017, 15 were made by women. This constituted about 50% of the total number of trips. In the following 2018, 28 women completed scientific stays abroad, which accounted for 64% of all visits. In 2019, the proportion of trips made by women and men equalled. Women completed only 2 more stays than men.

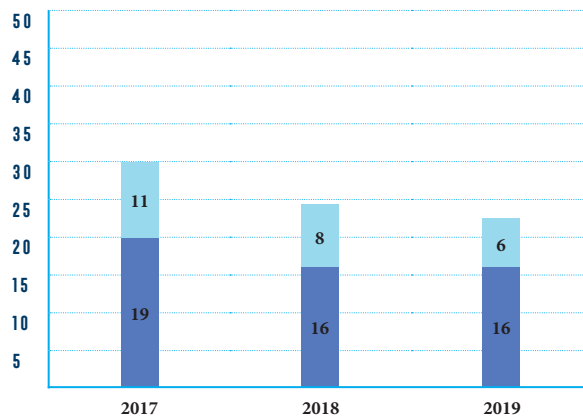
It is worth noting that the number of trips for scientific stays abroad carried out in 2017-2019 at UG was low, on average 37 trips per year. This means that trips to conduct scientific stays abroad were carried out by less than 3% of staff employed at UG (similar percentage in the case of men and women).

In the group of doctoral students, significantly more women completed scientific stays abroad in the analysed years (Graph 6). In 2017 and 2018, female PhD students completed 19 and 16 stays and male PhD students 11 and 8 stays, respectively. An even greater difference was recorded in 2019; 16 female PhD students and 6 male PhD students went for stays abroad – thus the researchers' scientific stays abroad constituted 72% of all trips.

The number of doctoral students in the years 2017, 2018 and 2019 amounted to 1,455, 1,266 and 1,039, respectively (according to the data from the S-12 Report to the Central Statistical Office), which means that the share of those going for scientific stays abroad was on average 2% (from 1.9% to 2.1% in particular years), i.e. it was lower than in the case of employees.



GRAPH 5.
SCIENTIFIC STAYS ABROAD BY SCIENTIFIC STAFF MEMBERS



GRAPH 6.
SCIENTIFIC STAYS ABROAD CONDUCTED BY PHD STUDENTS

LEGEND: ■ Women ■ Men



8. COMPARISON OF SALARIES OF WOMEN AND MEN EMPLOYED IN EQUAL POSITIONS AT THE UNIVERSITY OF GDAŃSK

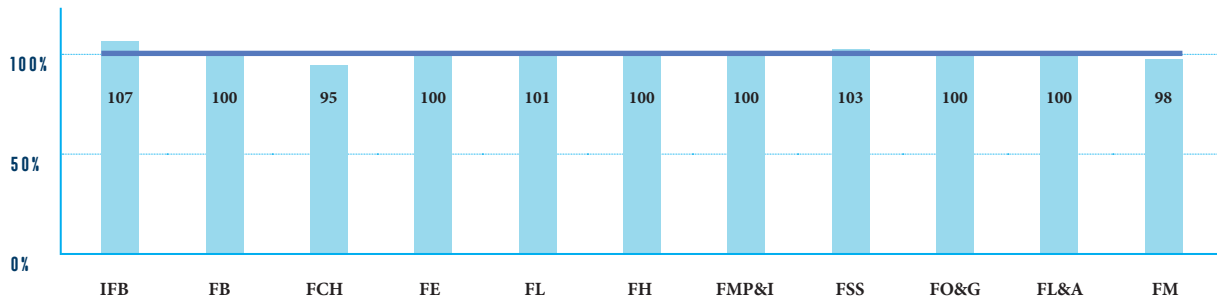
On the basis of the data as of 31 December 2019 obtained from the Controlling Unit of the University of Gdańsk, an analysis of the salaries of women and men employed in particular faculties in various research and teaching positions has been conducted. Only the basic salary has been analysed. It has to be stressed that the analysis has concerned the salaries, especially in the case of assistants and assistant professors, achieved in the recent time as a result of the introduction in the Constitution for Science in 2018 minimal salaries for the particular academic positions.

In case of assistants the salaries of women and men at most of the faculties are on a very similar level. The highest differences of women's and men's remunerations have been noted at the Intercollegiate Faculty of Biotechnology of UG and MUG where men earn by about 7% more than women. Whereas at the Faculty of Chemistry men at assistants positions earn by about 5% less than women. (Graph 7A).

As far as the analysis of assistant professors' salaries is concerned, the differences between women and men are also insignificant. The highest differences have been observed in the Intercollegiate Faculty of Biotechnology of UG and MUG, however in this case, remunerations of men at assistant professors' positions are by about 8% lower than those of women (Graph 7B).

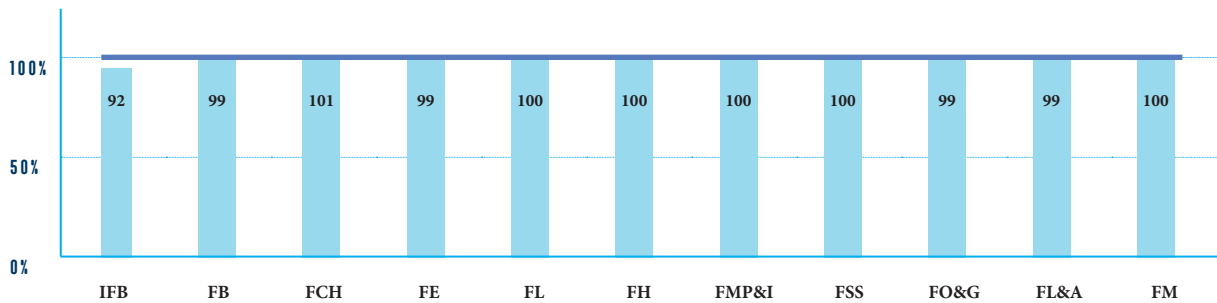
Analysing the average level of remunerations of women and men employed in the position of associate professors, we observe that the differences at most of the faculties are also insignificant. The salaries of female associate professors are lower than those of men by about 4% in the Faculty of History, Faculty of Social Sciences and Oceanography and Geography. Whereas in the Faculty of Economics and Faculty of Law and Administration the salaries of women associate professors are higher than salaries of men by about 6% (Graph 7C).

GRAPH 7. THE PERCENTAGE RATIO OF MEN'S SALARY TO WOMEN'S SALARY BY FACULTY*



A. ASSISTANTS AND OTHERS

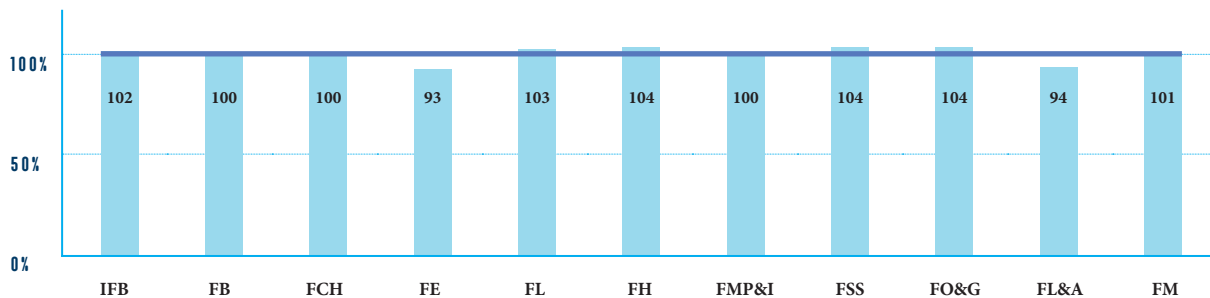
(Men's salary to women's salary ratio taken on each faculty as 100% | 2019)



B. ASSISTANTS PROFESSORS

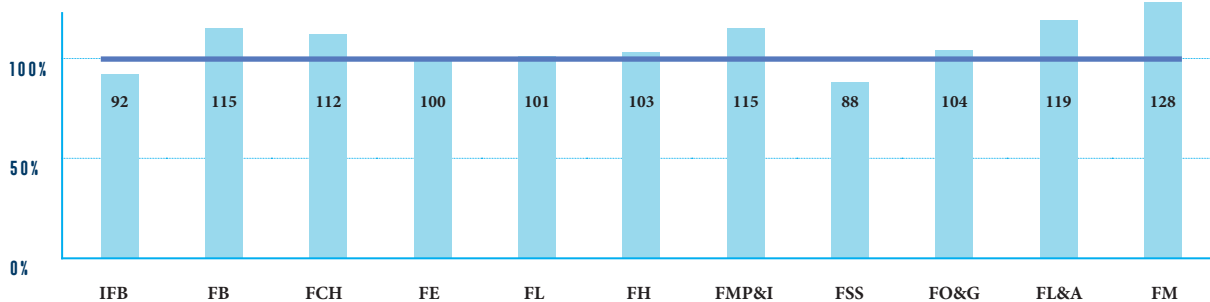
(Men's salary to women's salary ratio taken on each faculty as 100% | 2019)

LEGEND: — Women 100% ■ Men | * See legend as for Graph 2 | page 14



C. ASSOCIATE PROFESSORS

(Men's salary to women's salary ratio taken on each faculty as 100% | 2019)



D. PROFESSORS

(Men's salary to women's salary ratio taken on each faculty as 100% | 2019)

LEGEND: — Women 100% ■ Men | ★ See legend as for Graph 2 | page 14

The largest differences in the pay of men and women have been observed in the case of scientists with the professor title employed in the position of professor (Graph 7D). Considering women and men professors it can be noted that the salaries of men are higher by average 7% than of women. Salaries of male professors are higher by more than 10% than salaries of female professors in the Faculty of Biology, Faculty of Chemistry, Faculty of Mathematics, Physics and Informatics, Faculty of Law and Administration, and Faculty of Management Studies, but in the Intercollegiate Faculty of Biotechnology of UG and MUG and Faculty of Social Sciences the salaries of female professors are higher than male professors' by respectively 8% and 12% (Graph 7D).

Summarizing the data on the average salaries of the scientific and teaching staff employed in the UG faculties it can be stated that in 2019 the average salary of women was 4 807 PLN and 5 204 PLN of men which means that the average salaries reached by women are by 8% lower than the ones reached by men. The most significant differences have been noticed in the Faculty of Biology, Faculty of Chemistry, Faculty of Mathematics, Physics and Informatics, Faculty of Law and Administration, and Faculty of Management Studies.

According to Statistics Poland in 2016 and 2018 the gender pay gap in Poland reached 18% and 20% respectively, which shows that wage spreads increased in the period analysed. It should be emphasized that although the earnings of women and men at UG differ, the difference is more than twice smaller than the national average. The above mentioned analyses indicate that the University of Gdańsk also needs actions leading to equal pay for women and men. It should be stated that female and male researchers employed in the same positions at the University of Gdańsk should receive the same basic salary.



CONCLUSIONS

In the nearest future, the main strategic task of the Commission for implementation of the policy of social responsibility of science established in the University of Gdańsk will be the implementation of a *Gender Equality Plan*. These types of plans are already implemented in numerous European universities. Their main goal is to make an effort to equalise the opportunities and create such conditions for recruitment for scientific and administrative positions that allow an appropriate selection of women and men, guaranteeing gender equality. As a consequence, through proper diversity management for the social responsibility of science, it will be possible to increase the activity of women in science, including applying for higher management positions in competitions.

It is also necessary to analyse and monitor the situation at the University on an ongoing basis with regard to the earnings of female and male researchers holding the same scientific positions. In many European countries, including universities, where *Gender Equality Plan* were introduced, it turned out that women's earnings are even 15% lower – a significant difference. This means that women work for free for about 2 months a year. The most recent analyses carried out in UG showed that the difference in earnings for the same positions is about 8% in favour of men. It should be emphasized that this situation looks better than the European or national average, but efforts should be made in order to establish the same salaries for female and male researchers employed in the same positions.

The goal pursued by ComSRS is to indicate how important it is to establish the possibility for both women and men bringing up children to work part-time or remotely. On the one hand, flexible solutions give parents the opportunity to quickly return to ongoing projects or research, on the other hand, many studies show that they can pose a threat to self-esteem and reconciliation of work and family life²⁵. An in-depth analysis of the advantages

²⁵ Gądecki, J., Jewdokimow, M., Żadkowska, M., *I work here! A sociological study of work carried out at home on the basis of telework*, 2017



and disadvantages of scientific remote working during the mandatory state of isolation (March – June 2020) can help to develop solutions beneficial for both women and men.

The activities of ComSRS should allow to build a more diverse scientific environment at UG. The next steps will include measures focused on employment and equalisation of opportunities for persons from abroad and in different age groups – to that the potential of diversity can be fully exploited. Thanks to a higher innovativeness and increase of effectiveness and efficiency the potential of research teams will grow. There is a lot of scientific research indicating that diverse teams have a chance to achieve better research results and as a result they achieve more²⁶. Of course, numbers alone are not enough. It is necessary to introduce both educational and operational activities that will give the opportunity to fully exploit the potential of diversity.

At the same time it is worth stressing that the implementation of the goals of the “Strategy of the University of Gdańsk for 2020-2025” gives an opportunity to implement the aims and plans included in the first Report entitled “Women in Science. Diversity and Gender Equality in Social Responsibility of Science of University of Gdańsk”

²⁶ Dnika J. Travis, Emily Shaffer, and Jennifer Thorpe-Moscon, *Getting Real About Inclusive Leadership: Why Change Starts With You* (Catalyst, 2019). Retrieved from: <https://www.catalyst.org/wp-content/uploads/2020/03/Getting-Real-About-Inclusive-Leadership-Report-2020update.pdf>

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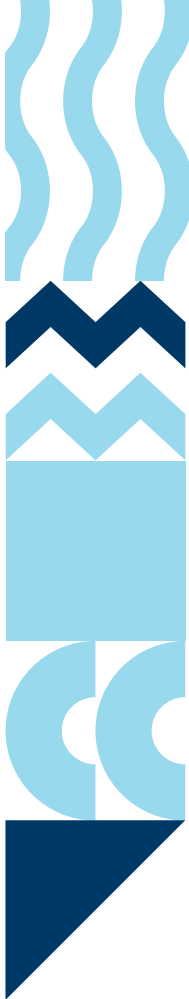
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