



The International Institute of Molecular Mechanisms and Machines  
Polish Academy of Sciences



# International Institute of Molecular Mechanisms and Machines (IMol) PAS

## Gender equality plan 2021-2027

# IMol gender policy and objectives

**IMol aims at taking into account and confronting structural gender differences so that it can fulfil its mission to support excellent researchers across Europe, irrespective of nationality, gender or age.**

**Following the gender equality plan established for Horizon 2020, IMol will pursue the following objectives for the duration of the Horizon Europe programme:**

- To improve the gender balance among employees, both researchers and administrative staff;
- To raise awareness about the benefits of gender balance among researchers within the IMol teams;
- To continue identifying and removing any potential gender bias in IMol's recruitment procedures;
- To embed gender awareness within all levels of IMol's processes;
- To strive for gender balance among IMol's relevant decision-making bodies.

## Implementation of gender equality plan

### Awareness and submission rates

Submission patterns of women and men will be continuously monitored. Measures will be taken to increase the awareness among top-researchers of underrepresented gender and encourage them to apply for positions at IMol. IMol will also create a broad awareness about its gender equality strategy.

### Steps to achieve objectives

- Publishing gender equality plan on the web: <https://www.imol.institute/>
- Monitoring submission rates of women and men;
- Taking an active part in gender equality networks and workshops;
- Taking part in meetings and workshops addressing gender topics;
- Promoting the importance of taking gender differences into consideration at all stages of development in the institution;
- Including successful researchers of both genders as role models in communication activities, such as brochures, posters, videos, etc.;
- Raising awareness about consideration of sex and gender dimension in the design of research groups;

### Recruitment and evaluation processes

Ensuring that the best researchers irrespective of their gender are invited to join IMol's structure is essential for scientific excellence. Any potential sources of gender bias in the evaluation process will be challenged at the level of recruitment committees. A considerable part of IMol's team is composed of young post-doctoral fellows and PhD students, which provides the substantial potential of educational influence on future generations of researchers. IMol aims to continue giving examples of fairness by ensuring the highest quality of recruitment processes.

### Steps to achieve objectives

- Continue ensuring eligibility and evaluation criteria are designed to encompass the situation of both women and men in research;
- Continuing monitoring success rates for women and men and publish gender statistics from IMol evaluations in long term time series;
- Sensitising IMol's staff, recruitment panel members and external reviewers to gender issues;
- Raising awareness about implicit bias in the evaluation process;
- Including reference to the gender equality plan in the IMol Guide for recruitment committees;
- Continuing to collect and analyse gender data on PhD students, post-docs and any other researchers funded through IMol positions;
- Addressing gender-related topics during Group Leaders' meetings;

- Addressing gender-related topics that might surface while admitting new team members (e.g. child care, moving with a family etc);

## **Work-life balance**

At IMol we are determined to increase accessibility to work by making sure that our policies address main issues that might be encountered by persons having children or being involved in taking care of the household and family. We are open to hybrid work combining home office with regular work at the workplace. We comply with all the Labor Law rules concerning maternity/paternity benefits. We look for solutions that can make combining work with family life easier for parents, as we understand that failing to do so might result in losing great personalities from the scientific environment.

## **Preventing harassment**

At IMol we introduced the role of Gender Equality Inspector who can be contacted by anyone who might have any doubts or clues as to how to keep the highest standard in this regard. Such Inspector is also responsible for taking care of all the matters of conflict and can be contacted via email address [j.zawada@imol.institute](mailto:j.zawada@imol.institute)

## **Summary**

IMol aims to achieve a non-biased environment at all levels of the work cycle in the institute. We commit ourselves to identify, analyse and address all issues that might derive from the gender differentiation of our candidates, employees – both researchers and administrative staff, members of substantial bodies and associates. We oblige to constantly improve our understanding of issues that might challenge gender equality and actively work against them in a knowledgeable, transparent way.