



Łukasiewicz

Łódzki Instytut Technologiczny



**Gender Equality Plan Łukasiewicz
Research Network – Łódź Institute of
Technology (GEP) for 2022-2026**

Framework document



Edition II - organizational chart changed by Łukasiewicz - ŁIT of 01/01/2023



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Introduction



According to Article 32 of the Constitution of the Republic of Poland, "Everyone is equal in the eyes of the law. Everyone is entitled to equal treatment from public authorities. No one may be discriminated against in political, social, or economic life for any reason."

At the national level, equal rights in employment, e.g. due to gender results directly from the Labor Code. According to Art. 183a § 1 "Employees should be treated equally in terms of establishing and terminating an employment relationship, terms of employment, promotion, and access to training in order to improve professional qualifications, in particular **regardless of gender**, age, disability, race, religion, nationality, political beliefs trade union membership, ethnic origin, religion, sexual orientation, employment for a definite or indefinite period, full-time or on a part-time basis." The Labor Code also defines gender discrimination as "any undesirable behavior of a sexual nature or relating to the employee's sex, the purpose or effect of which is to violate the employee's dignity, in particular, to create an intimidating, hostile, degrading, humiliating or offensive atmosphere; this behavior may include physical, verbal or non-verbal elements (sexual harassment). Submission by an employee to harassment or sexual harassment, as well as taking action by him to oppose harassment or sexual



harassment, may not result in any negative consequences for the employee.” The employer is obliged to counteract discrimination in employment, in particular, due to i.a. gender.

The Institute complies with legal standards regarding equal rights in employment contained in the Labor Code.

Gender equality is also one of the core values of the EU. The European Commission has been taking a number of actions for gender equality for many years, e.g. by adopting the European Pact for Gender Equality, including the adoption of the European Pact for Gender Equality, the resolution on the participation of women in political decision-making, etc. Gender equality is a very important element, among others, in the current EU research and innovation program - Horizon Europe. Increasing the participation of the Network's institutes in this program is one of the goals set by the Łukasiewicz Centre.

In response to the European Commission's desire to eliminate gender bias and differences in the treatment of women

and men, to improve the balance between private and professional life, and to promote equality between women and men in the field of research and innovation, including the principle of equal pay without gender discrimination, the Institute developed a **Gender Equality Plan Łukasiewicz Research Network - Łódź Institute of Technology** (GEP). The GEP defines actions that will be taken in 2022-2026 to promote gender equality, including actions for a more balanced representation of women and men in the world of science.

Łukasiewicz Research Network - Łódź Institute of Technology (Łukasiewicz - ŁIT) started its operation on April 1, 2022. It was created from the merger of three Łódź-based



institutes operating in the Łukasiewicz Research Network:
Łukasiewicz - Institute of Biopolymers and Chemical Fibers,
Łukasiewicz - Institute of Leather Industry and Łukasiewicz -
Institute of Textiles.

The core scope of activities of Łukasiewicz – ŁIT is::

- 1) Implementation of research projects,
- 2) Commercialization,
- 3) International cooperation in the field of scientific research and development and commercialization.

In addition, Łukasiewicz – ŁIT conducts metrological, standardization, and certification activities, as well as in the field of popularizing science and knowledge about new technologies, conducts courses and training, and assesses conformity.

The Network Institute's organs are:

- 1) Director,
- 2) Council.

The organizational structure of Łukasiewicz - has been shown schematically in

Table 1



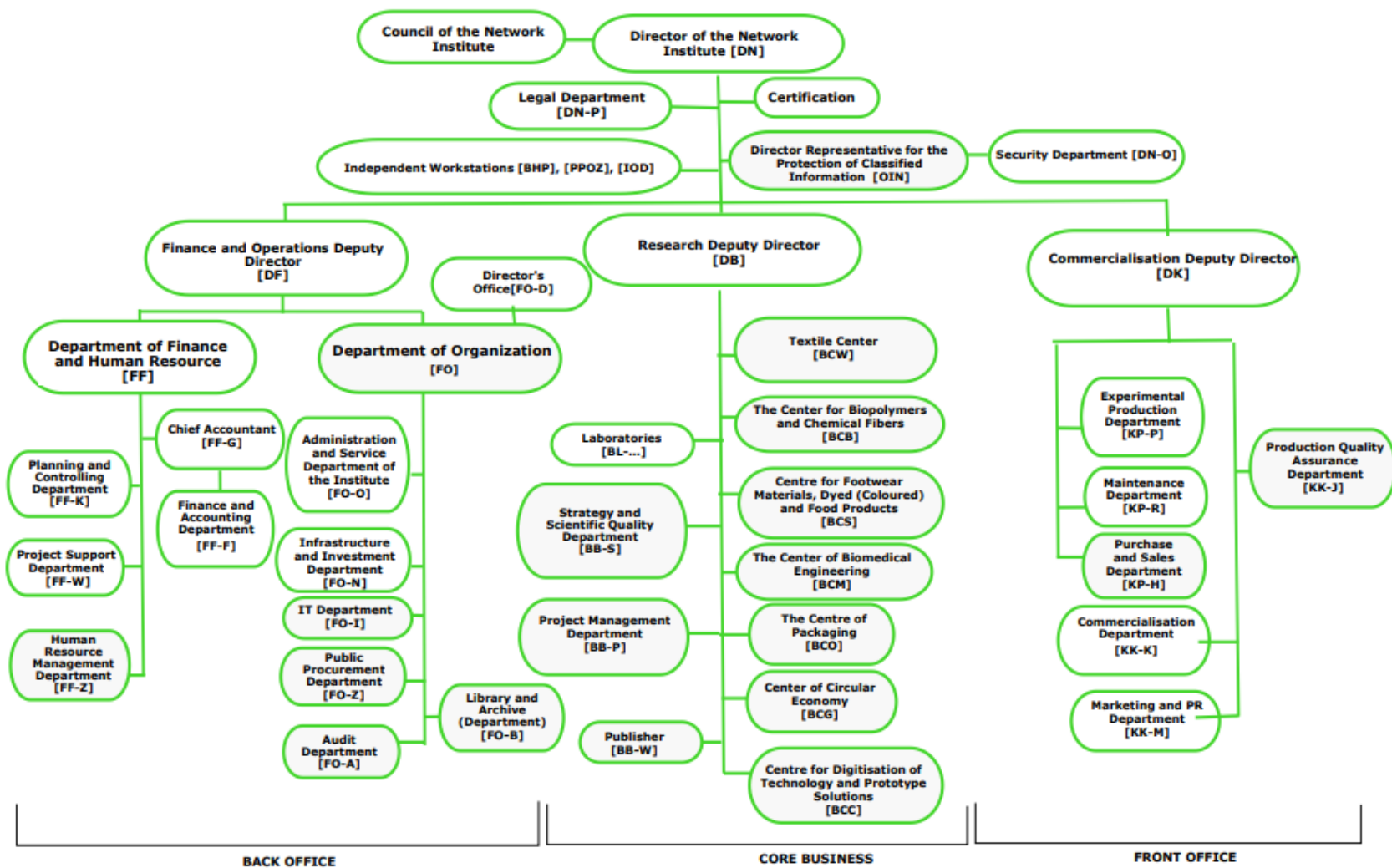


Fig.1 Łukasiewicz – ŁIT organizational chart in force from 01.01.2023 r.

In 2016, the European Commission awarded the Institute of Textiles with the prestigious "HR Excellence in Research" distinction, as a confirmation of the Institute's good preparation to implement the principles and recommendations of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The "HR Excellence in Research" award is a confirmation that the Institute creates a stimulating and friendly working environment for research workers. Actions to eliminate gender bias and gender inequalities, improve work-life balance, and promote equality between women and men in research and innovation, including the principle of equal pay without gender discrimination are compliant with the principles of the Charter and the Code.



HR EXCELLENCE IN RESEARCH



1. Methodology of work on GEP

The Łukasiewicz – ŁIT Gender Equality Plan was developed by the Gender Equality Plan Team established directive of the Director of the Institute No. 02/06/2022 on 07.06.2022 with gender balance, representatives of each area of the Institute, i.e.: Back Office, Core Office (employee of the Laboratory and Research Center and a young scientist) and Front Office (Table 1) as well as a representative of the social side. The work of the Team was supervised by the Director of the Institute. Selected team members took part in several training sessions on gender balance and GEP preparation.



The internal analysis of gender equality was carried out in three stages:

- ✓ I stage: analysis of national legal acts, internal regulations (directives, regulations), existing practices, and internal procedures - EU national and local (institute) level;
- ✓ II stage: developing and conducting a survey on gender equality (online) - the stage coordinated by



the Łukasiewicz Center and collecting data on employment and remuneration divided by gender - the stage coordinated by the Łukasiewicz Human Resources Management Department - ŁIT; The questionnaire contained survey questions formulated by the Łukasiewicz Center in cooperation with the Network Institutes, concerning such areas as: work-life balance, gender discrimination in various areas of professional life, exclusion and gender-based violence. The questionnaire was sent to all employees of Łukasiewicz - IBWCh, Łukasiewicz - IPS, and Łukasiewicz - IW currently forming Łukasiewicz - ŁIT with an e-mail address.

- ✓ III stage: development of an action plan with an indication of organizational units responsible for the implementation of individual activities and taking into account indicators determined based on the results of a survey conducted among Łukasiewicz - ŁIT employees and the collected data divided by gender.



2. Diagnosis

The Gender Equality Plan team analyzed the survey results and employment data and salaries divided by gender (as of June 20, 2022). The gender equality survey was conducted in September 2021. among the employees of Łukasiewicz - IBWCh, Łukasiewicz - IPS, and Łukasiewicz - IW (currently Łukasiewicz - ŁIT). 89 employees of Łukasiewicz - ŁIT (all respondents, **N=89**) took part in the survey. 74% of the respondents were women and 26% were men.

The results of the analysis were presented and divided into five subject areas:

- ✓ Organizational Culture and work-life balance,
- ✓ Gender balance at the management and decision-making level,
- ✓ Gender balance in recruitment and career development,
- ✓ Incorporating the gender scale into research and educational materials,
- ✓ counteracting gender-based violence, including preventing sexual harassment.

In Łukasiewicz - ŁIT as of June 20, 2022. 433 employees were employed, 56% women and 44% men. Employees are employed in organizational units following the organizational chart presented in **Table 1** in two divisions: research and support.



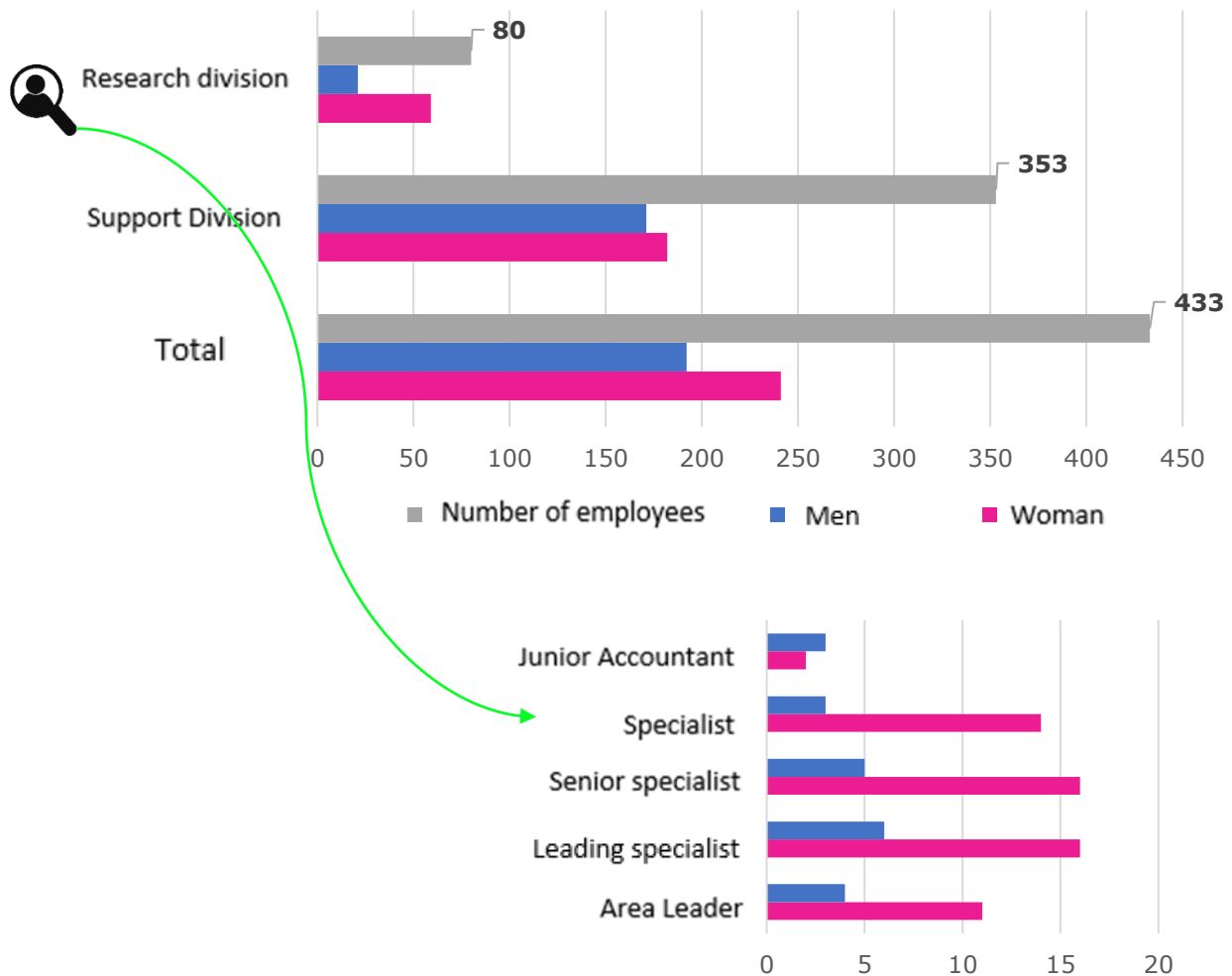


Table 2 Employment structure in Łukasiewicz – ŁIT by gender

52% of women and 48% of men were employed in the Support Division. Employees in this department are employed in various positions:

- ✓ from Area Leader or Chief Engineer to Junior Specialist or Engineer,
- ✓ technical worker, service worker,
- ✓ legal adviser,
- ✓ Main accountant.



In the Research Division, due to the specificity of the research subject and field of study completed by the employees of the institute, i.e. textiles, and environmental engineering, 74% of employees are women (**Table 2**). Chemistry, biotechnology, and textiles are major fields of study in which women predominate. Therefore, their advantage in the labor market in these areas.



Table 3 Salary structure by gender ³

In the Support Division, the median of the basic salary together with the functional allowance addition for women is 1.3% higher than for men. On the other hand, in the Research Division, the median of the basic salary with the functional allowance addition for men is higher than the median for women by over 5% (**Table 3**).

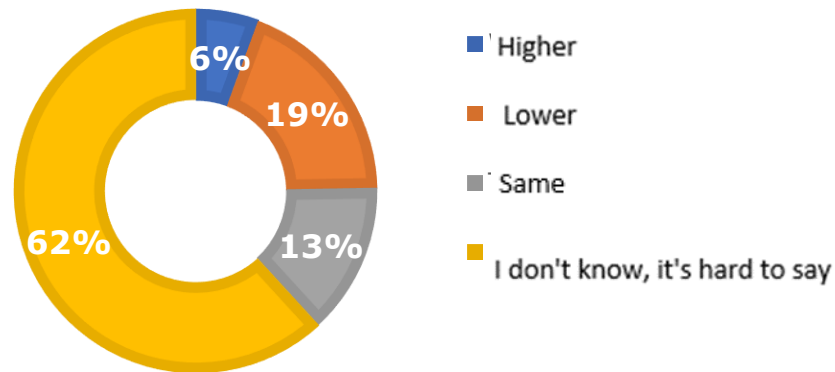
Concerning wages, 13% of respondents believe that their wages are the same regardless of gender. 19% of the respondents³, who were only women, believe that their remuneration is lower compared to the earnings of representatives of the opposite sex in the same or similar position. This opinion was expressed by every fourth woman



who took part in the survey. On the other hand, 62% of the respondents³ had no opinion (**Table 4**).

a)

To your knowledge, your earnings compared to the earnings of members of the opposite sex in the same or similar position are:



b)

In your opinion, is the number of the tasks you receive compared to the number of tasks received by representatives of the opposite sex working in the same or similar position:

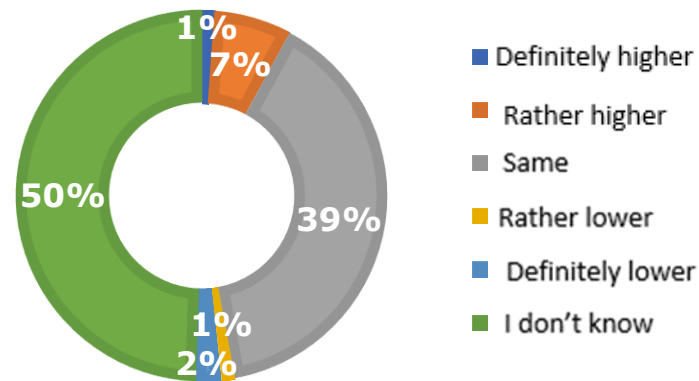


Table 4 Salaries (a) and number of tasks received (b) in relation to gender according to the knowledge of the respondents, all respondents, N=89

Concerning the number of tasks received, significantly more respondents³ - 39% - believe that they receive the same number of tasks regardless of gender. A smaller percentage of respondents³ - 50% - have no opinion.



100% of the respondents³ have never encountered violations of gender equality in their units. Over 97% of respondents³ were not directly mistreated in a professional environment due to their gender. In contrast, 89% of employees surveyed³ never felt excluded in the work environment. Women who have ever felt excluded in the workplace represented 12% of the women surveyed. A similar feeling was shared by ~9% of the men participating in the study².



Organizational Culture and work-life balance

The employer strives to create working conditions that allow employees to balance their personal and professional lives. At the request of the employee in connection with the family situation, an individual working time is set. In addition, the employee may be employed part-time. According to the Work Regulations of Łukasiewicz – ŁIT, employees employed in the Back Office, Core Office, and Front Office (excluding the Experimental Production Department and the Maintenance Department) work in a flexible working time system. Nearly 69% of respondents³ pointed to the introduction of flexible working time as a concrete facilitation taking into account employees' family obligations. If the specificity of a given position does not require constant presence at the workplace, the employee also has the option of working remotely. This is another concrete facilitation taking into account the family obligations of employees indicated in the survey by nearly 22% of respondents³. The lack of these facilitations at the time of the survey resulted in 31% of respondents³ pointing to the lack of systemic facilitation taking into account family obligations.

63% of respondents³ have children/ stepchildren/ stepdaughters, including 5% of them with 3 or more. The



largest group are children over 15, followed by children aged 7-14. In 2021, 42% of respondents³ cared for themselves or their families, children or sick/ elderly family members. over 40% of them share care responsibilities for children, or sick/ elderly family members with their spouse/ partner, but also more than 40% of them mainly deal with these responsibilities. 70% of respondents³ stated that duties related to children or sick/elderly family members do not hinder their career development.

Over 70% of respondents³ occasionally stay at work after hours (**Table 5**) and 94% of respondents³ were not expected by their employer to spend at work usually more than 8 hours.

How often do you stay at work after working hours?

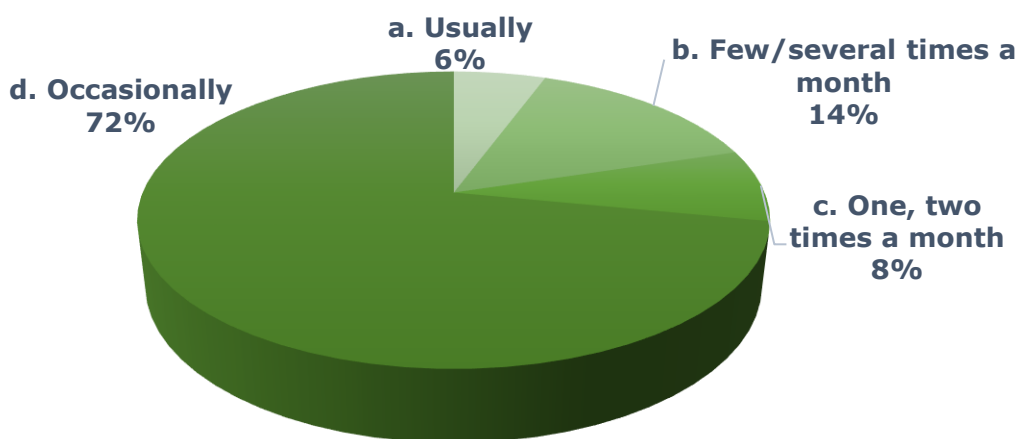


Table 5 Working overtime, all respondents, N=89

49% of employees¹ who answered the question always or often received support from family members in connection with their professional duties. On the other hand, 69% of respondents¹ who answered the question never or rarely experienced guilt from family members in connection with their professional duties. 85% of respondents³ never,

¹ N=77



rarely, or sometimes felt that they neglected their family due to work duties and/or research work. The same percentage of respondents never, rarely, or sometimes felt guilty about professional/research work at the expense of time spent with children and/or family members (**Table 6**).

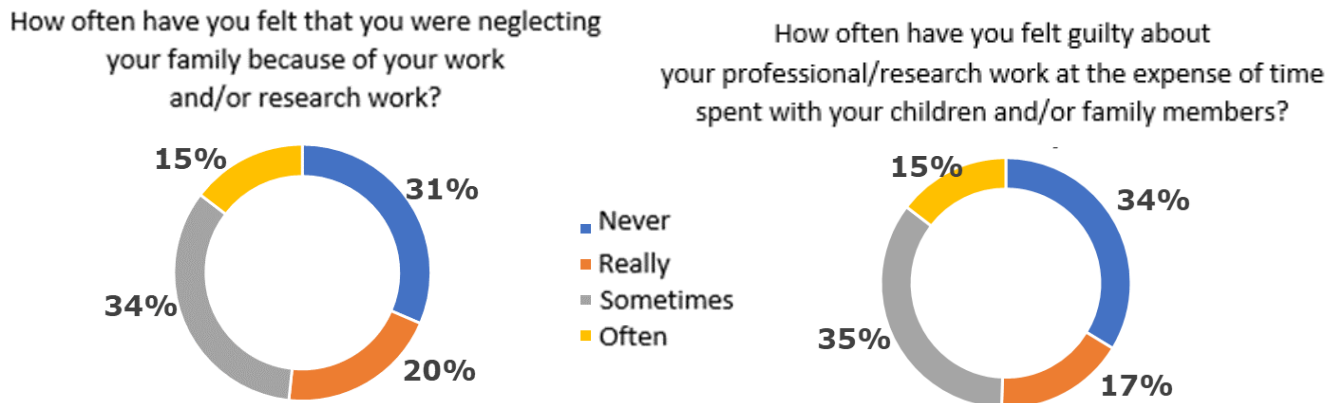


Table 6 Work-life balance, all respondents, N=89

32% of employees who answered the question at least once needed support in their unit related to their family situation (e.g. the need to care for children, parents, and other family members). 90% of them definitely or rather yes receives adequate support in this regard from their unit.

The Institute ensures equal opportunities for women by enabling them to return to work after taking parental leave. Employees of Łukasiewicz – ŁIT take advantage of maternity, parental, and paternity leaves. 48% of respondents³ were on maternity/paternity/parental leave. 74% of them believe that maternity leave/work breaks are related with the upbringing



of children had a positive or no impact on their academic and/or professional career. Below 30% of them believed that the impact was negative. Currently, 13 employees are on parental leave.

In addition, following the Regulations of the Company Social Benefits Fund at the Institute, employees of the Łukasiewicz Research Network - Łódź Institute of Technology can use the funds of the Company Social Benefits Fund, e.g. subsidies for childcare in nurseries or kindergartens, co-financing holidays for employees' children aged 0-18.

Gender balance at the management and decision-making level

The management staff includes the Director of the Institute and his Deputies, employed based on appointment by the CEO of the Łukasiewicz Center and Heads of Departments, Heads of Departments, Directors of Research Centers, and Leaders of Research Groups employed directly by the Director of the Institute.



Currently, the management staff appointed directly by the Director of the Institute is 64% women and 36% men.

In the next few months, due to the reorganization of the Institute's organizational units, these proportions will change. For the management staff, the median basic salary with the functional allowance for women is 13.4% lower than for men.



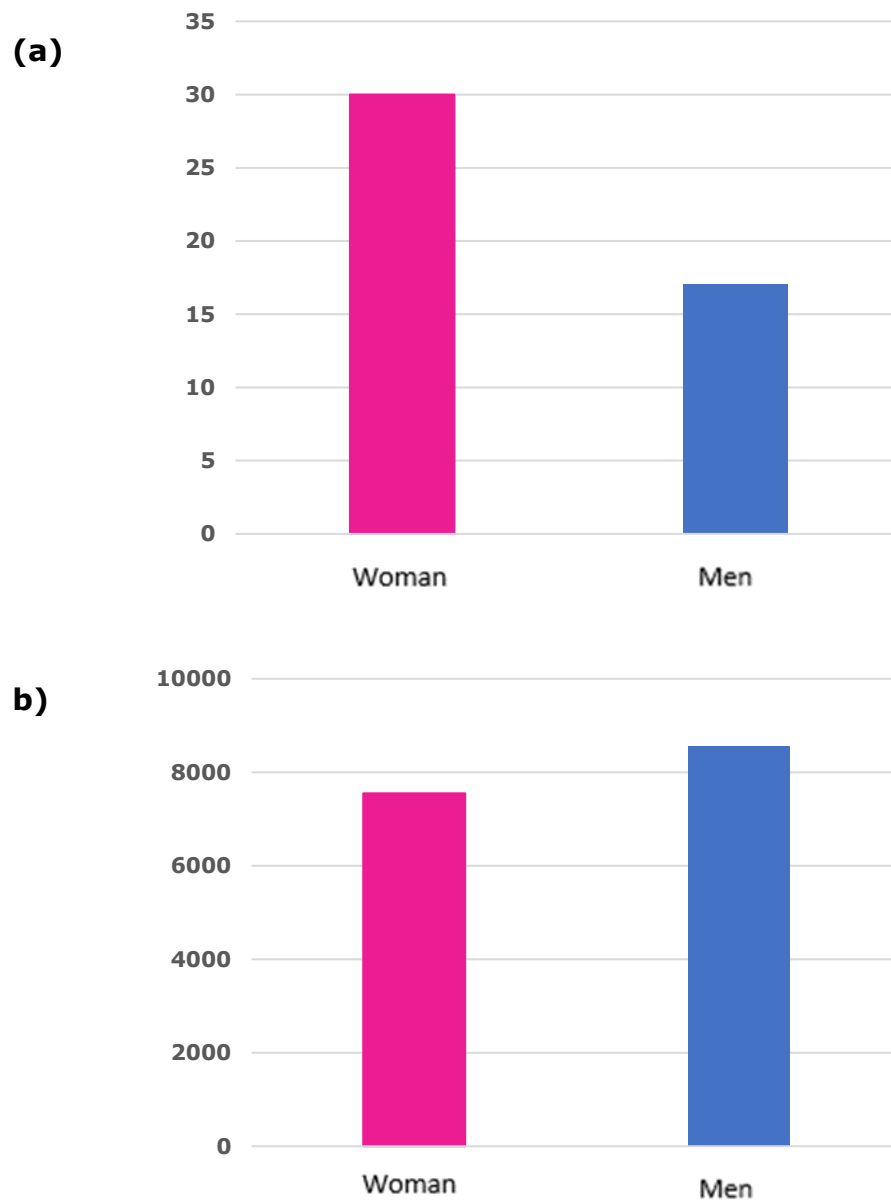


Table 7 Employment structure (a) and wages (b) of the management staff by gender

3 women and 1 man are members of the Council of the Institute on behalf of Łukasiewicz – ŁIT. The Institute's Council is led by a woman.



Gender Balance in Recruitment and career development

Recruitment



The rules of recruitment for individual positions are regulated in the Act from 21/02/2019. considering the Łukasiewicz Research Network and the Recruitment Policy of the Łukasiewicz Research Network - Łódź Institute of Technology. In connection with the "HR Excellence in Research" award, the OTMR Policy was also introduced – AN OPEN TRANSPARENT RECRUITMENT PROCESS BASED ON ACHIEVEMENTS.

The analysis of staffing needs is the first stage of recruitment. Then, a candidate profile is created, which includes information such as required professional qualifications, experience, skills, and a description of tasks for a specific position. The decision to initiate the recruitment process is made by the Director at the request of the person managing a given organizational unit of the institute. The composition of the Recruitment Committee is each time determined by the Director. **Members of the Commission** represent a variety of experience and qualifications, especially in the field in which a candidate for a given position is needed and **indicates gender balance.**

Open, transparent, and based on qualifications and competencies recruitment of employees ensures the recruitment of the best candidate, **guarantees equal opportunities and access to information** for all, and provides the opportunity to participate in the recruitment process to all candidates, including candidates from abroad, **regardless of gender**, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, denomination, sexual orientation.

It's considered that gaps in the course of a scientific career in order to gain practical skills do not disqualify a candidate for scientific work, but are a valuable experience that can be used in the future in the commercialization of scientific



research. A gap in the scientific career due to the **use of parental leave** or work in the industry **does not exclude the candidate** in the recruitment process.

79% of respondents³ have never been asked about family plans and/or children in formal job or scholarship/internship interviews. 100% of the respondents³ have not encountered any other form of gender discrimination during the recruitment process at their current employer (for the first position, for the project team, etc.).

Career development

The purpose of the Institute is to ensure gender balance at every career level, e.g. through equal opportunities in the recruitment process. There is a gender balance in the appointed competition commissions, which ensures equal rights of candidates. In the case of professional promotions, important criteria are competence, experience, scientific achievements, and organizational skills. All activities of researchers aimed at gaining the next level of scientific career are supported and fully supported by the employer. The Institute covers the costs of employees' doctoral and postdoctoral dissertations. Currently, 1 woman and 1 man have open habilitation procedures. Łukasiewicz-ŁIT employs 14 doctoral students (64% women and 36% men), including 6 doctoral students preparing a doctoral dissertation under the "Implementation Doctorate" program. The Program supports the preparation of doctoral dissertations by doctoral students conducting scientific activity in cooperation with entrepreneurs employing them or other entities, the effect of which will be the implementation of the results of scientific activity conducted by doctoral students in these entities. In 2022, 2 women submitted applications under this program.



The Institute is committed to constantly raising the level of scientific research and staff development. Every year, funds are allocated for upgrading and expanding the range of skills and qualifications by Łukasiewicz – ŁIT employees through participation in training, workshops, conferences, and online courses, regardless of their position, stage of their scientific career, or gender. In the Charter of Duties, Responsibility of Employee's Powers, each employee is obliged to constantly improve their qualifications and supplement and deepen their substantive knowledge.

Over 96% of the respondents³ have not experienced any form of gender discrimination in the process of building a career.

43% of those surveyed³ managed their staff/research team. 44% of the respondents to whom the question pertained definitely highly or rather highly assess their level of professional independence in relation to the stage of scientific development. 54% found it difficult to answer this question. More than half of the respondents³ - 54% - never or rarely feel that they should take on additional tasks to prove their professional value in the institution.

29% of employees³ participating in the survey have applied for grants from external sources (domestic or foreign) for various reasons:

- ✓ enabling the development and/or continuation of research (81%),
- ✓ development of a scientific career (73%),
- ✓ solving an interesting research problem (69%),
- ✓ increasing the publication output (58%),
- ✓ the possibility of obtaining additional remuneration (54%),
- ✓ willingness to become scientifically independent (50%),
- ✓ willingness to set up their own research team (19%)
- ✓ opportunities to finance a full-time job (19%),





✓ incentives from the environment (15%).

Only 19% of employees applying for grants received a high or very high level of administrative support in the preparation of applications in external competitions, and 38% high or very high level of substantive support. None of this group of employees encountered difficulties or discouraging from submitting an application for a grant, and over 96% did not encounter a problem with obtaining the consent of their superiors or the unit to submit an application for external competition without giving a clear reason.

56% of the surveyed employees to whom the question pertained prefer the role of Manager in research projects.

Incorporating the subject of gender into research content

On the Institute's website, in the tab regarding the HR Excellence in Research award, there is the Code of Ethics for Researchers developed by the Commission for Ethics in Science and adopted by the General Assembly of the Polish Academy of Sciences. At the same time, the researchers of the Institute were obliged to read its content and comply with the rules contained therein. The basic principles of ethics here are **respect for human dignity** and **life in all its forms**, truthfulness, honesty, the obligation to comply with accepted obligations, and the recognition of **the right to freedom of belief** and property right.



Employees of the Łukasiewicz Research Division - ŁIT apply with applications for grants for research from various types of national and international funds, including funds from the National Science Centre, the National Center for Research and Development, or the Horizon Europe program. One of the elements of the proposal is ethical issues, and additionally in the proposals under the Horizon Europe program: *Gender dimension* taking into account the gender aspect in research, e.g. maintaining gender balance in the case of surveys or clinical studies. Additionally, whenever possible, project teams are built with a gender balance.

In the case of 57% of the respondents to whom the question concerned, the received competition reviews never included arguments not related to the professional level achieved and the scientific quality of the project. According to 23% of the respondents, such arguments appeared only once.





Counteracting gender-based violence, including counteracting sexual harassment

Over 98% of respondents³ have never encountered inappropriate or prohibited behavior due to gender in their unit.

In Łukasiewicz - IBWCh and Łukasiewicz - IPS, an anti-mobbing policy has been introduced. Currently, based on these documents, the Anti-mobbing Policy for Łukasiewicz - ŁIT is being prepared.

3. GEP Action Plan

Based on an internal analysis in the field of gender equality conducted out in Łukasiewicz - ŁIT, areas where actions for gender equality are required have been defined.

A concise and concrete action plan was developed, indicating who was responsible and when the action would take place. See the Table below.



TARGET I Increasing the awareness of Łukasiewicz – ŁIT employees in the field of gender equality			
Action	Responsible unit	Time frame	Indicators
Conducting training on the issues of equal treatment and anti-discrimination	FF-Z	June 2023 r.	70% trained employees
Development of an e-learning course devoted to the issues of equal treatment and anti-discrimination and its upgrade	BCC in cooperation with FF-Z and the Gender Equality Team	December 2024 r. December 2026 r.	200 course views
Subpage "Gender equality plan" and its updated dissemination of information materials on equality between women and men ²	KK-M	December 2026 r.	400 visits per year
TARGETII Gender balance, including at management and decision-making levels			
Action	Responsible unit	Time frame	Indicators
Analysis of the remuneration structure broken down by gender and equalization of remuneration ³	FF-Z i DF	June 2023 r. ⁴	A report including a compensation plan
Increase in the employment of men in the research division	DB	December 2025 r.	Minimum 5% increase in employment of men ⁵
TARGET III Incorporating the gender dimension into research content			

² More on equal treatment regardless of gender, age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, denomination, sexual orientation;

³ Equalization of pay for persons occupying the same position, with the same qualifications, performing the same type of work and having similar work results;

⁴ After at least 12 months of operation, Łukasiewicz – ŁIT;

⁵ With regard to the employment structure as at June 20, 2022r.



Action	Responsible unit	Time frame	Indicators
Development of a guide with good practices on the gender dimension in the disciplines in which research is conducted at the institute	BB-P	December 2023 r.	Guidebook
Including the gender dimension in applications for funding as part of statutory activities (where applicable)	BB-S	December 2023 r.	
TARGET IV Counteracting gender-based violence, including sexual harassment			
Action	Responsible unit	Time frame	Indicators
Anti-mobbing policy	FF-Z	September 2022 r.	Management
e-Guide on counteracting violence	FF-Z in cooperation with the Gender Equality Team	December 2024 r.	400 visits until December 2025



1. Management, monitoring, and evaluation of GEP activities

The units indicated in the action plan will be responsible for the implementation of the action plan, and the implementation will be supervised by the Working Group for the Gender Equality Plan (GEP) at the Łukasiewicz Research Network - Łódź Institute of Technology.

The approved action plan for 2022-2026 will be monitored and updated on an ongoing basis. Members of the Working Group on the Gender Equality Plan (GEP), chaired by the Director of the Institute, will assess the progress and effects of the implementation of the planned activities at least once a year.

The gender equality team appointed by the directors will be responsible for the substantive support of the Working Group on the Gender Equality Plan, activities related to the dissemination of knowledge about equal treatment, and evaluation of actions taken for gender equality.



In 2024, the survey will be carried out again. Based on the results of the research, the action plan will be upgraded.



5. Attachment– Survey questions

- ✓ *Gender/Year of birth*
- ✓ *Do you have any children/stepchildren/stepdaughters? How much - 1, 2, 3, and more? At what ages?*
- ✓ *How often do you stay after working hours: usually/several-a dozen times a month/once twice per month/occasionally*
- ✓ *Have you met the expectation from the employer that you will usually spend more than 8 hours at work?*
- ✓ *Do you have children or do your family care for sick/elderly family members?*
- ✓ *Do you mainly care for children or sick/elderly family members?*
- ✓ *Do you feel that responsibilities related to children or sick/old family members make it difficult for you to develop your professional career?*
- ✓ *Have you been on maternity/paternity/parental leave?*
- ✓ *Do you think that maternity leave/breaks in work related to raising children had an impact on your scientific and/or professional career?*
- ✓ *How often did you receive support from family members in connection with your work duties?*
- ✓ *How often do you encounter reproaches from family members in connection with your professional duties?*
- ✓ *How often have you felt that you were neglecting your family because of your job duties and/or research work?*



- ✓ *How often have you felt guilty about your professional/research work at the expense of time spent with children and/or family members?*
- ✓ *Have you ever been asked about your family plans and/or children in formal interviews for a job or scholarship/internship?*
- ✓ *Have you encountered any other form of gender discrimination during the recruitment process at your current employer (for the first position, for the project team, etc.)?*
- ✓ *If so, how was the discrimination manifested?*
- ✓ *Have you encountered any form of gender discrimination in the process of building your career?*
- ✓ *If so, how was the discrimination manifested?*
- ✓ *Have you ever applied for grants from external sources (domestic or foreign)?*
- ✓ *What were your reasons for deciding to apply for a grant? (multiple choice)*
 - a. Allowing the development and/or continuation of my research;*
 - b. A solution to a research problem that interests me;*
 - c. Development of my scientific career;*
 - d. Environment encouragement;*
 - e. Increasing the publication output;*
 - f. Willingness to create your research team;*
 - g. Desire to gain scientific independence;*
 - h. Possibility to finance your full-time job;*
 - i. Possibility of obtaining additional remuneration;*
- Other:*
- ✓ *Did you receive sufficient administrative support in the parent unit for the preparation of an application in external competitions?*
- ✓ *What level of substantive support did you receive?*
- ✓ *in their environment/research team in the field of preparation of applications in external competitions?*



- ✓ *Have you ever encountered obstacles that discourage you from submitting a grant application?*
- ✓ *Have you ever encountered the problem of obtaining consent from your superiors or the unit to submit an application for external competition without giving a clear reason?*
- ✓ *Have you ever given up applying*
- ✓ *for a grant(s) in a domestic or foreign competition?*
- ✓ *Please provide reasons for not applying for grants*
- ✓ *in a foreign competition? (multiple choice possible)*
- ✓ *Other:*
- ✓ *Do you prefer to play a role in research projects?:*
- ✓ *To your knowledge, your earnings compared to the earnings of representatives of the opposite sex in the same or similar position are:*
- ✓ *In your opinion, is the number of tasks received by you compared to the number of tasks received by representatives of the opposite sex working in the same position and a similar position:*
- ✓ *How would you rate your level of professional independence?*
- ✓ *in relation to the stage of scientific development?*
- ✓ *How often do you feel that you should take on additional tasks to prove your professional worth in the institution? How often in the received competition reviews there were arguments not related to the professional level achieved and the scientific quality of the project?*
- ✓ *Have you ever felt excluded in your work environment?*
- ✓ *Have you ever needed support in your unit related to your family situation (e.g. the need to care for children, parents, and other family members)? Do you receive adequate support in this regard from your unit?*
- ✓ *Are there systemic facilitations in your institution that take into account the family obligations of scientists (e.g. nursery, flexible working hours)?*



- ✓ *Do you think that any specific facilitations should be introduced taking into account employees' family obligations? Which ones?*
- ✓ *Have you ever managed your own staff/research team? Have you encountered violations of gender equality principles in your unit?*
- ✓ *In your opinion, have you been directly (after) treated improperly in your professional environment due to your gender?*
- ✓ *Have you encountered inappropriate or prohibited behavior in your unit due to your gender?*

