



**Women in science – diversity  
management and gender equality  
in the social responsibility  
of the University of Gdańsk**

**The 2022 Report**



# Women in science – diversity management and gender equality in the social responsibility of the University of Gdańsk.

## The 2022 Report<sup>1)</sup>

The University of Gdańsk has planned diversified sources of funding for the activities, amongst others, by allocating its own resources such as the working time of the employees involved in the implementation of the activities, or by using funds at its own disposal as well as other types of funding e.g. funds from the H2020 MINDtheGEPs project. Those involved in counteracting gender discrimination include: the team implementing the MINDtheGEPs project, employees of the Office of the Ombudsperson for Equality and Anti-harassment, the Disability Support Office and the Psychological Support Team. Moreover, the University of Gdańsk intends to obtain other financial resources for initiatives aimed at ensuring gender equality in order to continue its long-term activity in this domain. The decision to apply the above-mentioned instruments for implementing the activities of the GEP was taken on the basis of conclusions arising from three detailed analyses of:

- 1) the effectiveness of the activities implemented as part of the GEP for the years 2022–2023<sup>1)</sup>;
- 2) the quantitative data used for monitoring purposes at the University of Gdańsk;
- 3) the results of a quantitative study conducted amongst individuals employed at the UG between November and December 2023 which aim was to examine to what extent the University of Gdańsk is a place in which the academic community uses the potential of diversity and a place which promotes the culture of equality and respect.

Three years after the publication of the first report “Women in science – diversity management and gender equality in the social responsibility of the University of Gdańsk. The 2020 Report” we would like to present its second edition. The report is consistent with the policy of implementing the GEP at the University of Gdańsk in that it achieves one of its principal objectives i.e. raising awareness of the importance of gender equality in the academic community. The following report provides an in-depth analysis of data regarding the employment structure and scientific activity of male and female academic teachers at the University of Gdańsk. The 2022 data was compared to the data from 2019 and 2020 presented in the first report and, as a result, it was possible to examine progress in the implemen-

tation of one of the three main goals of the university’s social responsibility policy i.e. gender equality. Additionally, the data collected has made it possible to identify areas which require further action to ensure equal opportunities for the development of scientific careers of male and female employees at the University of Gdańsk.

Monitoring data regarding the careers of male and female academic teachers leads to the conclusion that not only is the participation of women employed in senior scientific positions at the University of Gdańsk consistently on the rise but their academic activity is also becoming more prominent, amongst others in heading research projects or publishing monographs and articles in renowned scientific journals. Notably, there is also a consistent increase in the participation of women in the University’s authorities and managerial staff. The phenomena described would not be possible, and certainly not so significant, without the crucial support of the University’s authorities, the implementation of the Horizon 2020 project MINDtheGEPs and the collaborative effort of the academic community to shape the University as an open and socially responsible place.

The employment structure of women and men in subsequent scientific positions did not significantly change in 2022 in comparison to the previously studied period i.e. the year 2019, and resembles the employment structure of most European and North American countries.

The comparison of data from 2019 and 2022 indicates that at the early stages in the scientific career, in assistant positions, the employment rate of women is around 65%. In the case of assistant professors, the participation of women employed in this position increased by around 2% over the last 4 years (59% and 61%, respectively, in 2019 and 2022) (Figure 1).

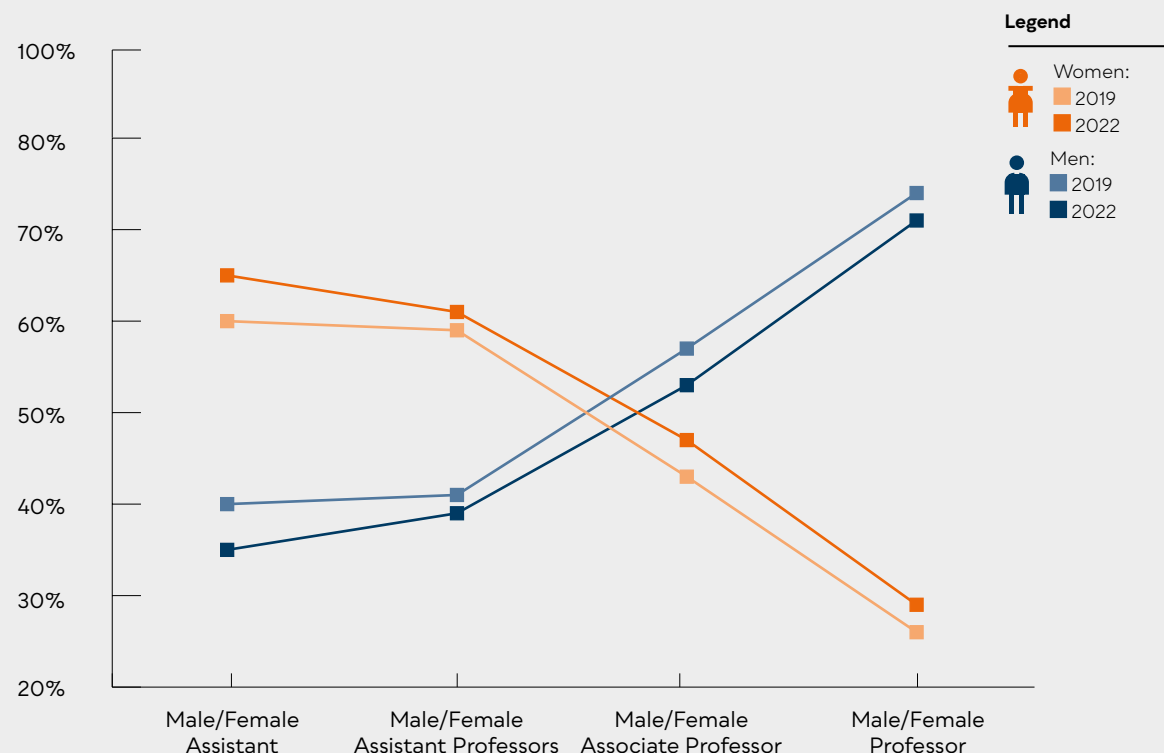
We can observe a positive phenomenon of a further consistent increase in the participation of women employed in the position of associate professor. Over the last 4 years employment in this position has increased from 43% in 2019 to 47% in 2022. As a result, women employed as associate professors constitute nearly 50% of the individuals holding this position. By comparison, in the case of the scientific title of professor, the percentage of women employed has increased by only 3% and remains at a low level (26% and 29%, respectively, in 2019 and 2022) (Figure 1).

In conclusion, there are still more women in the position of assistant and assistant professor, a relatively equal number in the position of associate professor and a significantly lower number in the position of professor (academic teachers with the scientific title of professor). The phenomenon of the so-called gender scissors can still be clearly observed.

<sup>1)</sup> The Report was prepared in December 2023 based on data as of 31 December 2022.



**Figure 1.** Employment structure across different faculties – percentage of women and men holding various scientific positions at the UG in 2019 and 2022

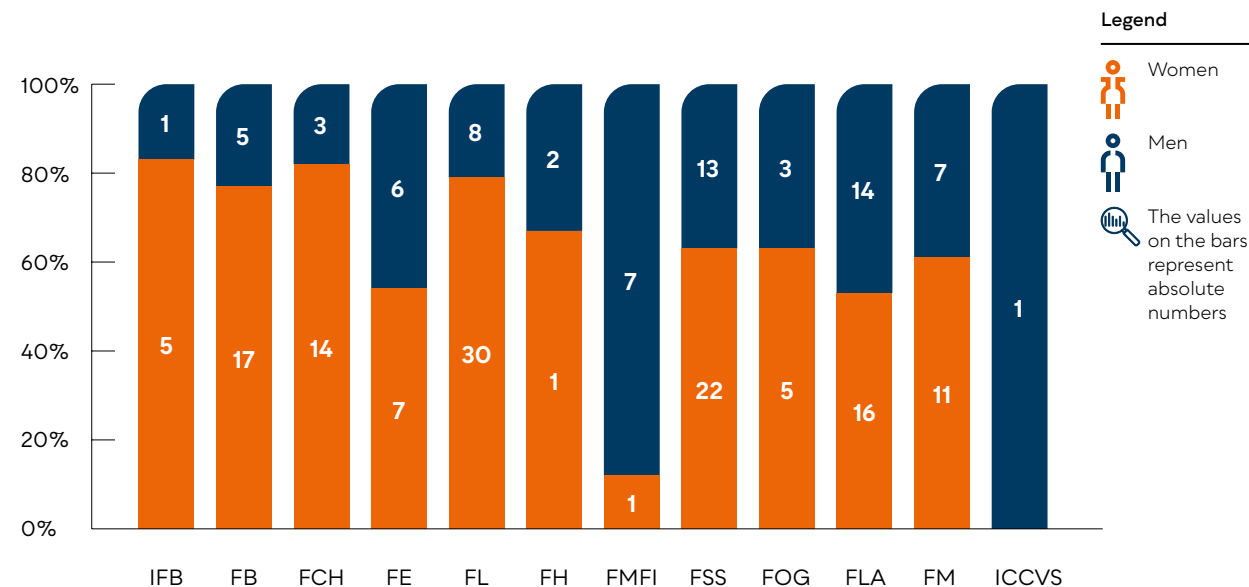


The above-mentioned data regarding employment across the entire University of Gdańsk is reflected in the number of women and men employed in subsequent positions at particular faculties and research centres (Figure 2). The analysis of the data presented in the graphs demonstrates that in 2022 women in the assistant and assistant professor groups were in the majority at most UG faculties, the exception being the assistant group at the Faculty of Mathematics, Physics and Informatics where women constitute 13% of the total number of assistants. The percentage of women employed in the assistant professor group at the International Centre for Theory of Quantum Technologies is low, with women constituting 8% of the total number of assistant professors (Figures 2A and 2B).

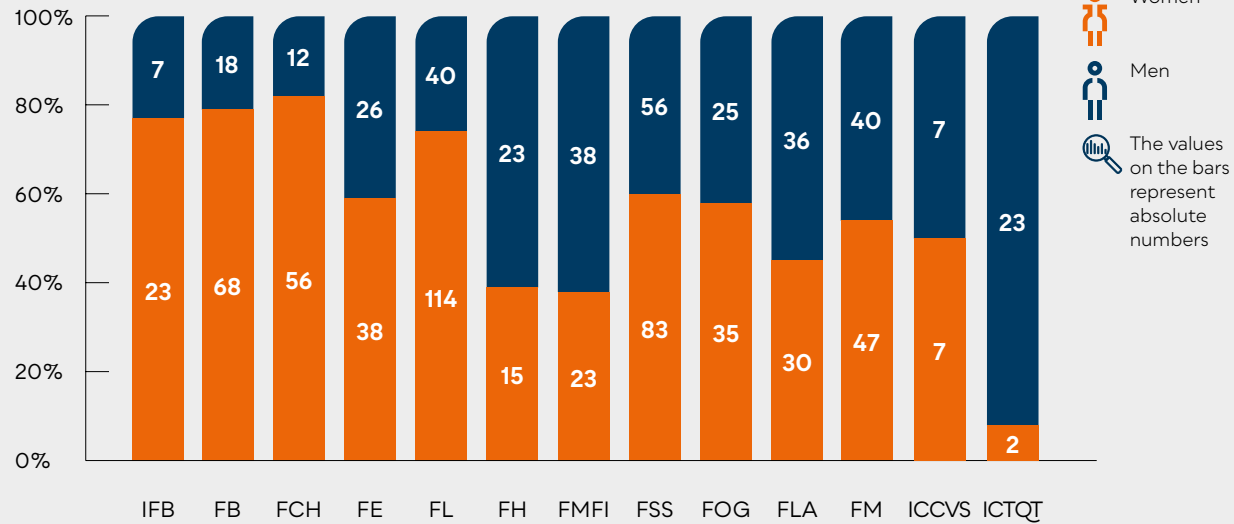
It should be emphasized that, in comparison to 2019, the situation in the group of individuals employed in the position of associate professor has undergone a change. More women than men are employed in this position at 5 out of 11 faculties. At the Intercollegiate Faculty of Biotechnology, Faculty of Chemistry, Faculty of Oceanography and Geography, Faculty of Biology and the Faculty of Languages women employed in the position of associate professor constituted, respectively, 53%, 57%, 60%, 61% and 63% of the total number of those employed in this group (Figure 2C). At all faculties, however, considerably fewer women are employed in the position of professor (Figure 2D). The Faculty of Management and the International Centre for Cancer Vaccine Science are the only places where, respectively, more women than men and an equal number of women and men are employed in the position of professor.

**Figure 2.** Comparison of the number of women and men holding various positions at particular UG faculties

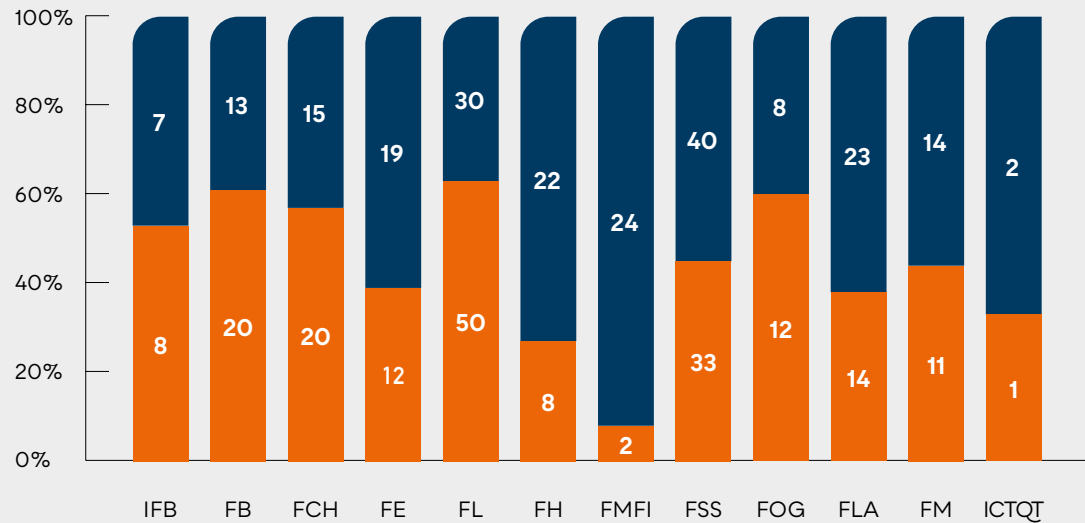
**A. Male and Female Assistants**



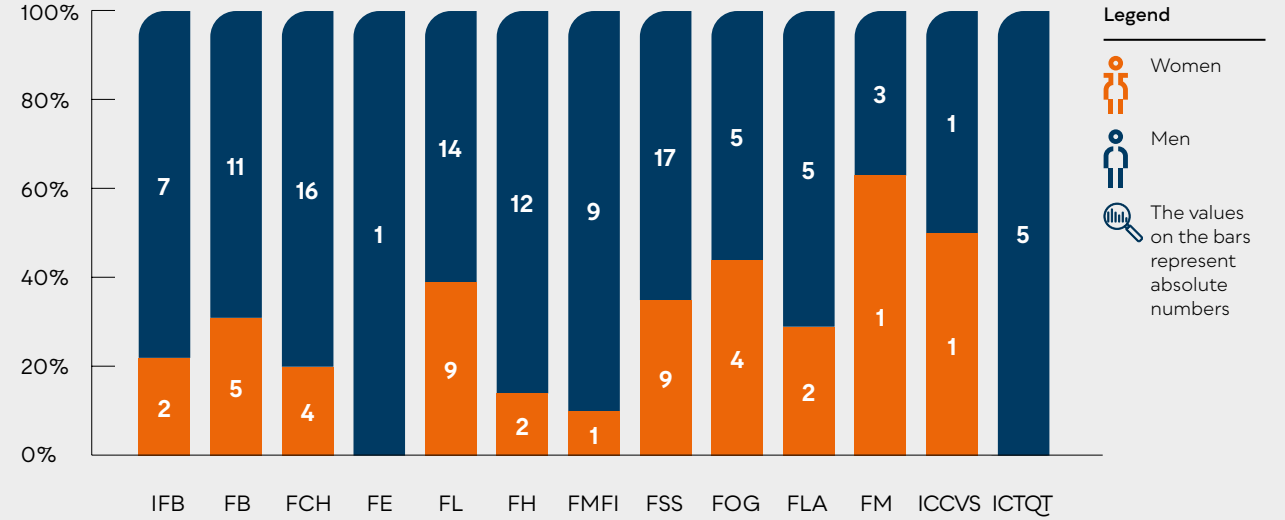
### B. Male and Female Assistant Professors



### C. Male and Female Associate Professors



### D. Male and Female Professors



#### UG Units:

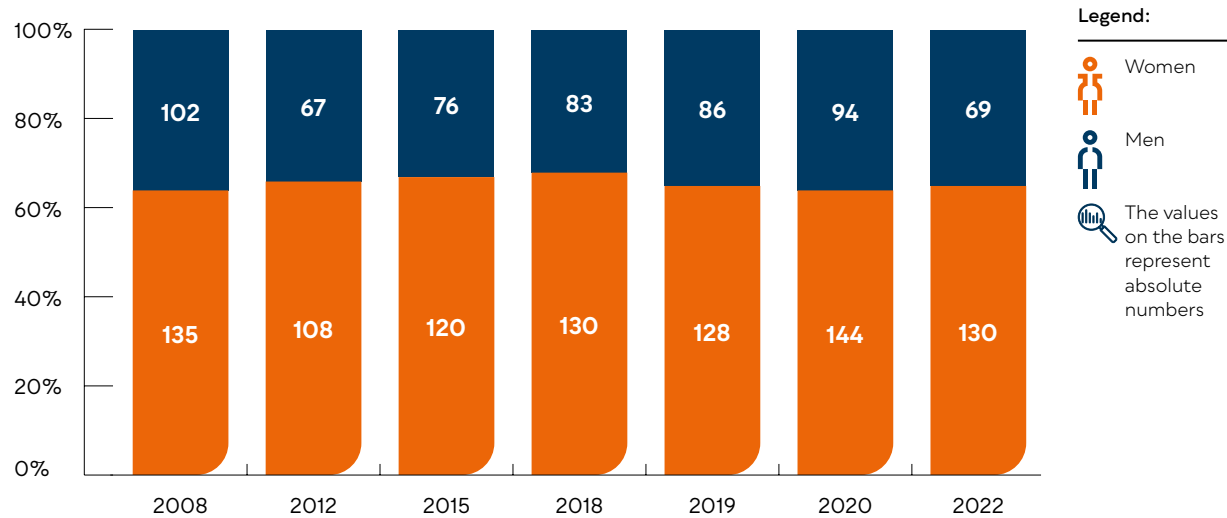
<b>IFB</b>	Intercollegiate Faculty of Biotechnology UG&MUG
<b>FB</b>	Faculty of Biology
<b>FCH</b>	Faculty of Chemistry
<b>FE</b>	Faculty of Economics
<b>FL</b>	Faculty of Languages
<b>FH</b>	Faculty of History
<b>FMFI</b>	Faculty of Mathematics, Physics and Informatics
<b>FSS</b>	Faculty of Social Sciences
<b>FOG</b>	Faculty of Oceanography and Geography
<b>FLA</b>	Faculty of Law and Administration
<b>FM</b>	Faculty of Management
<b>ICCVS</b>	International Centre for Cancer Vaccine Science
<b>ICTQT</b>	International Centre for Theory of Quantum Technologies

The analysis of the data from the years 2008–2022 (over the past 14 years) has led to the formulation of the following conclusions.

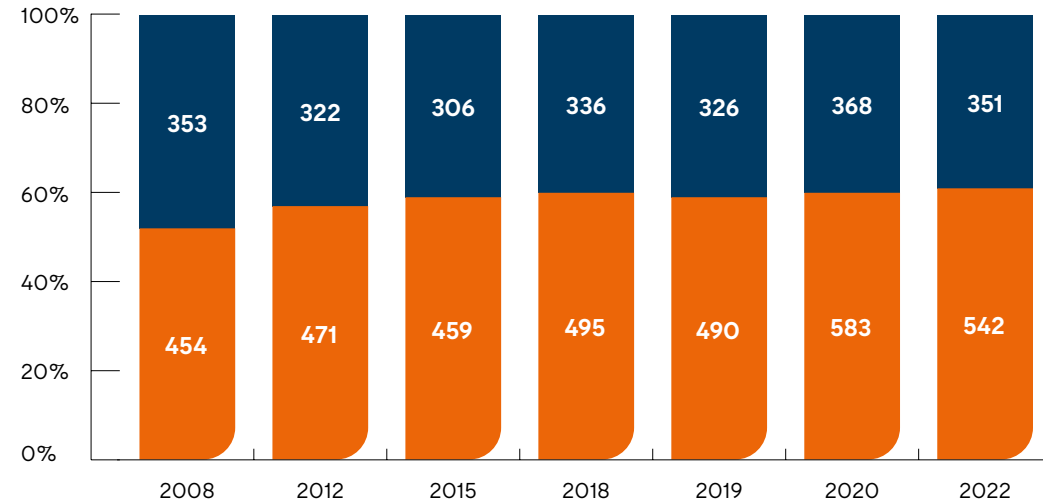
The percentage of women employed in all scientific positions is stable, with a moderate upward trend (Figure 3). More women than men continue to be employed in the position of assistant (around 65% – i.e. 112 women out of 173 individuals employed in this position). In this case the situation remains remarkably stable, with fluctuations of up to 4% (Figure 3A). In 2008, a similar proportion of women and men were employed in the position of assistant professor, 52% and 48%, respectively. The percentage of women employed in this position has been steadily increasing, in 2022 reaching 61%, i.e. 518 women out of 861 individuals employed in this position (Figure 3B). In the case of the two subsequent scientific positions, women are in the minority but an upward trend is also evident. In 2008, only 30% of those employed in the position of associate professor were women, with the number increasing to 47% in 2022 (192 out of 409 persons holding this position). In the case of this position, the highest percentage increase in the employment of women was observed (Figure 3C). By contrast, the percentage of women employed in the position of professor is increasing at a much slower pace, at only 22% in 2008 and rising to 29% in 2022 (which constitutes 44 individuals out of 106 employees in this position) (Figure 3D).

**Figure 3.** Comparison of the number of women and men holding subsequent positions in the University's structure in the years 2008–2022

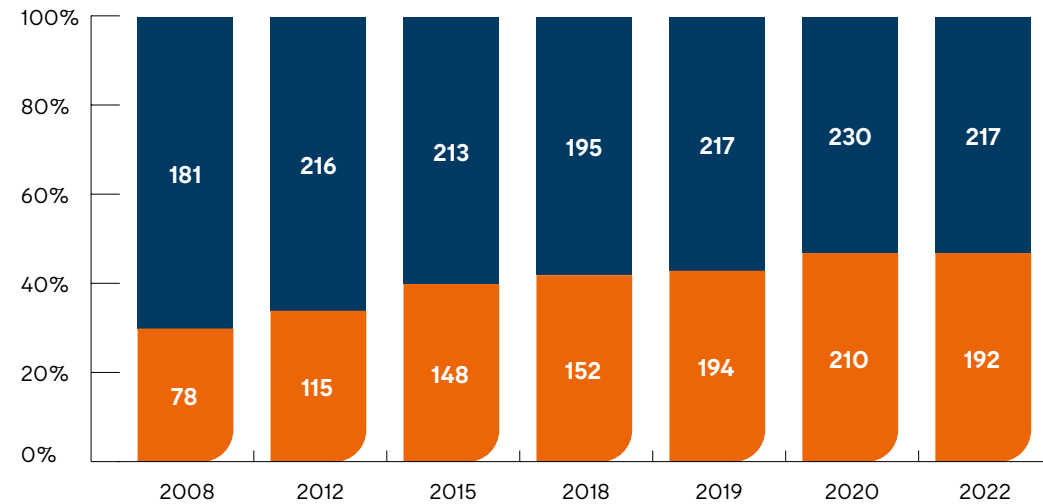
**A. Male and Female Assistants**



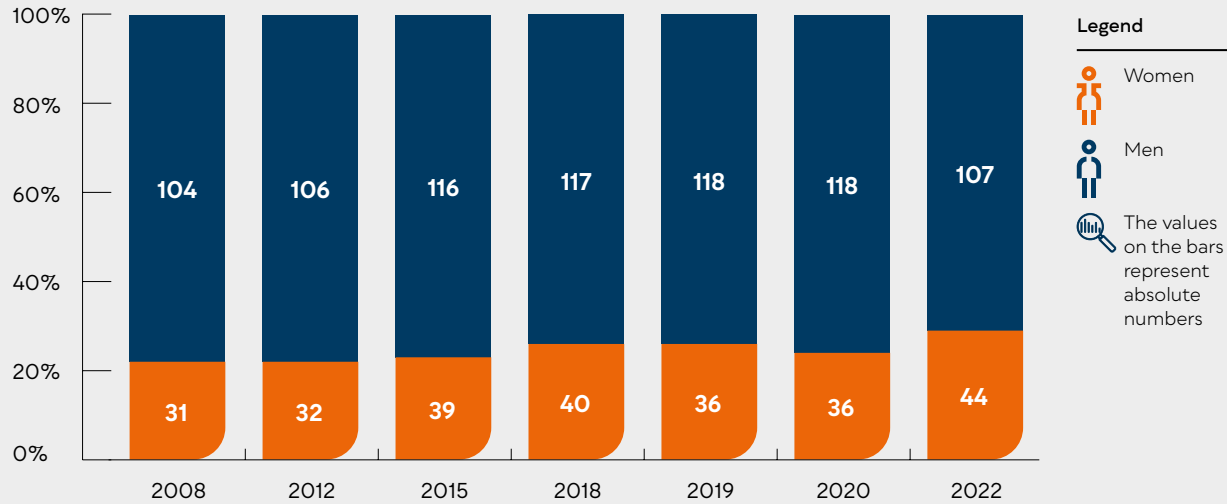
**B. Male and Female Assistant Professors**



**C. Male and Female Associate Professors**



## D. Male and Female Professors



\* Any discrepancies with the data presented in the first report "Women in Science. Managing Diversity and Gender Equality in the Social Responsibility of the University of Gdańsk" from 2020 may result from a different data collection system.

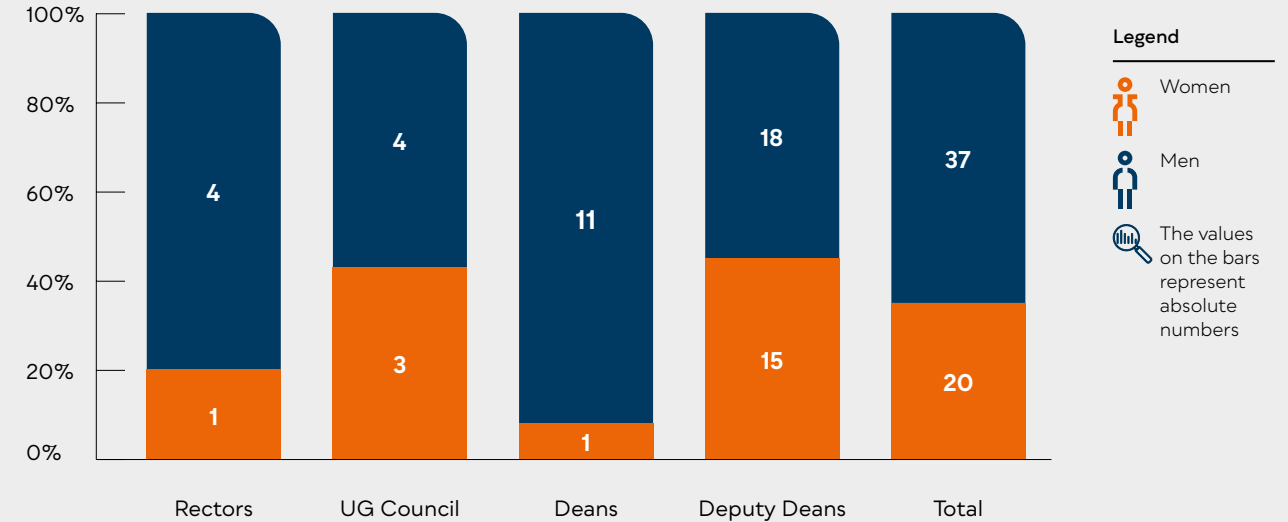
The mechanisms which hinder women's scientific and professional advancement are largely determined by social and cultural factors. Women's advancement process also tends to be slower due to the parenting stage, with this phenomenon sometimes referred to as "the motherhood penalty"<sup>2)</sup>. However, considering the increase in the number of women in the position of associate professor, a rise in the number and percentage of women employed in the position of professor may also be expected. A marked increase in the number of women holding the scientific title of professor and employed in the position of professor will likely be observed in the coming years, although this may require more time when compared to the evident changes in the position of associate professor.

As in the 2016–2020 term in office, most managerial positions at the UG are held by men (Figure 4A). Positive changes may be observed in the 2020–2024 term, with two women among the four individuals holding the position of Vice-Rector (contrasted with only one woman in the previous term) (Figure 4B). Therefore, full parity has been achieved in this regard.

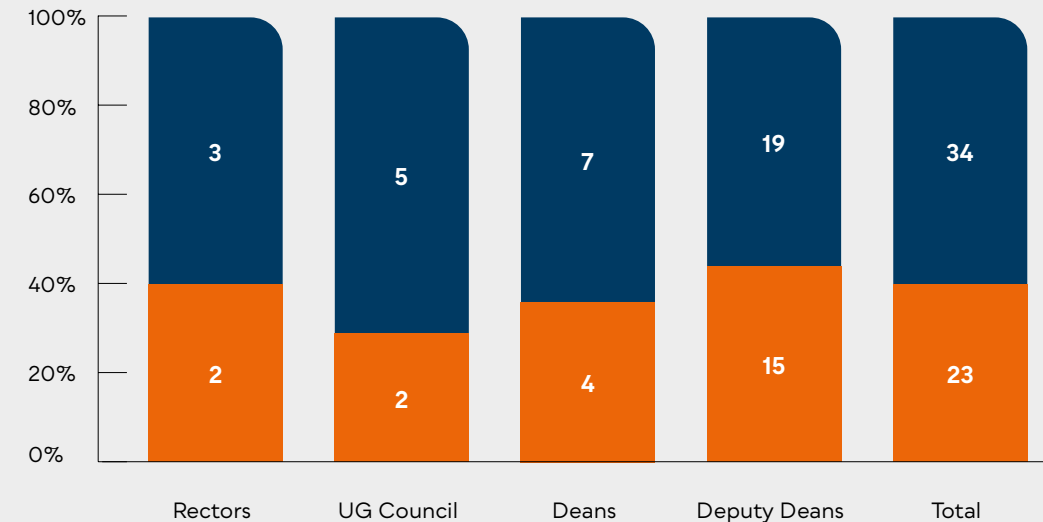
<sup>2)</sup> M. Frawn, *The motherhood penalty and its impact of the career decisions of working women*, April 2015, DOI: 10.13140/RG.2.1.3070.9288.

Figure 4.  
Women in the UG authorities

### A. Term in office 2016–2020



### B. Term in office 2020–2024



At the University of Gdańsk in the 2020–2024 term, there are 11 deans, including four women. Although this constitutes 36% of the total number of deans, a significant increase may be observed, as only one woman served as dean in the previous term. The number of women deputy deans remains at a level similar to that compared with previous years (Figure 4B). A large disproportion may be observed in the number of women employed as directors of institutes, with one third of those holding this position being women, similar to the 2016–2020 term. The situation is no better as regards heads of departments, with only 21 women (one more when compared to the 2016–2020 term) holding this position, constituting 32% of the total number of department heads.

At the same time, it should be stressed that women hold other important positions at general-university units of the UG, heading such units as: the Doctoral School of Humanities and Social Sciences, International Centre for Cancer Vaccine Science, Memling Research Centre, Maritime Economy Research Centre, Foreign Languages Centre, University of Gdańsk Publishing House, Academic Psychological Support Centre, Academic Centre of Polish Language and Culture and the Centre for Didactic Development and Tutoring.

Women also hold senior positions in the university administration. The employment structure in managerial positions reflects the general employment structure in this employee group. Women constitute 78% of UG administration, with managerial positions (directors, heads) held by 73% women. Amongst others, women hold the positions of: deputy chancellor, financial director, directors of: the Human Resource Centre, UG Archive, Technology Transfer Centre, Organisation Office, Education Office and heads of: the Research Office, Project Implementation Support Office, Cooperation and International Relations Office, Cooperation and Development Office, Internal Audit Office, Admissions Office, Career Office, Disability Support Office or the Gdańsk University of the Third Age.

On the basis of the information obtained from the POL-on system, a data analysis was conducted regarding the participation of women in employment in particular positions, divided into the scientific disciplines represented at the University of Gdańsk (Figure 5). The male and female academic teachers were assigned to particular disciplines on the basis of the declarations on representing a discipline, submitted in accordance with the provisions of the Act of 20 July 2018 – Law on Higher Education and Science (consolidated text: Journal of Laws 2023, item 742 with amendments)<sup>3)</sup>.

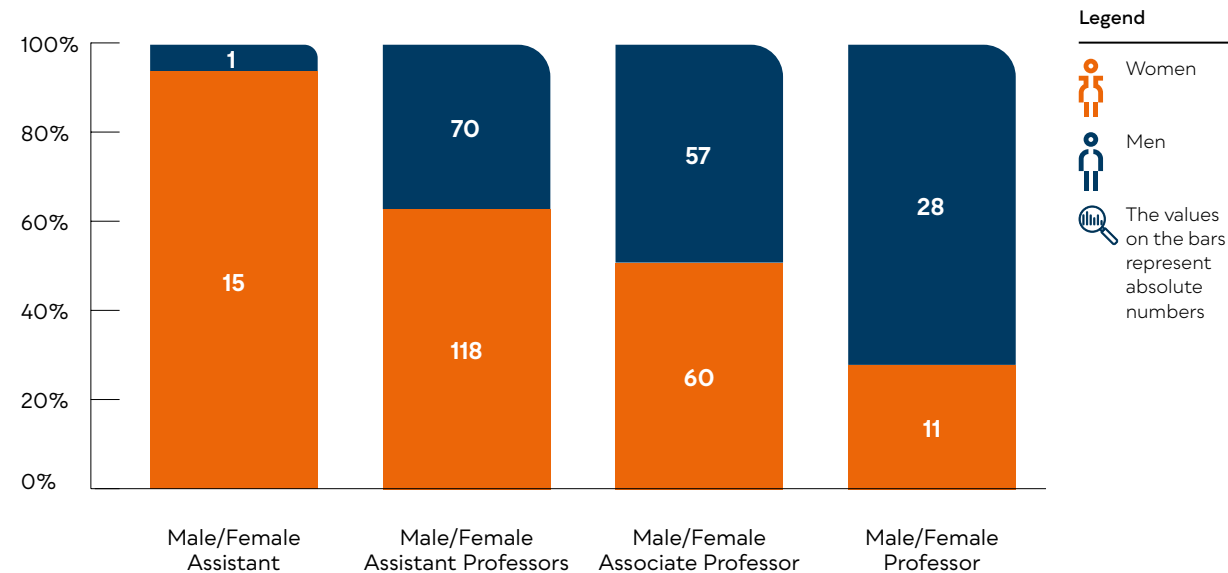
On the basis of the declarations submitted, three fields of science were identified at the University of Gdańsk:

- 1) Humanities;
- 2) Social sciences;
- 3) Exact and natural sciences.

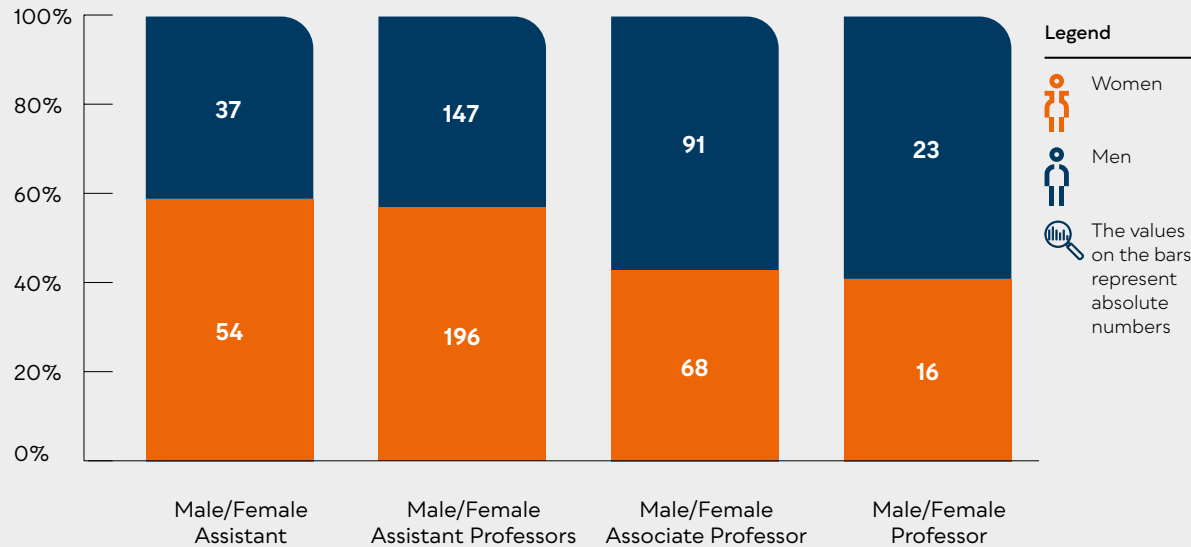
3) Some of the employees in the positions of assistant and assistant professor did not submit declarations on representing a scientific discipline. This is due to two reasons – they are either employed in the group of didactic employees or the UG is not their primary workplace. Moreover, 9 persons submitted their declarations in non-parametrised disciplines: 4 persons in Forest sciences, 3 persons in Veterinary science and one person each representing Agriculture and horticulture as well as Animal science and fisheries. These individuals were not included in the analyses presented

**Figure 5.** Comparison of the number of women and men at subsequent stages of their scientific careers in the fields of science represented at the UG

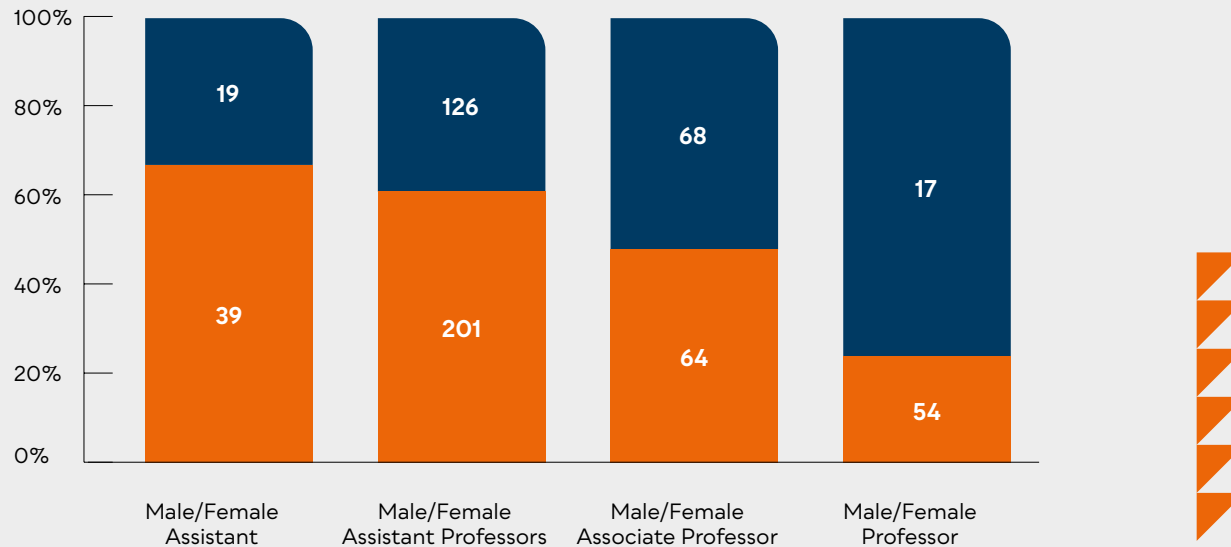
**A. Field of science – Humanities**



### B. Field of science – Social sciences



### C. Field of science – Exact and natural sciences



According to the data presented, in 2022 the gender structure in the field of Humanities comprised 57% women and 43% men (Figure 5A), which is consistent with the previously analysed period. A definitely higher proportion of women may be observed in the positions of assistant (15:1) and assistant professor (118:70). A similar number of women and men were employed in the position of associate professor (60:57). In the case of professors, only 28% of employees were women (11 people) and 72% men (28 people), with little change observed in this area and the female representation increasing by only 2% when compared to 2019.

The employment structure in the field of Social sciences was as follows: 334 positions were held by women (53%) and 298 by men (47%) (Figure 5B). In the group of assistants and assistant professors the employment structure with regard to gender was very similar, with women constituting, respectively, 59% and 57% of the workforce. There has been a noticeable, 8% increase in the employment of women in the position of assistant over the last three years. In the case of associate professors and professors, women are still in the minority and constitute 41% and 43%, respectively. However, it should be noted that there has been a clear 9% increase of women in the group of associate professors.

Figure 5C demonstrates the employment structure in the field of Exact and natural sciences where, as in the previously investigated period, women are in the majority, constituting 55% of employees. In this field, as in the other two, there are more women than men employed in the position of assistant (67%) and assistant professors (61%). In the case of associate professors, the gender disparity is small, with men representing only 2% more than women. Women in the position of professor constitute only 24% of those employed, the smallest percentage in all the fields. A 10% increase should be noted, however, in comparison to 2019, when women made up nearly 14% of the total number of professors in this field.

Summing up, the employment structure in the positions of academic teachers at the University of Gdańsk is as follows: among the 1,580 individuals employed, 54% are women and 46% men. Across all fields of science represented at the UG the highest percentage of women is employed in the position of assistant – 65% (108 persons). At the next level in the academic career, in the position of assistant professors, women are also notably in the majority (60%). This is also the largest employee group – 858 individuals, including 515 women. The number of women who have reached the next career level, i.e. the position of associate professor, is significantly lower, with 192 individuals, which in turn constitutes 47% of the number of individuals employed in this position. The lowest number of women are employed in the position of professor – 44 individuals (30%). However, in contrast to the previous period under investigation, a clear 7% increase may be observed in the highest position.


The first conclusion which may be drawn from the analysis of the following lists of international projects implemented at the UG is that parity has been achieved with regard to heading international projects. A significant 8% increase in the number of projects headed by women over the past four years is also evident. A higher percentage of women heading international projects can be observed at 3 out of 11 faculties, with a similar trend noted in the case of general-university projects (Tables 1 and 2).



**Table 1.**

Compilation of the number of international projects implemented at particular organisational units in the years 2017–2019 by female and male researchers employed at the UG


UG organisational unit*	Number of projects headed by women	Number of projects headed by men	Total
IFB	7	17	24
FB	6	9	15
FB + FOG	0	1	1
FCH	6	9	15
FE	2	5	7
FL	1	0	1
FH	0	1	1
FMFI	0	8	8
FSS	5	2	7
FOG	14	8	22
FLA	8	5	13
FM	3	2	5
ICCVS	1	2	3
ICTQJ	1	5	6
Technology Transfer Centre	0	2	2
<b>Total</b>	<b>54 (42%)</b>	<b>76 (58%)</b>	<b>130 (100%)</b>

 \* See p. 7 for abbreviations of UG Units

**Table 2.**

Compilation of the number of international projects implemented at particular organisational units in 2022 by female and male researchers employed at the UG

UG organisational unit*	Number of projects headed by women	Number of projects headed by men	Total
IFB	4	7	11
FB	5	6	11
FCH	6	4	10
FE	1	3	4
FL	2	1	3
FH	0	1	1
FMFI	1	2	3
FSS	8	3	11
FOG	5	7	12
FLA	3	6	9
FM	2	2	4
ICCVS	3	5	8
ICTQJ	1	0	1
Centre for Analysis and Expertise	4	1	5
General University Units	6	3	9
Administration	4	7	11
<b>Total</b>	<b>51 (50%)</b>	<b>51 (50%)</b>	<b>102 (100%)</b>

 \* See p. 7 for abbreviations of UG Units



**Table 3.**

Compilation of the number of projects financed by the National Science Centre and headed in the years 2017–2019 by female and male researchers employed at the UG

Programme	Number of projects headed by women	Number of projects headed by men	Total
PRELUDIUM	27	13	40
ETIUDA	2	3	5
MINIATURA	36	5	41
SONATINA	1	6	7
SONATA	15	8	23
SONATA BIS	3	4	7
OPUS	26	22	48
HARMONIA	5	1	6
MAESTRO	1	7	8
Other	2	2	4
<b>Total</b>	<b>118 (62%)</b>	<b>71 (38%)</b>	<b>189 (100%)</b>

**Table 4.**

Compilation of the number of projects financed by the National Science Centre and headed in 2022 by female and male researchers employed at the UG

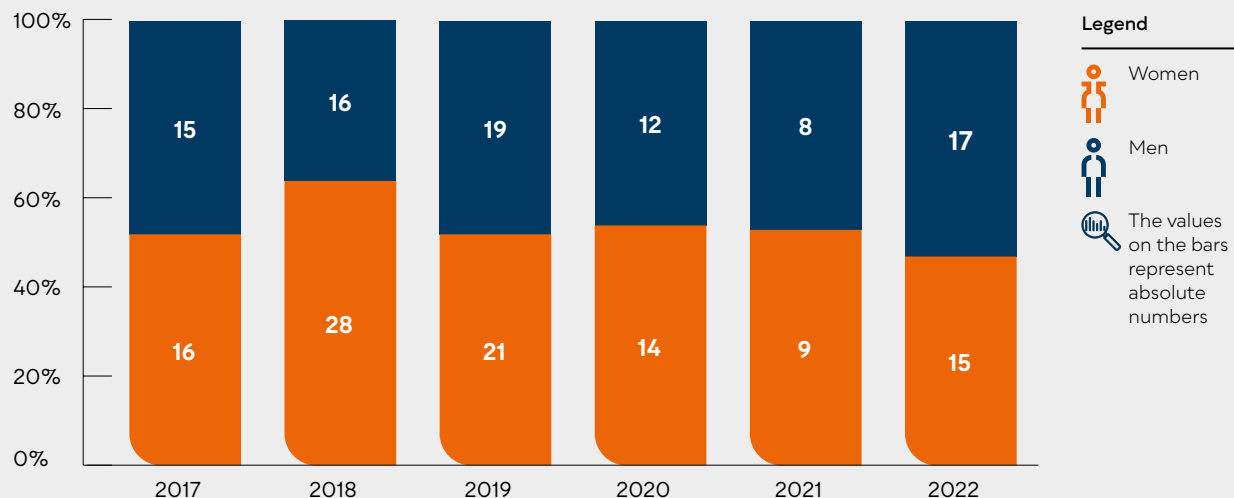
Programme	Number of projects headed by women	Number of projects headed by men	Total
PRELUDIUM	31	10	41
PRELUDIUM BIS	6	4	10
ETIUDA	0	1	1
MINIATURA	30	10	40
SONATINA	5	5	10
SONATA	24	11	35
SONATA BIS	5	8	13
OPUS	39	53	92
HARMONIA	5	1	6
MAESTRO	0	2	2
Other	5	12	17
<b>Total</b>	<b>150 (56%)</b>	<b>117 (44%)</b>	<b>267 (100%)</b>

With regard to heading national projects, women remained in the leading position in 2022, although a slight decrease in percentage can be observed in comparison to 2019.

The analysis of the number of international internships in the years 2017–2022 (Figure 6) was conducted on the basis of the data from the University of Gdańsk's internal register of international trips.

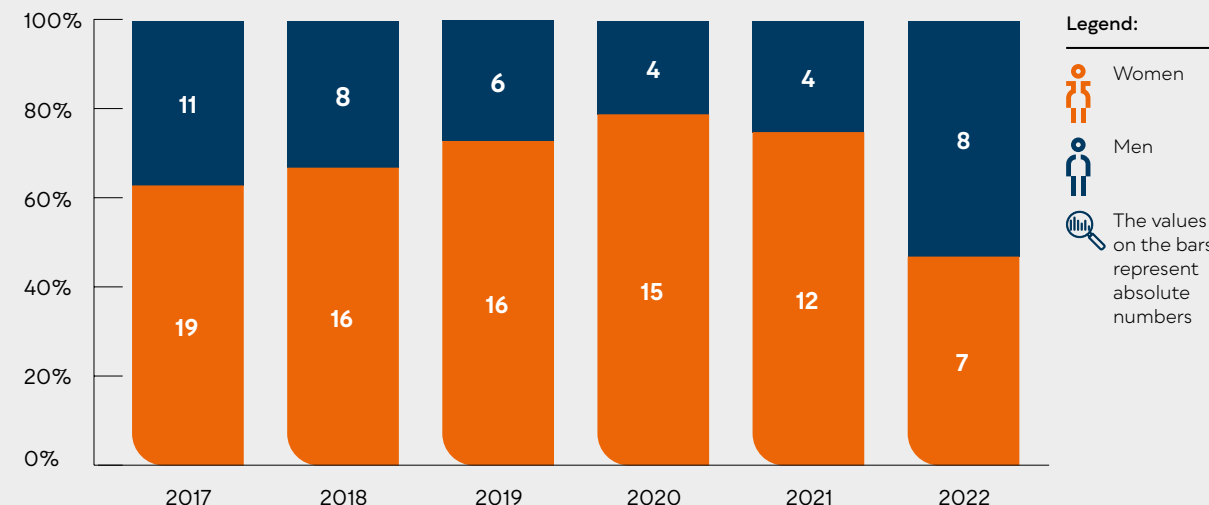


**Figure 6.**  
International scientific internships completed by researchers in the years 2017–2022



It should be noted, however, that the COVID-19 pandemic occurred during the analysed period; therefore the years 2020–2021 may not be fully reliable for the analysis of mobility, particularly international mobility. At the outbreak of the pandemic, in mid-March 2020, the borders of Poland were closed. As the pandemic progressed, numerous mobility restrictions were gradually introduced. The consequences of the lockdown are clearly reflected in Figure 6. In 2020, the number of international trips decreased by 35% in comparison to 2019, and in 2021 – by 67%. In both periods, however, the gender ratio for the trips was balanced. In 2022, when the state of the epidemic emergency was still in force but the restrictions had been eased or lifted, the number of trips increased (Figure 6). The percentage of men and women taking part in international internships did not significantly change, with balanced proportions consistently observed and the ratio of women to men being 15:17. Regrettably, however, this form of mobility remained invariably low and was completed by only 2% of the scientific staff in 2022.

**Figure 7.**  
International scientific internships completed by doctoral students in the years 2017–2022



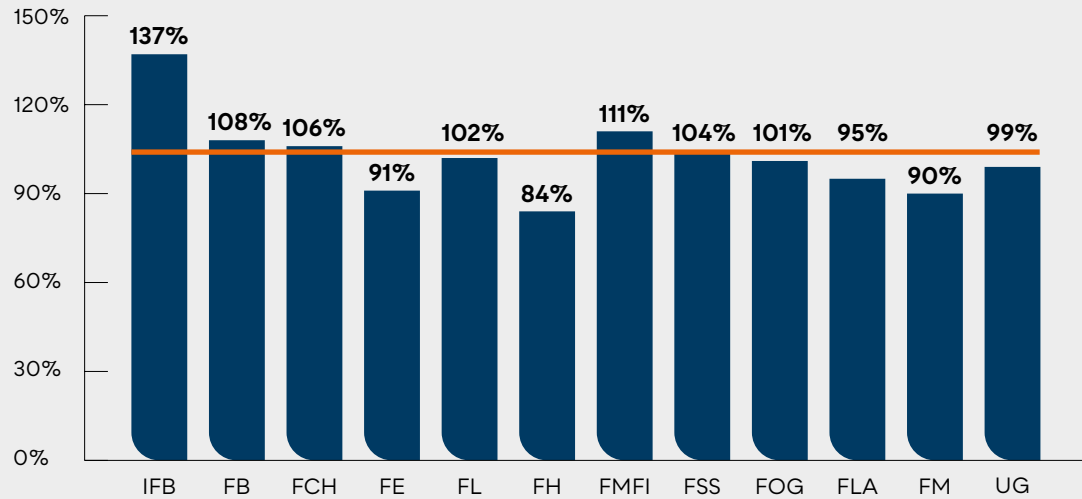
The same factors also affected the number of international internships completed by doctoral students. However, the prevailing downward trend did not reverse in 2022, and the number of international internships among doctoral students has witnessed a steady decline since 2017. In addition, the previously considerable predominance of women participating in this kind of mobility has significantly decreased. All in all, in 2022, nearly 3% of all doctoral students completed their internships abroad and the participation of women and men was balanced, with a ratio of 8:7 in favour of men (Figure 7).

On the basis of data for 31 December 2022, obtained from the University of Gdańsk's Controlling Department, an analysis of the base salaries of women and men employed as academic teachers at particular faculties was conducted. The diagrams below demonstrate the ratio of men's to women's salaries across different positions (Figures 8A–D).

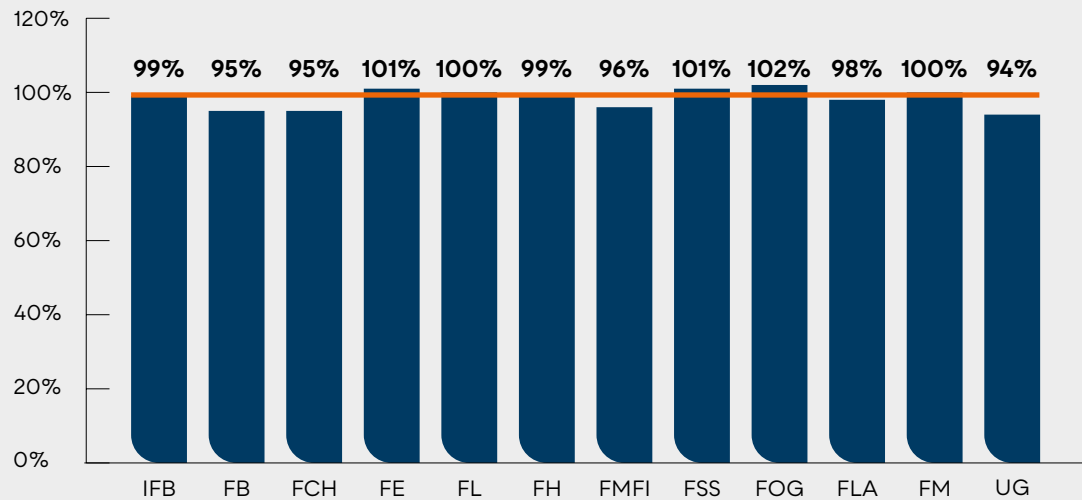


**Figure 8.**  
Percentage ratio of men's to women's salaries by faculty\*

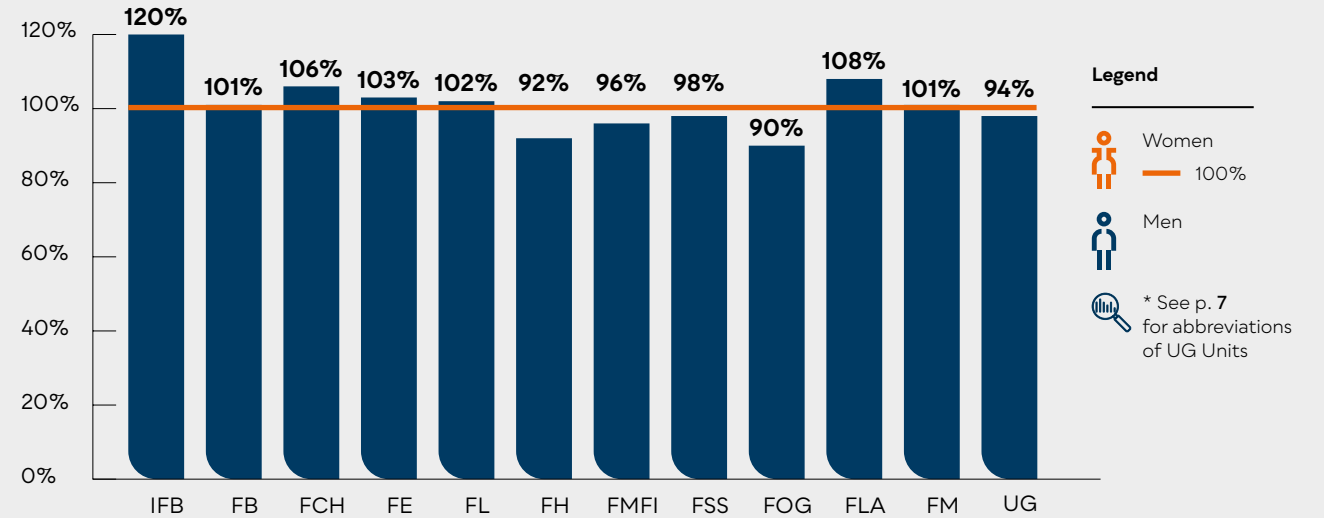
**A. Assistants – ratio of men's to women's salaries, taken as 100% at each faculty**



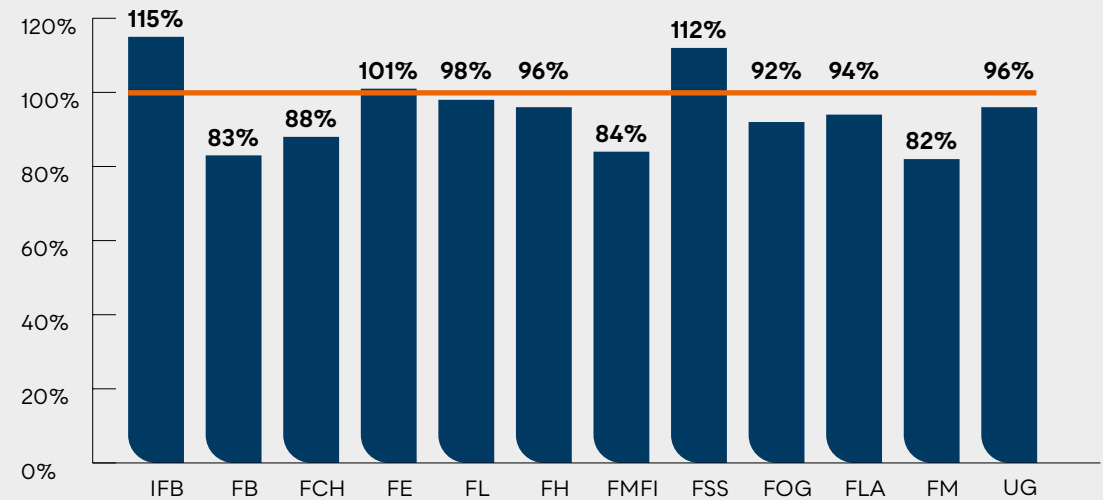
**B. Assistant professors – ratio of men's to women's salaries, taken as 100% at each faculty**



**C. Associate professors – ratio of men's to women's salaries, taken as 100% at each faculty**



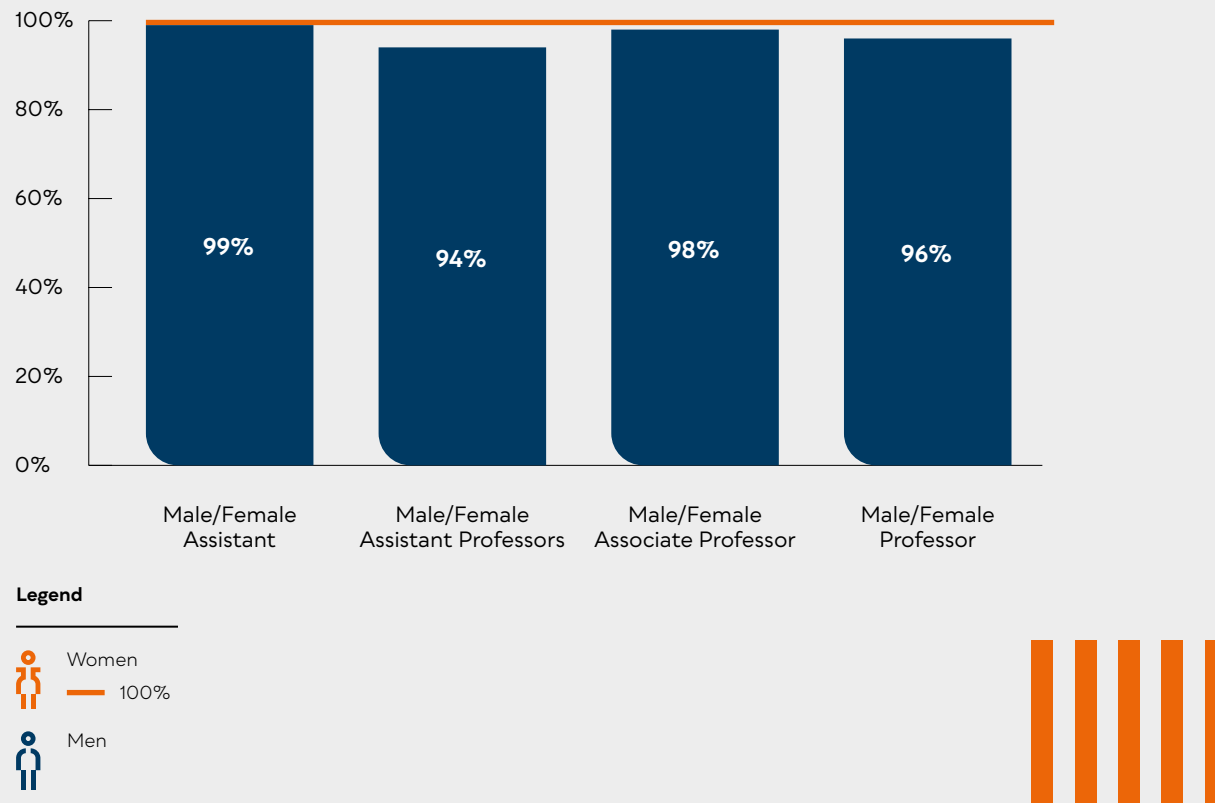
**D. Professors – ratio of men's to women's salaries, taken as 100% at each faculty**



As figures 8A–D demonstrate, the differences between the salaries of women and men employed in particular positions at the University of Gdańsk are marginal. The smallest pay disparities can be observed at the Faculty of Languages where the differences in remuneration do not exceed 2% – in the case of assistants and associate professors in favour of women, with salaries in the group of assistants remaining equal and women’s salaries being lower in the group of professors. The greatest disparities are noted at the Intercollegiate Faculty of Biotechnology UG&MUG, where women in the positions of assistant, associate professor and professor earn more by 37%, 20% and 15%, respectively.

**Figure 9.**

General comparison of salaries between women and men employed in the same positions at the UG



What is significant, however, is that the average remuneration of women is lower in every position. In the position of professor the salary amounts to 8,272.48 PLN and is 4% lower than the remuneration of men, in the position of associate professor it is 6,533.92 PLN and is 2% lower, in the position of assistant professor it amounts to 5,984.4 PLN and is 6% lower, while in the position of assistant it is 3,896.46 PLN and is lower by 1% (Figure 9).

Summing up the data regarding the average remuneration of academic teachers, it must be said that women’s average salaries are 4% lower than men’s (6,075.31 PLN and 6,295.83 PLN, respectively). This difference has been reduced by half when compared to the previously researched period, as in 2019 it amounted to 8% (Figure 9). This was also a record year with regard to the pay gap in Poland which at the time, according to GUS data, stood at 8.8%<sup>4)</sup>. According to the most recent data provided by GUS (for the years 2020 and 2021), the pay gap in Poland was 4.8%. In 2019 as well as 2022, the pay gap at the University of Gdańsk was 0.8% lower than the national pay gap.

The publishing activity of women was a new aspect of the scientific activity of women, not analysed in the previous report<sup>5)</sup>. Considering the fact that the majority of publications are multi-authored, it is extremely difficult to establish the rates of activity with regard to the author’s gender. Different fields of science have their own rules regarding the order of authors’ names. In view of the above, what was considered when describing the participation of women in publishing activity was the total number of publications affiliated with the University of Gdańsk, analysed with regard to the participation of at least one female co-author.

Despite the lower number of publications<sup>6)</sup>, it is evident that, in comparison to 2019, the percentage of women authors or co-authors has increased in nearly every category presented, rising in total by 5% in the case of scientific monographs and by 9% for ranked publications, amounting to 45% and 48%, respectively (Figures 10A–B). The percentage of female authors or co-authors of a chapter in a monograph has increased by 3%. In the case of editing a monograph, the percentage of women remains at a similar level of around 53%; however, in comparison to 2019, it has decreased by 7% for editing a ranked publication. In this aspect, however, women remain in the lead, with female participation reaching almost 53% in 2022. The authorship of articles in both, ranked journals and journals in general, remains stable and amounts to nearly 50% (Figures 10 C–D).

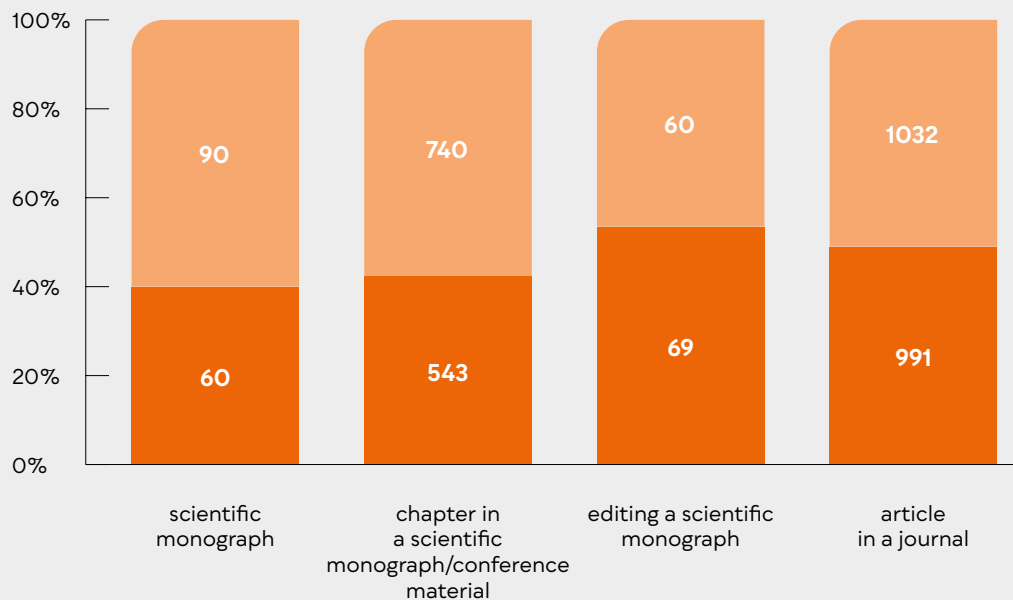
<sup>4)</sup> The data published on the website of Statistics Poland (GUS) demonstrates a steady increase in the pay gap in the years 2010–2018, from 4.9% to 8.8%, followed by a decrease to 6.8% in 2019 and 4.8% in two subsequent years i.e. 2020 and 2021. The data by Statistics Poland is available at: [https://sdg.gov.pl/statistics\\_nat/5-1-a/](https://sdg.gov.pl/statistics_nat/5-1-a/) [accessed: 20.10.2023].

<sup>5)</sup> For the purpose of this report, data from 2019 was collected for comparison.





<sup>6)</sup> The data regarding the number of publications is incomplete. As this report was being prepared, employees were still submitting their 2022 publications to the UG Repository. However, the data presented may be considered representative and for this reason the discussion refers to approximate percentage values.

**Figure 10.**  
Percentage breakdown of scientific publications by male and female UG employees

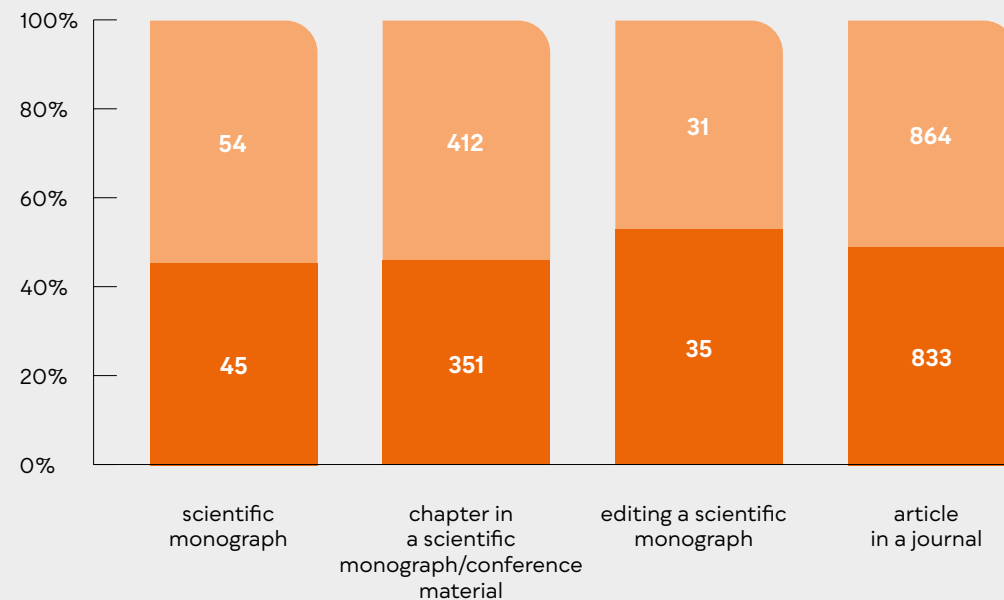
**A.** Compilation of all scientific publications by male and female UG employees published in 2019







**Legend**

 Women: 
  Number of publications with a female author or co-author 
  Number of publications whose author or one of the co-authors is not a woman 
  The values on the bars represent absolute numbers

**B.** Compilation of all scientific publications by male and female UG employees published in 2022

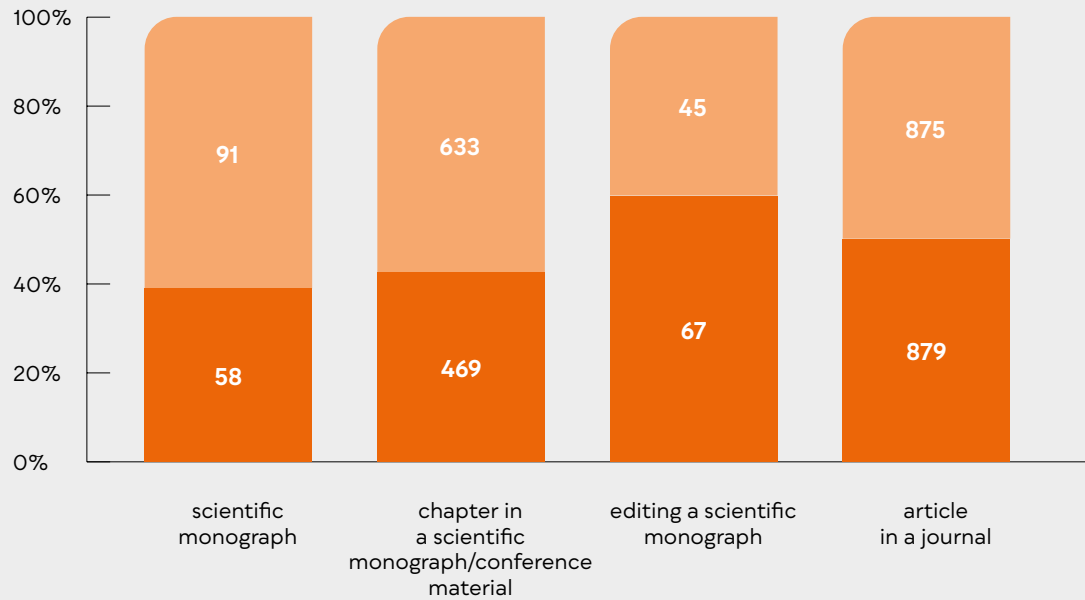


**Legend**





 Women: 
  Number of publications with a female author or co-author 
  Number of publications whose author or one of the co-authors is not a woman 
  The values on the bars represent absolute numbers



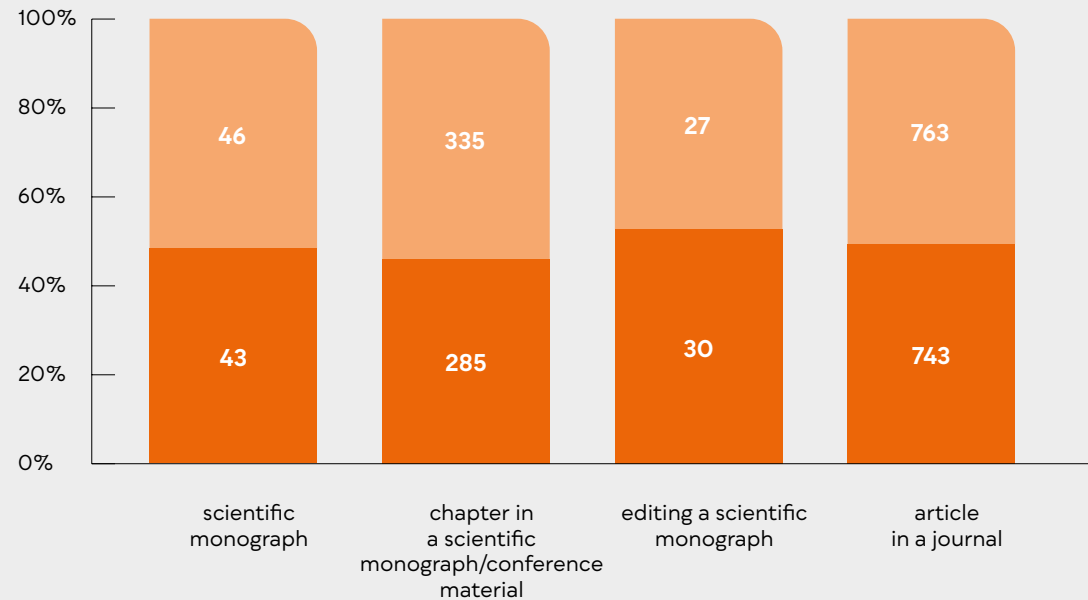
C. Compilation of ranked scientific publications by male and female UG employees published in 2019







Legend

 Women: 
  Number of publications with a female author or co-author 
  Number of publications whose author or one of the co-authors is not a woman 
  The values on the bars represent absolute numbers

D. Compilation of ranked scientific publications by male and female UG employees published in 2022



Legend

 Women: 
  Number of publications with a female author or co-author 
  Number of publications whose author or one of the co-authors is not a woman 
  The values on the bars represent absolute numbers



## Summary of the data analysis

The main challenge which became apparent following the analysis of the data included in the above-mentioned report is the deeply entrenched disparity in the employment of women and men in the lowest and highest scientific positions, with women being overrepresented in the position of assistant and men – in the position of professor (the gender scissors phenomenon mentioned at the beginning of the report). This situation is, to some extent, determined by the slower pace of women’s professional career development, resulting from their parenting and childcare duties as well as their restricted professional activity during this period. It is also connected with socio-cultural expectations which, in the case of women, tend to hinder the implementation of their professional plans. As a result, the lower representation of women in managerial positions has many negative implications for the development of women’s scientific careers. It is evident that higher positions offer greater opportunities for obtaining funding for scientific research and, consequently, opportunities for conducting research and for personal growth.

The collection and analysis of the data presented form a foundation for the implementation of activities aimed at improving equal opportunities for women in the scientific community which, in turn, should have a positive impact on the development of mechanisms to enhance gender balance in different aspects of academic life. In the long term, this will result in a greater presence of women in higher scientific positions as well as in the University of Gdańsk decision-making bodies. The activities planned as part of the next “Gender Equality Plan” are focused on improving the equal opportunities of women and men at the University of Gdańsk.



## List of figures

page

Figure 1.	Employment structure across different faculties – percentage of women and men holding various scientific positions at the UG in 2019 and 2022	4
Figure 2.	Comparison of the number of women and men holding various positions at particular UG faculties	5
Figure 3.	Comparison of the number of women and men holding subsequent positions in the University’s structure in the years 2008–2022	8
Figure 4.	Women in the UG authorities	11
Figure 5.	Comparison of the number of women and men at subsequent stages of their scientific careers in the fields of science represented at the UG	13
Figure 6.	International scientific internships completed by researchers in the years 2017–2022	20
Figure 7.	International scientific internships completed by doctoral students in the years 2017–2022	21
Figure 8.	Percentage ratio of men’s to women’s salaries by faculty	22
Figure 9.	General comparison of salaries between women and men employed in the same positions at the UG	24
Figure 10.	Percentage breakdown of scientific publications by male and female UG employees	26



## List of tables

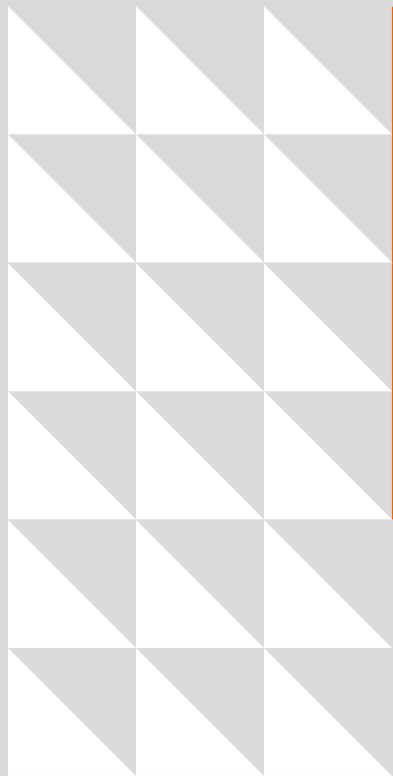
page

Table 1.	Compilation of the number of international projects implemented at particular organisational units in the years 2017–2019 by female and male researchers employed at the UG	16
Table 2.	Compilation of the number of international projects implemented at particular organisational units in 2022 by female and male researchers employed at the UG	17
Table 3.	Compilation of the number of projects financed by the National Science Centre and headed in the years 2017–2019 by female and male researchers employed at the UG	18
Table 4.	Compilation of the number of projects financed by the National Science Centre and headed in 2022 by female and male researchers employed at the UG	19

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