

WOJEWÓDZKI
SZPITAL
SPECJALISTYCZNY
W OLSZTYNIE

**PLAN RÓWNOŚCI PŁCI
WOJEWÓDZKIEGO SZPITALA SPECJALISTYCZNEGO
W OLSZTYNIE
Gender Equality Plan
Regional Specialist Hospital in Olsztyn**

Edition 1/2025

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1. INTRODUCTION

The document "Gender Equality Plan of the Olsztyn Regional Specialized Hospital (WSS)" - Gender Equality Plan (GEP) - was developed for the entire community of the Hospital. Its purpose is to incorporate the idea of gender equality, in the management processes of the hospital.

The WSS's activities in this regard strengthen the Hospital's position as a medical institution based on the principles of equality, free from any discrimination and providing opportunities for individual development to all employees regardless of gender.

By providing a safe and non-discriminatory work environment, we ensure that employees have full opportunity to develop, cooperate and achieve their goals. Therefore, the Hospital in its activities provides optimal working conditions, to expand knowledge, improve skills and qualifications of all employees by strengthening, among them, awareness of the benefits of gender egalitarianism. The Hospital promotes attitudes free from prejudice and all forms of violence, supports all employees who need this support, and does everything possible to ensure that their career development is not hindered.

The Plan includes:

- Diagnosis, which includes the most important analyses prepared in the field of recruitment, employment and professional development of Hospital employees;
- The assumption, that the rights and opportunities of workers should be independent of gender;
- Creating balanced relationships where no gender is favored or discriminated against;
- Methods for achieving the objectives.

THIS GENDER EQUALITY PLAN EMPHATICALLY STRESSES THAT NO FORMS OF DISCRIMINATION OR UNEQUAL TREATMENT BASED ON GENDER ARE ACCEPTABLE AT THE REGIONAL SPECIALIST HOSPITAL IN OLSZTYN.

The legal basis for the creation of the GEP is existing legislation - in particular:

1. The Constitution of the Republic of Poland of April 2, 1997 (Journal of Laws of 1997 No. 78, item 483);
2. directive 2006/54/EC of the European Parliament and of the Council of July 5, 2006. on the implementation of the principle of equal opportunities and equal treatment of men and women in the field of employment and labor (Official Journal of the EU L 2006. 204. 23);
3. the Act of February 25, 1964-Family and Guardianship Code (Journal of Laws of 2023, item 2809, as amended);
4. the Act of April 23, 1964. - Civil Code (Journal of Laws of 2024, item 1061, as amended);
5. the Act of June 26, 1974. - Labor Code (Journal of Laws of 2025, item 277, as amended);
6. the Act of June 6, 1997. - Criminal Code (Journal of Laws of 2025, item 383, as amended).

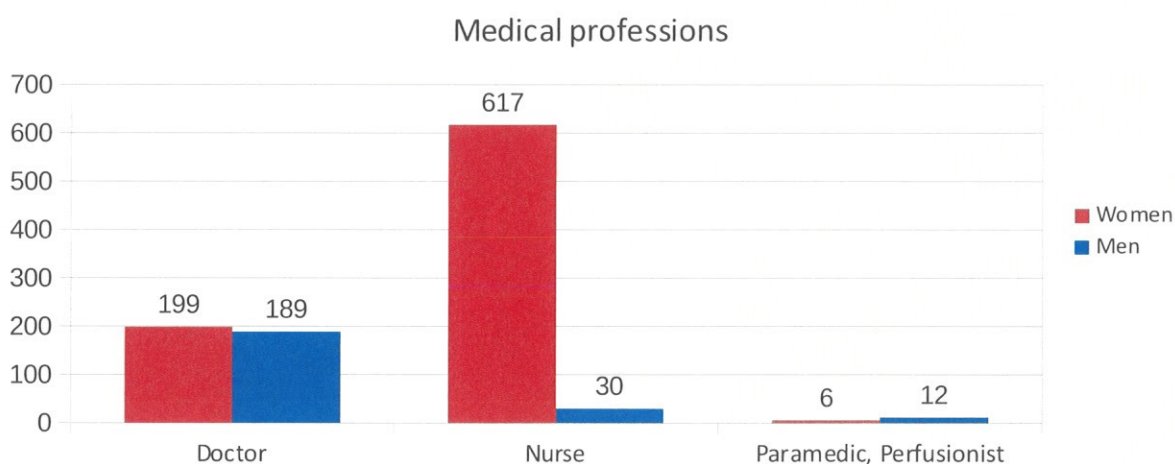
2. DIAGNOSIS

The starting point for the preparation of the WSS employment diagnosis is the employment data for December 2024, at which time the Hospital employed a total of 1484 employees, including 1166 women and 318 men. These data provide a starting point - a reference for assessing the effectiveness of the activities carried out.

General data on the structure of employment:

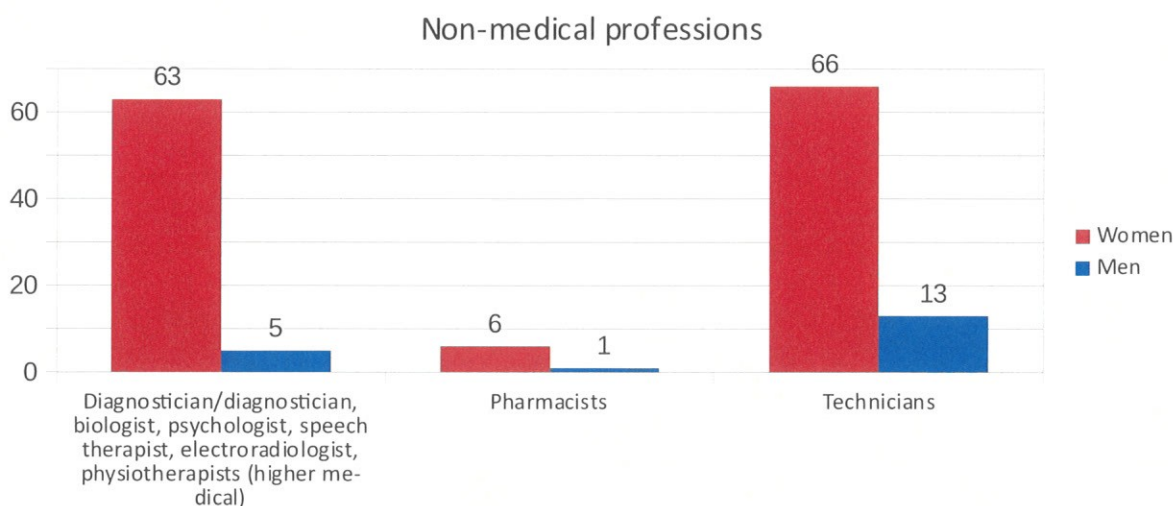
- The type of profession performed taking into account the division into medical professions and non-medical professions .

Chart 1



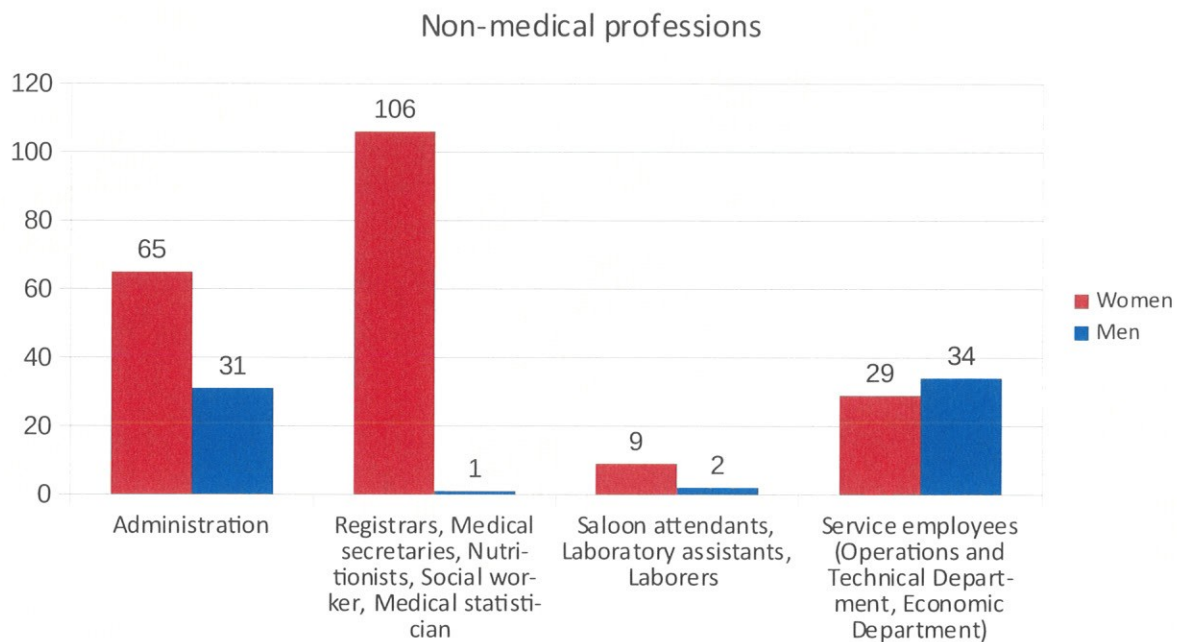
Analysis of the above data indicates a significant advantage in the employment of women in the nursing profession. The most favorable gender split is in medical positions, the difference in favor of women is 10 percentage points.

Chart 2



The chart with the above data shows a significant advantage of women's employment in each occupation presented.

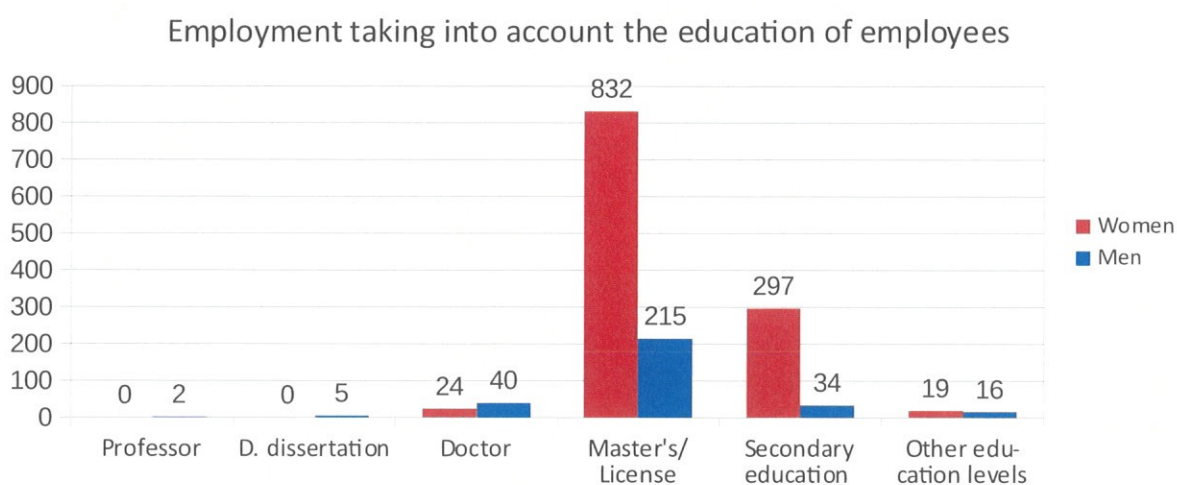
Chart 3



Administrative workers, registrars, medical secretaries are predominantly women, this is due to the feminization of certain professions in Poland. On the other hand, there is a slight predominance of the male sex among skilled service workers working physically. Both of these phenomena are considered “natural”, they are not the result of any form of discrimination and do not require any interference.

- Employment taking into account education of WSS employees by gender (total employees 1484 persons), XII 2024

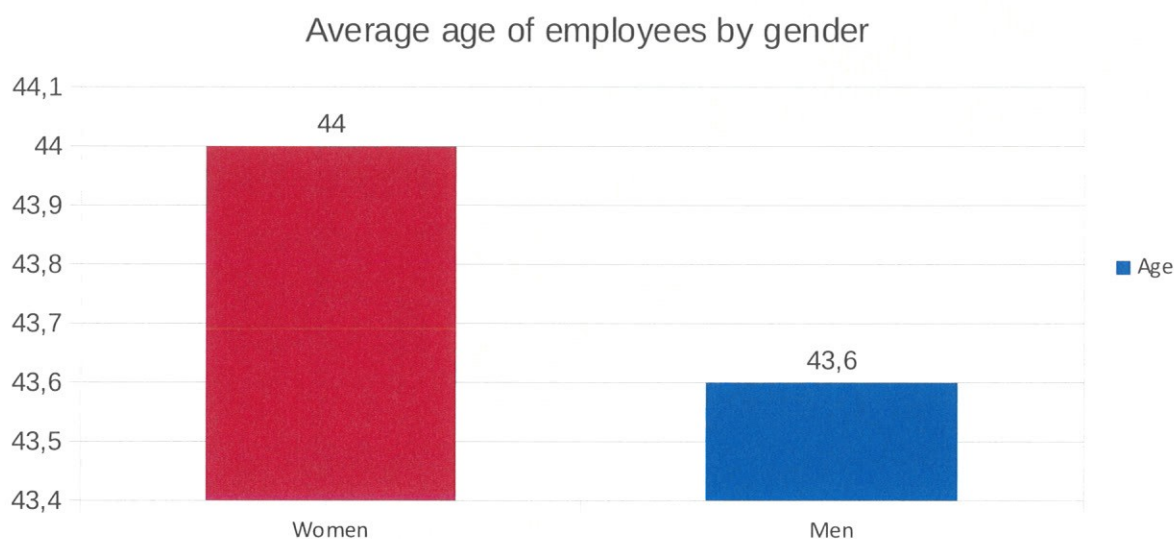
Chart 4



An analysis of the above data shows that the highest percentages of employees employed at the Hospital have a master's/license degree. This reflects the amount of employment needed for the position along with the necessary education for the job.

- The next data shows the age of employees by gender (as of 31.XII.24)

Chart 5



The analysis of the above data shows that we keep the average age of the worker for both men and women at the same level. The age shown is characterized by high efficiency of professional activities.

In the case of salaries for medical positions, e.g., doctor/doctor, nurse, paramedic/emergency medical technician, etc., regardless of gender, the salary is at the same level and is subject to the Law of June 8, 2017 on the manner of determining the lowest basic salary of certain employees working in medical entities and certain other laws. In contrast, salaries for non-medical positions are equivalent on a linear basis.

3. OBJECTIVES OF THE GENDER EQUALITY PLAN

A set of activities aimed at promoting gender equality by raising awareness of the importance of treating both sexes equally and countering any form of discrimination.

Objective 1. Raise awareness of equality policies among employees and associates. Compliance with equal treatment laws.

Familiarization of all employees with the idea of gender equality. It is inextricably linked to sustainable development and is essential to the realization of human rights, in which women and men enjoy the same opportunities, rights and responsibilities.

Objective 2. Strengthen positive attitudes toward diversity in employment policies. Strive to achieve gender balance through equal participation of employees in training, symposiums, thematic conferences, etc.

Objective 3 Strengthen preventive measures against gender-based violence, including sexual harassment.

Pay special attention to the gender aspect of the Hospital's existing procedures and regulations with the implementation of changes to protect victims of violence. Dissemination of knowledge on:

- Discrimination (including biased language)
- Violence (including bias-motivated violence, gender-based violence),
- Sexual harassment, bullying or unethical behavior and analysis of the Hospital's existing procedures and regulations with the implementation of changes to protect victims of violence.

Objective 4. Monitor possible gender-based differences.

Collection and monitoring of gender-disaggregated data and analysis of the variable values of the indicators presented in the diagnosis, will allow to verify possible disparities and analyze the diagnosis and conclusions.

4. PLAN OF ACTION

Updating of the Gender Equality Policy for the Regional Specialized Hospital will take place each time the law is amended.

Implementation of Objective 1

Raise awareness of the importance of equality risks and integrate the Equality Plan into the hospital's strategy. We share knowledge and training materials through: "Intranet" internal computer network, 'Dolineo' training platform. Employees of the Hospital are able to efficiently access all materials that expand and consolidate their knowledge in the field of anti-violence. Introducing new evaluation criteria on issues related to the gender equality plan in the documentation of the ZZ/ZZ6 employee evaluation, taking into account the document in the strategic tasks of "MAINTAINING AND STRENGTHENING THE HR POTENTIAL OF THE HOSPITAL IDEAS OF GENDER EQUALITY".

Implementation of Objective 2

Respect the objectives of the Equality Plan in employment policies, personnel verification, professional development planning. We inform about the possibility of acquiring or supplementing the knowledge and skills of the employee at the initiative of the employer or with his consent, through training platforms "Dolineo", "MedRisk", the creation of training plans and their implementation.

Implementation of Objective 3

Monitor possible gender differences in employees' career development and any discrimination.

We disseminate information to employees about the space created in the Hospital's IT resources for knowledge sharing. We have created easy access for employees to current documents and laws, e.g. "procedure for reporting violations of rights and rules for protection of whistleblowers (whistleblowers)," "procedure for Anti-Mobbing," the Ethics Committee established.

Implementation of Objective 4

Monitor the goals of the Equality Plan in the annual management review. Collect, analyze and report data resulting from gender differences based on the diagnosis. Data will be sourced from the Department of Employee Services on an annual basis based on staffing levels at the end of the calendar year and will show:

- Employment taking into account the education of employees in the JSS by gender (total employees/persons in a given year),
- Average age of employees at WSS by gender,
- The type of profession performed taking into account the division of the Hospital's organizational units into medical and non-medical units,
- Annual number of anti-bullying, unethical gender discrimination investigations conducted,
- Annual number of reports of violations of the rights and principles of protection of persons making reports of violations of the law on gender equality.

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