

Managing the Gender Equality System in Employment in the context of Information Security

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ABSTRACT: *The aim of this paper is to analyze the system of gender equality in employment in terms of the tasks that are incumbent on the person managing this system and in terms of information security. The publication is a practical elaboration of the system of gender equality in employment, based on empirical research. It is an analysis of a practical problem that affects every company in the European Union, outside the European Union, but also from other continents. Although the work is based on the regulations of the European Union, the solutions included therein can also be applied on other continents of the world by analogy. Due to the fact that the work is based on empirical research, it is a presentation of guidelines for the proper construction of the system, based on the experience of specialists. The aim of the paper is to analyze the gender equality system in employment in terms of the tasks that are incumbent on the person managing the gender equality system in employment and in terms of information security. The following research problem was indicated: What tasks should be imposed on the person managing the gender equality system in employment in order for it to work efficiently? Is information security important in a system of gender equality in employment?*

KEYWORDS: *information security, personal data, employment equality, governance, European Union*

I. INTRODUCTION

The system of gender equality in employment plays an important social role. It gives employees a sense of fairness. The implementation of the gender equality system in employment in the organization is proof that it is a responsible company that cares about its employees and operates in corporate social responsibility. The functioning of the described system in the organization gives companies a double benefit. Firstly, it introduces order, fairness and equality among employees in the company, and secondly, it presents it as a responsible partner in front of contractors. In order to properly introduce the gender equality system to the organization, it is necessary to choose the right person who will take care of the management of this system and will do it with respect for the principle of information security. The aim of this paper is to analyze the tasks of an employee who will be selected to manage the gender equality system in employment. In addition, the work focuses on the aspects of information security that are processed in this system.

II. EXPLANATION AND PRACTICAL APPLICATION OF THE GENDER EQUALITY SYSTEM IN EMPLOYMENT

Every Member State of the European Union is obliged to introduce a system of gender equality in employment. This is dictated by Directive 2006/54/EC of the European Parliament and of the Council [1], which was done on 5 July 2006 in Strasbourg. This legal act requires that gender equality be applied in employment regardless of the sector in which the organisation operates. This principle should be applied in both the public and private sectors. It also doesn't matter what industry the organization operates in. What is gender equality in employment? According to Directive 2006/54/EC of the European Parliament and of the Council, the employer is obliged to introduce the principle of equal treatment in the following areas: 1) access to employment, 2) professional promotion, 3) vocational training, 4) working conditions, including remuneration.

Directive 2006/54/EC of the European Parliament and of the Council has two aspects. Firstly, it requires Member States to implement appropriate gender equality legislation in employment. Failure to comply with this directive will be a violation of European Union law. This is a legal aspect. Secondly, there is a practical aspect to the directive, so compliance with it has an impact on the inhabitants of the Member States.

In order for the system to work properly and benefit the population, it is not enough to introduce a legal act alone, but the principle of gender equality in employment must be properly implemented. This task rests mainly with organizations and companies. When analysing the provisions of Directive 2006/54/EC, we will not find guidelines on how to create a properly functioning system. In order to do this, the organization should have the support of people experienced in building ethical systems, managing systems, of course with appropriate character traits. For example, it is doubtful that a person who is not perceived as an ethical person will be effective in building a system of gender equality in employment.

With the above in mind, the question should be asked: What tasks should be imposed on the person managing the gender equality system in employment in order for it to work efficiently? This question will be answered in the following study.

III. RESEARCH

Between February and March 2024, 200 people, aged between 30 and 40, residing in the city of Warsaw (Poland) and having experience in managing a company, answered the following question: What do you think are the most important tasks of a person managing a gender equality system in employment? At this point, it is worth noting that the question is an open question. There were, therefore, no suggesting answers. Respondents answered them freely. They were not limited by time. Thanks to the above technique, the respondents were able to extract full information from their professional experience.

Respondents indicated that the most important tasks of the person managing the gender equality system in employment are:

TABLE – list of tasks of the person managing the gender equality system in employment

The task of the person managing the gender equality system in employment	Response
Development and implementation of procedures , gender equality policy in employment, which takes into account the objectives of the organization and legal regulations.	198 99%
Monitoring and analysing data on gender equality in employment, such as recruitment, promotion and pay statistics, to identify possible inequalities and areas for improvement.	194 97%
Monitoring reports on equality violations and responding effectively to reports to address issues and prevent recurrence. Responding to breaches.	191 95,5%
Continue to monitor and evaluate the effectiveness of the gender equality system in employment. Risk analysis.	88 44%
Corrective action. Identifying areas for improvement and innovating to achieve better outcomes.	158 79%
Organising training and workshops for employees to increase awareness and understanding of gender equality and to promote change in attitudes and behaviours. Promoting an equality-friendly culture. Educational activity.	198 99%
Supporting and advising. The system manager should provide support and advice to workers affected by gender inequalities, as well as act as a point of contact for questions and reports on gender equality.	161 80,5%
Keeping up-to-date on gender equality legislation and trends in employment and aligning the organisation's policies with new guidelines. Overview of the law.	131 65,5%
Continuing education and keeping up to date with trends: The coordinator should be up-to-date with the latest trends, research, and practices related to gender equality in the workplace in order to continuously develop and adapt the organization's strategies.	52 26%
Ensuring compliance: The person managing the system should be familiar with applicable gender equality laws and work to ensure that the organization complies with legal requirements.	187 93,5%
Supporting equality initiatives outside the organization, such as participating in community campaigns and collaborating with non-profit organizations. Stakeholder collaboration.	124 62%
Building partnerships with external institutions and organisations that also promote gender equality in employment, in order to exchange best practices and collaborate.	23 11,5%
Stakeholder consultation: it is important to engage in dialogue with employees, trade union representatives, as well as management and other stakeholders to understand their perspectives and needs on gender equality in the workplace.	45 22,5%
Collaborate with other departments within the company , such as Human Resources, Legal, and Communications, to introduce and implement effective gender equality programs.	142 71%
Managing equality programs: the manager may be responsible for managing and implementing specific programs and initiatives to promote gender equality, such as mentoring programs, equal pay support, or gender balance initiatives in different areas of the organization.	21 10,5%
Regularly report on the performance of the organization's employment equity activities and progress to the board and stakeholders.	192 96%
Fostering equitable recruitment: the system manager should actively support recruitment	53

processes, eliminating barriers between gender groups and promoting a balanced approach to employment.	26,5%
Dispute and grievance resolution: the person responsible for gender equality in employment should be available to employees who have experienced discrimination or have concerns about gender equality. Resolving conflicts and grievances is a key aspect of this role.	24 12%
Promoting equal opportunities for professional development: The person should work towards equal access to training, promotions and other forms of professional development, eliminating barriers that may hinder the career development of employees regardless of gender.	181 90,5%
Creating campaigns and initiatives: a gender equality coordinator can organize a variety of campaigns and initiatives that promote gender equality among employees and communities.	92 46%

Source: Author's own elaboration based on the results of a survey conducted on 200 respondents aged 30-40, living in Warsaw (Poland), who are employees of various companies and have experience in company management.

During the survey, respondents were asked about the tasks of the person managing the gender equality system in employment. In addition to answering the question, respondents often commented that the role of the person managing this system is of great importance in ensuring an effective and sustainable approach to gender equality in the organization. It was pointed out that such a person must have a feature of responsibility. Respondents also indicated that the described person is an active leader and should enjoy a high level of trust in the company.

A significant proportion of the respondents, focusing on the answer to the question, gave one activity, describing it in detail into other activities, for example, "control" was indicated and then the following were indicated: "1) constant monitoring of the situation whether there are no indications of non-compliance with the rules, 2) appointing a committee for control and resolution of disputes, 3) designating the appropriate place and time where the person feeling aggrieved

The majority of respondents answered that the task of the person managing the gender equality system in employment is to develop and implement procedures, including gender equality policy in employment (99%). Also, 99% of respondents indicated the task of organizing trainings, workshops and conducting educational activities among the company's employees. 97% of respondents said that such a task is to monitor and analyse data on gender equality in employment. 96% indicated that the task of the person managing the gender equality system in employment is to regularly report on the results of activities and progress in the field of gender equality in employment in the organization. On the other hand, 95.5% paid attention to the monitoring of reports on breaches and the response to breaches themselves. 93.5% of respondents indicated that the gender equality system is in line with the law. It was pointed out that it is necessary for the manager of the system of gender equality in employment to be familiar with the provisions of the law in order to meet its requirements. 90.5% of the respondents indicated the promotion of values in the described system.

None of the respondents indicated a task in the form of compliance with information security.

IV. Information security in the gender equality system

A whole range of personal data can appear in the system of gender equality in employment. Firstly, this applies to situations where the person managing the employment gender equality scheme carries out monitoring activities. Monitoring can take place at the level of employee recruitment and in this case the manager has access to all recruitment personal data. Further, personal data may occur in situations where the person managing the gender equality system monitors compliance with the system by collecting personal data on the employment of all employees. Thirdly, personal data may be present during proceedings aimed at clarifying whether discrimination, including harassment, has occurred. Such proceedings may even include specific data. For example, they may relate to your health.

Personal data needs to be protected at all times. In the European Union, the protection of personal data is imposed by Regulation (EU) 2016/679 of the European Parliament and of the Council [2]. It sets out a series of rules and orders for the appropriate processing of personal data. In the gender equality system, there may be two categories of personal data that have been indicated in the above Regulation, these are ordinary data, for example: name, surname, telephone number, e-mail address, and specific data, resulting from Article 9 of Regulation (EU) 2016/679 of the European Parliament and of the Council, such as: history of psychological treatment, history of psychiatric treatment, absence from work due to illnesses.

Any improper application of personal data protection may result in a breach of the personal data protection system and have consequences provided for in Regulation (EU) 2016/679 of the European Parliament and of the Council.

Every gender equality policy in employment should have a section that will be dedicated to the processing of personal data in the system of gender equality in employment. "Every entity, regardless of whether it is part of the private or public sector, is responsible for the protection of personal data. Personal data must be adequately secured and transferred in accordance with the law" [3].

Information security is an integral part of the employment gender equality system. In order for information to be secure, the entrepreneur must ensure its availability, integrity and confidentiality. Data integrity means the property that will ensure that the information is not altered or destroyed by an unauthorized person, confidentiality means the property that will ensure that the data is not made available to unauthorized parties [4]. Availability means the ability to process data at any time when the company needs it.

V. CONCLUSIONS

A system of gender equality in employment gives society a sense of security and justice. It is the responsibility of the Member States of the European Union to introduce this system. This system can also be introduced in countries outside the European Union, as well as on other continents. The introduction of a system of gender equality into the law of a country is not a sufficient factor for success. For a gender equality system to work in a country, individual companies need to implement it. That is why it is so important to delegate the task of the implications of the gender equality system in the company to the right person. It must be a person with the right character traits and appropriate tasks must be imposed on him, such as those related to information security. Only the above actions will give a chance to introduce and properly function the system of gender equality in employment.

REFERENCES

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