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Universitat de València

VNIVERSITAT
ID VALÈNCIA

COORDINATION OF THE DEVELOPMENT PROCESS FOR THE UNIVERSITAT DE VALÈNCIA IV GENDER EQUALITY PLAN

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For the purposes of registration, in accordance with the provisions of Royal Decree 901/2020, of 13 October, which regulates Equality Plans and their registration, both the preliminary assessment prior to the IV Gender Equality Plan and Axis 1 of the plan, dedicated to university staff, have followed the development and negotiation procedure required by law, as specified in the introduction: Process for the Development of the IV Gender Equality Plan (2024-2028).

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The IV Gender Equality Plan obtained:

Unanimous approval of the Gender Equality Plan in relation to staff by the Negotiating Committee (session of 4 July 2024)

Unanimous favourable report for the IV Gender Equality Plan by the Commission for Equality Policies of the Universitat de València (session of 22 July 2024)

Unanimous approval of the IV Gender Equality Plan by the Governing Council (session of 8 October 2024)

ABBREVIATIONS AND ACRONYMS. Target Text

11F	International Day of Women and Girls in Science
8M	International Women's Day
25N	International Day for the Elimination of Violence against Women
ACGUV	Approved by the Council of Governors of the Universitat de València
ADR	Assembly of Student Representatives
AGE	Student Council
CCOO	Workers' Commissions
CGT	General Confederation of Labour
CPIUV	Commission for Equality Policies of the Universitat de València
CSIF	Independent Administrative Workers' Union
DGM Staff	Office of the Deputy General Manager for Staff
DUPEG	University teaching with a gender perspective
EDS	European Diploma Supplement
FCAFE	Faculty of Physical Activity and Sport Sciences
FECYT	Spanish Foundation for Science and Technology
FIPU	Initial Training for University Teaching Staff
GDH	Time Management System
GVA	Valencian Government
IAGI	Incorporation of Gender Analysis in Research
ICMol	Institute of Molecular Science
IP	Lead Researchers
IUED	University Institute for Women's Studies
LOSU	Organic Law of the University System
PDI	Teaching and Research Staff
PI	Research and Research Support Staff
POD	Teaching and Learning Plan
PTGAS	Technical, management and administration and service staff
PUV	The Universitat de València Publishing House
RD	Royal Decree
R+D+I	Research, Development and Innovation (R&D)
RRHH	Human Resources
RUIGEU	Network of Gender Equality Units for University Excellence
SAIC	Internal Quality Assurance System
SAP	Analysis and Planning Service
SATTUi	Joint University and Research Workers' Trade Union
SDGs	Sustainable Development Goals
Sedi	Student Information and Promotion Service
SFPIE	Lifelong Learning and Educational Innovation Service
SGI	Research Management Service
SIUV	The Universitat de València Information Systems Service
SPUE	Spanish Public University System
SPyMA	Environmental, Health and Safety Services
STEM	Science, Technology, Engineering and Mathematics
STEPV	Education Workers' Union of the Valencian Country
STI	Transfer and Innovation Service
TFG	Bachelor's Degree Final Project
TFM	Master's Degree Final Project
TREBEP	Consolidated Text of the Basic Statute of Public Sector Workers
UCCI	Science Culture and Innovation Unit
UGT	General Workers' Union
UV	Universitat de València
VP Culture and Society	Office of the Vice-Principal for Culture and Society
VP Economics	Office of the Vice-Principal for Economics and Infrastructure
VP Equality	Office of the Vice Principal for Equality, Diversity and Inclusive Policies
VP Innovation and Transfer	Office of the Vice-Principal for Innovation and Transfer
VP Lifelong Learning	Office of the Vice-Principal for Lifelong Learning, Educational Transformation and Employability
VP Planning	Office of the Vice-Principal for Planning, Quality and Information Technologies
VP Research	Office of the Vice Principal for Research
VP Studies	Office of the Vice Principal for Studies
VP Sustainability	Office of the Vice-Principal for Sustainability, Cooperation and Healthy Life
VP Teaching Staff	Office of the Vice Principal for Academic Regulations and Teaching Staff
XVU	Vives Network of Universities

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1. INTRODUCTION.

The IV Gender Equality Plan reflects the Universitat de València's (UV) political commitment to effectively implement the principle of equal opportunities between women and men. It builds on policies initiated over fifteen years ago, when the First Plan was approved. The programme presented in this document aligns with the UV's strategic plan and the achievement of Sustainable Development Goals (SDGs). It is committed to incorporating equality as a specific objective and as a cross-cutting theme in university policy. It is a continuation of the III Gender Equality Plan (2019-2022), situated within the context defined by the current regulatory framework, the experience gained from designing and implementing the three previous plans and the expert knowledge generated in recent years. Both the evaluations of the previous plans and the analyses carried out show that, despite the progress made in certain areas, there is still some way to go to develop a culture of equality that permeates the entire institution. This includes effectively incorporating the gender dimension into teaching and research, promoting equal opportunities in professional development, fostering parity in participatory and decision-making spaces, and eliminating gender-based violence in the university environment.

In this spirit, a plan is presented that seeks the involvement of all members of the university community, enabling it to achieve excellence by incorporating a gender perspective into all its policies. It is not only a matter of compliance with current legislation, but also a matter of the Universitat being jointly responsible for progress towards a fairer society, in which sex and gender do not condition access to opportunities, resources and recognition. We therefore invite the entire university community to actively engage in the effective implementation of the Gender Equality Plan, driven by the conviction that an egalitarian university is a higher quality university, more democratic and radically committed to social transformation.

2. PROCESS FOR THE DEVELOPMENT OF THE IV GENDER EQUALITY PLAN

The process for the design, negotiation and approval of the Universitat de València IV Gender Equality Plan began on Monday, 25 July 2022, with the agreement of the UV Negotiating Board to appoint the members of the negotiating committee, whose purpose was to carry out the negotiation process for the preliminary analysis and the IV Gender Equality Plan.

Two processes have been carried out in parallel to develop the gender equality plan. On the one hand, there was a participatory process involving working groups made up of experts from the university community and on the other, a negotiation process for the staff gender equality plan within the negotiating committee with institutional and union representation.

2.1. NEGOTIATION PROCESS OF THE STAFF GENDER EQUALITY PLAN

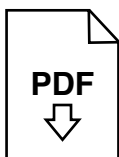
The negotiating committee for the preliminary assessment and the Staff Gender Equality Plan was made up of the following individuals: the Vice-Principal for Equality, Diversity and Inclusive Policies (Presidency), the Vice-Principal for Academic Regulations and Teaching Staff, the Deputy General Manager for Human Resources and Administrative Organisation, the Director of the Equality Unit, the Director of Human Resources Service for Teaching and Research Staff, and the Director of Human Resources Service for Technical, Management, Administration and Services Staff. There was also union representation from the following unions: the Comissions Obreres (Workers' Commissions, CCOO), the Central Sindical Independent i de Funcionaris (Independent Administrative Workers' Union, CSIF), the Unió General de Treballadores i Treballadors (General Workers' Union, UGT), the Sindicat de Treballadores i Treballadors de l'Ensenyament del País Valencià (Education Workers' Union of the Valencian Country,

STEPV), the Confederació General del Treball (General Confederation of Labour, CGT) and the Sindicat Assembleari de Treballadores i Treballadors d'Universitats i Centres d'Investigació (Joint University and Research Workers' Trade Union, SATTUi). This negotiating committee held a total of six sessions to negotiate and approve the assessment and the Gender Equality Plan: 28 September 2022, 15 June 2023, 17 July 2023, 16 April 2024, 10 May 2024 and 4 July 2024.



The assessment of the Staff Gender Equality Plan, in accordance with Organic Law 3/2007 on effective equality between women and men, amended by Royal Decree 6/2019 of 1 March on urgent measures to guarantee equal treatment and opportunities between women and men in work and employment, has been negotiated and unanimously approved by the negotiating committee. It incorporates all areas subject to negotiation:

- A) Selection and Recruitment Process.
- B) Professional Classification.
- C) Training.
- D) Professional Promotion.
- E) Working Conditions, including the salary audit between women and men.
- F) Shared responsibility in exercising the right to a personal, family and work life.
- G) Under-representation of Women.
- H) Remuneration.
- I) Prevention of Sexual and Sexist Harassment.



To this end, the following specific reports have been negotiated and approved in the various sessions:
[Inequalities between men and women at the Universitat de València](#). (Available in Catalan). Approved at the session of 28 September 2022.

[Study on the Gender Wage Gap at the UV](#). (Available in Spanish). Approved at the session of 15 June 2023.

[Study on Work-Life Balance and Professional Career](#). (Available in Catalan). Approved at the session of 16 April 2024.

[Assessment of sexual and gender-based harassment in the UV](#). (Available in Catalan). Approved at the session of 10 May 2024.

[The performance report of the pay audit](#). (Available in Catalan). Approved at the session of 10 May 2024.

The IV Staff Gender Equality Plan and its financial report were negotiated and unanimously approved by the negotiating committee at the session of 4 July 2024.

The official registration will take place in compliance with the resolution of 16 March 2023, issued by the Secretariat of State for the Civil Service, which creates the Register of Equality Plans for Public Administrations and their protocols against sexual and gender-based harassment.

2.2. PARTICIPATORY PROCESS OF THE UNIVERSITY COMMUNITY

The participatory process for the development of the plan has been coordinated by the Equality Unit through working groups derived from the Commission for Equality Policies of the Universitat de València (CPIUV). Following the meeting on 3 November 2022, working groups were set up to work on the main areas of the Gender Equality Plan.

These groups were made up of experts from the CPIUV, union and student representatives and other experts from the institution who contributed their experience to the working group. Between 15 and 20 people participated in each group, which met two to three times.

The first meetings to establish the groups and present the main dimensions and actions of each pillar or axis of the Gender Equality Plan took place in January 2023. The final meetings to approve the draft plan took place in September 2023.

AXIS 1. STAFF: Work-life balance and shared responsibility, training, professional career, health and gender, and prevention of gender-based violence.

AXIS 2. KEY PROCESSES OF THE UNIVERSITAT: Teaching, research and innovation and transfer.

AXIS 3. GOVERNANCE AND THE OBSERVATORY OF EQUALITY:

Participation, governance, regulations and measurement and assessment.

AXIS 4. THE CULTURE OF EQUALITY: Awareness-raising, visibility and recognition of women, inclusive and non-sexist language, awards and grants, and communication with a gender perspective.

AXIS 5. EQUALITY AND STUDENT PARTICIPATION: Work-life balance and shared responsibility, prevention of gender-based violence, awareness-raising and culture, employment and entrepreneurship.

Equality policies are cross-cutting in nature and affect all areas of the university institution. For this reason, designing a gender equality plan that brings about real change at the institutional level in order to move towards true and effective equality between women and men requires prior collaboration with each of the agents involved. This means collaborating with relevant vice-principals and the services involved in implementing the actions in order to achieve an ambitious, realistic and consensual approach. This approach will have a clear timeline that guarantees the successful development of the programming planned for the next four years.

During September and October 2023, meetings were held with key participants regarding the different aspects of the gender equality plan involving the following offices of the vice-principals and services:

- >> Student services. Office of the Vice-Principal for Studies.
- >> Human Resources Service Teaching and Research Staff (PDI). Office of the Vice-Principal for Academic Regulations and Teaching Staff.
- >> Innovation and Transfer Service and the Entrepreneurship Unit (UVemprén). Office of the Vice-Principal for Innovation and Transfer.
- >> Research and Management Service. Office of the Vice-Principal for Research.
- >> Quality unit. Office of the Vice-Principal for Planning, Quality and Information Technologies.
- >> Environmental Health and Safety Services, Health Offices.
- >> Office of the Vice-Principal for Sustainability, Cooperation and Healthy Life.

>> Lifelong Learning and Educational Innovation Service.

>> Office of the Vice-Principal for Lifelong Learning, Educational Transformation and Employability.

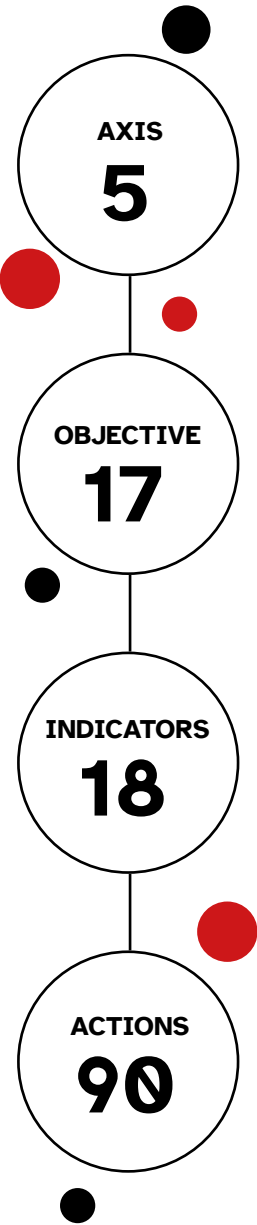
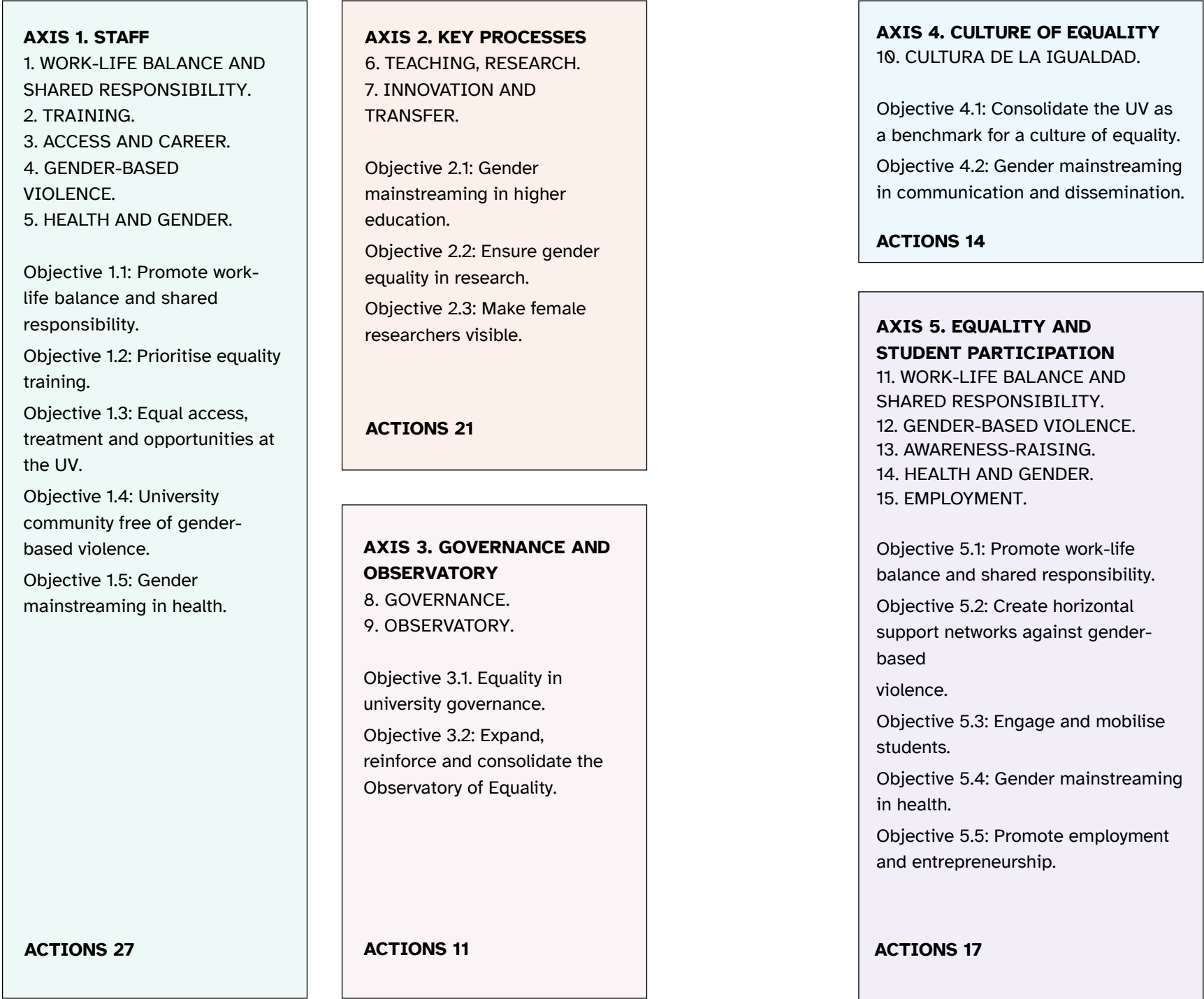
3. STRUCTURE AND MAJOR CHALLENGES OF THE IV GENDER EQUALITY PLAN

The IV Gender Equality Plan is valid from October 2024 to October 2028, following its approval by the Governing Council, which ratified the remaining areas that are not subject to negotiation: Axis 2. Key processes: Teaching, Research, Innovation and Transfer, Axis 3. Governance and Observatory, Axis 4. The Culture of Equality and, finally and as a new addition, Axis 5. Equality and Student Participation.

The plan is structured around five main lines of action or axes, 17 areas of work with associated objectives and 90 actions planned for the next four years. For each of the measures, the responsible and executing bodies, the planned actions, the evidence for measuring to what extent the measure has been implemented and the timetable for its application have been specified.

The most notable development has been the addition of a fifth axis, dedicated to equality and student participation at the Universitat. Previous plans contained specific measures for action with the majority group, such is the student community. However, on this occasion, it has been decided to give greater visibility and relevance to all equality policies involving the student body. Furthermore, we would highlight the fact that this plan is ambitious, yet realistic and achievable in its approach. As in the III Gender Equality Plan, a highly cross-cutting document has been approved, with the involvement of numerous offices of the vice-principals, centres, services and units. It presents objectives and lines of action that are more structural than circumstantial, more permanent than one-off. It is committed to transparency and facilitates the verification of evidence in the execution of actions with process indicators, as well as result indicators that will enable us to monitor to what extent the objective has been met.

STRUCTURE OF THE IV GENDER EQUALITY PLAN 2024-2028



MAJOR CHALLENGES FOR THE IV GENDER EQUALITY PLAN

The UV Statutes consider the first two points to be fundamental objectives in the development of gender equality policies. Specifically, *Section Two: On Equality, Article 241 bis* states:

The Universitat de València has among its key objectives the development of all equality policies between women and men, the promotion of active policies that promote the balancing of work, personal and family life, as well as the fight against gender-based violence.

A



THE CULTURE OF EQUALITY WITH REGARDS TO STAFF

In line with the previous plan, the challenge of work-life balance and shared responsibility remains a key objective. Found in Axis 1 and specific to staff, it involves creating new welcoming spaces in centres, lecture rooms and other specific buildings, as well as promoting the approval of an instruction that affects a regulatory change incorporating work-life balance criteria into teaching allocations made to the departments.

B



PREVENTION OF AND ACTION AGAINST GENDER-BASED VIOLENCE

In this IV Gender Equality Plan, the Universitat sets itself the primary objective of ensuring that the university community is free from gender-based violence with adequate support for those who experience it, as well as promoting egalitarian masculinities. Among the planned actions, those related to awareness-raising and training to help improve coexistence at the Universitat stand out. In addition, the plan aims to consolidate and maintain the *Espai Violeta* resource and create horizontal networks of support for the detection, reporting and prevention of gender-based violence.

C



GENDER MAINSTREAMING IN TEACHING AND RESEARCH

With regard to teaching, the challenges of the IV Gender Equality Plan focus on mainstreaming the gender perspective in university teaching. This includes, among other initiatives, the possibility of offering undergraduate students a specialisation in gender equality to complement their studies. In addition, there is a commitment to work towards obtaining the UV's "Gender Equality in Research, Development and Innovation" distinction, as an entity that promotes research with a gender perspective.

D



COMMITMENT AND INVOLVEMENT OF THE STUDENT COMMUNITY

The Universitat will guarantee that students will not be discriminated against on the basis of their gender when exercising their rights and fulfilling their duties. Special attention will be given to issues related to balancing studies with family responsibilities, as well as any potential situations of gender-based violence. Furthermore, in order to provide quality and unbiased teaching, it is essential to offer the opportunity to enrol in specific courses on gender equality, as well as those that incorporate such content.



AXIS 1. STAFF

“We observe a greater presence of women in departments that could be considered more closely related to values traditionally assigned to women (listening, emotions, education, languages, etc.), while men are more present in disciplines that, in the collective imagination, are associated with abstract thinking, technology, or numbers.”

Alicia Villar Aguilés, Sandra Obiol Francés (2023) [*Indicadors no Androcèntrics per a una Universitat més justa. Una proposta per al IV Pla d'Igualtat de la Universitat de València*](#) [‘Non-androcentric indicators for a fairer university. A proposal for the Universitat de València IV Equality Plan’]. (Available in Catalan).

The Universitat de València wants to guarantee equal opportunities for women and men by promoting work-life balance and shared responsibility across the university community. It also aims to ensure equal treatment and opportunities in working conditions and promote the construction of an egalitarian, inclusive and diverse university. It is also essential to achieve a university community free of gender-based violence, with appropriate support available for those who experience it, as well as the promotion of egalitarian masculinities.

1. WORK-LIFE BALANCE AND SHARED RESPONSIBILITY OF TECHNICAL, MANAGEMENT AND ADMINISTRATION AND SERVICE STAFF (PTGAS) AND TEACHING AND RESEARCH STAFF (PDI)

Objective 1.1: to promote work-life balance and shared responsibility.

2. TRAINING

Objective 1.2: prioritise equality training throughout the university community.

3. ACCESS AND PROFESSIONAL CAREER

Objective 1.3: equal access, treatment and opportunities, the basis of labour relations and promotion at the universitat de valència.

4. GENDER-BASED VIOLENCE

Objective 1.4: a university community free of gender-based violence with appropriate support for those who experience it and the promotion of egalitarian masculinities.

5. HEALTH AND GENDER

Objective 1.5: gender mainstreaming in healthcare.

1. WORK-LIFE BALANCE AND SHARED RESPONSIBILITY OF TECHNICAL, MANAGEMENT AND ADMINISTRATION AND SERVICE STAFF (PTGAS) AND TEACHING AND RESEARCH STAFF (PDI)

Objective 1.1: to promote work-life balance and shared responsibility.

ACTION 1 Provide well-being facilities for work-life balance and shared responsibility in centres, lecture rooms and other specific buildings.	<p>Collaboration within the framework of the agreement with the Initiative for the Humanisation of Childbirth and Breastfeeding Care [Baby Friendly Initiative] (IHAN-UNICEF) – available in Catalan – to promote the use of bottle and breastfeeding facilities and spaces for work-life balance and shared responsibility.</p> <p>Design indicators to measure the satisfaction of use of the spaces: QR codes with access to a survey.</p> <p>Awareness campaign to increase visibility of the spaces.</p> <p>Further develop the flexibility of these spaces: care for the elderly.</p>	<p>Project Lead: Deans and Directors</p> <p>Implementation unit: Administration</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of spaces/ dissemination activities</p>
ACTION 2 Conducting and disseminating work-life balance and shared responsibility campaigns throughout the university community.	<p>Prepare a guide that compiles all work-life balance leave options available to UV staff. Action in collaboration with the union branches.</p> <p>For PTGAS: Promulgate the two-hour flexitime regarding the core working hours set out in the Time Management System (GDH) regulations, as well as the new eight-week parental leave introduced in Article 49. g) Consolidated Text of the Basic Statute of Public Sector Workers (TREBEP) by Royal Decree 5/2023.</p> <p>For PDI: Improve visibility of leave and reduced hours options.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit</p> <p>Period: Year 1</p> <p>Evidence: Dissemination activities</p>
ACTION 3 Promote the approval of an instruction that involves a regulatory change with the incorporation of work-life balance criteria for assigning teaching staffing to the departments.	<p>Maintain the recommendation until approval of an instruction or regulatory change to extend the Teaching & Learning Plan (POD) work-life balance criteria to all UV departments.</p> <p>Promote the creation of work-life balance committees to assess staff needs in all UV departments.</p>	<p>Project Lead: VP Teaching Staff/VP Equality</p> <p>Implementation unit: Department Management</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Promote actions Committees created and regulations updated.</p>

ACTION 4 Offer financial assistance to cover family expenses incurred by UV staff during research visits at other universities.	Call for financial assistance for research staff who the need to relocate dependent family members when they undertake a research visit at another university.	Project Lead: VP Research Implementation unit: Research Management Service (SGI) Period: Year 3 ,4 Evidence: Call for grants created Y/N
ACTION 5 Review requests for flexibility from UV staff due to special needs for work-life balance in duly accredited serious situations.	Channel work-life balance requests received by the Equality Unit by preparing reports and arranging meetings to find solutions in collaboration with services, centres and departments.	Project Lead: VP Equality/VP Teaching Staff/Management Implementation unit: Equality Unit Period: Year 2, 3 Evidence: Number of requests handled Comments: Project Lead according to group
ACTION 6 Study possible improvements to working from home regimes for all UV staff.	Expand the circumstances for “personal work from home plans” due to serious work-life balance needs (e.g., hospitalisation of a family member).	Project Lead: Management Implementation unit: DGM Staff Period: Year 2 Evidence: Updated regulations
ACTION 7 Minimise the negative effects of taking leave for care purposes during a research project.	Study the possibility of approving a programme to reduce teaching hours in order to intensify research after leave for childbirth and childcare in exceptional circumstances. Seek advice from the research service's technical staff regarding the amendment of the Science Act which allows for the extension of all contracts in cases of temporary incapacity and maternity/paternity leave.	Project Lead: VP Research Implementation unit: SGI HR Services PDI Period: Year 1, 2, 3, 4 Evidence: Number of situations dealt with. Regulations approved.

	Explore possible measures to prevent maternity/ paternity from penalising research careers.	
ACTION 8 Encourage hybrid meetings with the option of virtual participation to improve work-life balance for staff.	<p>The roadmap recommends that meetings be scheduled at agreed times and with a pre-established duration (start and end times) within time slots compatible with work-life balance, which in no case should start before 9 a.m. or exceed 5 p.m.</p> <p>It is also recommended to encourage virtual participation in face-to-face meetings. The “Regulations of the Universitat de València for the holding of remote meetings and the adoption of agreements remotely by collegiate bodies of the Universitat de València” (Approved by the Council of Governors of the Universitat de València (ACGUV) 26/2019 amended by ACGUV 128/2021), should be revised because the possibility of holding hybrid meetings is limited given that it depends on the will of very few people: if ten percent of members request that the meeting be held in person, then it must be done so.</p>	Project Lead: General Secretary Implementation unit: Centres and departments Period: Year 1, 2, 3, 4 Evidence: Modification of meeting regulations. Number of virtual meeting requests dealt with. Comments: In centres and departments

How we measure the extent to which the objective has been met Indicator 1. Changes in the number of care leave permits. Comments: By group and sex.

2. TRAINING

Objective 1.2: prioritise equality training throughout the university community.

ACTION 9 Consolidate and strengthen the training offered on equality within the Lifelong Learning and Educational Innovation Service's (SFPIE) annual training plan with specific content on gender perspective, prevention of gender-based violence, women's empowerment and egalitarian masculinities.	For PDI/Research and Research Support Staff (PI): Gender mainstreaming in research and teaching (current courses: Initial Training for University Teaching Staff (FIPU), University Teaching with a Gender Perspective (DUPEG) and Incorporation of Gender Analysis in Research (IAGI). For PTGAS: gender mainstreaming in management. For PTGAS/PDI: UV Equality policies, inclusive language, prevention of gender-based violence, egalitarian masculinities. First edition of the course "La impostora que llevamos dentro" [<i>The impostor inside</i>] aimed at addressing female empowerment and overcoming the obstacles that hinder women's leadership.	Project Lead: VP Lifelong Learning Implementation unit: SFPIE Period: Year 1, 2, 3, 4 Evidence: Number of training courses on Equality Participants
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ACTION 10 Design on-demand training for identified key agents.	FOR PDI: On-demand workshops and training courses for gender mainstreaming in teaching, based on the specific guides for each area of knowledge published by the Vives Network of Universities. FOR PTGAS: Research management staff, service staff responsible for drafting gender impact reports, budget preparation with a gender perspective, heads of student units at the centres (accredited regulations concerning victims, exemptions, etc.), and Prevention Service Staff overseeing the Prevention Plan and psychosocial risk analysis, among others).	Project Lead: VP Lifelong Learning/VP Equality Implementation unit: SFPIE/Equality Unit Period: Year 1, 2, 3, 4 Evidence: Number of on- demand training courses Participants Comments: By type of activity (teaching, research, management)
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ACTION 11

Incorporate and maintain equality issues in the syllabus for official examinations, recruitment regulations and selection processes for technical, management, administration and service staff.

Maintain the theme of equality incorporated in the syllabus since the approval of the 2021 recruitment regulations: Organic Law 3/2007 for effective equality between women and men and Organic Law 1/2004, on Comprehensive Protection Measures against Gender-based Violence.

Project Lead:
Management
Implementation unit:
DGM Staff
Period:
Year 1, 2, 3, 4
Evidence:
Updated regulations

How we measure the extent to which the objective has been met. Number of hours of equality, gender-based violence and inclusive language training. Comments: By group, sex and type of course

3. ACCESS AND PROFESSIONAL CAREER

Objective 1.3: equal access, treatment and opportunities, the basis of labour relations and promotion at the universitat de valència.

ACTION 12 Study the incorporation of curricular merit evaluation with shared work-life balance criteria into the procedures for staff recruitment, selection and promotion.	For PDI and PI: explore the possibility of incorporating measures to avoid penalising periods of inactivity due to maternity and care of dependants in the regulations governing access to professional careers and promotion in teaching positions. Amend the UV's PDI recruitment regulations as well as the regulations for contracted teaching staff and research calls to incorporate the amendments introduced in Law 17/2022, of 5 September, which amends Law 14/2011, of 1 June, on Science, Technology and Innovation. Specifically, the content of Article 4 bis. 5 to guarantee non-discrimination and protection of maternity. Study possible positive action measures in accordance with Organic Law 2/2023, of 22 March, on the University System (Article 65.1) to promote access for women to the most male-dominated areas of knowledge. For PTGAS: explore the possibility of averaging the merits of training courses.	Project Lead: VP Equality VP Teaching Staff Implementation unit: HR Services PDI /Equality Unit/Centre's Equality Committees Period: Year 3, 4 Evidence: Number of updated regulations
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ACTION 13 Maintain the criterion of parity in the composition of committees and tribunals and mitigate the perverse effect of the presence of women in recruitment committees in highly male-dominated areas.	Recommendation to apply exceptions and introduce the option to resign after reaching a maximum number of committee participations. Study the possibility of rewarding participation in committees and tribunals with management merits.	Project Lead: VP Teaching Staff Implementation unit: HR Services PDI Period: Year 1, 2, 3, 4 Evidence: Revised regulations
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ACTION 14 Systematise the collection of information to monitor the indicators of the gender equality plan in relation to staff.	Create a monitoring committee for the plan involving the Equality Unit and the Analysis and Planning Service (SAP) to improve the collection of information.	Project Lead: VP Teaching Staff Implementation unit: Equality Unit SAP Period: Year 1, 2, 3, 4 Evidence: Monitoring tools created
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How we measure the extent to which the objective has been met Indicator 3. Evolution of workforce. Comments: By category and sex.

4. GENDER-BASED VIOLENCE

Objective 1.4: a university community free of gender-based violence with appropriate support for those who experience it and the promotion of egalitarian masculinities.

ACTION 15 Ensure that the actions of the university code of conduct integrate the spirit of the protocol on sexual harassment, gender-based harassment and other forms of discriminatory harassment.	Offer training and awareness-raising sessions on the actions of the code of conduct for key agents, including legal services and unions, in cases of sexual and gender-based harassment as well as other forms of discriminatory harassment.	Project Lead: General Secretary VP Equality Implementation unit: Legal advice Equality Unit Period: Year 1 Evidence: Training sessions carried out
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ACTION 16 Ensure the Universitat de València's response by activating the protocol in the event of any sexual or gender-based harassment within the institution.	Institutional commitment to zero tolerance regarding gender-based violence experienced at the Universitat de València, with appropriate action taken against those reported. Institutional commitment to provide care and support to women in the university community who experience such violence. Incorporate anti-discrimination clauses on the grounds of sex and/or in relation to sexual harassment into the university's framework agreement on curricular practices (as proposed in the gender perspective analysis of the Vives Network of Universities [XVU]).	Project Lead: General Secretary VP Equality Implementation unit: Legal advice Equality Unit Period: Year 1, 2, 3, 4 Evidence: Protocol activations
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ACTION 17 Consolidate and maintain the Espai Violeta resource to prevent and respond to gender-based violence in the university community.	Provide resources by consolidating the staff who run the Espai Violeta in the Equality Unit. Enhance the visibility of panels in the centres through information campaigns within the university community. Continue with the information campaign at reception desks and secretarial offices.	Project Lead: VP Equality Dean's Office and Management Centres Implementation unit: Equality Unit Administration Centres Period: Year 1, 2, 3, 4 Evidence: Changes in the panels Information sessions carried out
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ACTION 18 Create horizontal support networks for the detection, reporting and prevention of gender-based violence (linked to Axis 5).	Provide training to PTGAS/ PDI based on the members of the Commission for Equality Policies of the Universitat de València (CPIUV). Promote the creation of men's networks where proposals and synergies are generated to promote egalitarian masculinity. Emphasise second-order harassment and support the members of the university community who assist victims.	Project Lead: VP Equality Implementation unit: Equality Unit Period: Year 1, 2, 3, 4 Evidence: Participants Comments: By group and by year
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ACTION 19 Extend good practices to improve coexistence at the Universitat de València.	Disseminate the code of good practices of the Faculty of Mathematics as a tool for the prevention of gender-based violence and harassment. Extend feminist discussion groups within the university community.	Project Lead: VP Equality Dean's Office Implementation unit: Equality Unit Period: Year 1, 2, 3, 4 Evidence: Awareness campaigns by centres
ACTION 20 Strengthen collaboration with the Office of the Ombudsperson.	Regular coordination meetings to ensure the referral of complaints relating to gender-based harassment. Annual report with data on cases of sexual or gender-based harassment.	Project Lead: VP Equality Implementation unit: Equality Unit Office of the Ombudsperson Period: Year 1, 2, 3, 4 Evidence: Number of cases referred or dealt with together
ACTION 21 Coordination of the Espai Violeta with the security department in cases where the Universitat de València's protocol for the protection of women experiencing gender-based violence is activated.	These actions serve to complement the precautionary security measures adopted by external judicial bodies.	Project Lead: VP Equality Office of the General Manager Implementation unit: Equality Unit Department of Security Period: Year 1, 2, 3, 4 Evidence: Number of cases with security protocol activation

How we measure the extent to which the objective has been met.

Indicator 4. Number of cases and individuals dealt with.

Indicator 5. Complainants' satisfaction with the service they received.

Comments: By group..

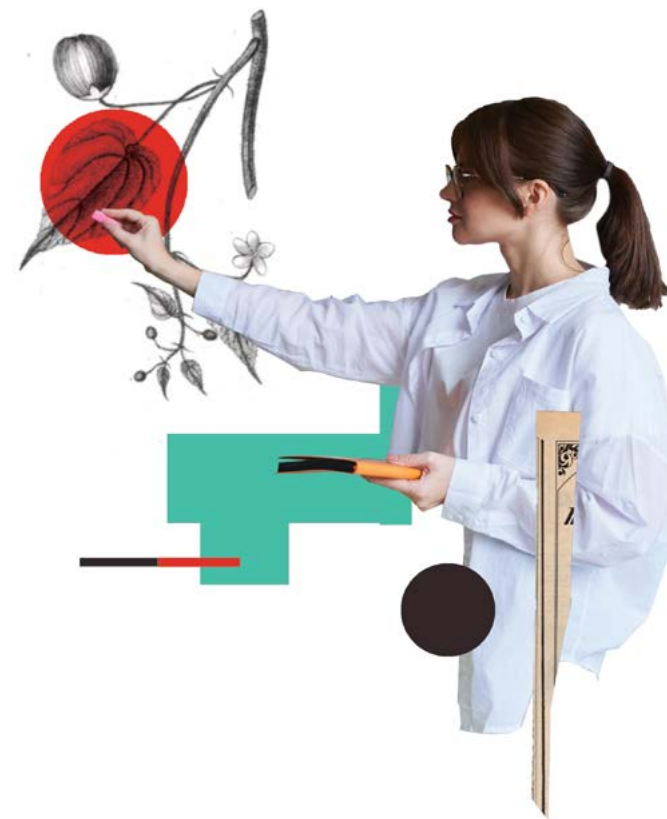
5. HEALTH AND GENDER.

Objective 1.5: gender mainstreaming in healthcare.

ACTION 22 Coordination of the Espai Violeta with the UV Psychological Clinic to support patients from the university community who have experienced or are experiencing gender-based violence.	Offer training sessions on the gender perspective in mental health and support for survivors of gender-based violence. Coordinate the care provided by the Psychological Clinic and the support offered by the <i>Espai Violeta</i> .	Project Lead: VP Equality UV Foundation Implementation unit: Equality Unit Psychological Clinic Period: Year 1, 2, 3, 4 Evidence: Training actions Cases treated in collaboration with the psychological clinic
ACTION 23 Communication of the criteria for sick leave related to women's health	Conduct awareness-raising campaigns.	Project Lead: VP Equality Implementation unit: Equality Unit Period: Year 1, 2, 3, 4 Evidence: Campaign Y/N
ACTION 24 Make information on occupational health for female UV employees visible, with access to resources (guides), protocols and specific training.	Create a specific section on the Prevention Service website where the information is visible and available. Information is currently available on the menopause and the occupational risk in pregnancy. Raise awareness and disseminate information through the Equality Unit.	Project Lead: VP Sustainability VP Equality Implementation unit: Environmental, Health and Safety Services (SPyMA) Equality Unit Period: Year 1, 2, 3, 4 Evidence: Section created on the Prevention Service website

<p>ACTION 25</p> <p>Offer awareness-raising workshops on period dignity and changes during menopause and climacteric, aimed at UV staff.</p>	<p>Through the SFPIE on-demand training, offer specific workshops on women's health covering menstruation, pelvic floor health and osteoporosis.</p> <p>Incorporate the gender perspective into the annual health training coordinated by the Prevention Service and the activities of the Office of the Vice-Principal for Sustainability.</p> <p>Offer healthy routines and lifestyle guidelines in areas such as nutrition, injury prevention, mental health and sexuality, to ensure a comprehensive approach to women's well-being and empowerment.</p> <p>Provide feminine hygiene products in UV buildings (see action in Axis 5).</p>	<p>Project Lead: VP Equality VP Sustainability</p> <p>Implementation unit: Equality Unit SPyMA Faculty of Physiotherapy Faculty of Physical Activity and Sport Sciences (FCAFE), SFPIE</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of workshops Number of participants</p>
<p>ACTION 26</p> <p>Apply specific protocols for the care of women in the UV health centres.</p>	<p>Differential care for women and men in hormone analysis carried out in medical examinations from the age of 45 onwards.</p> <p>Raise awareness among health centre staff to detect issues related to gender-based violence and refer them to the Espai Violeta.</p> <p>Develop and disseminate training modules on protocols for women in health centres.</p>	<p>Project Lead: VP Equality VP Sustainability</p> <p>Implementation unit: Equality Unit SPyMA</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: New protocols Y/N</p>
<p>ACTION 27</p> <p>Systematise the gender dimension in data collection and statistical monitoring of the Environmental, Health and Safety services.</p>	<p>Implement tools to collect sex-disaggregated data.</p> <p>Analyse the information gathered.</p>	<p>Project Lead: VP Equality VP Sustainability</p> <p>Implementation unit: Equality Unit SPyMA</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: % of information and data classified by sex</p>

How we measure the extent to which the objective has been met. Indicator 6. Number of people trained in gender perspective and health.





AXIS 2. KEY PROCESSES AT THE UNIVERSITAT DE VALÈNCIA.

“Despite the general consensus that the main objective of quality teaching is to both train future professionals for excellence and to educate citizens with a critical spirit, university teaching is too often blind to gender and tends to render women’s scientific contributions invisible.”

“Applied to teaching or research, the gender perspective involves a considered analysis to identify and eliminate possible gender biases in the transmission of content in any subject, in advances in research, and in the exercise of the profession.”

Tània Verge Mestre i Teresa Cabruja Ubach (2017).

[*La perspectiva de gènere a la docència i a la recerca a les universitats de la xarxa vives. Situació actual i reptes de futur.*](#)

[Gender perspective in teaching and research at universities in the Vives Network. Current situation and future challenges.] (Available in Catalan.) Xarxa Vives d’Universitats (Vives Network of Universities). Collection: Política Universitària.

The Universitat de València consolidates its specific offer with equality content in its degree programmes and maintains its commitment to increasing gender mainstreaming in teaching, as well as ensuring research with a gender perspective. In this regard, the Universitat will disseminate women's contributions to research, promote research and teaching with a gender perspective and develop teaching materials tailored to this purpose.

The Universitat, concerned about the loss of female scientific talent over time and the persistent gender gap, will develop innovative projects to attract women to highly male-dominated STEM (Science, Technology, Engineering and Mathematics) studies without losing sight of the unquestionable value of careers linked to the Social Sciences, Health and Education, which are predominantly female-dominated.

6. TEACHING

Objective 2.1: gender mainstreaming in university teaching.

7. RESEARCH, INNOVATION AND TRANSFER.

Objective 2.2: ensuring research with a gender perspective.

Objective 2.3: raise the profile of women researchers.

6. TEACHING.

Objective 2.1: gender mainstreaming in university teaching.

<p>ACTION 28</p> <p>Offer UV undergraduate students the possibility of specialising in gender studies.</p>	<p>Gender equality guidelines/roadmap included in the European Diploma Supplement (EDS).</p>	<p>Project Lead: VP Equality Dean's Office VP Lifelong Learning</p> <p>Implementation unit: Academic Degree Committees Master's Degree Academic Coordinating Committee Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Specialisation in gender equality Y/N</p>
<p>ACTION 29</p> <p>Incorporate the cross-disciplinary competence of gender equality into the studies offered by the Universitat de València.</p>	<p>Monitor the accreditation processes for the UV degree programmes in collaboration with the Quality Unit.</p>	<p>Project Lead: VP Equality VP Studies (joint responsible)</p> <p>Implementation unit: Academic Degree Committees Master's Degree Academic Coordinating Committee Quality unit Equality Unit Curriculum section</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of degrees with a cross-disciplinary competence in equality</p>
<p>ACTION 30</p> <p>Promote the incorporation of a gender perspective into the teaching guidelines for UV degree programmes.</p>	<p>Carry out a campaign to promote the guides and materials available on the website (available in Catalan and Spanish).</p> <p>Distribute the new guide to inclusive language for reviewing teaching materials.</p> <p>Promote change in the citation system, including the full names of authors, in accordance with the instruction approved by the Publications Service and the Library Service (see Axis 4).</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit Centres</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Publicity campaigns Modification of teaching guidelines</p>

ACTION 31 Monitor the degree of gender mainstreaming in university degree programmes by incorporating specific items into satisfaction surveys for enrolled students and graduates.	Satisfaction questionnaires developed by the Quality Unit, aimed at undergraduate students at three points in their academic career (first year, third year and at the end of the degree) and Master's students.	Project Lead: VP Equality VP Planning Implementation unit: Equality Unit Quality unit Period: Year 1, 2, 3, 4 Evidence: Modification of questionnaires Following-up of responses
ACTION 32 Incorporate indicators with data classified by sex into Internal Quality Assurance System (SAIC) reports.	Indicators with enrolment, graduation, performance data and so forth.	Project Lead: VP Equality VP Planning Implementation unit: Quality unit Equality Unit Period: Year 1, 2, 3, 4 Evidence: Indicators included Data tracking
ACTION 33 Encourage the development of teaching materials and resources with a gender perspective through calls for educational innovation and the reactivation of the Olimpia Arozena Award for Gender and Teaching.	Reinstate the Gender and Teaching Award in Higher Education from the II Plan. Collaborate with the SFPIE in incorporating the gender perspective into teaching as a key focus of calls for educational innovation.	Project Lead: VP Equality VP Lifelong Learning Implementation unit: Equality Unit Equality Committees in Centres Academic Degree Committees Master's Degree Academic Coordinating Committee SFPIE Period: Year 2, 3, 4 Evidence: Prize created Gender perspective projects in calls for educational innovation

ACTION 34 Offer a support or consultation mechanism from the Equality Unit to mainstream the gender perspective in teaching and research.	Through a committee of experts Improve visibility on the web (available in Catalan and Spanish)	Project Lead: VP Equality Implementation unit: Equality Unit Period: Year 1, 2, 3, 4 Evidence: Committee established and consultations received
ACTION 35 Review the Bachelor's Degree Final Project (TFG) and Master's Degree Final Project (TFM) regulations to promote the specific theme of equality among the possible topics and the gender perspective where applicable.	Art. 7.1 Allocation of the TFG. The TFG committee is created and reports to the Academic Degree Committee. Develop a list of possible topics: incorporate the gender perspective into at least some of the subjects.	Project Lead: VP Equality Dean's Office Implementation unit: Equality Unit Academic Degree Committee Period: Year 1, 2, 3, 4 Evidence: Revised regulations Topics incorporated
ACTION 36 Introduce the gender perspective into teaching guidelines for introductory research courses (offered at master's and doctoral level).	Review teaching guides to incorporate cross-disciplinary competencies and specific content for research with a gender perspective in master's and doctoral programmes.	Project Lead: VP Equality VP Studies Implementation unit: Equality Unit Centres Doctoral School Period: Year 1, 2, 3, 4 Evidence: Revised teaching guides
ACTION 37 Improve the promotion of the cross-disciplinary subject "Gender Relations", which prepares students to become responsible professionals committed to equality.	Enrolment management and improved dissemination through targeted campaigns.	Project Lead: VP Equality Dean's Office Implementation unit: Equality Unit University Institute for Women's Studies (IUED) Centres Period: Year 1, 2, 3, 4 Evidence: Evolution of student enrolment Comments: By year and campus

ACTION 38 Encourage recruitment strategies in secondary education without gender stereotypes, with a special focus on STEM careers	<p>Celebration of International Day of Women and Girls in Science, 11 February (11F). Support for the Spanish Foundation for Science and Technology's (FECYT) Girls4STEM project.</p> <p>Support for the Chair for the Digital Gender Gap with the Generalitat Valenciana (Valencian government, GVA). Science Culture Unit. Talks and workshops in secondary schools that raise the profile of women with the programme "Estimulando las vocaciones científicas" [Stimulating Scientific Vocations].</p> <p>Divulsuperbac 2.0. Outreach programme on superbugs from a female perspective and other Small World Initiative (SWI) activities.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit Girls4STEM Chair for the Digital Gender Gap Science Culture Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Agreement with GVA Evolution of STEM enrolment per gender</p>
ACTION 39 Incorporate specific content on equality and the prevention of gender-based violence into the UV degree programmes that train future primary and secondary school teachers.	<p>Review the curriculum of the Faculty of Teacher Teaching.</p> <p>Review the curriculum of the Master's Degree in Secondary Education Teaching</p>	<p>Project Lead: VP Equality VP Studies (joint responsible)</p> <p>Implementation unit: Equality Unit Faculty of Teacher Teaching</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Review curricula</p>
ACTION 40 Incorporate professional experiences with a gender perspective into introductory degree courses.	<p>Ensure that there is a contact person to facilitate this in the introductory courses at each centre.</p> <p>Talks by female entrepreneurs from UVemprén: professionals from different fields who can share their experiences.</p>	<p>Project Lead: VP Equality Dean's Office</p> <p>Implementation unit: Equality Unit Academic Degree Committee</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Contents incorporated Y/N</p>

How we measure the extent to which the objective has been met. Indicator 7. % of subjects in each degree incorporating the gender perspective.

7. RESEARCH, INNOVATION AND TRANSFER.

Objective 2.2: ensuring research with a gender perspective.

ACTION 41 Provide guidelines on the incorporation of gender mainstreaming in research in the information sessions and webinars held to prepare research calls.	<p>Develop and distribute materials to promote the inclusion of a gender perspective in national and European research projects.</p>	<p>Project Lead: VP Research VP Innovation and Transfer</p> <p>Implementation unit: SGI</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of information sessions with a gender perspective</p>
ACTION 42 Raise awareness of research groups and chairs on gender equality at the Universitat de València.	<p>Take advantage of the Dialnet Scientific Production Portal (bibliographic database).</p> <p>Publicise the results from the work carried out by the Chairs for Gender Equality.</p>	<p>Project Lead: VP Research VP Innovation and Transfer VP Equality</p> <p>Implementation unit: SGI Transfer and Innovation Service (STI) Science Culture and Innovation Unit (UCCI) UVchairs Equality Unit/IUED</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Specific web spaces</p>
ACTION 43 Promote research with a gender perspective among university students through the Olga Quiñones Awards.	<p>Maintain and publicise the award calls for entries.</p> <p>Conference to publish the winning entries.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit Publications Service</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Promotion of the prize Number of papers presented</p>

ACTION 44 Maintain the training programme on gender mainstreaming in research for PDI and doctoral students.	Integrate the course <i>Incorporation of Gender Analysis in Research</i> (IAGI, 20 hours) into the annual SFPIE programme, as well as offering it as a cross-disciplinary course in doctoral programmes. Incorporate a topic on gender analysis in research into the cross-disciplinary courses offered in doctoral programmes on research and transfer.	Project Lead: VP Equality VP Research Implementation unit: Equality Unit SFPIE Doctoral School Period: Year 1, 2, 3, 4 Evidence: IAGI students, PDI and Doctorate with certification
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How we measure the extent to which the objective has been met. Indicator 8. % of UV research with a gender perspective. Comments: The creation of a measurement item is required

7. RESEARCH, INNOVATION AND TRANSFER.

Objective 2.3: raise the profile of women researchers.

ACTION 45 Encourage the creation of gender-balanced teams and promote research, innovation and transfer projects led by women as Lead Researchers (IP).	Incorporate the following into the evaluation criteria for the UV's own innovation and transfer calls for proposals: equal representation within the research team and the leadership of women as IP of the projects.	Project Lead: VP Research VP Innovation and Transfer Implementation unit: SGI STI Period: Year 3 , 4 Evidence: Number of teams with equal representation % of female IP in research project
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ACTION 46 Increase the visibility of research and transfer actions carried out by women researchers and promote the dissemination of the impact of their research results.	Design a communication strategy that leverages the synergies and efforts across different departments to maximise the dissemination of research results and raise the profile of women researchers.	Project Lead: VP Equality VP Research VP Innovation and Transfer Implementation unit: Equality Unit SGI/UCCI/STI Period: Year 1, 2, 3, 4 Evidence: Number of activities to disseminate regarding research carried out by women
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ACTION 47 Promote innovation and transfer carried out by women researchers at the UV.	Call for proposals from the Equality Unit to reward innovative projects with transfer potential carried out by women researchers at the UV.	Project Lead: VP Equality VP Innovation and Transfer Implementation unit: Equality Unit STI Period: Year 2, 3, 4 Evidence: Number of actions to support women with potential
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ACTION 48 Work to ensure that UV scientific journals obtain the Mention for Good Editorial Practices in Gender Equality within the FECYT Quality Seal for Scientific Journals.	This mention is included as a recommended compliance item: among other requirements, the journal's various committees must have equal representation and use inclusive language.	Project Lead: VP Innovation and Transfer Implementation unit: STI Equality Unit Period: Year 3 ,4 Evidence: Number of actions to support women with potential
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How we measure the extent to which the objective has been met: Indicator 9. % of female IP



AXIS 3. GOVERNANCE AND THE OBSERVATORY OF EQUALITY

“The institutional commitment to developing equality policies, in compliance with current legislation, requires the implementation of specific regulations derived from university autonomy so that equality is not confined solely to the realm of values or the sectoral sphere, but rather the principle of equality is applied across the board to transform and improve the university.”

Marcela Jabbaz Churba, Inés Soler Julve, Mónica Gil Junquero, Beatriz Belando Garín (2023) [*Informes d'impacte de gènere en la normativa universitària: guia de recomanacions i bones pràctiques en les universitats de la Xarxa Vives*](#). Reports on the gender impact in university regulations: guide to recommendations and good practices in the universities of the Vives Network.] (Available in Catalan.) Xarxa Vives d'Universitats (Vives Network of Universities). Collection: Política Universitària.

The Universitat de València will ensure equal governance and will work to amend regulations so that they promote effective equality between women and men.

Likewise, the Universitat de València will implement a set of gender indicators to highlight the real situation of women and men, enabling the analysis, monitoring and evaluation of equality policies within the institution, thereby consolidating the *Observatory of Equality*.

8. GOVERNANCE

Objective 3.1: achieving gender parity in university governance, with regulations that promote equality between women and men.

9. THE OBSERVATORY OF EQUALITY

Objective 3.2: expand, reinforce and consolidate the *Observatory of Equality*.

8. GOVERNANCE

Objective 3.1: achieving gender parity in university governance, with regulations that promote equality between women and men.

<p>ACTION 49</p> <p>Work to obtain the Mark of Distinction for Gender Equality in Research, Development and Innovation (R+D+I) for the UV as an entity that promotes research with a gender perspective.</p>	<p>Implement actions to ensure that the UV is in a position to obtain the Mark of Distinction regulated in Royal Decree 669/2023.</p> <p>Advise UV research institutes that have equality plans and complementary measures in the area of parity and work-life balance to submit their candidacy.</p>	<p>Project Lead: Office of the Principal/ VP Research VP Innovation and Transfer VP Equality</p> <p>Implementation unit: Principal's Office SGI/STI Equality Unit</p> <p>Period: Year 3, 4</p> <p>Evidence: Actions to enable the UV to obtain the mark of distinction.</p>
<p>ACTION 50</p> <p>Ensure equal representation of each governing and representative body (especially the committees dependent on the Senate), through regulatory measures.</p>	<p>Adopt specific rules or regulations.</p>	<p>Project Lead: Office of the General Secretary</p> <p>Implementation unit: General Secretary Support Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Evolution of the number of committees and governing bodies with parity</p>
<p>ACTION 51</p> <p>Include in the management report presented by the Principal to the Senate a specific section on the effective situation of gender equality with the most relevant figures in management, teaching and research.</p>	<p>In the section on the main figures of the UV, include data relating to women in governing bodies, electoral processes, participation and representation, the evolution of male-dominated and female-dominated careers, and the presence and weight of women in teaching, research, technical and management activities.</p>	<p>Project Lead: VP Equality Principal</p> <p>Implementation unit: SAP/Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Report by the Principal to the Senate with data on effective equality Y/N</p>

ACTION 52 Ensure that all university policy documents, regulations or internal rules, especially the UV's annual budget, contain the corresponding Gender Impact Report.	<p>Establish a committee responsible for working throughout the budgetary year on the preparation of gender-responsive budgeting in order to comply with the Organic Law of The University System (LOSU) (art. 57).</p> <p>Have guidelines for preparing gender impact reports on university regulations (available in Catalan and Spanish) and refer to Axis 4 on the use of inclusive language in regulations and all administrative documents.</p> <p>Continuity actions: schedule an annual lifelong learning course through SFPIE, Gender Mainstreaming in University Management (available in Catalan and Spanish, 15 h).</p>	<p>Project Lead: Executive Council VP Economics VP Equality</p> <p>Implementation unit:</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of regulations with gender impact report Gender report in UV budgets</p>
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ACTION 53 Incorporate conditions that guarantee equality in contracting with external companies into the standard administrative clauses.	<p>Ensure compliance with the requirement to submit a gender equality plan, a protocol for the prevention of and response to sexual or gender-based harassment, and authorisation from the company to investigate incidents that constitute grounds for complaint, particularly in companies required to do so by law.</p>	<p>Project Lead: VP Economics Office of the General Manager</p> <p>Implementation unit: Administrative Recruitment Service</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Inclusion of social clauses on equality and gender-based violence Y/N</p>
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ACTION 54 Take an active role in university networks promoting equality.	<p>Maintain the administration of the Network of Gender Equality Units for University Excellence (RUIGEU) website and the coordination work in working groups.</p> <p>Participation in the meetings of the equality groups of the Vives Network of Universities and the Valencian Network of Universities for Equality, Diversity and Inclusion.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: RUIGEU administration Y/N Participation in annual meetings</p>
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How we measure the extent to which the objective has been met. Indicator 10. Evolution % of women in governing bodies de gobierno.

9. THE OBSERVATORY OF EQUALITY

Objective 3.2: expand, reinforce and consolidate the Observatory of Equality.

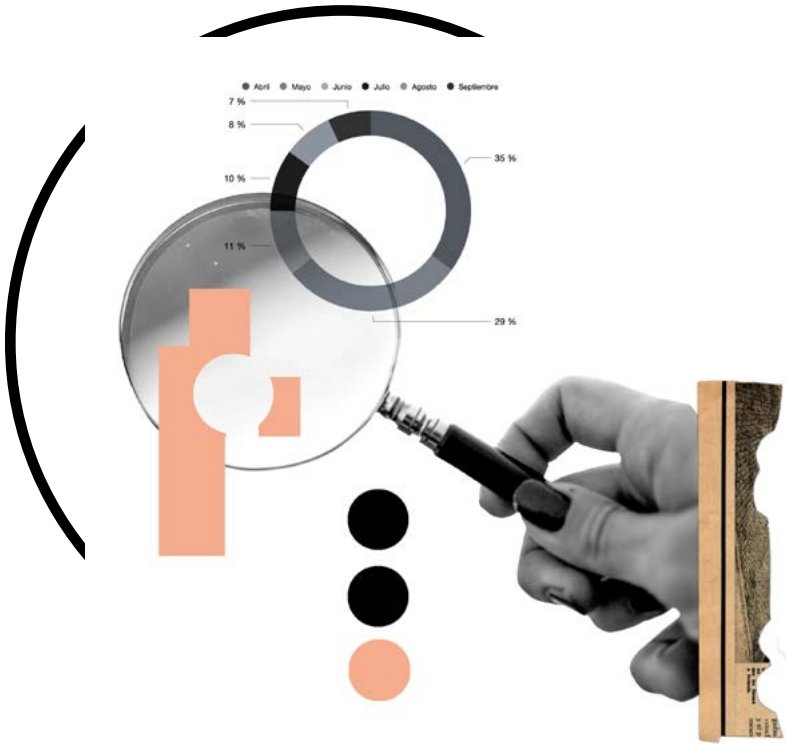
ACTION 55 Improve the university information system to systematise the construction of non-androcentric indicators.	<p>Enable the disaggregation by sex of all databases in the university information system so that they can be processed electronically and statistically.</p> <p>Periodically provide data to feed into the XVU Indicator System and promote the Spanish Public University System (SPUE).</p>	<p>Project Lead: VP Planning</p> <p>Implementation unit: SAP Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: New indicators disaggregated to the Universitat de València Information Systems Service (SIUV)</p>
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ACTION 56 Produce regularly updated UVjob reports on gender issues, based on the results of surveys conducted among graduates.	<p>Analyse the Graduate Employment Studies from a gender perspective.</p>	<p>Project Lead: VP Lifelong Learning</p> <p>Implementation unit: UVjob</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of reports issued</p>
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ACTION 57 Respond to external requests from equality and science bodies and other public institutions for statistical data from the UV related to issues of equality between women and men.	<p>Periodic reports carried out by the Gender Equality Working Group on 'University Policy' of the Vives Network of Universities.</p> <p>The Ministry of Science and Innovation to prepare the Científicas en Cifras [Female Scientists in Figures] report.</p> <p>The European Parliament Office in Spain. Report derived from the #DóndeEstánEllas [Where are the Women] manifesto.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Annual publication report follow-up</p>
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<p>ACTION 58</p> <p>Carry out the relevant studies for a comprehensive assessment of gender inequality at the UV, prior to drawing up the next gender equality plan.</p>	<p>Commission studies to address the issues required by current regulations on negotiated staff analysis in Article 46 of Organic Law 3/2007, for effective equality between women and men.</p> <p>Address other topics of interest such as mainstreaming gender in teaching and research.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit</p> <p>Period: Year 4</p> <p>Evidence: Diagnostic tests performed</p>
<p>ACTION 59</p> <p>Follow-up and evaluation of the existing gender equality plan.</p>	<p>Carry out measurements in line with the proposed indicators, enabling the monitoring and evaluation of the success of the objectives and measures set out in the Gender Equality Plans.</p> <p>Annual presentation of the monitoring report to the CPIUV.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Annual publication report follow-up</p>

How we measure the extent to which the objective has been met. Indicator 11. New gender-specific indicators or reports incorporated into the SIUV.





AXIS 4: THE CULTURE OF EQUALITY.

“Inclusive and non-sexist communication must be understood as a comprehensive strategy that integrates linguistic, discursive and image components that must be consistent throughout the entire message.”

“The necessary precision and clarity in the use of language and appropriate and acceptable regulatory alternatives should be combined with a formulation of reality in which women are presented on an equal footing with men, active and visible.”

Mercedes Quilis Merín, Marta Pilar Montañez Mesas, Marta Albelda Marco, Andrea Carcelén Guerrero (LINGUALITARIAS, 2024) *Guia d'Igualtat en el llenguatge*. [Guide to Inclusive Language.] (Available in Catalan and Spanish). Design and layout: Ángeles Sánchez Robledo. ISBN: 978-84-9133-673-0 DOI: <http://doi.org/10.7203/PUV-OA-672-3>.

The Universitat de València is consolidating its position as a benchmark for the culture of equality. This culture of equality will be developed by promoting cultural programming in centres, campuses and services. In this regard, new communication formats are a key tool for achieving this objective as they incorporate an egalitarian perspective into the dynamics of news production and dissemination.

A greater presence of female authors and works on feminist themes will be encouraged in the institutional catalogue and work will be done to empower women's communication skills so that they have a greater media presence as experts from the Universitat de València.

10. THE CULTURE OF EQUALITY

Objective 4.1: raise awareness and visibility of female role models.

Objective 4.2: communicate and disseminate with a gender perspective.

10. THE CULTURE OF EQUALITY.

Objective 4.1: raise awareness and visibility of female role models.

<p>ACTION 60</p> <p>Hold institutional events to commemorate February 11 - Women and Girls in Science, International Women's Day - 8 March (8M), and the International Day for the Elimination of Violence against Women - 25 November (25N), with the reading of a manifesto that highlights the Universitat's commitment to gender equality.</p>	<p>Create a joint calendar of activities scheduled on the campus.</p> <p>Institutional manifesto at the 8M and 25N feminist rallies.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Commemorative institutional events</p>
<p>ACTION 61</p> <p>Promote the presence of women in institutional events and increase the number of female honorary doctorates and the number of the Medalla UV (honorific distinction) awarded to women at the Universitat de València.</p>	<p>Promote the nominations of prestigious women for recognition through the centres.</p>	<p>Project Lead: Office of the Principal Office of the General Secretary VP Equality</p> <p>Implementation unit: Office of the Principal General Secretary Support Unit Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Evolution of the % of female honorary doctorates and Medalla UV.</p>
<p>ACTION 62</p> <p>Promote activities related to gender equality with financial support for PDI and PTGAS.</p>	<p>Annual call for financial assistance for the organisation of conferences, seminars and other public events aimed at promoting equality between women and men, and the visibility of women in the university environment.</p>	<p>Project Lead: VP Equality</p> <p>Implementation unit: Equality Committees in Centres</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of activities carried out Budget allocated</p>

ACTION 63 Promote gender equality and the prevention of gender-based violence in the UV's cultural programmes.	Dedicate a term to gender equality in the "Culture on Campus" and "Activa Cultura" activities. Collaboration with the Equality Unit to ensure cultural activities and exhibition programming incorporate a gender perspective.	Project Lead: VP Equality VP Culture and Society Implementation unit: University Extension Service, Cultural classrooms Col·legi Major Rector Peset Management Period: Year 1, 2, 3, 4 Evidence: Planned programming on equality by each service Comments: Project lead according to the subject matter
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ACTION 64 Promote the visibility of female role models in university spaces.	Name newly created spaces after influential women. Promote a competition on campus to create murals of influential women in unique spaces at the Universitat.	Project Lead: Dean's Office Implementation unit: Centre administrators Equality Committees in Centres Equality Unit Period: Year 1, 2, 3, 4 Evidence: Number of spaces named after a woman Number of murals
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ACTION 65 Raise the visibility of female authors at the Universitat de València by means of identified authorship and the revision of the citation system.	Promote change in the citation system for teaching guides and TFG, TFM and thesis work, including the full names of authors.	Project Lead: VP Equality VP Culture and Society Implementation unit: Equality Unit Library and Documentation Service Equality Committees in Centres Period: Year 1, 2, 3, 4 Evidence: Actions to promote change in the citation system
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ACTION 66 Increase the presence of female authors and feminist and equality-related works with an incentive programme to encourage more women and works related to gender equality to be published by Publicacions de la Universitat de València (PUV).	Promote publications by female authors and their works, applying specific incentives. Study the publication of a summary of the highest quality works awarded and selected in the Olga Quiñones Award.	Project Lead: VP Equality VP Culture and Society Implementation unit: PUV Equality Unit Period: Year 3 ,4 Evidence: Number of positive actions Number of feminist authors and works Comments: In the PUV catalogue
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ACTION 67 Encourage the reading of feminist works in book clubs to promote literature written by women and discuss readings from a gender perspective.	Incorporate feminist works into library book clubs.	Project Lead: VP Culture and Society VP Equality Implementation unit: Library and Documentation Service Equality Unit Period: Year 1, 2, 3, 4 Evidence: Number of sessions carried out Participants Incorporated works
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How we measure the extent to which the objective has been met. Indicator 12. Evolution of the number of awareness-raising actions carried out

10. THE CULTURE OF EQUALITY

Objective 4.2: communicate and disseminate with a gender perspective.

ACTION 68 Incorporate content on gender equality and against gender-based violence into the UV's institutional communication channels.	Establish permanent coordination with the different communication agents to ensure a gender perspective in the content.	Project Lead: VP Planning Implementation unit: UVcommunication Web and Marketing Unit Press office Period: Year 1, 2, 3, 4 Evidence: Number of pieces of content
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ACTION 69 Update the university's guide to equality in language and provide training on the use of non-sexist language.	Presentation and publicity campaign for the guide to equality in language (available in Catalan and Spanish). Keep the inclusive and non-sexist language course on the SFPIE training programme.	Project Lead: VP Equality Implementation unit: Equality Unit Period: Year 1, 2, 3, 4 Evidence: Edition of the guide Publicity campaign Number of courses and participants
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ACTION 70 Use the Languages Policy Service to provide technical advice certifying that the text has been revised from the perspective of non-sexist language.	Review and translate texts using the inclusive language guide and respecting usage in the original texts. Include a certification or seal of inclusive language in official UV documents.	Project Lead: VP Equality VP Studies and Languages Policy Implementation unit: Equality Unit Languages Policy Service Period: Year 3, 4 Evidence: Number of certified documents
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ACTION 71 Update the Communications Office's 'Guia d'experts' ['Experts Guide'], changing its title in Catalan to include and highlight female experts.	Hold communication empowerment workshops to increase the number of female experts from the UV in the media. Work on communication skills and combat the feeling of impostor syndrome that many women researchers experience.	Project Lead: VP Planning Implementation unit: UVcommunication Press Office Equality Unit Period: Year 1, 2, 3, 4 Evidence: Guide Y/N Number of workshops and participants
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ACTION 72 Highlight research by renowned women and on the subject of gender equality on department websites.	Create specific sections on websites to highlight gender-related research carried out by each centre or department. Carry out itinerant campaigns on campus to raise the profile of women scientists.	Project Lead: VP Equality VP Planning Implementation unit: Web and Marketing Equality Unit Period: Year 3, 4 Evidence: Creation web space Campaigns Y/N
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ACTION 73 Disseminate the Preliminary Assessment and the IV Gender Equality Plan in all centres and services in the Universitat's two official languages.	Carry out campaigns via the website and on social networks to publicise the plan's key indicators and actions.	Project Lead: VP Equality VP Planning Implementation unit: UVcommunication Press office Equality Unit Period: Year 1, 2, 3, 4 Evidence: Publicity campaign Y/N
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How we measure the extent to which the objective has been met. Indicator 13. Number of pieces of content on gender equality and against gender-based violence on the UV's institutional communication channels.



AXIS 5. EQUALITY AND STUDENT PARTICIPATION

“The predominance of women in university classrooms has not occurred to the same extent in all fields of study. The choice of studies is a decision that is heavily influenced by gender stereotypes, leading to excessive polarisation in areas of knowledge. It can be said that degree programmes reproduce externalised and professionalised tasks in the domestic sphere that are marked by gender. As such, women tend to gravitate towards areas of health and caring for others, whilst men occupy areas related to the external sphere of power and decision-making.”

Soler Julve, Inés (2021) *“Via Universitària des de la perspectiva de gènere”* [The University Pathway from a gender perspective] in *University Pathway: Access, learning conditions, expectations and returns on university studies (2020–2022)* (available in Catalan). Xarxa Vives d’Universitats (Vives Network of Universities). Collection: Política Universitària.

The Universitat de València will foster a culture of equality and participation among its largest group, which is the student body. The Universitat will guarantee that students will not be discriminated against on the basis of sex in the exercise of their rights and the fulfilment of their duties, with special attention paid to issues relating to balancing study with family responsibilities, as well as possible situations of gender-based violence experienced within the UV (see Axis 1).

Furthermore, to offer quality teaching without bias, it is essential to provide the opportunity to enrol in specific courses on gender equality, as well as those that incorporate cross-disciplinary content (see Axis 2). Mentoring, entrepreneurship and job placement are also areas where the gender perspective must be incorporated in order to improve their development.

11. WORK-LIFE BALANCE AND SHARED RESPONSIBILITY OF STUDENTS

Objective 5.1: promote work-life balance and shared responsibility among students.

12. PREVENTION OF GENDER-BASED VIOLENCE

Objective 5.2: create horizontal support networks for the detection, reporting and prevention of gender-based violence.

13. AWARENESS AND CULTURE

Objective 5.3: engage and mobilise students with the culture of equality.

14. HEALTH AND GENDER

Objective 5.4: gender mainstreaming in healthcare.

15. EMPLOYMENT AND ENTREPRENEURSHIP

Objective 5.5: promote employment and entrepreneurship among female students and graduates.

11. WORK-LIFE BALANCE AND SHARED RESPONSIBILITY OF STUDENTS

Objective 5.1: promote work-life balance and shared responsibility among students.

<p>ACTION 74</p> <p>Approve regulations on curriculum adaptation and academic procedures to ensure work-life balance for students with care giving responsibilities, as well as those students who are accredited as experiencing or having experienced gender-based violence.</p>	<p>Review regulations affecting academic flexibility (elite athletes, part-time students). Review the regulations governing compulsory work placements to ensure flexibility for work-life balance reasons. Compensate for inequality with respect to other students: loss of examination opportunities, not having the possibility of completing work placements at another time.</p>	<p>Project Lead: VP Equality VP Studies (joint responsible) VP Teaching Staff</p> <p>Implementation unit: Student services Equality Unit</p> <p>Period: Year 3, 4</p> <p>Evidence: Revised and approved regulations</p>
<p>ACTION 75</p> <p>Respond to requests for flexibility from UV students with duly accredited special needs for work-life balance.</p>	<p>Facilitate work-life balance for students with duly accredited care responsibilities. Facilitate the adoption of measures for academic flexibility for those who are experiencing or have experienced gender-based violence.</p>	<p>Project Lead: Dean's Office</p> <p>Implementation unit: Dean's Office Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of requests handled</p>
<p>ACTION 76</p> <p>Support and make the necessary adjustments for students who are pregnant, may be pregnant, or are in the postpartum period</p>	<p>Identify incompatible practical activities (physical education, laboratories that pose risks, and so forth.) Examine inequality with respect to other classmates: missed exam dates, inability to complete internship at a later date.</p>	<p>Project Lead: Dean's Office</p> <p>Implementation unit: Dean's Office Equality Unit</p> <p>Period: Year 1, 2, 3, 4</p> <p>Evidence: Number of requests handled</p>

How we measure the extent to which the objective has been met. Indicator 14. Evolution of the number of requests answered.

12. PREVENTION OF GENDER-BASED VIOLENCE.

Objective 5.2: create horizontal support networks for the detection, reporting and prevention of gender-based violence.

ACTION 77 Raise the visibility of <i>Espais Violeta</i> in centres with information campaigns aimed at the student community.	Carry out annual campaigns to inform students about the resources available on the Espai Violeta panels in the centres.	Project Lead: VP Equality Dean's Office and Centres management Implementation unit: Equality Unit Administration Centres Period: Year 1, 2, 3, 4 Evidence: Actions carried out
ACTION 78 Develop new lines of work in the Espai Violeta Volunteer Programme for the prevention of gender-based violence.	Offer annual UV volunteer training through the Student Information and Promotion Service (Sedi) (available in Catalan and Spanish) with credit recognition for participating students. Consolidate the implementation of volunteering on all UV campuses. Generate alliances through volunteering with men's groups to promote egalitarian masculinities.	Project Lead: VP Equality Student Representatives Implementation unit: Equality Unit Sedi Period: Year 1, 2, 3, 4 Evidence: Annual number of participating volunteers
ACTION 79 Provide training to student representatives on the prevention of and response to gender-based violence.	Incorporate a specific session explaining the <i>Espai Violeta</i> resource into the training for student representatives: the Assembly of Student Representatives (ADR), course representatives, unions and Student Council (AGE).	Project Lead: VP Equality Student Representatives Implementation unit: Equality Unit Sedi Period: Year 1, 2, 3, 4 Evidence: Annual number of training actions and people trained
ACTION 80 Continue to provide support groups for students who are experiencing or have experienced gender-based violence.	Facilitate the adaptation of the space where the activity will take place	Project Lead: VP Equality Implementation unit: Equality Unit Period: Year 1, 2, 3, 4 Evidence: Number of people participating in the groups

ACTION 81 Design an awareness campaign to prevent and detect gender-based violence in digital environments.	Collaborate with the Sedi to disseminate audiovisual clips or social media content related to violence experienced by women. <i>Espai Violeta</i> to provide support and assistance for those who have experienced or are experiencing digital violence.	Project Lead: VP Equality Implementation unit: Equality Unit Sedi Period: Year 1, 2, 3, 4 Evidence: Campaign Y/N
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ACTION 82 Design teaching materials to train and work on egalitarian masculinities.	Develop a training guide to work on gender equality and masculinities. Generate resources in digital format, with audiovisual clips to be shared on social media.	Project Lead: VP Equality Implementation unit: Equality Committees in Centres Period: Year 1, 2 Evidence: Number of teaching materials created
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How we measure the extent to which the objective has been met. Indicator 15. Evolution of the number of volunteers per campus.

13. AWARENESS AND CULTURE

Objective 5.3: engage and mobilise students with the culture of equality.

ACTION 83 Maintain, within the general Welcome Programme, a "Welcome to Equality" initiative.	Ensure the presence of the Equality Unit on all campuses of the Universitat de València to raise awareness of the activities aimed at students and the resources it offers them. Design workshops and games to convey the most relevant information in a fun and festive context.	Project Lead: VP Equality Student Representatives Implementation unit: Equality Unit Sedi Period: Year 1, 2, 3, 4 Evidence: Presence of Equality Unit during the Welcome Programme Y/N
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ACTION 84 Maintain funding for student grants promoting gender equality through the Sedi call for proposals.	Offer a permanent advisory service to students for the submission of projects in the field of equality and diversity.	Project Lead: VP Equality Student Representatives Implementation unit: Equality Unit Sedi Period: Year 1, 2, 3, 4 Evidence: Support maintained for student equality activities Y/N
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ACTION 85 Incorporate gender perspective and female empowerment into student mentoring programmes.	Incorporate information about the <i>Espai Violeta</i> into the <i>Entreiguals</i> and the <i>Baula</i> training programmes as a complement to improve links with the university. Promote mentoring for female students in male-dominated degree programmes through the <i>#Magnifica</i> (available in Spanish) mentoring initiative with students from the Faculty of Physics, part of the Lise Meitner project.	Project Lead: Implementation unit: Period: Year 1, 2, 3, 4 Evidence:
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How we measure the extent to which the objective has been met. Indicator 16. Evolution of the number of projects submitted to the call for grants

14. HEALTH AND GENDER.

Objective 5.4: gender mainstreaming in healthcare.

ACTION 86 Provide feminine hygiene products in UV buildings.	Set up distribution points on campus (in libraries and sports facilities) with menstrual health products and set a nominal price to ensure access for the entire university community.	Project Lead: VP Equality VP Economics Implementation unit: Equality Unit Centre administrators Period: Year 3, 4 Evidence: Number of distribution points
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ACTION 87 Offer awareness workshops on period dignity aimed at UV students.	Through specific workshops on women's health on each campus.	Project Lead: VP Equality Implementation unit: Equality Unit Equality Committees in Centres Period: Year 1, 2, 3, 4 Evidence: Number of workshops and people participating in the workshops
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ACTION 88 Promote sport and a healthy lifestyle among female students.	Commission a programme to encourage women's sports, offering nutrition advice and exercise routines, and use digital applications and WhatsApp groups to facilitate social spaces that increase women's motivation.	Project Lead: VP Equality VP Sustainability Implementation unit: Equality Unit FCAFE and Physiotherapy Sports facilities UVsustainability Period: Year 1, 2, 3, 4 Evidence: Commissioned programme Number of actions implemented
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How we measure the extent to which the objective has been met. Indicator 17. Evolution of the number of participants in the women's sport incentive programmes.

15. EMPLOYMENT AND ENTREPRENEURSHIP.

Objective 5.5: promote employment and entrepreneurship among female students and graduates.

ACTION 89 Promote female leadership through the Ingenia programme	Disseminate and monitor the programme that aims to promote entrepreneurship and empowerment among future female entrepreneurs and businesswomen.	Project Lead: VP Lifelong Training, VP Equality Implementation unit: UVemprén Equality Unit Period: Year 1, 2, 3, 4 Evidence: Number of students participating in the Ingenia programme Number of entrepreneurial projects
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<p>ACTION 90</p> <p>Promote career guidance and mentoring programmes with a gender perspective.</p>	<p>UV Shadowing programme (available in Catalan and Spanish) for senior undergraduate students and/or official postgraduate students.</p> <p>Offer training sessions on recognising stereotypes in the profession: salary negotiation, glass ceiling.</p>	<p>Project Lead: VP Lifelong Training VP Equality</p> <p>Implementation unit: UVjob Equality Unit</p> <p>Period: Year 3, 4</p> <p>Evidence: Gender-sensitive initiatives in career guidance</p>
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How we measure the extent to which the objective has been met. Indicator 18. Evolution of number of participants on the Ingenia programme.

UNITAT D'IGUALTAT



VNIVERSITAT ID VALÈNCIA