

[This document is a sworn translation from Spanish into English.]

II EQUALITY PLAN

**UNIVERSITY OF MURCIA
2021**

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INTRODUCTION

The University of Murcia, a public institution responsible for higher education and transmitter of values, remains firm in its commitment to equality between men and women in all areas.

Consequently, compliance with the provisions established in Organic Law 3/2007 Organic Law 3/2007 on Effective Equality between Men and Women, and whose Article 11.1 establishes that in order to ensure the effectiveness of the constitutional right to equality “Public Powers shall implement specific measures in favour of women to correct any patent situations of inequality in regard to men”.

To this end, the II Equality Plan of the University of Murcia has been prepared in compliance with the obligation envisaged in Additional Provision 7 of Royal Legislative Decree 5/2015 of 30th October, approving the amended text of the Basic Statutes of Public Employment Law.

It was ensured that the process that was followed to prepare this Equality Plan was in line with new labour legislation, such as Royal Decree 901/2020 of 13th October, regulating equality plans and registering them, amending Royal Decree 713/2010 of 28th May, on registry and deposit of collective labour agreements, and Royal Decree 902/2020 of 13th October, on remuneration equality between men and women.

On 14th January 2021, the negotiating committee for the II Equality Plan of the University of Murcia was established, consisting of:

Representing the University of Murcia:

- Carmen Sánchez Trigueros. Director of the Equality between Women and Men Department.
- Francisco Antonio González Díaz. General Secretary.
- José Antonio López Pina. Deputy Vice Chancellor of Professors.
- María Senena Corbalán García. Deputy Vice Chancellor of Research and Internationalisation.
- José Antonio Cascales Saseta. Manager.
- Patrocinio Albaladejo García. Assistant Manager.
- María Dolores Almagro Sánchez. Head of Human Resources and General Services.
- Alejandra Selma Penalva. Coordinator of the Master's Course on Gender and Equality.

Representing the trade union organisations:

- CCOO: Ester Torres Jiménez and María Piedad Fernández Toledo.
- CSIF: María Nila Vázquez González and Ana María Gutiérrez Montes.
- SIME: María del Mar Torralva Forero and Alfonso Ros Campos. Carmen Baeza García (Consultant)
- UGT: Ana Belén Barqueros Jiménez and Gema Chicano Saura

Miguel Ángel Amante Nicolás, acting as secretary.

Joaquín Ataz Ruiz (Head of the Legal / Administration Department), Candela Montoya Hernández and Concha Pando Navarro (Equality between Women and Men Department) took part in the advisory work.

This Committee firstly prepared a diagnosis of the currently existing situation of equality in our institution in December 2020 as the baseline, and in view of the conclusions a number

of objectives and measures were established that can help to contribute to eliminating the differences that were identified, and which are set forth in this II Plan.

It must be stated that the discrimination factors that were identified within the university community were mostly examples of indirect discrimination, i.e. those that materialise through apparently neutral behaviour or demands, but which overall have a more serious result or effect on persons of the female sex.

This study also includes a salary audit in which it is concluded that there is a gender pay gap in the two collective groups at the University of Murcia: Teaching and Research Staff (PDI) and Administration and Services Staff (PAS). In the former case, this gap was 8.45% in 2020 (until September) for full-time professors, and was practically non-existent among part-time staff. This is due to a very significant vertical segregation in the positions with the highest remunerations, where women are not represented in the same percentages as men (obtaining six-year rises, access to managerial posts and promotion). In the latter case, the reasons for the pay gap are the same, highlighting seniority as the determining factor, since salaries are significantly higher after 20 years working in the company, and are related to complementary remuneration or delivering of training courses.

Pursuant to article 7.2 of Royal Decree 902/2020, the remuneration audit shall have the same validity as the equality plan it is part of.

The content of the complete III Diagnosis Study can be viewed at: <https://www.um.es/web/unidad-igualdad/plan-igualdad/informes-diagnostico>

Therefore, the aim of this Plan is to change the differences that were identified between men and women at the university, minimising the effects on their working conditions and careers. The objectives of the proposed measures are specified in each of the five central themes discussed as follows. This can generically be summarised as achieving higher awareness and commitment among the university community in regard to the principle of equality between women and men in all aspects, and no gender violence, the elimination of all discrimination, and the transfer of these values to the society where we coexist. If we transfer these challenges to quantitative terms, we are able to summarise it as the implementation of a higher number of actions and activities that contribute to achieving the goals in the different areas of the five central themes, and the number of people who take part in them.

More specifically, it could be said that the quantitative objective are related to the actions that are measured by the indicators described in Annex I.

In regard to the material and human resources required for implementation, follow-up and assessment of each of the measures and objectives of this Plan, the University of Murcia commits all its material and human resources to ensure that these tasks can be performed successfully. As in the previous case, Annex I specifies the university areas (with their dependent services) that are responsible for each action, taking it for granted that this work will be coordinated by the university board of governors, with collaboration by the Equality between Women and Men Department, and the Negotiating Committee.

The fulfilment indicators described in the aforementioned annex will be the initial guide for monitoring achievement, and subsequent assessment of the Plan. This work has been assigned to the Committee for Interpretation and Follow-up of Implementation of the Plan, as can be seen in Annex II to this document, where its composition, competences and periodicity of its assessment are shown.

This Committee has scheduled its incorporation for the month of October, and the plenary meeting shall decide on its internal functioning regulations. In any event, its functioning, competences, resolution of disagreements and possible modifications will be performed in accordance with article 9 of Royal Decree 901/2020.

PLAN CONTENT

CENTRAL THEME 1: UNIVERSITY EQUALITY POLICY

OBJECTIVE 1: To transmit the commitment to gender equality and non-discrimination through the University's institutional image.

In the years following enactment of the I Equality Plan of the University of Murcia (UMU), the university community has made a great effort in ridding itself of any sexist language.

In spite of this, in order to facilitate general compliance with the indications on the use of non-sexist language, it would be useful to reinforce the commitment by centres and department to the correct use of inclusive language, whether verbal or non-verbal.

In regard to this, the following actions need to be implemented:

Action 1.1.1.

To hold courses on the corporate image and inclusive language for all collectives, through the professional Training and Development Centre at UMU, increasing the number of courses and available places on them.

Action 1.1.2.

To disseminate the Strategies manual for inclusive, non-sexist use of language (prepared in the I Services Work Group "Inclusive communication and information") to provide alternative resources for institutional communication.

Action 1.1.3.

Owing to the importance of graphic images in communication, to compile a repository of images, previously supervised by the Equality Department, that the university community can resort to in order to prepare promotional material for its activities, and to avoid dissemination of sexist images.

Action 1.1.4.

To review the language used on the websites of the different centres and departments, and the wording used in UMU'S administrative regulations and documents, paying special attention to the List of Work Positions, and the drafting of calls for public employment, to correct any sexist references.

Action 1.1.5.

To grant an annual award to the departments, services and members of the university community to highlight their contribution to achieving gender equality and non-discrimination.

Action 1.1.6.

In order to ensure visibility and recognition of the role of women at the university, the following are proposed:

1.1.6.1. To encourage the naming of spaces in UMU in the feminine.

1.1.6.2. To engage the university community in the European Parliament initiative “¿Dónde están ellas¹?”

1.1.6.3. To encourage periodical campaigns to give visibility to university women.

Action 1.1.7.

To create references of women researchers promoting an increase in the appointment of Honorary Doctors at UMU, and other types of institutional distinctions.

Action 1.1.8.

To give visibility to the Equality Department, including it in welcoming sessions for Degree and Master's Degree students, and preparing promotional visual material to be distributed among the students in the media.

Action 1.1.9.

To design audio-visual materials, short, informative videos (Videopodcasts) with the aim of disseminating basic knowledge on gender issues, equal treatment and opportunities among women and men, concepts of violence, harassment, discrimination, work-life balance, etc. for dissemination through the media, the centres' websites, CEUM and the Equality Department.

Action 1.1.10.

To hold informative campaigns to introduce the content and development of the II Equality Plan to the university community, including the Diagnosis of the questionnaires conducted with the PAS and PDI.

Action 1.1.11.

To develop and design specific software to compile data by gender, that are necessary to prepare reports from a gender perspective.

OBJECTIVE 2: Gender mainstreaming in the university policy.

In order to promote implementation of the gender mainstreaming in the different university, teaching and institutional actions, the following are proposed:

Action 1.2.1.

To promote the functioning of the Gender Impact Committee in the University of Murcia's Budgets, carrying out different pilot experiences in the next budget.

Action 1.2.2.

In order to promote training and update of the university workforce in terms of gender equality, the following are put forward:

1.2.2.1. To increase the offer of courses with a gender outlook offered by the Professional

¹ Translator's note: “¿Dónde están ellas?” is the Spanish expression for saying “Where are they” (they in the feminine form, stating “Where are the women?”).

Development and Training Centre, to comprise a specific sub-programme.

1.2.2.2. To promote this training in an on-line format and schedule all offers during the morning and afternoon/evening hours in order to favour attendance by all interested persons.

Action 1.2.3.

To promote integration in management teams at university centres of a person to coordinate equality matters, appointed from among the personnel at the Centre (PAS and/or PDI), who will be in charge of dealing with complaints and suggestions on this subject, controlling compliance with the indications of the equality plan, to suggest gender parity among speakers at conferences, to supervise that the centre's social media reflects the commitment to gender equality, to propose activities aimed at preventing gender violence, showcasing achievements both past and present, by women as professionals in their respective fields of knowledge, etc.

OBJECTIVE 3: To reinforce the commitment to equality by entities which collaborate with the University of Murcia

The aim of this section is for UMU to help improve gender equality in all areas of society through simple strategies. More specifically, measures are put forward which, despite not accounting for any cost, will considerably contribute to raising awareness in companies about the importance of respecting and encouraging equality. To achieve this, the following actions are proposed:

Action 1.3.1.

To give priority to contracts with collaborating entities who are able to accredit their compliance with effective gender equality directives under the terms established in articles 33 and 34 of Law 3/2007 of 22nd March, on effective equality between women and men, and currently enforceable legislation on this subject at any given time.

Action 1.3.2.

To establish a follow-up committee for the contracts held with collaborating entities (or assign this function to another committee) to monitor and guarantee compliance with equality commitments, and if any breaches are detected, to propose remedial measures.

CENTRAL THEME 2: TEACHING AND RESEARCH

OBJECTIVE 1: To promote, disseminate and accredit knowledge on gender equality

It must be ensured that gender training is present in the degree syllabuses delivered at our institution, either as specific subjects and/or including the gender perspective in a transversal manner in the subject content. To achieve this, the following actions are put forward:

Action 2.1.1.

To prepare a framework guide document on the basic aspects of gender equality that the academic committees can adapt to each qualification or discipline.

Action 2.1.2.

To prepare a basic guide to help with the application of the gender perspective in teaching,

where simple, clear indications are given through which the gender perspective can be implemented in the degree and master's degree subject guides.

Action 2.1.3.

To design audio-visual materials, short, informative videos (Videopodcasts) with the aim of disseminating basic knowledge on gender issues, equal treatment and opportunities for women, concepts of violence, harassment, discrimination, work-life balance, etc. for use in teaching.

Action 2.1.4.

To establish recognition of qualifications that significantly include the gender perspective in their teachings.

OBJECTIVE 2: To reinforce equal opportunities in the leadership of teaching innovation groups and project management and research groups

Participation by men and women in teaching innovation and research groups and projects is similar; however, feminine leadership stands at around 30%.

Action 2.2.1.

To include additional measures on the assessment scales that enables unbalancing draws in terms of gender, in addition to those that have already been established through technical research indicators. More specifically, the score obtained should be multiplied by 1.05 in any groups headed up by women.

Action 2.2.2.

To promote research led by women, creating a specific call for female researchers. More specifically, an internal call for research projects could be considered, presenting a balanced team of researchers headed up by women.

Action 2.2.3.

To propose a review of the scoring scale of complementary research grants so that improvements in the application of technical indicators are promoted, with the aim of ensuring better gender equality.

OBJECTIVE 3: Showcasing and encouraging research with a gender perspective

Action 2.3.1.

To disseminate and showcase journals and publications on the dissemination of gender research, from a multidisciplinary point of view among the university community.

Action 2.3.2.

To disseminate the content of award-winning research (Doctoral Theses, End of (Master's) Degree Projects) on gender equality at UMU.

Action 2.3.3.

To design a specific section within the institutional repository DIGITUM where the results of research with a gender perspective undertaken at UMU are compiled.

Action 2.3.4.

To increase the current bibliographic content on gender equality and facilitate access to it by the university community.

CENTRAL THEME 3: PARTICIPATION AND REPRESENTATION

OBJECTIVE 1: To guarantee balanced presence on governing bodies and representation

There is a clear difference in terms of gender in single-person posts, and unbalanced presence in the University's governing bodies. Consequently, the following actions are proposed:

Action 3.1.1.

To ensure balanced presence among women and men on representation bodies, proposing any "closed lists" be equal, and recommending "zip" type, alternating the order.

In this same sense, we recommend managerial candidates (managerial team) and centre directors (deanery teams) to be equal, and also in positions of confidence.

Action 3.1.2.

To ensure that the balanced presence of men and women is respected in terms of representation that the Board of Governors elects as part of the Social Board. Likewise, a call is made to the Social Board to inform about the need for balanced presence in appointments by those who represent the socio-economic interests of the Region of Murcia, by the Regional Assembly, the Council of Governors of the Autonomous Community and trade union and business organisations.

Action 3.1.3.

Whenever possible to establish a system of temporary substitution in the undertaking of managerial posts owing to work-life balance matters.

OBJECTIVE 2: To promote balanced presence in university studies

There are degrees that are strongly female or male dominated, which leads to the unbalance in certain professional environments, and in turn this contributes to making the problem more intense and chronic. To achieve this, the following actions are proposed:

Action 3.2.1.

To urge departments to encourage balanced enrolment of women and men among the professors on female or male dominated degrees.

Action 3.2.2.

To recommend that the centres that deliver strongly male or female dominated qualifications include activities that show the achievements of people of the least represented sex in those fields of knowledge.

Action 3.2.3.

To carry out specific awareness raising actions addressing students at secondary schools

in order to fight off gender stereotypes in university degrees.

Action 3.2.4.

To encourage balanced participation by women and men in degree and master's degree coordination, and doctoral theses.

CENTRAL THEME 4: ACCESS, PROFESSIONAL PROMOTION AND REMUNERATION

OBJECTIVE 1: Gender perspective in access to public employment

A high percentage of departments and administration units are highly male or female dominated. In order to change this situation, the following actions are put forward:

Action 4.1.1.

To recommend technical negotiation committees that indirectly take the aspects into account that hinder access by women to teaching posts and research contracts in the future negotiations we hold.

Action 4.1.2.

To design a specific gender equality training plan, preferably targeting the University of Murcia personnel who carry work in Human Resources and General Services.

Action 4.1.3.

To ensure a balanced presence of women and men on assessment committees and panels, both regard Teaching and Research staff, and Administration and Services personnel.

OBJECTIVE 2: Job stability and promotion

Considering that family and personal responsibilities are still mainly covered by women, which can affect career development, and therefore measures are proposed that will contribute to balancing out their presence in stable employment and facilitating promotion.

Action 4.2.1.

To specifically assess the training delivered on gender equality and opportunities (delivered by the Training and Professional Development Centre and by entities recognised by the University of Murcia), for PAS, considering them to be directly related to any work post.

Action 4.2.2.

To promote the creation of grants to facilitate mobility (stays) by people with family responsibilities¹¹ who are forced to move their families and/or help caring for children at their places of origin, during the time the person responsible for their care is away.

Action 4.2.3.

To encourage negotiation of a research intensification system for women due to family obligations (children under 3 years old) through actions to reduce their teaching burdens.

¹¹ "Family responsibilities" are understood as those legally recognised as causes of work-life balance.

OBJECTIVE 3: To reduce the pay gap.

The diagnosis brought to light a pay gap in UMu'S workforce. In the case of PAS, related to bonuses and delivery of courses, whereas in the case of PDI it is related to six-year rises, access to managerial posts and promotion. To reduce these differences between the sexes, the following actions are proposed:

Action 4.3.1.

To raise awareness in the university community about situations that indirectly lead to a gender pay gap.

Action 4.3.2.

To perform a periodical study on how the measures included in the Equality Plan correct salary differences (bonuses, managerial posts, six-year rises, etc.) between women and men on the workforce.

Action 4.3.3.

As far as possible to encourage tasks of special responsibility at university to be favoured by flexibility in working hours distribution, in regard to work on site, to favour jointly-responsible work and family balance.

OBJECTIVE 4: To promote feminine leadership among the Administration and Services Staff

Action 4.4.1.

To identify the causes why there is less presence of women in leadership posts through specifically designed questionnaires, and where applicable to propose improvement actions.

Action 4.4.2.

To incentivise gender balance in free appointment posts, which today are strongly female dominated (secretaries to senior managers) or male dominated (department managers).

Action 4.4.3.

To organise training courses on Equality Leadership.

CENTRAL THEME 5: CO-RESPONSIBLE WORK-LIFE BALANCE

OBJECTIVE 1: To facilitate co-responsible work-life balance

Action 5.1.1. To assess the work-life balance needs of the PDI and PAS staff at the University of M to agree to appropriate solutions.

Action 5.1.2.

To propose creation of a Work-life Balance Committee.

Action 5.1.3.

To encourage flexibility and adaptation systems concerning physical presence during working hours by PAS and PDI staff due to balance of work, family and personal life, particularly in the case of single-parent families, insofar as the academic reasons and needs of the service allow for such.

Action 5.1.4.

To consider temporary reorganisation of timetables and shifts in negotiated flexibility systems that could stem from urgent situations, such as attending to family members with serious illnesses.

Action 5.1.5.

Through searches for public and private funding, to encourage the creation of new support centres for the university community.

OBJECTIVE 2: To promote co-responsibility**Action 5.2.1.**

To prepare a *Co-responsibility Work-Life Balance Programmes and Measures Guide*.

Action 5.2.2.

To hold campaigns to remind people about the existing work-life balance programmes and measures at the University of Murcia, and to raise awareness among the university community about the need to take on joint family responsibilities.

OBJECTIVE 3: To foster working hours that facilitate work-life balance**Action 5.3.1.**

To draft a guide for preparing teaching timetables that permit co-responsible work-life balance.

Action 5.3.2.

To promote inclusion of work-life balance with special emphasis on single-parent families, among the subject choice criteria of departments.

Action 5.3.3.

In the working, personal and family life balance plan, to negotiate the possibility of increasing working start and end times so that the hours are computed in the time balance, and flexibility in mandatory presence on site.

Action 5.3.4.

To ensure that work meetings are held during hours that are compatible with family balance, and to facilitate attendance via virtual platforms.

Action 5.3.5.

To propose an extension of the crèche facility to cover all afternoons/evenings, from Monday to Friday, so that people with family responsibilities can also fulfil their working obligations on the late shift.

Action 5.3.6.

To carry out actions to address the university community and remind them about their right to digital disconnection, as recognised in current legislation, as a way of guaranteeing not only their working health, but also their right to balance their working and personal lives.

OBJECTIVE 4: To avoid possible prejudices stemming from the exercising of work-life balance rights

Action 5.4.1.

To review the relevant regulations on computing unpaid leave time and leave, for the purposes of valuing teaching periods, research and administrative management when caring for minors or dependent persons.

Action 5.4.2.

To guarantee that all PDI members of staff are exempted from their tasks and responsibilities when they are on maternity / paternity leave.

Action 5.4.3.

To ensure that the associate personnel contracts are kept valid at least until their tasks during the academic year have been completed (teaching, assessments, tutoring, etc.).

CENTRAL THEME 6: PREVENTION OF ALL FORMS OF GENDER VIOLENCE

OBJECTIVE 1: To showcase resources against harassment

Since April 2018 the University has implemented a "Protocol for prevention, identification and action against sexual harassment owing to sex, sexual orientation and identity and/or expression of gender at the University of Murcia". In order to further the measures set forth in this protocol, we put forward the following:

Action 6.1.1.

To hold information campaigns to inform the university community about the "Protocol for prevention, identification and action against sexual harassment owing to sex, sexual orientation and identity and/or expression of gender at the University of Murcia", including the possible consequences following any acts of discrimination, and the importance of showcasing situations of inequality in the university community with the aim of eradicating them.

Action 6.1.2.

To act against situations of external harassment that any members of the university community may suffer, specifically including the possibility of victims being entitled to request a change of job, working hours, centre and even a change of campus, or if possible to work from home due to this cause, under the terms envisaged in the Workers' Statute and the Basic Public Employment Statute.

Action 6.1.3.

To advertise psychological support regarding violence against women that is provided by the Service of Applied Psychology by the Gender Department, creating a link with the entire university community.

OBJECTIVE 2: To prevent any form of violence against women

Action 6.2.1.

To demonstrate institutional rejection of any form of gender violence through dissemination campaigns.

Action 6.2.2.

To carry out improvements to the campus infrastructure that make situations of harassment more difficult, such as improving lighting, installation of surveillance cameras or parking places ("violet" places).

Action 6.2.3.

To hold awareness campaigns among the university community, explaining which actions comprise any form of direct or indirect violence or discrimination, particularly against women, so that they are not overlooked, and that action can be taken if they do arise or if any episodes of this kind are witnessed.

Action 6.2.4.

To highlight training actions on the different forms of violence against women, such as verbal, psychological, sexual and physical violence to raise awareness about these issues and encourage total rejection of them within the University.

General provisions:

- The content of the plan shall remain in force for four years, after which a new plan will be negotiated and drafted.
- Implementation of the measures and actions described in this plan will take place throughout the 2021/2022 academic year.

ANNEX I. TABLE OF IMPLEMENTATION OF INDICATORS AND RESPONSIBILITIES

CENTRAL THEME 1: UNIVERSITY EQUALITY POLICY

OBJECTIVE 1: To transmit the commitment to gender equality and non-discrimination through the University's institutional image.

MEASURE	IMPLEMENTATION INDICATORS	DEADLINE	RESPONSIBILITY
1.1.1. Courses on corporate image and inclusive language for all collective groups.	No. courses No. attendees by sex and collective group	Academic year 2021 /2022 Annual implementation	Deputy Vice Chancellor's Office of Studies and Deputy Vice Chancellor's Office of Communication
1.1.2. Disseminate the manual Strategies for inclusive, non-sexist use of language	No. actions	Academic year 2021/2022, continuous implementation	Deputy Vice Chancellor's Office of Communication Services Work Group
1.1.3. Images repository, previously supervised by the Equality Department.	Activity verification	2022 Continuous review	Deputy Vice Chancellor's Office of Communication Equality Department
1.1.4. Review centre and department website, regulations and administrative documents, List of Work Posts and calls for public employment language.	No. of reviewed documents	2021 Continuous implementation	Deputy Vice Chancellor's Office of Communication SIU [University Information Service] Secretariat General Equality Department Department and Services Managers Human Resources Department
1.1.5. To grant an annual award to the departments, services and members of the university community who stand out in regard to equality.	No. awards granted, by persons and collective groups.	Academic year 2021/2022, Annual implementation	Management Committee for Equality
1.1.6. Showcase the role of women:	No. new spaces with these names	Academic year 2021/2022, continuous implementation	Deputy Vice Chancellor's Office of Communication Centres.
1.1.6.1 To encourage the naming of spaces in UMU in the feminine.	No. actions implemented	Academic year 2021/2022, continuous implementation	Deputy Vice Chancellor's Office of Communication
1.1.6.2. To engage the university community in the initiative "¿Dónde están ellas?".	No. actions implemented	Academic year 2021/2022, continuous implementation	Deputy Vice Chancellor's Office of Communication Equality Department
1.1.6.3. To encourage periodical campaigns to give visibility to university women.			
1.1.7. To create references of women researchers promoting an increase in the appointment of Honorary Doctors at UMU,	Verification of the action, No. of names	Academic year 2021/2022, Annual implementation	Departments Centres Academic Distinctions Committee Teaching Staff Meetings

and in other types of institution distinctions			
1.1.8. Showcase the Equality Department among students	Verification of No. of prepared materials	Academic year 2021/2022, continuous implementation	Deputy Vice Chancellor's Office of Students Equality Department
1.1.9. To design informative materials to disseminate basic knowledge of gender matters for dissemination through the centre's media, websites, CEUM and Equality Department.	No. prepared materials.	2022	Deputy Vice Chancellor's Office of Communication Equality Department
1.1.10. To hold informative campaigns to introduce the content and development of the II Equality Plan to the university community, including the Diagnosis of the questionnaires conducted with the PAS and PDI.	No. campaigns held	Academic year 2021/2022, continuous implementation	Negotiating Committee Equality Department
1.1.11. Develop and design software to obtained data by sex.	No. implemented actions	Academic year 2021/2022, continuous implementation	Ática [IT Service] Human Resources Department General Services
OBJECTIVE 2: Gender mainstreaming in the university policy.			
1.2.1. To promote the functioning of the Gender Impact Committee in the University of Murcia's Budgets.	Activity verification No. pilot experiences.	2022	Management
1.2.2. Workforce training and updates: 1.2.2.1. To increase the offer of courses with a gender outlook offered by the Professional Development and Training Centre, to comprise a specific sub-programme. 1.2.2.2. To promote this training in an on-line format and schedule all offers during the morning and afternoon/evening hours.	Number of offered courses and percentage increase of on-line offer. Percentage of persons by sex, collective group and shift.	Academic year 2021/2022,	Deputy Vice Chancellor's Office of Studies, Management
1.2.3. Promote integration in the management teams of university centres of a person to coordinate equality matters, appointed from among the	Number of centres that integrate such coordination, by collective groups.	2022	Centres

personnel assigned to the centre (PAS and/or PDI).			
OBJECTIVE 3: To reinforce the commitment to equality by entities which collaborate with the University of Murcia			
1.3.1. To give priority to contracts with collaborating entities who are able to accredit their compliance with effective gender equality directives under the terms established in articles 33 and 34 of Law 3/2007 of 22nd March, on effective equality between women and men, and currently enforceable legislation on this subject at any given time.	No of contracts	2022 Continuous implementation	Contracting and Equity Department
1.3.2. Create a follow-up committee of contracts with collaborating entities (or assigning this function to another committee)	Verification of the action	2022	Contracting and Equity Department
CENTRAL THEME 2: TEACHING AND RESEARCH			
OBJECTIVE 1: To promote, disseminate and accredit knowledge on gender equality			
2.1.1. Framework guide document on the basic aspects of gender equality that the academic committees can adapt to each qualification or discipline.	Verification of the action	2022	Deputy Vice Chancellor's Office of Studies
2.1.2. Basic guide for application of the gender perspective in teaching.	Verification of the action	2022	Deputy Vice Chancellor's Office of Studies
2.1.3. Design of informative audiovisual material, short videos (Videopodcasts) aimed at disseminating basic knowledge on gender matters for use in teaching.	No. designed materials.	2022	Deputy Vice Chancellor's Office of Studies
2.1.4. Establish recognition of qualifications that significantly include the gender perspective in their teachings.	No. recognised qualifications	2022	Equality Department, Centres Deputy Vice Chancellor's Office of Studies

OBJECTIVE 2: To reinforce equal opportunities in the leadership of teaching innovation groups and project management and research groups			
2.2.1. To include additional measures on the assessment scales that enables unbalancing draws in terms of gender, in addition to those that have already been established through technical research indicators. More specifically, the score obtained should be multiplied by 1.05 in any groups headed up by women.	Verification of the action	Academic year 2022 /2023	Deputy Vice Chancellor's Office of Research
2.2.2. To promote research led by women, creating a specific call for female researchers.	Verification of the action	Academic year 2021/2022, Annual call	Deputy Vice Chancellor's Office of Research
2.2.3. Propose a review of the scoring scale for complementary research grants.	Verification of the action	At the next call	Deputy Vice Chancellor's Office of Research
OBJECTIVE 3: Showcasing and encouraging research with a gender perspective			
2.3.1. Disseminate and showcase journals and publications on the dissemination of gender research.	No. journals and publications	2021 Continuous implementation	Equality Department, Library
2.3.2. Disseminate the content of award-winning research on gender equality at UMU.	No. actions implemented	Academic year 2021/2022, continuous implementation	Equality Department, Library
2.3.3. To design a specific section within the institutional repository DIGITUM where the results of research with a gender perspective undertaken at UMU are compiled.	Effective design of the repository	Academic year 2021 /2022	Deputy Vice Chancellor's Office of Research, Library
2.3.4. To increase the current bibliographic content on gender equality and facilitate access to it by the university community.	No. copies included	2022 Annual implementation	Library

CENTRAL THEME 3: PARTICIPATION AND REPRESENTATION			
OBJECTIVE 1: To promote balanced presence on governing bodies and representation			
3.1.1. To ensure balanced presence between women and men in representational bodies, Deputy Vice Chancellor's Office candidates and centre managers, and also in the appointments of positions of confidence.	Percentage of women and men in representational bodies, in Deputy Vice Chancellor's Office candidates and positions of confidence.	Academic year 2021/2022, continuous implementation	All the university community (social agents, candidates to single-person bodies, Board of Governors, etc.).
3.1.2. To ensure respect for balanced presence of men and women is respected in terms of representation that the Board of Governors elects as part of the Social Board and calls for the Social Committee on equality in the appointment of the RM socio-economic interests.	Verification of the action	Academic year 2021 /2022	Board of Governors
3.1.3. Whenever possible to establish a system of temporary substitution in the undertaking of managerial posts owing to work-life balance matters.	Verification of the action, number of persons who use it by sex	2022	Management, Deputy Vice Chancellor's Office of Professors
OBJECTIVE 2: To promote balanced presence in university studies			
3.2.1. To urge departments to encourage balanced enrolment of women and men among the professors on female or male dominated degrees.	Relative presence of the male workforce in female dominated centres, and vice-versa.	Academic year 2021/2022, continuous implementation	Deputy Vice Chancellor's Office of Professors
3.2.2. Recommend that the centres that deliver strongly male or female dominated qualifications to include activities that show achievements by people of the least represented sex in those fields of knowledge.	Verification of the action	Academic year 2021 /2022	Deputy Vice Chancellor's Office of Studies Centres SIU [University Information Service]
3.2.3. Carry out specific actions on raising awareness among students at secondary schools with the aim of fighting against gender stereotypes in university degrees.	No. of activities carried out	2022 Annual implementation	SIU [University Information Service]

3.2.4. Encourage balanced participation by women and men in coordination tasks on degrees, master's degrees and doctoral theses tutoring.	No. of actions.	Academic year 2021/2022, continuous implementation	Centres Departments Deputy Vice Chancellor's Office of Studies
CENTRAL THEME 4: ACCESS, PROFESSIONAL PROMOTION AND REMUNERATION			
OBJECTIVE 1: Gender perspective in access to public employment			
4.1.1. To recommend technical negotiation committees that indirectly take the aspects into account that hinder access by women to teaching posts and research contracts in the future negotiations we hold.	Verification of the action	2021 Occasional	Plan Negotiation Committee
4.1.2. Design a specific gender equality training plan, preferably targeting the University of Murcia personnel who carry work in Human Resources and General Services.	Verification of the action	2022	Human Resources Department General Services Training and Professional Development Centre Equality Department
4.1.3. To ensure a balanced presence of women and men on assessment committees and panels.	No. of equal committees and panels	2021 Permanent	Human Resources Department General Services
OBJECTIVE 2: Job stability and promotion			
4.2.1. To specifically assess the training delivered on gender equality and opportunities (delivered by the Training and Professional Development Centre and by entities recognised by the University of Murcia), for PAS, considering them to be directly related to any work post.	Verification of the action	Academic year 2021 /2022	Management Social agents
4.2.2. To promote the creation of grants to facilitate mobility (time away) by people with family responsibilities ²	Verification of the action	2022	Departments Centres Deputy Vice Chancellor's Office of Research

² "Family responsibilities" are understood as those legally recognised as causes of work-life balance.

during the time the person responsible for caring is away.			
4.2.3. Negotiation of a research intensification system for women due to family obligations (children under 3 years old) through actions such as reducing their teaching burdens.	Verification of the action	2022	Deputy Vice Chancellor's Office of Professors. Technical Panel
OBJECTIVE 3: Reduce the pay gap			
4.3.1. To raise awareness in the university community about situations that indirectly lead to a gender pay gap.	No. of awareness activities	2022	Equality Department, Human Resources Department, General Services
4.3.2. Periodical study on how the measures included in the Equality Plan correct pay differences.	Verification of the action	Academic year 2024/25	Human Resources Department, General Services, Follow-up Committee.
4.3.3. Foster tasks of special responsibility being favoured by timetable flexibility in regard to on-site work.	Timetable flexibility measures in Kron.	Continuous implementation	Management
OBJECTIVE 4: To promote feminine leadership among the Administration and Services Staff			
4.4.1. Identify the causes why there is less presence of women in leadership posts through specifically designed questionnaires.	No. of questionnaires No. replies by sex and collective group	2022	Management Equality Department
4.4.2. Incentivise gender balance in free appointment posts, which today are strongly female dominated (secretaries to senior managers) or male dominated (department managers).	No. of implemented actions	2022	Management
4.4.3. Organise training courses on Equality Leadership.	No. courses held	2022	Equality Department, Social agents, Training and Professional Development Centre
CENTRAL THEME 5: CO-RESPONSIBLE WORK-LIFE BALANCE			
OBJECTIVE 1: To facilitate co-responsible work-life balance			
5.1.1. Assess work-life balance needs	No. of questionnaires, studies, queries	2022	Social agents Centres

among the PDI and PAS workforce	No. of assessment activities		Departments
5.1.2. Propose creation of a Work-Life Balance Committee.	Verification of the action	2021	Social agents
5.1.3. To encourage flexibility and adaptation systems concerning physical presence during working hours by PAS and PDI staff due to balance of work, family and personal life,	Verification of negotiations and results thereof	2022	Management Social agents, Centres
5.1.4. Consider temporary reorganisation of timetables and shifts in negotiated flexibility systems that could stem from urgent situations.	Verification of the action	2022	Management, Social agents
5.1.5. Encourage the creation of new support centres for the university community.	Verification of the action	Continuous implementation	Social Council, Management Social agents
OBJECTIVE 2: To promote co-responsibility			
5.2.1. To prepare a Co-responsibility Work-Life Balance Programmes and Measures Guide.	Verification of the action	2022	Human Resources Department, Equality Department, General Services
5.2.2. Campaigns to remind about existing work-life balance programs and measures, and raising awareness about co-responsibility.	No. campaigns held	2022	Equality Department
OBJECTIVE 3: To foster working hours that facilitate work-life balance			
5.3.1. To draft a guide for preparing teaching timetables that permit co-responsible work-life balance.	Verification of the action	2022	Centres Equality Department
5.3.2. Promote inclusion of work-life balance with special emphasis on single-parent families, among the subject choice criteria of departments.	Verification of the action	Academic year 2022 /2023	Centres Departments
5.3.3. Negotiate the possibility of starting and ending work hours, and flexibility in mandatory on-site working hours.	Verification of the negotiation	2022	Management, Social agents
5.3.4. Ensure that work meetings are held during hours that are compatible with family balance, and to facilitate attendance via virtual platforms.	Verification of the action	Academic year 2021 /2022	Centres, Departments Areas Services

5.3.5. To propose an extension of the crèche facility to cover all afternoons/evenings, from	Verification of the proposal	Academic year 2021/2022, Annual implementation	Deputy Vice Chancellor's Office of Students, Community Services
5.3.6. Carry out actions to address the university community and remind them about their right to digital disconnection.	verification of the dissemination actions	Academic year 2021/2022, continuous	Deputy Vice Chancellor's Office of Digital Strategy and University Management
OBJECTIVE 4: To avoid possible prejudices stemming from the exercising of work-life balance rights			
5.4.1. To review the regulations on computing unpaid leave time and leave, for the purposes of valuing teaching periods, research and administrative management when caring for minors or dependent persons.	No. of acknowledgements	Academic year 2021/2022, continuous	Deputy Vice Chancellor's Office of Professors
5.4.2. To guarantee that all PDI members of staff are exempted from their tasks and responsibilities when they are on maternity / paternity leave.	No. exempt persons	Academic year 2021/2022, continuous	Deputy Vice Chancellor's Office of Professors
5.4.3. To ensure that the associate personnel contracts are kept valid at least until their tasks during the academic year have been completed (teaching, assessments, tutoring).	No. contracts that have extended their validity	Academic Year 2021/2022	Deputy Vice Chancellor's Office of Professors
CENTRAL THEME 6: PREVENTION OF ALL FORMS OF GENDER VIOLENCE			
OBJECTIVE 1: To showcase resources against harassment			
6.1.1. Information campaigns to inform about the existence of the "Protocol for prevention, identification and action against sexual harassment owing to sex, sexual orientation and identity and/or expression of gender at the University of Murcia".	No. campaigns held	Academic Year 2021/2022	Deputy Vice Chancellor's Office of Communication Equality Department
6.1.2. To act against situations of external harassment that any members of the university community may suffer.	No. actions implemented No. of assisted persons by sex	Academic year 2021/2022, continuous	Research Committee General Secretariat
6.1.3. To advertise psychological support regarding violence	No. of information actions carried out	Academic year 2021/2022	Gender Department (SEPA), Deputy Vice Chancellor's Office of Students

against women that is provided by the Service of Applied Psychology by the Gender Department, creating a link with the entire university community.		Continued	
OBJECTIVE 2: To prevent any form of violence against women			
6.2.1. To demonstrate institutional rejection of any form of gender violence through dissemination campaigns.	No. campaigns held	Academic year 2021/2022, continuous	Deputy Vice Chancellor's Office of Communication Equality Department
6.2.2. To improve the infrastructures that hinder harassment situations.	No. actions implemented	Academic year 2021/2022, continuous	Deputy Vice Chancellor's Office of Infrastructures Equality Department
6.2.3. Awareness campaigns among the university community, explaining which actions comprise any form of violence or discrimination, and action that can be taken if they do arise or if any episodes of this kind are witnessed.	No. campaigns held	Academic year 2021/2022, continuous	Deputy Vice Chancellor's Office of Communication Equality Department
6.2.4. highlight training actions on the different forms of violence against women, to encourage total rejection of them within the University.	No. implemented training actions No. of applications by sex, No. of beneficiaries by sex	Academic year 2021/2022, continuous	Training and Professional Development Centre

ANNEX II. PLAN INTERPRETATION AND IMPLEMENTATION FOLLOW-UP COMMITTEE

In order to try to guarantee compliance fulfilment of the described objectives, an Interpretation and Follow-up Committee will be established for implementation of the plan.

This Committee will consist of a total of 16 members: 8 representatives appointed by the University of Murcia Board of Governors, and 8 representatives of the signatory Unions to the II Equality Plan of the University of Murcia. Insofar as it is possible, composition of the committee will include an equal number of women and men.

After official incorporation of the committee, envisaged for October 2021, the Interpretation and Follow-up Committee will prepare its own Functioning Regulations, which in any event will be in line with Royal Decree 901/2020.

Among others, the Committee's functions will be as follows:

- To have constant knowledge about application of the Equality Plan at the University of Murcia.
- To check if the established objectives are appropriate and if the forecast actions are coherent with the pursued goals.
- To assess the assigned resources and implementation of the measures, the degree of implementation, efficiency, effectiveness, impact and viability of the Equality Plan.
- To monitor and assess the Equality Plan, which should be duly documented by means of minutes and specific reports.
- To resolve any controversies that may arise in regard to interpretation and application of the plan.
- To at least conduct an interim assessment and a final assessment, regardless of any others agreed in the plan or in the regulations governing the composition and duties of the Interpretation and Follow-up Committee.

Signatories of the Negotiation Committee:

Ms. María Piedad Fernández Toledo. CCOO

Ms. Ana María Gutiérrez Montes. CSIF

Ms. Ana Belén Barqueros Jiménez. UGT

Alfonso Ros Campos. SIME

**Ms. Carmen Sánchez Trigueros, Director of the Equality between Women and Men Department.
UNIVERSITY OF MURCIA**