



ACTIONS CONDUCTED IN 2025 REGARDING RESEARCH HR (teaching and research staff, research staff and staff with PhDs):

AXIS I - FOSTERING A CULTURE OF EQUAL TREATMENT AND OPPORTUNITIES

Action I.1.1: Design and implement a strategy to disseminate the II Equality Plan and its content, using the university's various communication channels (press releases, presentation conferences, welcome days, internal communication and mailing, institutional advertisements, posters, social networks...), using methods aimed at the entire target public. **FULFILLED**

Indicators	<ul style="list-style-type: none"> ● Number of dissemination actions by type of action. ● Number of actions targeting the various sectors of the university community. ● Number of welcome activities information that takes into account the various sectors of the university community.
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Evidence:

It is worth noting that on relevant festivities and days when specific actions are published, there is a reminder of where that action is in the II Plan and the achieved goal.

- UMH8M INTERNATIONAL WOMEN'S DAY 2025

Activity programme: <https://igualdad.umh.es/2025/03/03/umh8m-dia-internacional-de-las-mujeres-2025/> - <https://igualdad.umh.es/2025/03/04/umh8m-dia-internacional-de-las-mujeres-2025-2/> - <https://igualdad.umh.es/2025/04/02/curso-gratuito-de-defensa-personal-con-motivo-del-dia-de-lesport/>

Awards ceremony announcement [Gender Perspective Award 2024 for Final Bachelor's and Master's Degree Dissertations, Doctoral Theses and Research](#)

- The UMH conducted over 40 activities in favour of gender equality during the 2024-2025 school year. 28 July 2025. [Press release](#)
- Commemorating the International Day for the Elimination of Violence Against Women. To celebrate 25 November, the UMH organised an institutional campaign with several gender-based violence awareness and prevention activities, including the lighting of buildings and specialised conferences on different types of violence. [Press release](#)
- Discussion on digital gender-based violence. Organised by the Faculty of Social and Legal Sciences, with the participation of the Department of Equality of the UMH to address gender-based violence in digital environments. [Press release](#)

Action I.2.1: Organise (at least) institutional awareness acts related to 11 February (International Day of Women and Girls in Science), 8 March (International Women's Day) and 25 November (International Day for the Elimination of Violence Against Women). The acts will unite all the campuses of the UMH and involve the University Centres, Services and Administrative Units. FULFILLED

Indicators	<ul style="list-style-type: none"> • Number of festivities commemorated • Number of campaigns conducted and related actions or events • Number of centres, departments and administrative services involved
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Evidence:

- #UMH11F - International Day of Women and Girls in Science. In order to promote scientific and technological vocations among the youth in Elche, the Scientific Park of the UMH held, on Monday 10 February 2025, the 'Women in Science and Technology - PCUMH' conference. During the conference, the director of the Department of Equality of the UMH, Rosario Carmona Paredes, gave a speech that sought to familiarise students with these technologies (in science, technology, engineering and maths) and show them the opportunities that these fields offer and the careers that they can pursue within these fields. During the speech, she discussed some relevant historical names and their careers.

<https://parquecientificoumh.es/noticias/cerca-de-una-veintena-de-estudiantes-en-jornada-ciencia-y-tecnologia-en-femenino>

- UMH8M INTERNATIONAL WOMEN'S DAY 2025

Activity programme: <https://igualdad.umh.es/2025/03/03/umh8m-dia-internacional-de-las-mujeres-2025/> - <https://igualdad.umh.es/2025/03/04/umh8m-dia-internacional-de-las-mujeres-2025-2/> - <https://igualdad.umh.es/2025/04/02/curso-gratuito-de-defensa-personal-con-motivo-del-dia-de-lesport/>

Awards ceremony announcement [Gender Perspective Awards 2024 for Final Bachelor's and Master's Degree Dissertations, Doctoral Theses and Research](#)

- Commemorating the International Day for the Elimination of Violence Against Women. To celebrate 25 November, the UMH organised an institutional campaign with several gender-based violence awareness and prevention activities, including the lighting of buildings and specialised conferences on different types of violence. [Press release](#)
- Discussion on digital gender-based violence. Organised by the Faculty of Social and Legal Sciences, with the participation of the Department of Equality of the UMH to address gender-based violence in digital environments. [Press release](#)

Action I.2.3: Plan, design, execute and assess training activities on equality between women and men, mainstreaming and gender-inclusive language aimed at the university community, with specific information. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Number of training actions proposed (at least one per group: administrative and service staff, teaching and research staff, research staff, students...) ● Number of training actions conducted ● Specific recognition of teaching and research staff and administrative and service staff included ● Proportion of women and men who complete the training courses offered ● Proportion of women and men that deliver the training courses offered
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Evidence:

- Training for the teaching and research staff - Teaching and Research 2025. Innovative Teaching and Educational Excellence Programme

- **The category of gender in research.** Dates: 18, 19, 20 and 26 June 2025.

Duration: 12h. Enrollees: 8; 4 women and 4 men. Delivered by Juana Aznar Márquez and Purificación Heras González.

- **Tools to insert a gender perspective in teaching.** Dates: 7, 9, 14 and 16 July 2025.

Duration: 12h. Enrollees: 12; 11 women and 1 man. Delivered by Juana Aznar Márquez and Purificación Heras González.

Initial Programme of University Teaching 2025

- **Gender perspective in teaching and research.** Date: 15 May 2025. Duration: 3h. Enrollees: 25; 14 women and 11 men. Delivered by Purificación Heras González.

- Summer course 2025.

- Sexual violence and support: Detect sexual harassment in your surroundings, 13th edition. Dates: From 16 June 2025 to 18 July 2025. 31 enrollees: 26 women and 5 men. Teachers: 2 women.

- Gender-based violence and the healthcare system: detection and assisting the victims. 11th edition. From 1 to 28 July 2025. 35 enrollees: 29 women and 6 men. Teachers: 2 women.

- Equality between women and men and gender-inclusive language. 3rd edition 17 enrollees: 3 women and 14 men. Teachers: 3 women and 1 man.

- Winter course 2025

- Equality between women and men and gender-inclusive language. 2nd edition. 22 enrollees: 18 women and 4 men. Teachers: 2 women and 1 man.

- Sexual violence and support: Detect sexual harassment in your surroundings 14th edition 29 enrollees: 24 women and 5 men. Teachers: three women.

Action I.2.4: Produce and disseminate specific recommendations on equalitarian language and communication. FULFILLED

Indicators	<ul style="list-style-type: none">● Document on equalitarian and inclusive language and communication● Number of times the recommendations have been disseminated on communication channels (e.g. TV, social networks), the website of the Department of Equality, press releases and institutional emails
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Evidence:

- Course entitled 'Promoting Non-Sexist Language from the Department of Equality with ChatGPT', delivered by Asunción Vicente Ripoll, telematic engineer, to the people who comprise the Department of Equality and its contributors.

LOVELACE PROJECT - <https://lovelace.umh.es/>

GOAL: The gender bias of artificial intelligence chatbots can affect the way in which people interact with each other and how they see women and men in different situations. Therefore, the goal of this project is to develop objective and rigorous methods and protocols to assess gender bias in the contents generated by AI chatbots, thus ensuring that their use is inclusive and does not foster discrimination.

- Email sent to the teaching and research staff on 5 June 2025.

Dear colleagues,

We are contacting you regarding the production of the Academic Guides for the 2025-2026 school year and request that they use respectful and inclusive language. This is one of the goals of the II Equality Plan and the I Equity, Diversity and Inclusion Plan of the UMH. Both plans seek, among other purposes, to implement respectful forms of communication that are accessible for all people and groups. In this sense, as the teaching staff is a primary agent of communication, how it uses both oral and written language is significant for the students' training.

Thus, we encourage you to follow the Guide of Recommendations for Non-Sexist and Inclusive Language, which includes examples on how to represent the different people and realities that co-exist in our society and that may help you with the guides and your teaching
<https://igualdad.umh.es/files/2023/04/GuiaLenguaje2023.pdf>

Warm regards

- The Department of Equality has a specific website with resources for teaching with a gender perspective [enlace](#)

Action I.3.6: Launch a call for studies and reports that show the situation of women at the UMH, whose results are linked to the II Equality Plan and/or help conduct an assessment prior to the III Equality Plan. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Issue the call for studies and reports on the situation of women at the UMH ● Number of studies and reports submitted
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Evidence:

- Call for the [Gender Perspective Awards 2025 for Final Bachelor’s and Master’s Degree Dissertations, Doctoral Theses and Research](#)

Action II.4.3 Design strategies to incentivise the inclusion of a gender perspective for teachers of bachelor’s and master’s degrees. FULFILLED

Indicator	<ul style="list-style-type: none"> ● Dissemination of information on the suitability of adding a gender perspective to teaching, with a link to the available resources
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Evidence:

- The Department of Equality has a specific website with resources for teaching with a gender perspective [link](#)
- **Training for the teaching and research staff - Teaching and Research 2025. Innovative Teaching and Educational Excellence Programme**
The category of gender in research. Dates: 18, 19, 20 and 26 June 2025. Duration: 12h. Enrollees: 8; 4 women and 4 men. Delivered by Juana Aznar Márquez and Purificación Heras González.
Tools to add a gender perspective to teaching. Dates: 7, 9, 14 and 16 July 2025. Duration: 12h. Enrollees: 12; 11 women and 1 man. Delivered by Juana Aznar Márquez and Purificación Heras González.

Initial Programme of University Teaching 2025

Gender perspective in teaching and research. Date: 15 May 2025. Duration: 3h. Enrollees: 25; 14 women and 11 men. Delivered by Purificación Heras González.

Action II.4.4 Develop and make available to the teaching staff resources and materials to add a gender perspective when teaching, adapting it to the idiosyncrasies of each university facility. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Creation of a repository with resources and materials. ● Dissemination by faculties and schools of the specific materials made available.
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Evidence:

The Department of Equality’s website, under the ‘Resources and Reports’ tab <https://igualdad.umh.es/recursos-docentes/>

1. Dissemination by the Faculties and Schools of the specific materials made available to them.

Action II.4.5 Include a gender perspective to the various calls of the Innovative Teaching Plan of the UMH. FULFILLED

Indicator	<ul style="list-style-type: none"> ● Number of innovative teaching projects submitted to the PIEU (Comprehensive University Ageing Programme) call that include a gender perspective and/or address specific topics link to women
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Evidence:

The goals of the [PIEU 2025 call for innovative teaching projects](#) include: *‘Boost the development of cross-sectional competencies linked to the respect for human and fundamental rights, democratic values, gender equality, the principles of universal accessibility and addressing sustainability and climate change’ (point 10, page 5)*

Projects that fit the above goal:

Title: NeuroMujeres: a collaborative exhibition to recover women’s scientific history through innovative teaching and its dissemination with a gender perspective.

Lead investigator: Sergio Molina Rodríguez

Contributors: Olga Pellicer Porcar and Beatriz Martín del Río

Department: Health Psychology

Title: Proposals of Corporate Social Responsibility actions of the UMH and their dissemination

Lead investigator: María Teresa Zaragoza Fuster

Contributors: Elpidio del Campo Cañizares and Roberto Oliver Sánchez García

Department: Social and Human Sciences

Title: Film festivals as a pedagogical strategy to acquire cross-sectional values and competencies

Lead investigator: Montserrat Jurado Martín

Contributors: Begoña Ivars Nicolás, Alicia de Lara González and Jaume Quiles Campos

Department: Social and Human Sciences

In addition, in the INDICO 2024 call within the EDITA framework, the following book was published in 2025:

Title: El ámbito audiovisual desde la perspectiva de género. Reflexiones a la luz de la figura de Helena Cortesina (The field of audiovisual media from a gender perspective. Reflections guided by the figure of Helena Cortesina)

Authors: Téllez Infantes, Anastasia; Rosario Carmona Paredes, Elisa Martínez Martínez, Jesús Mula Grau, Mario Pablo Martínez Fabre

Action II.5.1 Train the teaching and/or research staff on how to include a gender perspective in their research. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Number of training actions proposed ● Number of training actions conducted ● Number of participants by gender
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Evidence:

Training for the teaching and research staff - Teaching and Research 2025. Innovative Teaching and Educational Excellence Programme

- **The category of gender in research.** Dates: 18, 19, 20 and 26 June 2025. Duration: 12h. Enrollees: 8; 4 women and 4 men. Delivered by Juana Aznar Márquez and Purificación Heras González.
- **Tools to add a gender perspective in teaching.** Dates: 7, 9, 14 and 16 July 2025. Duration: 12h. Enrollees: 12; 11 women and 1 man. Delivered by Juana Aznar Márquez and Purificación Heras González.

Initial Programme of University Teaching 2025

- **Gender perspective in teaching and research.** Date: 15 May 2025. Duration: 3h. Enrollees: 25; 14 women and 11 men. Delivered by Purificación Heras González.

Action II.5.2 Ensure a balance of women and men in the commissions that assess the research grant plans and the transfer of knowledge in its various forms. **FULFILLED**

Indicator	● % of commissions with a balanced structure: 100%
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Evidence:

[SANTANDER-UMH GRANTS FOR NATIONAL AND INTERNATIONAL RESEARCH STAYS FOR DOCTORAL STUDENTS OF THE MIGUEL HERNÁNDEZ UNIVERSITY OF ELCHE 2025](#)

President: Rosario Tur Ausina, deputy director of quality at the EDUMH Secretary: Eva María Navarrete Muñoz, general secretary of the EDUMH

First Member of the Board: Gema Concepción Martínez Navarrete, academic deputy director of the EDUMH

[GRANTS FOR PRE-DOCTORAL TRAINING IN COOPERATION WITH COMPANIES 2025](#)

President: Vice-Rector for Research and Knowledge Transfer.

Secretary: Head of the Research Management Service.

First Member of the Board: Deputy Vice-Rector for Research for the Management of Knowledge Transfer.

[GRANTS TO INITIATE RESEARCH 2025](#)

President: Ángel A. Carbonell Barrachina, Vice-Rector for Research and Knowledge Transfer

Secretary: Laura Antón Sánchez, Deputy Vice-Rector for Research for Assessing Research

First Member of the Board: Francisca Hernández García, Deputy Vice-Rector for Research for the Management of Knowledge Transfer

[SANTANDER-UMH AWARDS](#)

President: Javier Sáez Valero, Deputy Vice-Rector for Research for the Management of Research and Knowledge Transfer

Secretary: Francisca Hernández García, Deputy Vice-Rector for Research for the Management of Knowledge Transfer

First Member of the Board: Miguel Ángel Sogorb Sánchez, Head of the UMH Doctoral School

Action II.5.4 Include a gender perspective in the various grant schemes to promote the transfer and exchange of knowledge of the UMH. **FULFILLED**

Indicators	<ul style="list-style-type: none"> ● Report on the various actions conducted to add a gender perspective in each programme: <ol style="list-style-type: none"> 1. DIFUNDE programme for the dissemination of research with a focus on the transfer and exchange of knowledge. 2. CONCEPTO programme for the appreciation and transfer of research results through proof of concept projects. 3. CAPACITA programme for the scientific training of researchers by conducting industrial theses. 4. ISOCIAL programme for the promotion of projects on knowledge transfer and social entrepreneurship. 5. COMPACIENCIA programme for the promotion of introductory projects to knowledge transfer (Final Bachelor's and Master's Degree Dissertations) with companies and institutions. 6. CONTACTA programme for the exchange of knowledge with the corporate and institutional ecosystem by way of stays.
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Evidence:

In the 2024/2025 school year, the available aid for the dissemination of research geared towards the transfer and exchange of knowledge were the DIFUNDE programmes. Data: Assessment tribunal comprised by 2 women and 1 man. Requests submitted 26 (12 by women and 14 by men). Granted: 20. 10 to women and 10 to men.

The second programme executed was CONCEPTO, for the appreciation and transfer of research results through proof of concept projects. Data: Assessment tribunal comprised by 1 woman and 3 men, 17 requests submitted, 7 female PIs and 10 male PIs. Granted: 7, all to male PIs.

The other schemes were not executed.

Action II.5.6 Create awards for final dissertations of bachelor's or master's degrees and doctoral theses that include a gender perspective or address study topics related to women-specific issues in any field of research. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Number of awards planned (at least one per category) ● Number of bachelor's and master's degree final dissertations and doctoral theses submitted
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Evidence:

[Rectoral Decision of the UMH announcing the second edition of awards](#) in the framework of promoting a culture of equal treatment and opportunities through teaching, research and knowledge transfer, in two categories: a) bachelor's and master's final dissertations and doctoral theses; b) conducting studies or reports that show the situation of women in the UMH (code for this line of grants 10-426-4-2025-0080-s).

The rectoral decision that announced the II UMH Equality and Unity Awards is [Rectoral Decision 00131/2025, of 18 January](#), published in the Official Gazette of the UMH, that grants awards for teaching, research and knowledge transfer, rewarding bachelor's and master's degree final dissertations and doctoral theses in favour of equality, with the previous announcement being RD 01850/2025 of 18 July.

AXIS III EQUALITY AT WORK: ACCESS, PROMOTION, TRAINING AND REMUNERATION

Action III.6.2 Ensure compliance with current legislation regarding the tribunals or commissions of the staff selection and promotion processes achieving a balanced composition of women and men, except when there are well-founded and objective reasons that are sufficiently justified. FULFILLED

Indicator	<ul style="list-style-type: none"> ● % of public employment that include a report on gender impact
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Evidence:

Call for teaching and research staff.

https://dogv.gva.es/datos/2025/03/21/pdf/2025_6783_es.pdf

Call for technical, management, administration and service staff, and research staff

https://boumh.umh.es/files/2025/01/ES_U05500001_2025_DOCH-00000000000000000000000009014.pdf

Action III.6.3 Attach the report on gender impact to the public employment offers of the UMH. FULFILLED

Indicator	<ul style="list-style-type: none"> ● % of public employment offers that include a report on gender impact
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Evidence:

The first report on gender impact in a public employment offer took place in 2025. Secretarial report with a certificate of approval by the Governing Board for the report on gender impact.

Action III.6.5 Communicate job promotions, by gender, of the university's various groups of staff. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Amount of teaching and research staff and civil servant and contract administration and service staff that have been promoted throughout the year, by gender ● Amount of contract research staff that access the professional career of teaching and research staff full time, by gender
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Evidence:

Technical, management, administration and service staff, and research staff 2025. Table with data on promotions and merit-based competitions.

TYPE OF PROCESS	W	M	Total
MERIT-BASED COMPETITIONS	4	5	9
INTERNAL PROMOTION	1		1
Total	5	5	10

Teaching and research staff:

1. Amount of civil servant and contract teaching and research staff that has been promoted throughout the year, by gender (1)

2025	GENDER		Total
Breakdown (Cat./Body/Scale)	W	M	
University Professor	7	16	23
Permanent Lecturer	7	6	13
Associate Professor	19	10	29
Total	33	32	65

1. Teaching and research staff that has taken over permanent positions
2. Amount of contract teaching and research staff that accesses a full-time professional career as teaching and research staff, by gender (2)

2025	GENDER		Total
Breakdown (Cat./Body/Scale)	W	M	
Assistant Professor	7	3	10
Total	7	3	10

- (2) dismissal of research staff to cover AYUDOC (assistant lecturers with a PhD) positions.

III.6.6: Schedule informative actions on the topic of equal opportunities for people who take part in tribunals and commissions for awarding grants. **FULFILLED**

Indicators	<ul style="list-style-type: none"> • Production of actions and/or informative actions (Yes/No)
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Evidence:

- [How to evaluate projects and research from a gender perspective?](#) document

Action III.7.1. Ensure that the mandatory requirements and selection criteria to access training programmes don't create situations of direct or indirect discrimination. **FULFILLED**

Indicator	<ul style="list-style-type: none"> • Report of the Department of Equality on the annual offering of training plans for teaching and research staff and administration and service staff (e.g. proportion of men/women teachers, gender perspective)
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Evidence:

Technical, management, administration and service staff

The courses are mostly programmed in the afternoon. This creates a pool of up to 50 hours as compensation, which can be used either at the beginning or at the end of working days. The format can be online or on-site, thus providing a varied educational offering and making it easier for anyone to meet the objectives. Admission is granted based on the order of registration. In both online and on-site courses, the proportion of people who completed the inclusive language course in 2024 was 79.64% women and 20.36% men, and the teaching staff was 60% women and 40% men.

Training for the teaching and research staff - Teaching and Research 2024/2025
Innovative Teaching and Educational Excellence Programme

- **The category of gender in research.**

Dates: 18, 19, 20 and 26 June 2025

Duration: 12h

Enrollees: 8 --- 4 women and 4 men

Delivered by Juana Aznar and Purificación Heras

- **Tools to add a gender perspective in teaching (not yet finalised).**

Dates: 7, 9, 14 and 16 July 2025

Duration: 12h

Enrollees: 12 --- 11 women and 1 man

Delivered by Juana Aznar and Purificación Heras

Initial Programme of University Teaching 2024/2025

- **Gender perspective in teaching and research**

Date: 15 May 2025

Duration: 3h

Enrollees: 25 ---- 14 women and 11 men

Delivered by Purificación Heras

III.8.4. Perform an audit on the wages of the UMH staff. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Wage Audit conducted (Yes/No)
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Evidence:

[Wage gap audit report](#)

AXIS IV - WORKING CONDITIONS AND SHARED RECONCILIATION

Action IV.9.1: Produce, (1) publish and (2) communicate a list of resources for reconciliation (e.g. leaves and permissions) for each group of staff members (administration and service staff, teaching and research staff, and research staff), (3) and conduct awareness actions on the topic of joint responsibility. FULFILLED

Indicators	<ul style="list-style-type: none"> ● List designed and published (Yes/No) ● Number of dissemination actions ● Number of awareness-raising actions on joint responsibility
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Evidence:

- Document summarising the holidays, leaves and permissions of the teaching staff of the Miguel Hernández University of Elche [link](#)
- Work calendar for research staff of 2025, which includes the holidays, leaves and permissions of the Miguel Hernández University of Elche [link](#)

Action IV.9.2: Establish agreements with nurseries and care centres for the elderly and/or dependent people near UMH campuses to facilitate reconciliation for family units that are responsible for others. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Number of agreements requested by the UMH ● Number of agreements signed ● Number of campuses with agreements signed
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Evidence:

Emails have been sent repeatedly to formalise commercial advantages with both nurseries and homes and/or day centres.

Action IV.9.3: Protect maternity and paternity (biological, fostered or adopted) and breastfeeding by way of: (1) producing an action protocol to protect breastfeeding; and (2) create multipurpose spaces for staff with reconciliation needs in all university campuses. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Protocol to protect maternity and breastfeeding (Yes/No) ● Number of spaces created
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Evidence:

In accordance with the above and pursuant to the II EQUALITY PLAN approved by the COCO 2022/08.197 agreement of 20 July 2022, the UMH has drafted the ACTION PROTOCOL FOR STUDENTS GOING THROUGH PREGNANCY, POSTPARTUM AND/OR WITH SPECIFIC RECONCILIATION NEEDS

Spaces made available in 2024

1 student was assigned an office by the Faculty of Social and Legal Sciences of Elche

Spaces made available in 2025 thus far:

A student of the Master's Degree in Teaching was assigned the La Galia building (office provided by the Faculty of Social and Legal Sciences of Elche) and the Atzavares building.

2 members of the technical, management, administration and services staff used the Rectorate and Social Council building (office provided by the Vice-Rectorate for Infrastructures).

Email sent to the Vice-Rectorate for Infrastructures on the office provided in the Rectorate and Social Council building in June 2025.

- Document summarising the holidays, leaves and permissions of the teaching staff of the Miguel Hernández University of Elche [link](#)
- **For doctoral students:** [Action protocol for students going through pregnancy, postpartum and/or with specific reconciliation needs](#)

Regarding this action (2), the creation of multipurpose spaces for staff with reconciliation needs in all university campuses, specific spaces have been made available depending on the needs conveyed by the requesting teaching and research staff and doctoral students. The Rectorate and Social Council building, housing most of the UMH's services and governing bodies, has a physical space whose purpose is to meet the conciliation needs of the people who require it. It currently has a fridge to preserve breast milk.

Action IV.9.4: Establish guidelines to ensure that (1) the schedule of the meetings makes it possible to meet personal, family and work reconciliation needs; (2) the assigned teaching duties and schedules respect conciliation needs, with particular attention paid to single-mother and single-father families, gender-based violence victims and people who care for dependent people; and (3) the right to digital disconnection and the protection of the staff's privacy are respected, especially for remote workers. NOT FULFILLED

Indicators	<ul style="list-style-type: none"> ● % of services and administrative, teaching and/or research departments that follow the guidelines ● Proportion of specific reconciliation requests received and accepted
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Evidence: prior studies have been conducted, but the final documents to implement this action have not been drafted.

- [Guide to favour reconciliation and digital disconnection at the Miguel Hernández University of Elche](#)
- [Executive report on the 'Gude to favour reconciliation and digital disconnection at the Miguel Hernández University of Elche'](#)

Action IV.9.5: Promote the consideration of dependent children for minors up to 16 years of age in cases with substantiated special circumstances related to a psychosocial risk or specific needs for ongoing educational support. FULFILLED FOR RESEARCH STAFF

Indicators	<ul style="list-style-type: none"> ● Inclusion in the regulation on leaves and permissions ● Number of requests submitted ● Number of requests awarded
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Evidence:

- Work calendar for research staff of 2025 that includes the holidays, leaves and permissions of the Miguel Hernández University of Elche [link](#)

Action IV.9.6: Guarantee that students going through pregnancy, during the first few months after giving birth or with specific reconciliation need, can choose a group, as well as granting them greater flexibility with scheduled office hours and internships. **FULFILLED**

Indicators	<ul style="list-style-type: none"> ● Creation and dissemination of guidelines to the faculties, schools and university departments (Yes/No) ● Number of students who have submitted specific requests
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Evidence:

Doctoral students

[Action protocol for students going through pregnancy, postpartum and/or with specific reconciliation needs](#)

Action IV.10.1: Gather and update the staff's personal and family data. NOT FULFILLED

Indicators	<ul style="list-style-type: none"> ● Data requested (Yes/No) ● % of teaching and research staff with updated data ● % of administrative and service staff with updated data ● % of research staff with updated data
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Action IV.10.2: Create and update a database of the staff's use of leaves and permissions. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Database created (Yes/No) Yes ● % of the staff (by groups) that uses the leaves and permissions
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Evidence:

- Teaching and research staff on 31/12/2025: **Women: 599; Men: 740**

	WOMEN	% TOTAL WOMEN	MEN	% TOTAL MEN
Adoption or fostering (General Regime)	2	0.33%	2	0.27%
Extension of the Birth and Childcare Leave of the UMH	12	2.00%	1	0.14%
Temporary sick leave, work-related accident or occupational disease	2	0.33%	2	0.27%
Pregnancy termination	1	0.17%		
Temporary sick leave and non-work-related accidents with 100% paid benefit	2	0.33%	4	0.54%
Temporary sick leave through MUFACE > 4 months	2	0.33%	3	0.41%
Temporary sick leave with MUFACE with 100% paid benefit	9	1.50%	19	2.57%
Temporary sick leave through social security with 100% paid benefit	53	8.85%	39	5.27%
Teaching and research activity licence <=90 days	6	1.00%	1	0.14%

Teaching and research activity licence >90 days (75% compensation)	5	0.83%	1	0.14%
Licence for Professional Improvement (teaching and research staff)			2	0.27%
Maternity (General Regime)	20	3.34%		
Maternity or paternity exempt from personal income tax	1	0.17%	12	1.62%
Paternity (General Regime)			14	1.89%
Leave for the Accrual of Breastfeeding Time	11	1.84%	3	0.41%
Leave for pregnant women	2	0.33%		
TOTAL	128	21.37%	103	13.92%

AXIS V - FEMALE UNDER-REPRESENTATION AND BALANCED PARTICIPATION IN GOVERNING AND REPRESENTATION BODIES

Action V.11.1: Implement and update a register with the composition, by genders, of the governing and representation bodies of the UMH. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Design the register for single-office positions and/or equivalent roles (Yes/No) ● Dissemination on the Department of Equality's website
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Evidence:

Governing and representation bodies [link](#). The tables below (taken from this link) show that the Governing Board has 23 men and 17 women, the University Senate has 64 men and 60 women and the Social Council has 11 men and 8 women.

		2025				
CONSEJO DE GOBIERNO - TOTAL	SECTOR	Total	Hombres	% Hombres	Mujeres	% Mujeres
	GERENCIA	1	0	0,00	1	100,00
	RECTORADO	1	1	100,00	0	0,00
	SECRETARIA/O GENERAL	1	0	0,00	1	100,00
	VICERRECTORADOS	9	6	66,67	3	33,33
	DELEG. ESTUDIANTES	1	0	0,00	1	100
	C1	6	3	50,00	3	50,00
	C2, C4, C6 Y C7	2	0	0,00	2	100,00
	C3	2	1	50,00	1	50,00
	C5	2	2	100,00	0	0,00
	Decanatos, Direcciones, Depart...	9	6	66,67	3	33,33
	Designados/as por el Rector	3	1	33,33	2	66,67
	Designados por el Consejo Social	3	3	100,00	0	0,00
	Total	40	23	57,50	17	42,50

		2025				
CLAUSTRO - TOTAL	SECTOR	Hombres	% Hombres	Mujeres	% Mujeres	Total
	PRESIDENTE	1	100,00	0	0,00	1
	SECRETARIO/A	0	0,00	1	100,00	1
	GERENCIA	0	0,00	1	100,00	1
	DELEG. GRAL. ESTUDIANTES	0	0,00	1	100,00	1
	C1	40	60,61	26	39,39	66
	C2	5	22,73	17	77,27	22
	C3	7	53,85	6	46,15	13
	C4	1	100,00	0	0,00	1
	C5	10	50,00	10	50,00	20
	C6	0	0,00	1	100,00	1
	C7	0	0,00	1	100,00	1

		2025				
CONSEJO SOCIAL - TOTAL		Total	Hombres	% Hombres	Mujeres	% Mujeres
	PRESIDENTE/A	1	1	100,00	0	0,00
	SECRETARIO/A	1	1	100,00	0	0,00
	OTROS	17	9	52,94	8	47,06
	Total	19	11	57,89	8	42,11

Action V.12.1: Guarantee a balance in terms of gender in nominations by the Rector for the Governing Team and Board. FULFILLED

Indicators	
	1. Balance in terms of gender in Governing Team nominations (Yes/No)
	2. Balance in terms of gender in Governing Board nominations (Yes/No)

1. Balance in terms of gender in Governing Team nominations (Yes/No) **Yes (6 M- 5 W)**
2. Balance in terms of gender in Governing Board nominations (Yes/No) **Yes (7 M- 7 W)**

Action V.12.2: Ensure a balance in terms of gender in the nominations for deputy vice-rectorships, as well as for the department directorate and coordination team. FULFILLED

Indicators	
	1. Proportion by gender in deputy vice-rectorships
	2. Proportion by gender in department directorates
	3. Proportion by gender in department coordination teams

Evidence:

1. Proportion by gender in deputy vice-rectorships **33.3% W - 66.70% M**
2. Proportion by gender in department directorates. **61.5% W - 38.5% M**
3. Proportion by gender in department coordination teams. **50% W - 50% M**

Action V.12.3: Promote a balance in terms of gender in elections to the University Senate, Governing Board, Centre Bodies and Department Boards. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Draft guidelines on Good practices for a balanced structure (Yes/No) ● Gender balance in the University Senate (Yes/No) ● Gender balance in the Governing Board (Yes/No) ● Percentage of faculty boards with a balanced structure ● Percentage of department boards with a balanced structure
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Evidence: The Electoral Commission passed Decree 208/2004, of 8 October, of the Regional Government Council of Valencia, approving the statutes of the Miguel Hernández University of Elche (Official Gazette of the Valencia Region (DOGV) no. 4861 of 13/10/2004). Revised on 31/11/2012.

Article 17.bis (own translation). Representation of the segments and a balanced presence of women and men in the governing and representation bodies. 18 1. The collegiate government and representation bodies of the UMH shall be configured in a way that all the segments of the university community are represented, and favour a balanced presence of women and men in their structure. To that effect, the university's electoral regulations will ensure that the electoral procedures guarantee a balanced presence of women and men in said collegiate government and representation bodies. 2. The nomination and appointment of people who take the position of vice-rector of the university must ensure that, in the aforementioned bodies, there is a balanced representation of women and men, except in cases where the census, by sectors, in this field is not within the percentages of section 4. of this article. 3. The faculties' deanery and school direction teams, composed of the vice-deaneries or sub-directorates and secretariats, must be structured with a balanced representation of women and men, except in cases where the census, by sectors, in this field is not within the percentages of the following section of this article. 4. A balanced structure entails a presence of women and men where, in the relevant group, neither gender surpasses 60 per cent or is less than 40 per cent.

Data:

[University Senate](#) (49.21% W and 50.79% M)

[Governing Board](#) (42.5% W and 57.5% M)

Action V.12.4: Promote a balance in terms of gender in the deanery or school direction teams **FULFILLED**

Indicators	<ul style="list-style-type: none"> ● Create guidelines on good practices related to balanced structures (Yes/No) ● Percentage of Deanery or School Management Teams with balanced structures. ● Obtain a reasoned report from governing and representation bodies that don't meet the guideline on a balanced presence of women and men.
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Evidence:

Governing and representation bodies [link](#). The tables below (taken from this link) show that the Governing Board has 23 men and 17 women, the University Senate has 64 men and 60 women and the Social Council has 11 men and 8 women.

		2025				
CONSEJO DE GOBIERNO - TOTAL	SECTOR	Total	Hombres	% Hombres	Mujeres	% Mujeres
	GERENCIA	1	0	0,00	1	100,00
	RECTORADO	1	1	100,00	0	0,00
	SECRETARIA/O GENERAL	1	0	0,00	1	100,00
	VICERRECTORADOS	9	6	66,67	3	33,33
	DELEG. ESTUDIANTES	1	0	0,00	1	100
	C1	6	3	50,00	3	50,00
	C2, C4, C6 Y C7	2	0	0,00	2	100,00
	C3	2	1	50,00	1	50,00
	C5	2	2	100,00	0	0,00
	Decanatos, Direcciones, Depart...	9	6	66,67	3	33,33
	Designados/as por el Rector	3	1	33,33	2	66,67
	Designados por el Consejo Social	3	3	100,00	0	0,00
	Total	40	23	57,50	17	42,50

		2025				
CLAUSTRO - TOTAL	SECTOR	Hombres	% Hombres	Mujeres	% Mujeres	Total
	PRESIDENTE	1	100,00	0	0,00	1
	SECRETARIO/A	0	0,00	1	100,00	1
	GERENCIA	0	0,00	1	100,00	1
	DELEG. GRAL. ESTUDIANTES	0	0,00	1	100,00	1
	C1	40	60,61	26	39,39	66
	C2	5	22,73	17	77,27	22
	C3	7	53,85	6	46,15	13
	C4	1	100,00	0	0,00	1
	C5	10	50,00	10	50,00	20
	C6	0	0,00	1	100,00	1
	C7	0	0,00	1	100,00	1

		2025				
CONSEJO SOCIAL - TOTAL		Total	Hombres	% Hombres	Mujeres	% Mujeres
	PRESIDENTE/A	1	1	100,00	0	0,00
	SECRETARIO/A	1	1	100,00	0	0,00
	OTROS	17	9	52,94	8	47,06
	Total	19	11	57,89	8	42,11

Action V.12.5: Promote a balance in terms of gender in the staff representation bodies: Teaching and Research Staff Board, Administration and Service Staff Board, and Work Council. FULFILLED

Indicators	<ol style="list-style-type: none"> 1. Produce guidelines on good practices for a balanced structure. From the various unions 2. Balance in terms of gender in the Board of the teaching and research staff 3. Balance in terms of gender in the Board of the administrative and service staff 4. Balance in terms of gender in the Works Council 5. Obtain a reasoned report from governing and representation bodies that don't meet the guideline on a balanced presence of women and men. This was not necessary.
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Evidence: Balance in terms of gender in the Board of the teaching and research staff. Currently, 8 women and 6 men; [link to the board](#)

AXIS VI OCCUPATIONAL HEALTH, REJECTING ANY FORM OF HARASSMENT, TAKING INTO ACCOUNT THE PARTICULARITIES OF SEXUAL AND GENDER-BASED HARASSMENT, AND MISOGYNIST VIOLENCE

Action VI.14.2: Design, implement and communicate an assessment protocol and a list of evidence of specific risks during pregnancy and breastfeeding for workers, allowing them to adapt their working conditions: hours, spaces and furniture, workstations, etc. FULFILLED

Indicators	<ul style="list-style-type: none">● Production and dissemination of the protocol● Number of women who have adhered to the protocol● Number and type of adaptations conducted
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Evidence:

The Occupational Risk Unit and in line with articles 25 and 26 of the Spanish Law on the Prevention of Occupational Risks, we have a process for managing the protection of maternity, breastfeeding and vulnerable workers.

This process is available in the blog of the Occupational Risk Unit: <https://prevencion.umh.es/>.

The Occupational Risk Unit, specifically in the risk assessment process, takes into account workers' exposure to the various safety, hygienic, ergonomic or psychosocial factors. This is performed via an on-site visit to the workstations of workers who have previously notified the Medical Service staff of their condition.

Specifically, in 2025 the university conducted 3 adaptations due to pregnancy.

In the remaining cases, the pregnant women did not communicate it either because they believed that their position was risk-free or they simply did not communicate it.

All prevention courses insist on the importance of preventive measures for pregnant or breastfeeding women.

Information on the process is communicated through the blog and in the training courses (we have a specific course on maternity and occupational risks delivered by the Medical Service staff once per year and campus).

Information is also provided in the welcome course aimed at all the staff that joins the university. The information on these courses is sent by the Vice-Rectorate for Infrastructures to all the UMH staff by email.

Action VI.15.1: Promote the production and dissemination of a Code of Good Practices and Co-existence on Equality that includes, in a simple way, how to identify situations of harassment and violence, the channels for reporting them, guarantees and the applicable regulation. NOT FULFILLED

Indicators	<ul style="list-style-type: none"> ● Produce the Code of Good Practices (Yes/No) ● Number of times it has been disseminated
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Evidence:

Currently waiting for the new university statutes to be drafted, which will include the appropriate channel to file complaints and the co-existence regulation and harassment protocol that may be drawn up and negotiated, where necessary, as from that date.

Action VI.15.2: Revise the protocol that has been in force since 2015 on preventing and acting against sexual, gender-based and sexual orientation-based harassment in order to: a) streamline and minimise the steps and decrease the bureaucracy, b) optimise document safe-keeping and traceability, c) delimit more clearly the scope of action of the UMH, d) include guidelines from the new Spanish Law of University Co-existence, and e) include preventive and remedial measures; and (2) conduct a dissemination and information campaign on the content and mechanisms of the new prevention and action protocol for harassment through different channels, adapting the campaigns to the target audience (i.e. students, administration and service staff, teaching and research staff or research staff). **NOT ENTIRELY FULFILLED**

Indicators	<ul style="list-style-type: none"> ● New action protocol for cases of harassment (Yes/No) ● Number of dissemination actions among groups of the university community
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Evidence:

[Protocol activations](#)

Action VI.15.3: Promote specific training on harassment for representatives of the working staff, safety and health committee, members of the harassment commissions and all the people who take part in the protocol. **FULFILLED**

Indicators	<ul style="list-style-type: none"> ● Training sessions proposed ● Training sessions conducted
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Training sessions proposed: 1

Training sessions conducted: 0

An email was sent in June 2025 to labour bodies and the various services involved in this action and others. It did not take place due to a lack of people enrolled. It will be made available again in 2026.

Dear people in charge of XXXXXXXX:

We regret to inform you that the course 'Learning to prevent, identify and assist in cases of gender and sex-based violence at the UMH' of the technical, management, administration and service staff training for 2025, will not go ahead due to not reaching a minimum number of enrollees.

We'd like to remind you that, in the framework of our university's II Equality Plan, its various bodies and departments have the responsibility to be actively involved in the scheduled training actions. This is laid out in our II Equality Plan, in AXIS 6: Occupational health, rejecting any form of harassment, taking into account the particularities of sexual and gender-based harassment, and misogynist violence.

- Action VI.14.1: Train the people in charge of designing and implementing occupational health measures on equality and gender perspective.
- Action VI.15.3: Promote specific training on harassment for representatives of the working staff, safety and health committee, members of the harassment commissions and all the people who take part in the protocol.
- Action VI.16.2: Regarding the rights of misogynist violence victims: (1) train the staff in charge of human resources on violence against women, and (2) produce and (3) disseminate a document that includes the work-related measures that are available.

Training the staff on the topic of equality and harassment prevention is a key aspect to guarantee a safe, respectful and inclusive university environment.

We encourage you to, from your departments, promote an active participation in this type of training actions and foster your staff's commitment to the principles of equality and respect that we must abide by as a public institution.

We are at your disposal to solve any doubts or provide the necessary information for future initiatives.

Thank you for your cooperation.

Action VI. 15.4: Communicate the number of times that we have activated the protocol for preventing and acting against sexual, gender-based and sexual orientation-based harassment, by type of harassment. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Enable a space for its publication on the website of the Department of Equality of the UMH ● Publish the number of activations
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- Enable a space for its publication on the website of the Department of Equality of the UMH. YES
- Number of activations published YES

<https://igualdad.umh.es/protocolos-2/>

Action VI.16.1: Map the 'black spots' in UMH campuses perceived as conflictive or unsafe, and take measures to achieve safe spaces for the entire university community. NOT FULFILLED

Indicators	<ul style="list-style-type: none"> ● Number of 'black spots' identified ● Numer of actions proposed
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	● Number of actions conducted
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A safety study with a gender perspective has been conducted at the UMH by [Accesscity](#)

Action VI.16.2: Regarding the rights of misogynist violence victims: (1) train the staff in charge of human resources on violence against women, and (2) produce and (3) disseminate a document that includes the work-related measures that are available.

FULFILLED

Indicators	(1) Number of training actions proposed (1) Number of participants in the training sessions (2) (*) Draft the document on the labour rights of misogynist violence victims (Yes/No) (3) Number of dissemination actions conducted
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(1) Number of training actions proposed: 1

(1) Number of participants in the training sessions: 0

(2) (*) Draft the document on the labour rights of victims of misogynist violence: Yes

(3) Number of dissemination actions conducted: 2

(1) The course was offered but was not delivered due to not reaching a high enough number of enrollees.

(2) [Protection guide for victims of gender-based and sexual violence](#) at the Miguel Hernández University of Elche, specifically for the STAFF and for CIVIL SERVANT STAFF

(3) Commemoration of the 25 N and email sent on 01/04/2025 from the Vice-Rectorate For Culture, Equality and Diversity with the document on work-related measures.

Action VI.16.4: Provide the necessary mechanisms so that victims of gender-based violence can complete their bachelor's degree studies once they have begun. FULFILLED

Indicators	<ul style="list-style-type: none"> ● Establish guidelines and communicate the measure (Yes/No) ● Number of requests received following the expiry of the maximum exemption period as laid out in the current regional decree on the exemption of academic fees
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Indicators:

- Establish guidelines and communicate the measure (Yes/No) **Yes** (study management website, simple summarised document)

- Number of requests received following the expiry of the maximum exemption period as laid out in the current regional decree on the exemption of academic fees. **1 where the renewal of the exemption was not requested**

Evidence:

Answer from the Valencian Regional Government on 6 June 2025 to an email from the Study Management Service of the UMH (own translation):

‘The most novel aspect is that, now, the exemption can be applied to victims of gender-based violence of any autonomous community (not only the Valencia region) and the exemption does not have a set duration. It can be applied indefinitely.’

Action VI.16.5: Produce a protocol to provide victims of gender-based violence who work or study at the UMH the personal protection measures necessary to guarantee their safety in the university’s campuses. FULFILLED

Indicator	● Draft the coordination procedure (Yes/No)
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Indicators:

Draft the coordination procedure: Yes

Evidence:

ACTION PROTOCOL FOR SITUATIONS OF GENDER AND/OR MISOGYNIST VIOLENCE IN UMH CAMPUSES - [Protocol](#)