



UNIVERSITY OF CORDOBA



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ABBREVIATIONS

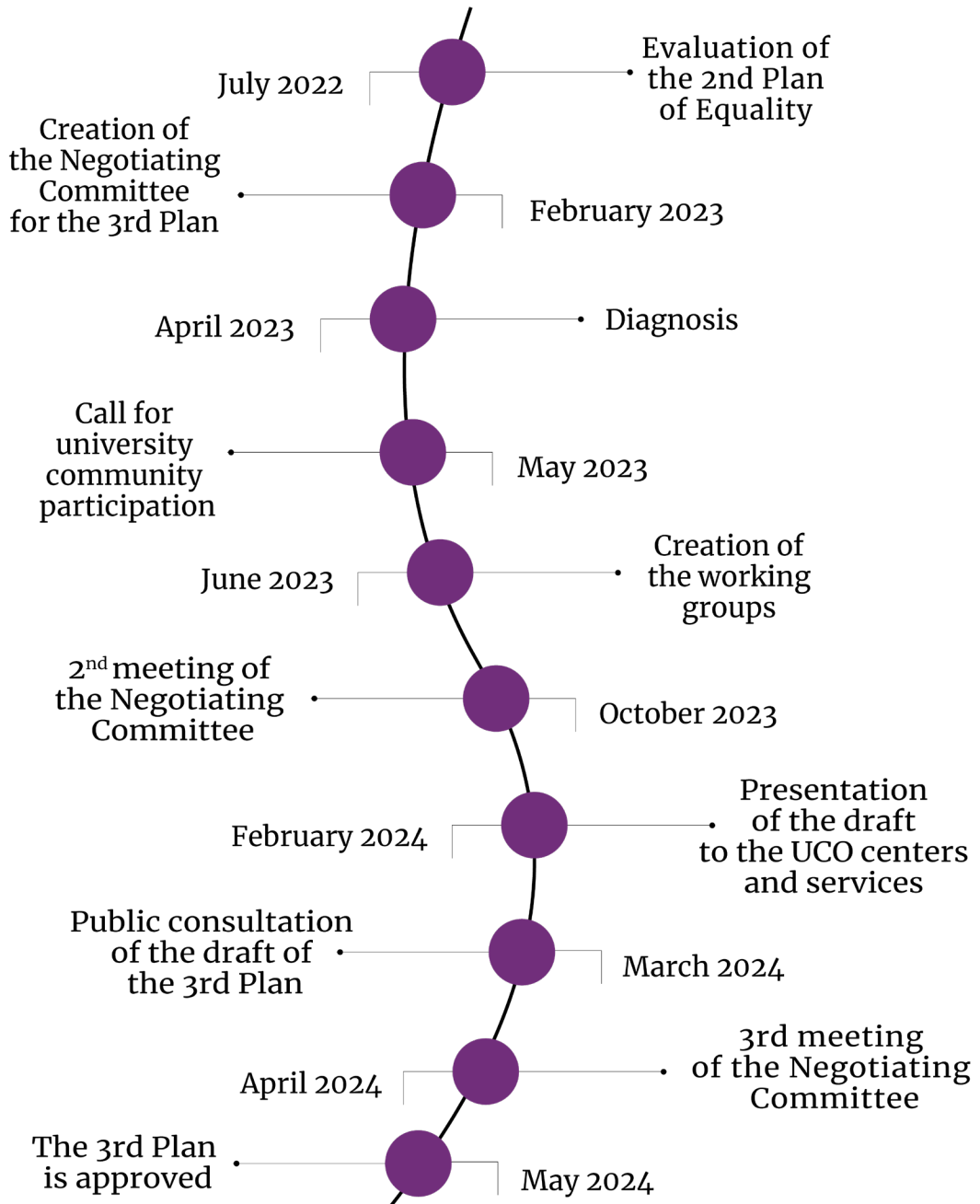
Art.	Article
BOUCO	Official Bulletin of the University of Cordoba
COVID-19	Coronavirus
HE	Horizon Europe program
R&D&I	Research, Development and Innovation
R&I	Research and Innovation
PI	Principal Investigator
LGTBIQ+	Lesbian, gay, transgender, transsexual, bisexual, intersex, queer and all other identities and orientations included.
LOSU	Organic Law 2/2023 of March 22, 23 on the University System.
SDG	Sustainable Development Goals
ASRP	Annual Student Recruitment Plan (PACE)
TRS	Teaching and Research Staff (PDI)
RS	Research Staff (PI)
MASTS	Management, Administration and Services Technical Staff (PTGAS)
STEM	Science, Technology, Engineering and Mathematics
FDP	Final Degree Project (TFG)
MT	Master's Thesis (TFM)
UCO	University of Cordoba
UCOimpulsa	Modality of the University of Cordoba's Research Plan
UCOlidera	Modality of the University of Cordoba's Research Plan

INTRODUCTION



The **3rd Equality Plan of the University of Cordoba** is a strategic document that reflects its institutional commitment to the promotion of gender equality and the elimination of any form of discrimination within our community. This plan is the result of an extensive process of consultation and collaboration, in which the entire university community has actively participated, demonstrating a firm and unified commitment to equality.

This document is the result of a meticulous and participatory process that has involved our entire university community and has been developed in a structured and collaborative manner, ensuring the active participation of our institution's different levels and divisions.

The structure of the process was as follows:



As per Royal Decree 901/2020, of October 13, which governs equality plans and their registration and amends Royal Decree 713/2010, of May 28, on the registration and filing of collective bargaining conventions and agreements, the Negotiating Committee for the 3rd Plan was created, its meetings producing the Plan's 7 axes:

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- 1** Awareness-raising, training and institutional image
 - 2** Teaching
 - 3** Research
 - 4** Governance
 - 5** Co-responsibility
 - 6** Harassment, sexual and gender-based violence
 - 7** Monitoring and evaluation
- 

The Plan is distinguished by the introduction, for the first time, of a series of quantitative indicators that will make possible the rigorous evaluation and monitoring of the policies implemented. This methodological approach reflects a desire to not only set clear and measurable objectives, but also to ensure transparency and accountability in all our institutional work. The seventh axis, dedicated exclusively to Follow-up and Evaluation, is a testimony to our dedication to continuous improvement and the effectiveness of the policies adopted.

The objectives and measures for each of the axes are the result of the public consultation and the working groups established

for the preparation of the Plan, which met between June and September 2023.

This plan was created under the aegis of the most recent regulations, including the Organic Law of the University System (LOSU), which stresses the importance of achieving equal opportunities in a diverse and free university context. Furthermore, it not only stresses the need to report on the approval of equality plans, but also establishes specific requirements to promote this equality in every area of university activities. In a favorable regulatory framework, the UCO's 3rd Equality Plan is aligned with legislation that advocates for gender equality and the elimination of any discrimination.

The 3rd Plan is a fundamental document that articulates the University of Cordoba's commitment to equality and affects all areas, with some essential actions being linked to its approval. Thus, the ceiA3 consortium is subject to the UCO's equality plan, as an entity attached to it and endorsed by the approval of its Governing Council.

In addition, this plan marks an important milestone in the establishment of equality as a transversal principle at the University of Cordoba. The drafting of the new Work-Life Balance Plan (Plan Concilia) and the revision of the harassment protocol, both aligned with current regulations and the new University Coexistence Law, are clear examples of how our institution not only responds to legislative changes, but also proactively anticipates and adapts to future needs.

We face significant challenges, such as the persistent wage gap, as exemplified by the underrepresentation of women in key fields such as Science, Technology, Engineering and Mathematics (STEM), exacerbated by the transition to the Industrial Revolution 4.0. This situation not only underscores the urgency of our interventions, but also spotlights the need for strong policies that address these structural imbalances and

promote equitable access to emerging opportunities in these sectors.

In this context, the 3rd Equality Plan seeks not only to continue with the work already done, but also to expand our ambitions to include a complete mainstreaming of equality in all the university's activities and policies. Thus, the University of Cordoba reaffirms its leadership in promoting an inclusive and respectful environment where all members of the community have the same opportunities to develop their potential without discrimination.

This plan has been developed and will be implemented with the full cooperation and collaboration of all levels of our university community, ensuring that every voice is heard and every action taken reflects our shared commitment to equality. The structure of the plan, designed to be inclusive and effective, sets a clear path toward a future in which equality is not just a goal, but a palpable, everyday reality.

REGULATORY FRAMEWORK

The University of Cordoba's 3rd Equality Plan is contextualized in the current regulatory framework for the Andalusian, Spanish and European levels in terms of equality, as well as in the Statutes of the University of Cordoba and the 3rd Strategic Plan 2021/2024. Furthermore, in a global context, the 3rd Equality Plan is framed within the United Nations Agenda 2030 and the achievement of the Sustainable Development Goals (SDGs), with a transversal approach.

It is essential to refer, first of all, to **Royal Decree 901/2020 of October 13, which governs equality plans and their registration**. Universities, as organizations with a staff of more than 50 employees, must comply with the regulations set down in this RD, in accordance with the provisions of Organic Law 3/2007 of March 22, 2007 on the effective equality of women and men.

RD 901/2020 pursues the objectives of transparency and overcoming the wage gap, and responds to the legal mandate for the development of equality plans, specifying the aspects to be analyzed in the diagnosis, including the requirements for their registration, storage and access. It also establishes the creation of a Negotiating Committee made up of Staff Management and Representation, as the central nucleus for the development and reaching of consensus on diagnoses and plans.

At the European level the **European Strategy for Gender Equality 2020-2025** calls for a series of actions to ensure that the European Commission includes an equality perspective in every policy area of the European Union, addressing representation in decision-making bodies, equal pay and equal opportunities, and gender-based violence. In the field of science and research, specific measures are included to overcome the gender gap in this sector.

Among them, the Horizon Europe (HE) program emphasizes gender equality in research and innovation, seeking to eradicate inequalities and barriers, including unconscious biases. Three phases are highlighted in which this is a priority: eligibility, with gender equality plans that must be detailed and public; award criteria, which require integrating the gender perspective into research, considering it fundamental for excellence; and ranking criteria, where gender balance on teams is decisive in equally valued proposals. This approach aims to foster excellence and creativity for more diverse and inclusive research in the future.

Likewise, mention should be made of **Law 17/2022 of September 5, amending Law 14/2011 of June 1 on Science, Technology and Innovation**, which promotes the incorporation of a gender approach into the execution of research, and research teams themselves.

At the state level, **Organic Law 2/2023 of March 22 on the University System (LOSU)** requires universities to take measures to promote equality between women and men in different areas, such as teaching, research, the wage gap, co-responsibility and the prevention of sexual harassment.

In the field of educational organization, **Royal Decree 822/2021 of September 28, which establishes the organization of university education and the procedure for quality assurance**, represents an opportunity to advance the work of equality in and through higher education. This provision states that

curricula must be based on democratic principles and values, as well as the Sustainable Development Goals, and explicitly refers to respect for gender equality and the principle of equal treatment and non-discrimination on grounds of birth, national or ethnic origin, religion, convictions or opinions, age, disability, sexual orientation, gender identity or expression, sexual characteristics, illness, socioeconomic status or any other personal or social condition or circumstance (Art. 4.2.).

With regard to teaching, **Law 15/2022 of July 12, 2022 on equal treatment and non-discrimination**, also states, in its Article 13, that *educational administrations shall pay special attention to the right to equal treatment and non-discrimination in the curriculum of all educational stages. In addition, the inclusion of teaching on equal treatment and non-discrimination will be encouraged in the curricula, where appropriate.*

The sections related to co-responsibility and the work environment are based on **Royal Decree-Law 6/2019 of March 1 on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupations**; and on **Royal Decree 902/2020, of October 13 on equal pay for women and men**. The latter refers to the obligation to keep a remuneration register and to the transparency of remuneration through a proper evaluation of job positions. Likewise, **Royal Decree-Law 3/2021 of February 2 adopting measures to reduce the gender gap and other matters in the Social Security and economic fields**, incorporates measures to reduce the gender gap and other labor-related actions.

In addition to the areas mentioned above, the University of Cordoba's commitments against violence and harassment are reflected in the creation of a specific axis within the 3rd Plan. In this area, the regulatory framework includes Organic Law 3/2007 and the aforementioned Law 15/2022. Also in the university context, **Law 3/2022 of February 24 on university coexistence** and its adaptation to the University of Cordoba, by

means of **Regulation 5/2023 on coexistence at the University of Cordoba**, have been taken into consideration.

Finally, it should be noted that, at the state level, there is the **2022-2025 3rd Strategic Plan for the Effective Equality of Women and Men**, while in the Andalusian community the **Strategic Plan for the Equality of Women and Men of Andalusia (2022-2028)** is in force, with which the equality plans of the Andalusian public universities must be aligned.

VALIDITY

The University of Cordoba's 3rd Plan for Equality between Women and Men shall be valid for four years, and binding on the university community.

This plan shall enter into force on the day following its publication in the Official Bulletin of the University of Cordoba (BOUCO).

DIAGNOSTIC REPORT

A diagnosis of equal opportunities and equal treatment in the management of human resources at the University of Cordoba having been carried out, the main conclusions drawn are set out below.

First, the structures and aspects that can be considered strengths on which to base the 3rd Plan are detailed. Secondly, the difficulties that may hinder the achievement of real equality between women and men at the UCO are mentioned. Finally, the proposals and recommendations that serve as a basis for the drafting of the measures to be included in the University of Cordoba's 3rd Plan for Equality Between Women and Men are presented.

STRENGTHS

The University of Cordoba manifests its commitment to the integration of equal treatment and opportunities at the University. In this way, this institution, which has a long history in the field of equality, proceeds based on the results obtained in the Evaluation of the 2nd Plan and in this preliminary diagnosis for the drafting of the 3rd Plan for Equality Between Women and Men.

Therefore, the University of Cordoba has an extensive track record in this area, which is already integrated into many of its processes and procedures, as regards both the management of its staff, and externally, the rest of the educational community, and the general public. This fact evidences its interest in and commitment to achieving real and effective equality in its management.

The different documents that regulate the management of the personnel at the University of Cordoba contain a series of actions aimed at promoting equal treatment and opportunities within the organization. Likewise, it is necessary to highlight the 1st Work-Life Balance Plan (Plan Concilia), which features specific measures regarding balancing staff's work, personal and family lives. This fact demonstrates the institution's commitment to guaranteeing a more positive atmosphere for its workers, which it also wishes to improve in order to meet the needs of its personnel and achieve a better working environment among its staff.

After the analysis carried out based on the data provided by the staff, it was found that there are some aspects denoting a balance between women and men. Although there is room for improvement, there is a high level of interest in and commitment to integrating equal opportunities and treatment into the

institution and in spotlighting women staff and the different realities that affect all the people who make up the institution.

The fact that the University of Cordoba has a specific protocol to prevent, detect and act in cases of sexual harassment represents a step forward in achieving equal management and equity for the educational community. It is also necessary for it to be more widely disseminated among all staff and the rest of the groups involved to ensure that everyone knows the procedure and how to act in the event that they receive or perceive a situation of this type. It is also important that the institution maintain a firm and direct stance in these cases.

» PROBLEMS DETECTED

After analyzing the information gathered for the preparation of this diagnosis, certain hurdles have been identified that hinder the achievement of real equality between women and men at the University of Cordoba, which are presented below.

The staff of the University of Cordoba is made up of three groups: Teaching and Research Staff (TRS), Management, Administration and Services Technical Staff (MASTS), and Research Staff (RS).

One of the aspects analyzed was horizontal segregation, understood as the varying concentrations of men and women based on job differentiation and activities associated with traditionally female or male tasks, according to a gender-based division of labor.

In this regard we can see how the UCO's teaching and research staff follows some of these gender stereotypes, with a high concentration of professors in departments linked to Engineering and other traditionally male areas; and more female professors in departments related to Education, Health and traditionally feminized areas.

The diagnosis also looks at the different occupations of women and men in management positions, i.e., on the hierarchical scale within the institution's structure. Parity is observed in the administrative positions at the main collegiate governing bodies (Management Team, Board of Governors and the Faculty), although there are differences in the composition of the Social Council, with a greater presence of men. As for the unipersonal bodies (management teams of centers and departments), there is an imbalance: 72.34% men and 27.66% women in their management.

Likewise, in terms of the professional categories of the teaching and research staff, there is a majority presence of women among contracted personnel and assistant professors with PhDs, while men are more present in the categories of emeritus professors, full professors and collaborating personnel. In the MASTS professional category, we find that women are more concentrated in Group C2, of civil servants; while men are more so in Group A1, among civil servants, and Groups 1, 2 and 3 among private personnel.

It has been detected that certain behaviors still persist within the University of Cordoba that can be considered forms of "microsexism," especially in certain aspects related to estimations of women's capabilities and the recognition of female workers' opinions and proposals. In this regard there are still some situations that may cause some unease among female workers due to attitudes among their colleagues and other segments of the educational community. Hence, it is necessary to promote more equal treatment among the entire staff, promote training in this area and, when certain behaviors can be identified as sexual or gender-based harassment, firmly apply the UCO's sexual and gender-based harassment prevention and protection Protocol.

Although there is interest on the part of the personnel in using non-sexist and inclusive language in the most recently produced documents, both external ones and those for the staff's own management and working conditions, a failure to do so in an adequate and systematized manner is detected. In addition, in many processes sexist language is still used, with the generic masculine being used with reference to the entire workforce. With no manual or style guide to facilitate its use, there is a certain lack of awareness and knowledge of this matter on the part of the staff, so this deficit continues to exist, and should be resolved in order to give the University a more adequate and inclusive image.

» SUGGESTIONS FOR IMPROVEMENT

Como resultado del diagnóstico, se exponen algunas propuestas y recomendaciones dirigidas a alcanzar la igualdad real de oportunidades y de trato de mujeres y hombres dentro de la Universidad de Córdoba, una vez analizados los datos y extraídas las conclusiones pertinentes, que sirvan de guía para la elaboración del III Plan.

- Greater transparency and dissemination of processes related to human resources management and the staff's working conditions.
- Establish a training program on equality for all staff at the University of Cordoba, including specific subjects, such as gender mainstreaming and intersectionality, and the appropriate and non-sexist use of written and visual language, among others.
- Include equality modules in the most extensive training courses for personnel.
- Facilitate training for all personnel, within working hours, whenever possible; or online, if not possible.
- Certify the establishment of affirmative action measures to incorporate women into coordination positions and ones of greater responsibility at the University of Cordoba.
- Ensure parity in the composition of selection panels in UCO processes and integrate the gender perspective into all personnel management processes.

- Raise awareness of and recognize the work of women at the University of Cordoba, especially in the field of teaching and research.
- Value equality training in all selection and promotion processes.
- The training of personnel in command functions in team management from a gender perspective.
- Conduct a study of the work-life balance needs of the workforce, paying special attention to the needs of the different segments that comprise it.
- Facilitate the use of leave and work-life balance measures for all personnel, especially for the group of Interim Substitute Instructors, who have fewer options in this regard.
- Propose new work-life balance measures or expand the existing ones, adjusted to the realities of the personnel.
- Create spaces aimed at facilitating work-life balance for University of Cordoba staff, such as a play center, child care facility or breastfeeding room.
- Regulate and facilitate teleworking to cover part of the working day if the job permits.
- Ensure the systematization of maternity and breastfeeding, as well as the different situations that may generate special risks for women under these circumstances.
- Bolster the dissemination of the gender-based sexual harassment prevention and protection protocol at the University of Cordoba.

- Carry out awareness campaigns and actions aimed at the workforce on gender equality, co-responsibility, the prevention of gender-based violence, sexual and gender-based harassment, microsexism, LGTBI phobia and other topics that favor an egalitarian and equitable work environment.
- Promote research with a gender focus at UCO.
- Develop, implement and disseminate a guide for non-sexist and inclusive language at the University of Cordoba.
- Promote the training of UCO Communications staff on the use of non-sexist and inclusive written, visual and iconographic language.
- Develop a Communication Plan aimed at informing people and raising awareness among the staff and the educational community about the drafting of the 3rd Plan for Equality Between Women and Men at the University of Cordoba.

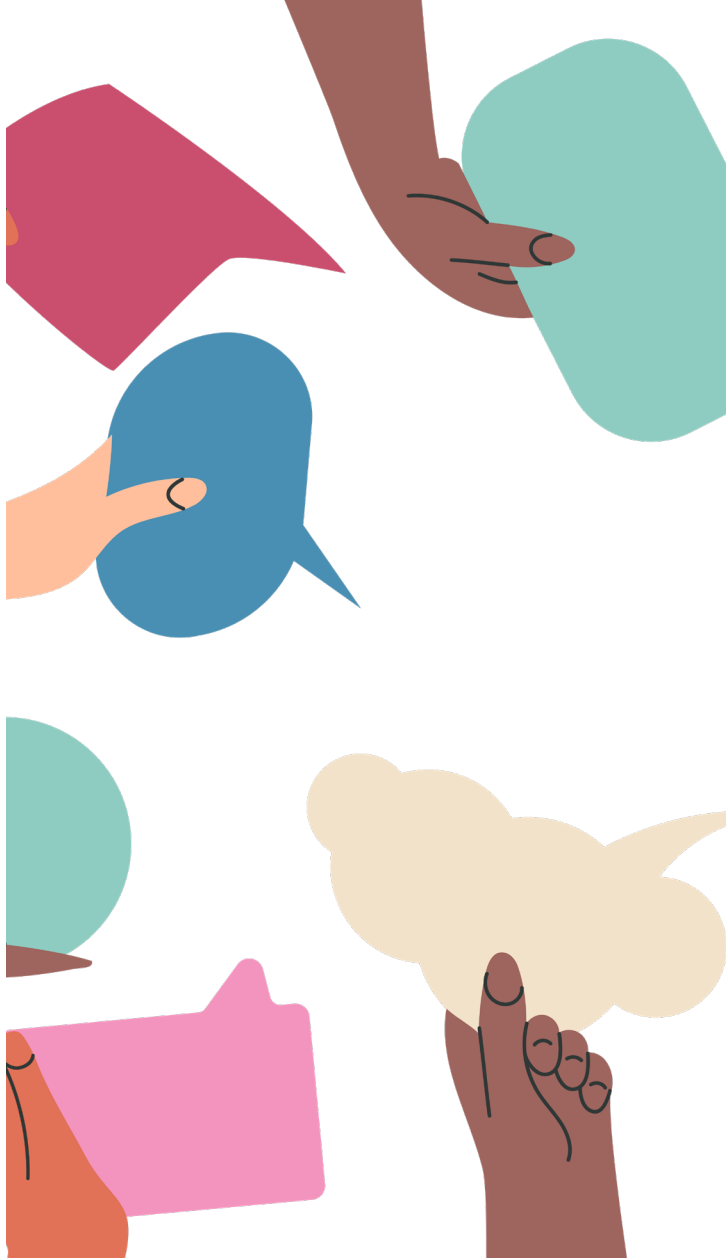
Together with these proposals for improvement, it is necessary to point out a series of conclusions after the completion of the diagnosis, with a view to the 3rd Equality Plan's implementation, evaluation and follow-up.

It has been difficult to obtain data broken down by gender from the University itself, related to the gender gap in crucial aspects, such as the distribution of bonus payments. For example, it is difficult to adequately evaluate gender discrimination in the information provided, given the lack of knowledge of gender specialization in these bonuses.

Likewise, in the area of selection and promotion processes for various groups, no evident gender bias is detected. However, it is striking to observe how the numbers reveal a significant

gender disparity in the highest professional categories, both in the MASTS and in the TRS. This suggests that, although there is no apparent discrimination during the selection process, the social reality and the demands associated with certain positions do seem to clearly penalize women and not men. This phenomenon reflects a clear social penalization due to the additional responsibilities and dedication to personal obligations that, historically, are borne more often by women. Thus, it is essential to address these disparities in the measures contained in this 3rd Equality Plan, through awareness, training and co-responsibility.

There is a clear need for comprehensive evaluations that include the cross-referencing of recorded and gender-broken down data, addressing the reality of the workforce and facilitating the monitoring and evaluation of the 3rd Plan.



AXIS 1.

AWARENESS, TRAINING AND INSTITUTIONAL IMAGE

The institutionalization of equality, inclusion and equity constitute the cornerstone of this first axis of the Equality Plan. To this end, the development of an institutional culture committed to policies for the equality of women and men, and that favors participation by all people, for their identification with equality and inclusion measures, is a priority.

For all these reasons, this axis consists of a single objective broken down into different measures. The promotion of this objective will be carried out through a series of actions aimed at the university community involving awareness and training actions, transfer to society, awareness raising and the recognition of people working for equality.

OBJECTIVE 1.1. TO PROMOTE THE UNIVERSITY OF CORDOBA “BRAND” AS AN EGALITARIAN UNIVERSITY

Measure 1.1.1. Dissemination of the 3rd Plan for Equality Between Women and Men through a communication plan.

Body responsible	Equality Unit Equity Network Communications Office
Target	University community Citizens
Scheduling	2024
Evaluation indicators	Number of actions performed List of thematic areas of awareness-raising actions Persons reached at face-to-face events, broken down by gender, and in information published online Number of press releases and posts on the networks Publication of the communications plan Number of copies of the 3rd Plan distributed Number of consultations and downloads of the 3rd Plan

DURATION | 2024 | 2025 | 2026 | 2027 |



Measure 1.1.2. Scheduling and design of activities aimed at the university community and society as a whole to raise awareness of gender equality issues.

Body responsible	<p>Equality Unit</p> <p>Leonor de Guzman Chair in Women’s Studies</p> <p>Equity Network</p>
Target	<p>University community</p> <p>Citizens</p>
Scheduling	<p>Annually</p>
Evaluation indicators	<p>Number of actions carried out per year within the university community</p> <p>Number of actions carried out per year outside of the university community</p> <p>List of topics of awareness-raising actions</p> <p>Number of press releases and posts on social media</p> <p>People reached in face-to-face events, broken down by gender, and in information published online</p>



Measure 1.1.3. Carry out awareness campaigns on equal opportunities between women and men, co-responsibility, violence against women (VAW), diverse masculinities, LGTBIQ+ collective on the social networks, the UCO website and spaces at the centers.

Body responsible	<p>Equality Unit</p> <p>Leonor de Guzman Chair in Women’s Studies</p> <p>Communications Office</p> <p>Inclusion Area</p> <p>Equity Network</p> <p>Centers</p>
Target	University community
Scheduling	Annually
Evaluation indicators	<p>Number of campaigns carried out</p> <p>List of topics</p> <p>Number of awareness-raising actions</p>



Measure 1.1.4. Implementation of actions at Primary, Secondary and High Schools, and vocational training centers, to promote education in and for equality, and to contribute to the non-stereotyped selection of university studies.

Body responsible	<p>Vice-Rector’s Office responsible for equality</p> <p>Vice-Rector’s Office responsible for the student body</p> <p>UCCi</p> <p>Equality Unit</p> <p>Leonor de Guzman Chair in Women’s Studies</p>
Target	<p>Primary, Secondary, High School and Vocational Training students in Cordoba and its province</p>
Schedule	<p>Annually</p>
Evaluation indicators	<p>Number of actions performed</p> <p>Number of participating centers, broken down by stage of education</p> <p>List of topics of awareness-raising actions</p> <p>Persons reached in face-to-face activities, broken down by gender</p>



Measure 1.1.5. Campaigns for the dissemination of regulations, protocols and services on equality available at the University of Cordoba.

Body responsible	Equality Unit Communications Office
Target	University community
Schedule	Periodic
Evaluation indicators	Number of news items produced Access to news, download news on web pages, likes, etc. Number of requests made per year for each of these regulations, protocols and services



Measure 1.1.6. Organization of awareness-raising actions that promote knowledge and respect for the diversity of sexual orientations and identities.

Body responsible	Vice-Rector’s Office responsible for equality Equality Unit Inclusion Area Communications Office
Target	University community
Schedule	Annually
Evaluation indicators	Number and concrete nature of actions carried out Number of participants, broken down by gender Number of milestones, made visible on social media



Measure 1.1.7. The creation of “Ten steps for the egalitarian use of language and images at the University of Cordoba” and a training plan for its implementation.

Body responsible	<p>Vice-Rector’s Office responsible for equality</p> <p>Equality Unit</p> <p>General Secretariat</p> <p>Communications Office</p>
Target	University community
Schedule	Annually
Evaluation indicators	<p>Verification of its creation and use</p> <p>Number of units, services or departments where dissemination has been carried out</p> <p>Number of units, services or departments that have incorporated it, with evidence</p> <p>Number of training actions</p> <p>Number of people reached</p>



Measure 1.1.8. Raising awareness of awards for and recognitions of women by different UCO groups.

Body responsible	<p>Body responsible Vice-Rector’s Office responsible for science policy</p> <p>Vice-Rector’s Office in charge of transfer</p> <p>Vice-Rector’s Office responsible for undergraduate studies, quality and teaching innovation</p> <p>Vice-Rector’s Office responsible for postgraduate studies</p> <p>Equality Unit</p> <p>Communications Office</p>
Target	<p>University community</p> <p>Society as a whole</p>
Schedule	<p>Annually</p>
Evaluation indicators	<p>Number of news items on awards and recognitions obtained by women</p> <p>Database with the list of women recognized with respect to the total number of awardees.</p>



Measure 1.1.9. Recovery of the historical legacy of women who have played a leading role at the UCO from its beginnings to the present.

Body responsible	Equality Unit General Secretariat Communications Office Leonor de Guzman Chair in Women’s Studies Centers
Target	University community
Schedule	Annually
Evaluation indicators	Number of participating centers Number of women recognized Number of press releases and posts on social media



Measure 1.1.10. Offer training on the existence, use and dissemination of scientific production repositories and metarepositories, databases and reports in terms of gender equality.

Body responsible	Library Service Administration Centers
Target	University community
Schedule	Periodic
Evaluation indicators	Number of training sessions Number of people reached Number of specific works in the repository

DURATION | 2024 | 2025 | 2026 | 2027 |





AXIS 2. TEACHING

The incorporation and/or consolidation of a feminist perspective in university teaching encompasses different axes and action areas that have been widely discussed in the scientific literature on feminist pedagogies. Some of these areas have to do with the importance of educational planning (in both curriculums and the designing of degree programs), in which epistemological and bibliographical references are considered that transcend the predominant androcentric view of knowledge that has traditionally been considered the most legitimate and valuable; the use of inclusive and non-sexist language and curricular materials that are respectful of diversity; and the development of feminist teaching methodologies that are mindful of diversity, attentive, and question inequality via coeducational pedagogical models.

To this end, it seems essential to promote feminist teacher training for faculty and the university community, to encourage academic networking, which contributes to generating synergies and raising awareness of practices that are already being carried out from this perspective; and to promote gender-conscious decision-making by the administrative bodies responsible for teaching-related matters.

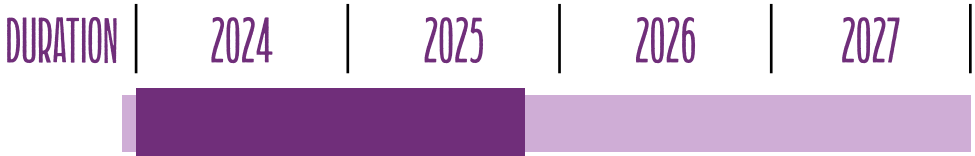
In order to advance along these lines of action, the teaching axis is structured around four objectives:

- | | | | |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------|
| 1 | 2 | 3 | 4 |
| The incorporation of the gender perspective into educational programs. | The inclusion of equality subjects and contents in degree verification and modification processes. | Training for teaching with a gender perspective. | Fomenting the development and dissemination of materials and publications on equality. |

OBJECTIVE 2.1. INCORPORATING THE GENDER PERSPECTIVE INTO EDUCATIONAL PROGRAMS

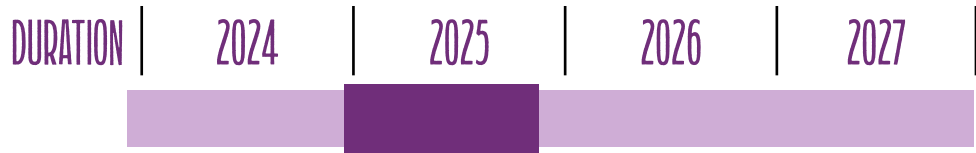
Measure 2.1.1. Carry out a diagnosis of the inclusion of the gender perspective in undergraduate and graduate programs.

Body responsible	<p>Vice-Rector’s Office responsible for undergraduate studies, quality and teaching innovation</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Degree coordination body</p>
Target	TRS and students
Schedule	Biannual
Evaluation indicators	<p>Publication of the diagnostic report</p> <p>Number of actions to disseminate the diagnosis</p> <p>Launch of the survey</p>



Measure 2.1.2. Drafting of a guide to facilitate the incorporation of the gender perspective into educational programs.

Body responsible	<p>Vice-Rector’s Office responsible for undergraduate studies, quality and teaching innovation</p> <p>Vice-Rector’s Office responsible for postgraduate studies</p> <p>Equality Unit</p> <p>Centers</p> <p>Departments and areas</p> <p>Degree coordination body</p>
Target	TRS and students
Schedule	2025
Evaluation indicators	<p>Publication of the guide</p> <p>Number of actions to disseminate it</p> <p>Number of press releases and social media posts for dissemination</p>



Measure 2.1.3. Follow-up and evaluation of the incorporation of the guide with a gender perspective into the educational programs.

<p>Body responsible</p>	<p>Vice-Rector’s Office responsible for undergraduate studies, quality and teaching innovation</p> <p>Vice-Rector’s Office responsible for postgraduate studies</p> <p>Equality Unit</p> <p>Directorate of Teacher Training and Innovation</p> <p>Degree coordination body bodies</p>
<p>Target</p>	<p>TRS and students</p>
<p>Schedule</p>	<p>Periodic</p>
<p>Evaluation indicators</p>	<p>Number of training courses</p> <p>Specific training modules on equality in the Initial Teacher Training Plan (Expert Degree in University Teaching and Expert Degree in Research).</p> <p>Number of teachers attending the different training courses, broken down by gender</p> <p>Number of teaching programs that incorporate gender perspective</p>



OBJECTIVE 2.2. INCLUDE EQUALITY SUBJECTS AND CONTENTS IN THE PROCESSES FOR THE VERIFICATION OR MODIFICATION OF DEGREE PROGRAMS

Measure 2.2.1 Incorporation of equality subjects and contents into the verification or modification processes for undergraduate, postgraduate and internal degree programs.

Body responsible	<p>Vice-Rector's Office responsible for undergraduate studies, quality and teaching innovation</p> <p>Vice-Rector's Office responsible for postgraduate studies</p> <p>Vice-Rector's Office responsible for Ongoing education</p> <p>Quality Assurance Units of the centers</p> <p>Departments and areas</p> <p>Study Plan Commissions of the centers</p>
Target	University community
Schedule	Periodic
Evaluation indicators	<p>Number of specific subjects on equality included in the curriculum</p> <p>Number of subjects that include content on equality in the syllabus</p>

DURATION	2024	2025	2026	2027
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Measure 2.2.2. The promotion of the evaluation of educational merits related to equality to form part of educational commissions.

Body responsible	Vice-rectorships with teaching responsibilities Equality Unit Faculty boards
Target	Committee heads/members TRS
Schedule	Periodic
Evaluation indicators	Number of women and men with training in gender studies and equality on teaching-related committees.



Measure 2.2.3. The promotion of a balanced presence of women and men on all FDP (Final Degree Project) and MT (Master’s Thesis) committees and panels.

Body responsible	Vice-rectorships with teaching responsibilities Centers IdEP
Target	TRS
Schedule	Periodic
Evaluation indicators	Composition of the FDP and MT panels broken down by gender. Number of women on FDP and MT panels/total number of people per school.

DURATION | 2024 | 2025 | 2026 | 2027 |



OBJECTIVE 2.3. TEACHER TRAINING WITH A GENDER PERSPECTIVE

Measure 2.3.1. The incorporation into student recruitment plans and programs of specific content to generate interest in non-stereotyped vocations at the Primary and Secondary Education levels.

Body responsible	Vice-Rector’s Office responsible for the student body
Target	Primary and Secondary Education Students
Schedule	Periodic
Evaluation indicators	<p>Verification of the incorporation of the gender approach into the material disseminated by the ASRP program.</p> <p>Number of UCO professors participating in the program, broken down by gender, by area of expertise</p> <p>Number of people enrolled in each degree program broken down by gender</p>



Measure 2.3.2. The inclusion of the intersectional approach to gender in the training plans of UCO staff.

Body responsible	<p>Vice-Rector’s Office responsible for teaching and research personnel</p> <p>Vice-Rector’s Office responsible for Ongoing education</p> <p>Administration</p> <p>Equality Unit</p>
Target	TRS and MASTS
Schedule	Periodic
Evaluation indicators	<p>Number of training actions designed, broken down by area of knowledge</p> <p>Number of attendees, broken down by gender</p>



Measure 2.3.3. The designing of postgraduate degrees (official Master’s degrees, internal degrees) in Gender Studies and equality between women and men.

Body responsible	Vice-Rector’s Office responsible for postgraduate studies Vice-Rector’s Office responsible for Ongoing education Equality Unit
Target	University community Society in general
Schedule	Periodic
Evaluation indicators	Number of degrees designed, broken down by area of knowledge Number of attendees and people enrolled, broken down by gender



OBJECTIVE 2.4. PROMOTE THE DEVELOPMENT AND DISSEMINATION OF MATERIALS AND PUBLICATIONS ON EQUALITY

Measure 2.4.1. The promotion and dissemination of specific educational innovation projects on equality with a gender perspective.

Body responsible	<p>Vice-Rector’s Office responsible for undergraduate studies, quality and teaching innovation</p> <p>Vice-Rector’s Office responsible for ongoing education</p> <p>Vice-Rector’s Office responsible for postgraduate studies</p>
Target	University community
Schedule	Periodic
Evaluation indicators	<p>Budgetary amount included in in the Educational Innovation Plan</p> <p>Number of educational innovation projects with a gender perspective</p> <p>Number of news items and posts published on the Equality web site</p> <p>List of innovation project topics of this modality</p>



Measure 2.4.2 Inclusion in all educational innovation projects of a section that includes the implementation of the gender perspective.

Body responsible	<p>Vice-Rector’s Office responsible for undergraduate studies, quality and educational innovation</p> <p>Vice-Rector’s Office responsible for ongoing education</p> <p>Vice-Rector’s Office responsible for postgraduate studies</p>
Target	University community
Schedule	Periodic
Evaluation indicators	Number of teaching innovation projects by modality that include the implementation of the gender perspective in their reports.



Measure 2.4.3. The promotion of the Leonor de Guzmán Chair in Women’s Studies to promote an academic network for exchanges of experiences and good teaching practices with a gender perspective.

Body responsible	<p>Vice-Rector’s Office responsible for equality</p> <p>Vice-Rector’s Office with teaching responsibilities</p> <p>Vice-Rector’s Office responsible for science policy</p>
Target	<p>University community</p> <p>Citizens</p>
Schedule	<p>Periodic</p>
Evaluation indicators	<p>Number of people in the network, broken down by gender</p> <p>Number of networking events held</p> <p>Number of people attending these events, broken down by gender</p> <p>List of topics</p>

DURATION | 2024 | 2025 | 2026 | 2027 |





AXIS 3. RESEARCH

For the creation of the research axis contained in the University of Cordoba's 3rd Equality Plan, the measures adopted in the 2nd Equality Plan were taken as a reference point, in addition to the regulations in force. Thus, without ignoring the need for this 3rd Equality Plan to reflect the profound regulatory changes that have taken place in the world and in Spain after COVID 19, the objectives and measures have been structured taking into account the following criteria:

- Women's participation in research and transfer activities
- The promotion of gender research
- The prominence of research with a gender perspective.
- Increasing women's leadership in research

With the proposals advanced in the research axis for the 3rd Equality Plan, the aim has been to strengthen a network and principles already in place at the UCO, generating synergies with those found in other plans still in force, such as the University of Cordoba's 3rd Strategic Plan 2021/2024, with its commitment to the UN Sustainable Development Goals, linked to the 2030 agenda, incorporating in a transversal manner the principles, values and objectives of sustainable development into the mission, policies and activities carried out for the establishment of networks that favor the achievement of the objectives planned and the promotion of debates on sustainable development, the 2030 Agenda and university governance, among others.

All of this is undertaken for the purpose of continuing to incorporate the gender dimension into the R&I content so as to be able to follow up on all stages of the research cycle, eliminating inequalities and promoting equality and diversity in all aspects of research at the University of Cordoba.

OBJECTIVE 3.1. TO INCORPORATE PEOPLE WITH EXPERIENCE IN RESEARCH FROM A GENDER PERSPECTIVE INTO RESEARCH PANELS AND COMMITTEES

Measure 3.1.1. A balanced presence of women and men on all doctoral thesis committees and panels.

Body responsible	Vice-Rector's Office responsible for postgraduate studies
Target	TRS
Schedule	Periodic
Evaluation indicators	Composition, broken down by gender, of the doctoral thesis panels constituted.

DURATION | 2024 | 2025 | 2026 | 2027 |



Measure 3.1.2. Promotion of the evaluation of research merits in equality to form part of commissions related to research.

Body responsible	Vice-Rector’s Office responsible for science policy Vice-Rector’s Office responsible for equality
Target	TRS
Schedule	Periodic
Evaluation indicators	Number of members of research-related committees with research experience in equality, broken down by gender.



OBJECTIVE 3.2. PROMOTE RESEARCH FROM A GENDER PERSPECTIVE

Measure 3.2.1. Courses on research methodologies with a gender perspective.

Body responsible	<p>Vice-Rector’s Office responsible for science policy</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Vice-Rector’s Office responsible for postgraduate studies</p> <p>Equality Unit</p>
Target	<p>TRS</p> <p>MASTS</p>
Schedule	<p>Periodic</p>
Evaluation indicators	<p>Number of courses held with a gender perspective, by group</p> <p>Number of registrations, broken down by gender and group</p> <p>Inclusion in TRS and MASTS training programs</p> <p>Inclusion in the University Expert in Research Degree.</p>



Measure 3.2.2 The promotion of complementary training in research with a gender, feminism and equality perspective in Doctorate programs.

Body responsible	Vice-Rector’s Office responsible for postgraduate studies Graduate Program Academic Committees
Target	Doctoral students
Schedule	Periodic
Evaluation indicators	Number of subjects or educational activities offered as complements Number of people who have taken these subjects, broken down by gender Inclusion in the plan of annual training activities approved by the doctoral schools.



Measure 3.2.3. Designing of gender research lines in doctorate programs.

Body responsible	Vice-Rector’s Office responsible for postgraduate studies
Target	Doctoral students
Schedule	Periodic
Evaluation indicators	<p>Number of gender research lines offered in doctoral programs.</p> <p>Number of TRS participating in the gender research line</p>



Measure 3.2.4. Development of a system of indicators for the evaluation of research projects and research groups from a gender perspective.

Body responsible	Vice-Rector’s Office responsible for science policy Vice-Rector’s Office responsible for equality
Target	University community
Schedule	Periodic
Evaluation indicators	Number of indicators with a gender perspective included in the formula for the distribution of funding to research groups included in Modality 1 of the UCO’s research plan. Number of indicators developed Publication of indicators and their evaluation on the UCO web site



Measure 3.2.5 The promotion of regulated measures that favor the compatibility of research activity with care for dependent persons

Body responsible	<p>Vice-Rector’s Office responsible for science policy</p> <p>Vice-Rector’s Office responsible for teaching and research personnel</p> <p>Vice-Rector’s Office responsible for equality</p>
Target	TRS and contracted research personnel
Schedule	2026
Evaluation indicators	Number of measures in the 2nd Work-Life Balance (<i>Plan Concilia</i>) Plan Number of regulations created or updated



OBJECTIVE 3.3. TO MAKE RESEARCH WITH A GENDER PERSPECTIVE AND RESEARCH CONDUCTED BY WOMEN MORE PROMINENT

Measure 3.3.1 The creation, updating and dissemination of a database of experts in women’s studies, diverse masculinities, and gender and feminist studies.

Body responsible	<p>Vice-Rector’s Office responsible for science policy</p> <p>Vice-rectorate with competencies in digital transformation and data management.</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Equality Unit</p> <p>Leonor de Guzman Chair in Women’s Studies</p>
Target	University community
Schedule	Periodic
Evaluation indicators	<p>Number of expert persons included in the database</p> <p>Number of database queries</p>



Measure 3.3.2. The promotion of research and scientific dissemination activities with a gender perspective.

Body responsible	<p>Vice-Rector’s Office responsible for science policy</p> <p>Vice-Rector’s Office responsible for the student body</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Scientific Culture and Innovation Unit</p> <p>Equality Unit</p> <p>Leonor de Guzman Chair in Women’s Studies</p>
Target	<p>University community</p>
Schedule	<p>Periodic</p>
Evaluation indicators	<p>Number of dissemination and outreach activities carried out with a gender perspective</p> <p>Number of scientific conferences</p> <p>Number of people reached both online and face-to-face</p>



Measure 3.3.3. Follow-up and analysis of the evolution of the UCOimpulsa and UCOlidera modalities.

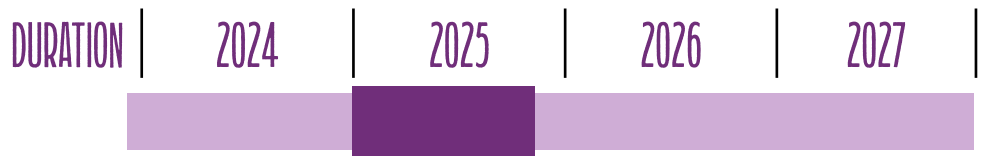
Body responsible	<p>Vice-Rector’s Office responsible for science policy</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Vice-Rector’s Office responsible for Ongoing Education</p> <p>Equality Unit</p>
Target	TRs and contracted research personnel
Schedule	Periodic
Evaluation indicators	<p>Number of research project applications accepted</p> <p>Number of excluded research project applications</p> <p>List of topics of the research projects in both categories</p> <p>Data broken down by gender and area of knowledge of the applications for the UCOlidera modality</p>

DURATION | 2024 | 2025 | 2026 | 2027 |



Measure 3.3.4. The preparation of a database of researchers leading research projects and groups.

Body responsible	<p>Vice-Rector’s Office responsible for science policy</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Vice-Rector’s Office for Digital Transformation and Data Management</p> <p>Equality Unit</p>
Target	TRS and contracted research personnel
Schedule	2025
Evaluation indicators	<p>Number of persons included in the database by gender and area of knowledge</p> <p>Number of indicators included</p> <p>Inclusion of the following information (YES/NO):</p> <ul style="list-style-type: none"> – Gender and area of knowledge in research projects – Financing received – Number of women hired under research projects out of the total number of women hired under research projects



Measure 3.3.5 Raising awareness of research work by women at the UCO.

Body responsible	<p>Vice-Rector’s Office responsible for science policy</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Communications Office</p> <p>Scientific Culture and Innovation Unit</p> <p>Equality Unit</p> <p>Leonor de Guzman Chair in Women’s Studies</p>
Target	TRS and contracted research personnel
Schedule	Periodic
Evaluation indicators	<p>Number of visibility actions</p> <p>Number of women mentioned and area of expertise</p>



OBJECTIVE 3.4. TO INCORPORATE THE GENDER PERSPECTIVE INTO RESEARCH TRANSFER

Measure 3.4.1. Diagnosis of the presence of women in knowledge transfer at the UCO.

Body responsible	<p>Vice-Rector’s Office responsible for innovation and transfer of knowledge</p> <p>Research Results Transfer Office</p> <p>Equality Unit</p>
Target	TRS and contracted research personnel
Schedule	Periodic
Evaluation indicators	<p>Inclusion of the following parameters:</p> <ul style="list-style-type: none"> – Number of women participating in transfer contracts out of the total number of contracts – Number of women who have filed patents out of the total number of patents – Number of women that have led transfer contracts – Amount of transfer money managed by female Principal Investigators out of the total



Measure 3.4.2. The incorporation into the UCO’s Transfer Plan of a specific modality that promotes the gender perspective.

Body responsible	Vice-Rector’s Office responsible for science policy Vice-Rector’s Office responsible for innovation and transfer Research Results Transfer Office
Target	University community
Schedule	Periodic
Evaluation indicators	Annual amount allocated to this modality Number of projects requested and awarded



OBJECTIVE 3.5. TO PROMOTE WOMEN'S LEADERSHIP IN RESEARCH AND KNOWLEDGE TRANSFER

Measure 3.5.1. Mentoring and leadership training activities for women researchers at the UCO.

Body responsible	<p>Vice-Rector's Office responsible for science policy</p> <p>Vice-Rector's Office responsible for equality</p> <p>Equality Unit</p>
Target	TRS and contracted research personnel
Schedule	Periodic
Evaluation indicators	<p>Number of training activities carried out by UCO female researchers</p> <p>Number of beneficiary researchers</p> <p>Number and percentage of research projects with women as Principal Investigators with own funding (UCO)</p> <p>Number and percentage of research projects with women as Principal Investigators on R+D+I projects</p> <p>Amount of research money managed by female RSs out of the total.</p>





AXIS 4. GOVERNANCE

Despite advances in equality, situations known as the "glass ceiling," "glass labyrinth" and "sticky floors," which refer to the horizontal and vertical exclusion of women from positions of responsibility and decision-making, are still realities. This is evidenced in the annual reports on the representation of women in university governing bodies, such as the annual reports Científicas en figures (Women Scientists in Figures) at the national level; or She Figures, in the European context, on the representation of women in university governing bodies.

Considering this data, the pending objectives of the University of Cordoba's 2nd Equality Plan, and the strategic lines developed in the 3rd Plan, four main objectives have been established on this axis:

- | | | | |
|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------|
| 1 | 2 | 3 | 4 |
| To promote decision-making and gender mainstreaming in representative bodies. | To render more prominent and strengthen the commitment to equality by UCO agents. | To promote the preparation of UCO budgets with a gender perspective. | To favor the inclusion of gender impact in studies or reports. |

In this way, the aim is to ensure that the gender perspective is transversally present in the decision-making processes of any representative body and in the designing of budgets at the University of Cordoba. Likewise, the aim is for the gender perspective to be applied during the preparation of reports and studies. To this end, it is essential, as in other areas, to bolster the training of UCO staff. Finally, it has been deemed necessary to spotlight those people and units that strive for equality and that are reference points for the university community.

OBJECTIVE 4.1. TO PROMOTE DECISION-MAKING AND THE MAINSTREAMING OF THE GENDER PERSPECTIVE IN REPRESENTATIVE BODIES

Measure 4.1.1. Training in the gender perspective for members of the different representative bodies and decision-making and selection commissions.

Body responsible	Vice-rectorships with teaching responsibilities Management Vice-Rector’s Office responsible for students
Target	Members of decision-making bodies (center management teams, members of the Governing Council, Student Councils, department heads).
Schedule	Periodic
Evaluation indicators	Number of courses completed Number of people taking courses with a gender perspective, broken down by gender

DURATION | 2024 | 2025 | 2026 | 2027 |



Measure 4.1.2. The promotion of a balanced presence of women and men in management leadership positions, freely appointed positions, panels and evaluation commissions in selection processes, public examinations and competitive examinations.

Body responsible	<p>Management Team</p> <p>Social Council</p> <p>Vice-Rector’s Office responsible for teaching and research personnel</p> <p>Management</p> <p>Center management teams</p> <p>Equality Unit</p>
Target	<p>TRS</p> <p>MASTS</p>
Schedule	<p>Periodic</p>
Evaluation indicators	<p>Composition, broken down by gender, of the constituted panels</p>



OBJECTIVE 4.2. TO SHOWCASE AND STRENGTHEN UCO AGENTS' COMMITMENT TO EQUALITY

Measure 4.2.1. The institutional recognition of division, schools, departments, services or individuals who have excelled in the achievement of equality. The creation of a “Good practices or track record in gender equality at the University of Cordoba” seal.

Body responsible	Vice-Rector’s Office responsible for equality Equality Unit
Target	University community
Schedule	Annually
Evaluation indicators	Number of applications Number of organizations and individuals receiving awards Reports justifying the awarding of the prize



Measure 4.2.2. The promotion of a balanced distribution between women and men in the appointment of *honoris causa* professors, those delivering convocation addresses, and those appearing at other representative events.

Body responsible	All vice-rectorates General Secretariat Rector Centers Departments Research Institute
Target	University community
Schedule	Periodic
Evaluation indicators	Number of persons recognized, broken down by gender and by representative acts.



Measure 4.2.3. The consolidation of the Equity Network and the promotion of its participation in each center.

Body responsible	Vice-Rector’s Office responsible for equality Dean’s offices or center directorates
Target	University community
Schedule	Periodic
Evaluation indicators	Number of activities carried out by the Equity Network Number of members of the Equity Network present on the Center Board and in the center commissions.



Measure 4.2.4 The promotion of affirmative action measures in UCO’s programs, favoring a balanced presence of women and men on teams and in the leadership of project proposals, in the event of ties.

Body responsible	Vice-rectorates with their own programs Vice-Rector’s Office responsible for equality Equality Unit
Target	University community
Schedule	Periodic
Evaluation indicators	Number of positive actions Number of balanced teams that have received subsidies in programs out of the total



OBJECTIVE 4.3. TO PROMOTE THE DRAFTING OF UCO BUDGETS WITH A GENDER PERSPECTIVE

Measure 4.3.1. Training in creating budgets with a gender perspective

Body responsible	Vice-Rector’s Office responsible for equality Administration Social Council Equality Unit Leonor de Guzman Chair in Women’s Studies
Target	University community
Schedule	Periodic
Evaluation indicators	Number of courses or training activities Number of people attending, broken down by gender



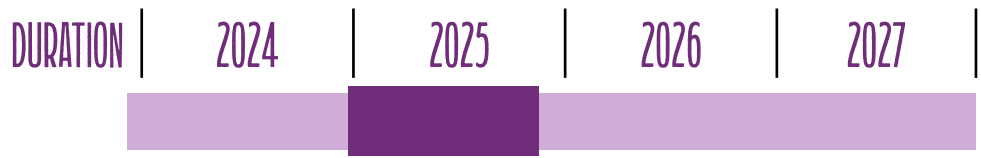
Measure 4.3.2 The development of a salary register that makes it possible to detect gender gaps among UCO staff.

Body responsible	All vice-rectorates Administration Social Council Equality Unit
Target	University community
Schedule	Periodic
Evaluation indicators	Salary record report



Measure 4.3.3. The creation of an organizational structure responsible for drawing up and reviewing budgets with a gender perspective and the salary register.

Body responsible	Management Team
Target	University community
Schedule	2025
Evaluation indicators	The structure's allocation of economic and human resources Reports prepared



OBJECTIVE 4.4. TO PROMOTE THE INCLUSION OF GENDER IMPACT IN STUDIES OR REPORTS ISSUED BY MANAGEMENT BODIES

Measure 4.4.1. The inclusion of information broken down by gender in all agencies, areas, units, etc.

Body responsible	Vice-rectorate with competencies in digital transformation and data management. General Secretariat
Target	University community
Schedule	Periodic
Evaluation indicators	Information broken down by gender in: <ul style="list-style-type: none"> – Transparency Portal – Annual Report to the Faculty – Annual Report of the General Secretariat





AXIS 5. CO-RESPONSIBILITY

Co-responsibility is one of the strategic axes of this 3rd Equality Plan. The University of Cordoba is committed to promoting it so that care work does not negatively affect the professional development of individuals, with the conviction that education in joint responsibility is a vital cornerstone of the advancement towards and achievement of equality between women and men in our society.

To this end, we are committed to raising awareness, training, access to employment and professional promotion.

The objectives and measures contained herein will form the basis for the creation and design of the 2nd Work-Life Balance Plan (*Plan Concilia*).

OBJECTIVE 5.1. TO PROMOTE EQUAL ACCESS TO EMPLOYMENT AND PROFESSIONAL PROMOTION

Measure 5.1.1. The inclusion of compliance-with-equality measures at companies that are not required to have an equality plan as a positive assessment criteria for public bidding documents.

Body responsible	Administration Hiring
Target	University community
Schedule	Periodic
Evaluation indicators	Number of published offers that include the measure



Measure 5.1.2. Valuing people’s efforts to care for minors and dependent family members with reference to promotions and/or access to employment.

Body responsible	Vice-Rector’s Office responsible for teaching and research personnel Administration
Target	TRS and MASTS
Schedule	Periodic
Evaluation indicators	Number of calls for proposals that include such assessments Number of indicators of this care included in calls for proposals

DURATION | 2024 | 2025 | 2026 | 2027 |



OBJECTIVE 5.2. EVALUATE AND UPDATE THE WORK-LIFE BALANCE PLAN (*PLAN CONCILIA*)

Measure 5.2.1. Evaluation of the 1st Work-Life Balance (*Plan Concilia*)

Body responsible	<p>Vice-Rector’s Office responsible for equality</p> <p>Vice-Rector’s Office responsible for teaching and research personnel</p> <p>Administration</p> <p>Equality Unit</p>
Target	University community
Schedule	2025
Evaluation indicators	<p>Number of measures that have been implemented, with special attention to teleworking</p> <p>Number of measures being implemented</p> <p>Number of measures not implemented</p> <p>Number of applications, broken down by gender</p>



Measure 5.2.2. The preparation, approval and dissemination of the 2nd Work-Life Balance Plan (*Plan Concilia*).

Body responsible	All vice-rectorates Administration Equality Unit
Target	University community
Schedule	2026
Evaluation indicators	Approval of the 2nd Work-Life Balance Plan Number of dissemination actions Number of people consulting the press releases Number of posts published



Measure 5.2.3. Follow-up on the regulations for the implementation of the 2nd Work-Life Balance Plan.

Body responsible	All vice-rectorates Administration Equality Unit
Target	University community
Schedule	2027
Evaluation indicators	Number of regulations created or updated Number of permits requested



OBJECTIVE 5.3. PROMOTE A CULTURE OF CO-RESPONSIBILITY

Medida 5.3.1. Difusión en la web de la normativa actualizada sobre corresponsabilidad y mejora de acceso a la información

Body responsible	Vice-rectorate with competencies in digital transformation and data management. Communications Office Equality Unit
Target	University community
Schedule	Periodic
Evaluation indicators	Number of documents published Number of visits

DURATION | 2024 | 2025 | 2026 | 2027 |



Measure 5.3.2. Review and proposal for modification of the Social Action regulations to promote co-responsibility.

Body responsible	Vice-Rector’s Office responsible for social action Administration Works Committee and Personnel Board Personnel Services
Target	University community
Schedule	2026
Evaluation indicators	Number of proposals modified Number of dissemination actions



Measure 5.3.3. Co-responsibility training

Body responsible	<p>Vice-Rector’s Office responsible for teaching and research personnel</p> <p>Vice-Rector’s Office responsible for the student body</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Administration</p> <p>Equality Unit</p>
Target	University community
Schedule	Periodic
Evaluation indicators	<p>Number of training actions</p> <p>Number of people attending, broken down by gender</p>



Measure 5.3.4. Creation of breastfeeding areas at each UCO center.

Body responsible	<p>Vice-Rector’s Office responsible for the health and welfare of the university community</p> <p>Vice-Rector’s Office responsible for a sustainable campus</p> <p>Administration</p> <p>Centers</p> <p>Equality Unit</p>
Target	University community
Schedule	2026
Evaluation indicators	<p>Number of areas identified</p> <p>Number of people using the spaces</p>





AXIS 6. HARASSMENT, SEXUAL AND GENDER-BASED VIOLENCE

Sexual and gender-based harassment and violence is a subject that, due to its importance, has its own axis. The main objective is to spotlight actions that are taken in the field of prevention, training and protection against sexual and gender-based harassment at the University of Cordoba and to improve the degree of compliance with the objectives established by the protocol itself.

Attention to this matter has been reinforced by a solid regulatory framework for years, which includes the Organic Law on Comprehensive Protection Measures against Gender Violence (2004); the Organic Law for the Effective Equality of Women and Men (2007); and the recent Organic Law for the Comprehensive Assurance of Sexual Freedom (2022). Despite this legal framework, unwanted situations that can be classified as sexual and gender-based harassment and violence continue to occur in our society. By way of example, the preamble of the latter law states that the percentage of women aged 16 years or older living in Spain who have suffered sexual violence from someone who was not their partner is 6.5%.

Therefore, under the Zero Tolerance slogan, it is necessary for the University of Cordoba to implement the necessary measures to ensure that the university is a safe place, through a firm commitment to eradicating any form of gender violence.

Thus, this Axis features specific objectives to deal with harassment situations in different action areas, such as university teaching, the training of staff and students for the prevention and detection of these situations, improving the dissemination and awareness of measures that the university itself has established; prevention as a way to avoid sexual and gender-based harassment and violence; and the comprehensive protection of victims in the event that acts of this nature materialize.

OBJECTIVE 6.1. TRAINING ON HARASSMENT AND SEXUAL AND GENDER-BASED VIOLENCE

Measure 6.1.1. The inclusion of training contents aimed at prevention, awareness and training on sexual and gender-based harassment and violence in the curriculums leading to official university degrees.

Body responsible	<p>Vice-Rector's Office responsible for undergraduate studies, quality and teaching innovation</p> <p>Vice-Rector's Office responsible for postgraduate studies</p> <p>Centers</p> <p>Departments</p> <p>Equality Unit</p>
Target	Student body
Schedule	Periodic
Evaluation indicators	<p>Number of subjects that have implemented these contents, broken down by branches of knowledge and degree.</p> <p>Number of students who have completed this training, broken down by gender</p>

DURATION	2024	2025	2026	2027
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Measure 6.1.2. The organization of workshops and theoretical and practical talks of an affective-sexual nature for the prevention, awareness and detection of cases of sexual and gender-based violence among the different members of the university community.

Body responsible	<p>Vice-Rector’s Office responsible for Ongoing Education</p> <p>Vice-Rector’s Office responsible for the student body</p> <p>Vice-Rector’s Office responsible for equality</p> <p>Equality Unit</p> <p>Leonor de Guzman Chair in Women’s Studies</p>
Target	<p>University community</p> <p>Citizens</p>
Schedule	<p>Periodic</p>
Evaluation indicators	<p>Number of training actions</p> <p>Number of people attending, broken down by gender, center and group</p>



OBJECTIVE 6.2. STRENGTHEN MEASURES FOR THE PROTECTION OF MEMBERS OF THE UNIVERSITY COMMUNITY WHO ARE VICTIMS OF SEXUAL OR GENDER-BASED ABUSE, HARASSMENT OR VIOLENCE

Measure 6.2.1. The designing and development of a new sexual and gender-based harassment protocol to ensure safety and support in the event of sexual abuse, harassment or violence.

Body responsible	<p>Vice-Rector's Office responsible for equality</p> <p>General Secretariat</p> <p>Equality Unit</p> <p>Equity Network</p> <p>Advice from students</p> <p>Psychological Assistance Unit</p> <p>Centers</p>
Target	University community
Schedule	2025
Evaluation indicators	<p>New harassment protocol</p> <p>Number of dissemination actions</p> <p>Number of visits to the website</p>



Measure 6.2.2. The dissemination of the new Protocol against sexual and gender-based harassment at the University of Cordoba.

Body responsible	<ul style="list-style-type: none"> Equality Unit Equity network UCO Centers Service managers Administration All the vice-rectorates
Target	University community
Schedule	Periodic
Evaluation indicators	<ul style="list-style-type: none"> Number of awareness-raising, training and/or information actions on the aforementioned protocol. Number of participants Number of press releases and visits Number of interactions on the social networks

DURATION | 2024 | 2025 | 2026 | 2027 |



OBJECTIVE 6.3. INCREASE AWARENESS OF THE PROTOCOL AGAINST SEXUAL OR GENDER-BASED HARASSMENT AT THE UNIVERSITY OF CORDOBA

Measure 6.3.1. The inclusion of information on measures and actions regarding sexual and gender-based harassment and violence during Orientation for new students at the UCO.

Body responsible	Vice-Rector's Office responsible for the student body Vice-Rector's Office responsible for equality Centers Degree coordination body
Target	University community
Schedule	Periodic
Evaluation indicators	Number of students, TRS and MASTS who have accessed Moodle information. Data broken down by centers, degrees and gender. Number of centers and/or degree programs that have included this type of lecture during Orientation for new students. Data broken down by center, degree programs and gender. Number of members of the university community who have attended the workshops or talks given. Data broken down by centers, degrees and gender.

DURATION | 2024 | 2025 | 2026 | 2027 |





AXIS 7. MONITORING AND EVALUATION

The monitoring and evaluation of the 3rd Equality Plan is one of this plan's major innovative features. Throughout the plan's evolution we can view the performance indicators that aim to extract information on the measures implemented.

Subsequently, the results indicators related to the specific objectives included in each of the axes are described.

Finally, we come to the impact indicators, which will provide us with information on the two strategic objectives on which this 3rd Plan is based.

The body in charge of monitoring and evaluating the degree of compliance with the measures of the Equality Plan will be the Negotiating Committee, which will meet annually to establish the calendar of actions of the Equality Plan. The evaluation parameters of the quantitative indicators will be established.

This Committee will draw up a biannual report on the measures implemented and measurement of the results indicators.

Four years after its implementation, the Negotiating Committee will draw up a report with the results of the impact indicators.



MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>1. Awareness-raising, training and institutional image</p>
<p>MEASURE</p>	<p>Measure 1.1.1. Dissemination of the 3rd Plan for Equality between women and men through a communication plan.</p>
<p>INDICATOR</p>	<p>Number of actions performed</p> <p>List of topics of awareness-raising actions</p> <p>People reached at face-to-face events, broken down by gender and in information published online</p> <p>Number of press releases and posts on the networks</p> <p>Publication of the communication plan</p> <p>Number of copies of the 3rd Plan distributed</p> <p>Number of consultations and downloads of the 3rd Plan</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	1. Awareness-raising, training and institutional image
MEASURE	Measure 1.1.2. Programming and design of activities aimed at the university community and society as a whole to raise awareness of gender equality issues.
INDICATOR	<p>Number of actions carried out per year within the university community</p> <p>Number of actions carried out per year outside of the university community</p> <p>List of topics of awareness-raising actions</p> <p>Number of press releases and posts on the social networks</p> <p>People reached at face-to-face events, broken down by gender and in information published online</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	1. Awareness-raising, training and institutional image
MEASURE	Measure 1.1.3. Carry out awareness campaigns on equal opportunities between women and men, co-responsibility, violence against women, diverse masculinities, and the LGTBIQ+ collective on the social networks, UCO website and center spaces.
INDICATOR	<p>Number of campaigns carried out</p> <p>List of topics</p> <p>Number of awareness-raising actions</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	1. Awareness-raising, training and institutional image
MEASURE	Measure 1.1.4. To carry out actions at primary, secondary, high school and vocational training centers to promote education on equality, contributing to non-stereotyped choices of university studies.
INDICATOR	<p>Number of actions performed</p> <p>Number of participating centers, broken down by stage of education</p> <p>List of topics of awareness-raising actions</p> <p>Persons reached in face-to-face activities, broken down by gender</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	1. Awareness-raising, training and institutional image
MEASURE	Measure 1.1.5. Campaigns for the dissemination of regulations, protocols and services on equality available at the University of Cordoba.
INDICATOR	<p>Number of news items produced</p> <p>Access to news, news downloaded on webpages, likes, etc.</p> <p>Number of requests made per year for each of these regulations, protocols and services</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>1. Awareness-raising, training and institutional image</p>
<p>MEASURE</p>	<p>Measure 1.1.6. Organization of awareness-raising activities to promote knowledge and respect for the diversity of sexual orientations and identities.</p>
<p>INDICATOR</p>	<p>Number and concrete nature of actions carried out</p> <p>Number of participants, broken down by gender</p> <p>Number of milestones made visible on social media</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>1. Awareness-raising, training and institutional image</p>
<p>MEASURE</p>	<p>Measure 1.1.7. Creation of a “List of 10 steps for the egalitarian use of language and image at the University of Cordoba” and a training plan for its implementation.</p>
<p>INDICATOR</p>	<p>Verification of its creation and use</p> <p>Number of units, services or departments where it has been disseminated</p> <p>Number of units, services or departments that have incorporated it, with evidence of the following</p> <p>Number of training actions</p> <p>Number of people reached</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	1. Awareness-raising, training and institutional image
MEASURE	Measure 1.1.8. High visibility of awards for and recognitions of women by different UCO groups.
INDICATOR	Number of news items on awards and recognitions obtained by women Database with the list of women recognized, relative to the total number of awardees.

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	1. Awareness-raising, training and institutional image
MEASURE	Measure 1.1.9. Recovery of the historical legacies of women who have played leading roles at the UCO from its beginnings to the present.
INDICATOR	<p>Number of participating centers</p> <p>Number of women recognized</p> <p>Number of press releases and posts on social networks</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	1. Awareness-raising, training and institutional image
MEASURE	Measure 1.1.10. Offer training on the existence, use and dissemination of repositories and metarepositories, databases and scientific production reports in terms of gender equality.
INDICATOR	<p>Number of training sessions</p> <p>Number of people reached</p> <p>Number of specific works in the repository</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	2. Teaching
MEASURE	Measure 2.1.1. Carry out a diagnosis of the inclusion of the gender perspective in undergraduate and graduate programs.
INDICATOR	<p>Publication of the diagnostic report</p> <p>Number of actions to disseminate the diagnosis</p> <p>Launch of the survey</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	2. Teaching
MEASURE	Measure 2.1.2. Preparation of a guide to facilitate the incorporation of the gender perspective in teaching programs.
INDICATOR	Publication of the guide Number of actions to disseminate it Number of press releases and social media posts for dissemination

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>2. Teaching</p>
<p>MEASURE</p>	<p>Measure 2.1.3. Follow-up and evaluation of the incorporation of the guide with a gender perspective into the teaching programs.</p>
<p>INDICATOR</p>	<p>Number of training courses</p> <p>Specific training modules on equality in the Initial Teacher Training Plan (Expert Degree in University Teaching and Expert Degree in Research).</p> <p>Number of teaching staff attending the different training courses, broken down by gender</p> <p>Number of teaching programs that incorporate a gender perspective</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	2. Teaching
MEASURE	Measure 2.2.1. The incorporation of equality subjects and contents into the processes of verification or modification of undergraduate, postgraduate and internal degrees.
INDICATOR	<p>Number of specific subjects on equality included in curricula</p> <p>Number of subjects that include content on equality on syllabi</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	2. Teaching
MEASURE	Measure 2.2.2. Promotion of the evaluation of training merits in equality to be part of commissions related to teaching.
INDICATOR	Number of women and men with training in gender studies and equality on teaching-related committees.

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	2. Teaching
MEASURE	Measure 2.2.3. Promotion of a balanced presence of women and men on all FDP and MT committees and panels.
INDICATOR	Composition of the FDP and MT panels broken down by gender. Number of women on FDP and MT panels with respect to the total number of people per center.

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>2. Teaching</p>
<p>MEASURE</p>	<p>Measure 2.3.1. The incorporation of specific programs to spark interest in fields traditionally affected by gender stereotypes in student recruitment plans and programs aimed at Primary and Secondary Education students.</p>
<p>INDICATOR</p>	<p>Verification of the incorporation of the gender approach in the material disseminated by the ASRP program.</p> <p>Number of UCO professors participating in the program, broken down by gender, by area of expertise</p> <p>Number of persons enrolled in each degree program, broken down by gender</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	2. Teaching
MEASURE	Measure 2.3.2. Inclusion of the intersectional approach to gender in the training plans of the UCO staff.
INDICATOR	Number of training actions designed, broken down by area of knowledge Number of attendees, broken down by gender

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>2. Teaching</p>
<p>MEASURE</p>	<p>Measure 2.3.3. Designing of postgraduate degrees (official Master's degrees, own degrees) in Gender Studies and Equality Between Women and Men.</p>
<p>INDICATOR</p>	<p>Number of degrees designed, broken down by area of knowledge</p> <p>Number of attendees and persons enrolled, broken down by gender</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>2. Teaching</p>
<p>MEASURE</p>	<p>Measure 2.4.1. The promotion and dissemination of specific teaching innovation projects on equality and with a gender perspective.</p>
<p>INDICATOR</p>	<p>Budgetary amount included in the modality in the Teaching Innovation Plan</p> <p>Number of teaching innovation projects with a gender perspective</p> <p>Number of news items and posts published on the Equality web site</p> <p>List of topics of innovation projects in this modality</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	2. Teaching
MEASURE	Measure 2.4.2. Inclusion in all teaching innovation projects of a section that includes the implementation of the gender perspective.
INDICATOR	Number of teaching innovation projects by modality that include the implementation of the gender perspective in their report.

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>2. Teaching</p>
<p>MEASURE</p>	<p>Measure 2.4.3. Promotion of the Leonor de Guzmán Chair of Women’s Studies to promote an academic network for the exchange of experiences and good teaching practices with a gender perspective.</p>
<p>INDICATOR</p>	<p>Number of people in the network, broken down by gender</p> <p>Number of networking events held</p> <p>Number of people attending these events, broken down by gender</p> <p>List of topics</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	3. Research
MEASURE	Measure 3.1.1. Balanced presence of women and men on all doctoral thesis committees and panels.
INDICATOR	Composition, broken down by gender, of the doctoral thesis panels constituted.

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	3. Research
MEASURE	Measure 3.1.2. Promotion of the evaluation of research merits in equality to form part of commissions related to research.
INDICATOR	Number of members of research-related committees with research experience in equality, broken down by gender.

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.2.1. Conduct courses on research methodologies with a gender perspective.</p>
<p>INDICATOR</p>	<p>Number of courses held with a gender perspective, by group</p> <p>Number of registrations, broken down by gender and group</p> <p>Inclusion in TRS and MASTS training programs</p> <p>Inclusion in the University Expert in Research Degree.</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.2.2. The promotion of complementary training in research with a gender, feminism and equality perspective in Doctorate programs.</p>
<p>INDICATOR</p>	<p>Number of subjects or training activities offered as complementary training.</p> <p>Number of people who have taken these subjects, broken down by gender</p> <p>Inclusion in the plan of annual training activities approved by the doctoral schools.</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	3. Research
MEASURE	Measure 3.2.3. The designing of gender research lines in Doctorate programs.
INDICATOR	Number of gender research lines offered in doctoral programs. Number of TRS participating in the gender line of research

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.2.4. Development of a system of indicators for the evaluation of research projects and research groups from a gender perspective.</p>
<p>INDICATOR</p>	<p>Number of indicators with a gender perspective included in the formula for the distribution of funding to research groups under Modality 1 of the UCO's research plan.</p> <p>Number of indicators developed</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.2.5. The promotion of regulated measures that favor the compatibility of research activities with caring for dependents.</p>
<p>INDICATOR</p>	<p>Number of measures in the 2nd Work-Life Balance Plan</p> <p>Number of regulations created or updated</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	3. Research
MEASURE	Measure 3.3.1. The creation, updating and dissemination of a database of experts in women's studies, diverse masculinities, gender and feminist studies.
INDICATOR	Number of experts included in the database Number of database queries

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.3.2. The promotion of research and scientific dissemination activities with a gender perspective.</p>
<p>INDICATOR</p>	<p>Number of dissemination and outreach activities carried out with a gender perspective</p> <p>Number of scientific conferences</p> <p>Number of people reached, both online and face-to-face</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.3.3. Follow-up and analysis of the evolution of the UCOimpulsa and UCOLidera modalities.</p>
<p>INDICATOR</p>	<p>Number of research project applications accepted</p> <p>Number of research project applications excluded</p> <p>List of topics of the research projects in both categories</p> <p>Data broken down by gender and area of knowledge of the applications for the UCOLidera modality</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.3.4. The preparation of a database of researchers who head up research projects and groups.</p>
<p>INDICATOR</p>	<p>Number of persons included in the database by gender and areas of knowledge</p> <p>Number of indicators included</p> <p>Inclusion of the following information (YES/NO):</p> <ul style="list-style-type: none"> – Gender and area of knowledge in research projects – Financing received – Number of women hired for research projects out of the total number of women hired.

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	3. Research
MEASURE	Measure 3.3.5. Spotlighting the research work of women at the UCO.
INDICATOR	Number of awareness-raising actions Number of women mentioned and area of expertise

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.4.1. Diagnosis of the presence of women in knowledge transfer at the UCO.</p>
<p>INDICATOR</p>	<p>Inclusion of the following parameters:</p> <ul style="list-style-type: none"> – Number of women participating in transfer contracts out of the total number of contracts – Number of women who have filed patents out of total number of patents – Number of women who have headed transfer contracts – Amount of transfer money managed by female RSs out of the total

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.4.2. Incorporation into the UCO's Transfer Plan of a specific modality that promotes the gender perspective.</p>
<p>INDICATOR</p>	<p>Annual amount allocated to this modality Number of projects requested and awarded</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>MEASURE</p>	<p>Measure 3.5.1. Mentoring and leadership training activities for UCO women researchers.</p>
<p>INDICATOR</p>	<p>Number of training activities carried out for UCO researchers</p> <p>Number of beneficiary researchers</p> <p>Number and percentage of research projects with women as Principal Investigators with own funding (UCO)</p> <p>Number and percentage of research projects with women as Principal Investigators on R&D projects</p> <p>Amount of research money managed by female RSs over total.</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	4. Governance
MEASURE	Measure 4.1.1. Training in the gender perspective for members of the different representative bodies, decision-making and selection commissions.
INDICATOR	Number of courses completed Number of people taking courses with a gender perspective, broken down by gender

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	4. Governance
MEASURE	Measure 4.1.2. Promotion of a balanced presence of women and men in management leadership positions, freely appointed positions, panels and evaluation commissions in selection processes, public examinations and competitive examinations.
INDICATOR	Composition, broken down by gender, of the panels constituted

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>4. Governance</p>
<p>MEASURE</p>	<p>Measure 4.2.1. Institutional recognition of Divisions, Schools Departments, Services and individuals who have excelled in the achievement of equality. Creation of a “Good practices in gender equality at the University of Cordoba” seal.</p>
<p>INDICATOR</p>	<p>Number of applications</p> <p>Number of organizations and individuals receiving awards</p> <p>Reports justifying the awarding of the prize</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	4. Governance
MEASURE	Measure 4.2.2. The promotion of a balanced distribution between women and men in the appointment of honoris causa professors, those delivering convocation addresses, and appearing at other representative events.
INDICATOR	Number of persons recognized, broken down by gender and by representative acts.

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>4. Governance</p>
<p>MEASURE</p>	<p>Measure 4.2.3. Consolidation of the Equity Network and the promotion of its participation at each center.</p>
<p>INDICATOR</p>	<p>Number of activities carried out by the Equity Network</p> <p>Number of members of the Equity Network present on the Center Board and on the center commissions.</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	4. Governance
MEASURE	Measure 4.2.4. The promotion of affirmative action measures in the UCO's own programs, favoring the balanced presence of women and men on teams and in the leadership of projects proposed, in case of a tie.
INDICATOR	Number of positive actions Number of balanced teams that have received subsidies out of the total

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	4. Governance
MEASURE	Measure 4.3.1. Training on gender-aware budgeting.
INDICATOR	Number of courses or training activities Number of people attending, broken down by gender

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	4. Governance
MEASURE	Measure 4.3.2. Development of a salary register to detect gender gaps among UCO staff.
INDICATOR	Salary record report

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	4. Governance
MEASURE	Measure 4.3.3. Creation of an organizational structure responsible for creating and reviewing budgets with a gender perspective and the salary register.
INDICATOR	The structure's allocation of economic and human resources Reports prepared

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	4. Governance
MEASURE	Measure 4.4.1. Inclusion of information in all agencies, areas, units, etc., broken down by gender.
INDICATOR	Information broken down by gender on the: <ul style="list-style-type: none"> – Transparency Portal – Annual Report to the Senate – Annual Report of the General Secretariat

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	5. Co-responsibility
MEASURE	Medida 5.1.1. The inclusion of compliance-with-equality measures at companies that are not required to have an equality plan as a positive assessment criterion in public bidding documents.
INDICATOR	Number of published offers that include the measure

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	5. Co-responsibility
MEASURE	Measure 5.1.2. Taking into consideration care provided for children and dependent family members for purposes of promotion and access to employment.
INDICATOR	<p>Number of calls for proposals that include such assessments</p> <p>Number of care indicators included in calls for proposals</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>5. Co-responsibility</p>
<p>MEASURE</p>	<p>Measure 5.2.1. Evaluation of the 1st Work-Life Balance Plan.</p>
<p>INDICATOR</p>	<p>Number of measures that have been implemented with special attention to teleworking</p> <p>Number of measures being implemented</p> <p>Number of measures not implemented</p> <p>Number of applications, broken down by gender</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>5. Co-responsibility</p>
<p>MEASURE</p>	<p>Medida 5.2.2. Preparation, approval and dissemination of the 2nd Work-Life Balance Plan.</p>
<p>INDICATOR</p>	<p>Approval of the 2nd Work-Life Balance Plan</p> <p>Number of dissemination actions</p> <p>Number of people who consult press releases</p> <p>Number of posts published</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS	
AXIS	5. Co-responsibility
MEASURE	Measure 5.2.3. Follow-up of the regulations for the development of the 2nd Work-Life Balance Plan.
INDICATOR	<p>Number of regulations created or updated</p> <p>Number of permits requested</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	5. Co-responsibility
MEASURE	Medida 5.3.1. Dissemination on the Web of the updated regulations on co-responsibility and improved access to information.
INDICATOR	Number of documents published Number of visits

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	5. Co-responsibility
MEASURE	Medida 5.3.2. Review and proposal for modification of the Social Action regulations to promote co-responsibility.
INDICATOR	Number of proposals modified Number of dissemination actions

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	5. Co-responsibility
MEASURE	Measure 5.3.3. Co-responsibility training
INDICATOR	Number of training actions Number of people attending, broken down by gender

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	5. Co-responsibility
MEASURE	Measure 5.3.4. Creation of breastfeeding areas at each UCO center.
INDICATOR	Number of areas identified Number of people using the spaces

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>6. Sexual and gender-based violence and harassment</p>
<p>MEASURE</p>	<p>Measure 6.1.1. Inclusion of training content aimed at prevention, awareness and training on sexual and gender-based harassment and violence in all curricula leading to official university degrees.</p>
<p>INDICATOR</p>	<p>Number of subjects that have implemented these contents; data broken down by branches of knowledge and degree.</p> <p>Number of students who have completed this training, broken down by gender</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>6. Sexual and gender-based violence and harassment</p>
<p>MEASURE</p>	<p>Measure 6.1.2. Organization of workshops and theoretical and practical talks of an affective-sexual nature for the prevention, awareness and detection of cases of sexual and gender-based violence among the different members of the university community.</p>
<p>INDICATOR</p>	<p>Number of training actions</p> <p>Number of people attending, broken down by gender, centers and group</p> <p>Number of people trained. Data broken down by group, center and gender.</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>6. Sexual and gender-based violence and harassment</p>
<p>MEASURE</p>	<p>Measure 6.2.1. Design and development of a new sexual and gender-based harassment protocol to ensure safety and support in the event of abuse, harassment or sexual violence.</p>
<p>INDICATOR</p>	<p>New harassment protocol</p> <p>Number of dissemination actions</p> <p>Number of visits to the website</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

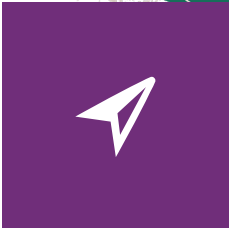
<p>AXIS</p>	<p>6. Sexual and gender-based violence and harassment</p>
<p>MEASURE</p>	<p>Measure 6.2.2. Dissemination of the new Protocol against sexual and gender-based harassment at the University of Cordoba</p>
<p>INDICATOR</p>	<p>Number of awareness-raising, training and/or information actions on the aforementioned protocol.</p> <p>Number of participants</p> <p>Number of press releases and visits</p> <p>Number of interactions on the social networks</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>6. Sexual and gender-based violence and harassment</p>
<p>MEASURE</p>	<p>Measure 6.3.1. Inclusion of information on measures and actions regarding harassment, sexual and gender-based violence in the Orientation for new students at the UCO.</p>
<p>INDICATOR</p>	<p>Number of students, TRS and MASTS who have accessed Moodle information. Data broken down by centers, degrees and gender.</p> <p>Number of centers and/or degree programs that have included this type of lectures in the Orientation for new students. Data broken down by center, degree programs and gender.</p> <p>Number of members of the university community who have attended the workshops or talks given. Preferably, data broken down by centers, degrees and sexes.</p>

MEASUREMENT OF STEPS TAKEN: PERFORMANCE INDICATORS

AXIS	6. Sexual and gender-based violence and harassment
MEASURE	Measure 6.3.2. Improve the visibility of the protocol and information on harassment on the UCO website
INDICATOR	Number of times the harassment protocol is accessed



MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	1. Awareness, training and institutional image
TARGET	Objective 1.1. To promote the University of Cordoba “brand” as an egalitarian university.
INDICATOR	<p>Number of equality actions in the UCO Communication Plan.</p> <p>Preparation of a biannual communication report that includes:</p> <ul style="list-style-type: none"> – Number of press releases related to equality out of the total number of press releases – Number of publications of the UCO Newsletter on Equality – Number of posts of the official UCO account on equality – Number of people reached through news, posts or publications about equality

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	2. Teaching
TARGET	Objective 2.1. To incorporate the gender perspective into the teaching programs.
INDICATOR	Teaching staff receiving training broken down by gender Number of teaching programs that incorporate the gender perspective

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	2. Teaching
TARGET	Objective 2.2. To include equality subjects and contents in the processes for the verification or modification of degree programs.
INDICATOR	<p>Number of subjects, specifically on equality, and not, that include contents related to the gender perspective.</p> <p>Composition of the FDP and MT panels broken down by gender.</p> <p>Number of equality-related contents included in the teaching guides</p>

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	2. Teaching
TARGET	Objective 2.3. To train for teaching with a gender perspective
INDICATOR	<p>Number of students enrolled in the different undergraduate and graduate degree programs</p> <p>Number of degrees created in gender and equality studies, and type (Master's, Expert and/or Doctorate Program).</p>

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	2. Teaching
TARGET	Objective 2.4. Promote the development of materials and publications on equality.
INDICATOR	<p>Number of projects introducing the gender perspective/modality of innovation</p> <p>Number of gender-specific projects requested by year</p> <p>Number of people in the socio-academic network</p> <p>Networking events held</p>

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

AXIS	3. Research
TARGET	Objective 3.1. Incorporate persons with experience in research with a gender perspective on panels and research committees.
INDICATOR	Number of people on research committees with experience in Equality

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>3. Research</p>
<p>TARGET</p>	<p>Objective 3.2. To promote research with a gender perspective</p>
<p>INDICATOR</p>	<p>Number of training activities on research from a gender perspective</p> <p>Researchers who have received training, broken down by gender</p> <p>Number of gender-related research lines offered in doctoral programs.</p> <p>Number of research projects with a gender perspective awarded to university personnel and groups.</p>

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

AXIS	3. Research
TARGET	Objetivo 3.3. To raise awareness of research with a gender perspective and research conducted by women.
INDICATOR	<p>Number of people included in the database of experts in women's, gender and feminist studies</p> <p>Number of actions carried out to raise awareness of women researchers.</p>

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

AXIS	3. Research
TARGET	Objective 3.4. To incorporate the gender perspective into research transfer.
INDICATOR	Publication and dissemination of the diagnosis

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	3. Research
TARGET	Objective 3.5. Promote women's leadership in research and transfer.
INDICATOR	<p>Number of female RSs of research groups</p> <p>Number of female RSs in R&D projects and actions.</p>

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	4. Governance
TARGET	Objective 4.1. To promote decision-making and the mainstreaming of the gender perspective in representative bodies.
INDICATOR	Staff of representative bodies who have received training, broken down by gender

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

AXIS	4. Governance
TARGET	Objective 4.2. To raise awareness of and strengthen the commitment to equality among UCO agents.
INDICATOR	Number of organizations and individuals receiving awards

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	4. Governance
TARGET	Objective 4.3. Enhance the preparation of UCO budgets with a gender perspective.
INDICATOR	<p>Personnel who have received training, broken down by gender</p> <p>Salary record report</p>

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	4. Governance
TARGET	Objective 4.4. To promote the inclusion of gender impact in studies or reports issued by governance bodies.
INDICATOR	Data broken down by gender included in the General Secretariat's Annual Report

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

AXIS	5. Co-responsibility
TARGET	Objective 5.1. Promote equality in access to employment and professional promotions.
INDICATOR	Number of calls for proposals that take into consideration care for minors and dependent family members.

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

AXIS	5. Co-responsibility
TARGET	Objective 5.2. Evaluate and update the Work-Life Balance Plan
INDICATOR	Evaluation report of the 1st Work-Life Balance Plan (<i>Plan Concilia</i>) Approval of the 2nd Work-Life Balance Plan (<i>Plan Concilia</i>)

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

AXIS	5. Co-responsibility
TARGET	Objective 5.3. Promote a culture of co-responsibility
INDICATOR	Personnel who have received training, broken down by gender

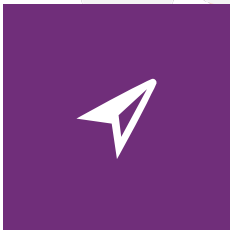
MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

AXIS	6. Harassment, sexual and gender-based violence
TARGET	Objective 6.1. Training on sexual and gender-based violence and harassment.
INDICATOR	Personnel who have received training, broken down by gender

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS	
AXIS	6. Harassment, sexual and gender-based violence
TARGET	Objective 6.2. Strengthen measures to protect members of the university community who are victims of sexual or gender-based abuse, harassment or violence.
INDICATOR	Approval of the 2nd Protocol against sexual or gender-based harassment at the University of Cordoba.

MEASUREMENT OF OBJECTIVES: PERFORMANCE INDICATORS

<p>AXIS</p>	<p>6. Harassment, sexual and gender-based violence</p>
<p>TARGET</p>	<p>Objective 6.3. Increase awareness of the protocol against sexual and gender-based harassment.</p>
<p>INDICATOR</p>	<p>Personnel who have received training, broken down by gender</p> <p>Number and type of awareness-raising events</p> <p>Number of consultations on possible situations of sexual and gender-based harassment</p>



MEASURING OBJECTIVES: IMPACT INDICATORS

MEASURING OBJECTIVES: IMPACT INDICATORS

STRATEGIC OBJECTIVE	Institutionalizing equality as a hallmark of the University of Cordoba
INDICATOR	<p>Amount of resources allocated to equality actions (social action, vice-rectorate budget, specific modalities of plans, specific programs to promote equality, etc.).</p> <p>Number of legislative (regulatory bases, regulations and calls for proposals), training and awareness-raising measures on equality carried out by each service, center and vice-rectorate.</p>

MEASURING OBJECTIVES: IMPACT INDICATORS

STRATEGIC OBJECTIVE	Promote co-responsibility as the backbone of the UCO's labor policy.
INDICATOR	Number of permits off for work-life balance, broken down by gender Number of stays (teaching and research) carried out by TRS, broken down by gender Evaluation of the 2nd Work-Life Balance Plan

