

Indicator Definition:

1i. Percentage of women and minorities in selection committees

Party in Charge: Vice-Manager of Human Resources	Start Date: June 2020	Associated to Action: ACT 9 Adapt the research staff regulation followed by selection committees so that it includes parity criteria
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Way of Obtaining the Data:

Agreements/Minutes of meetings by the Governing Board and by the members of worker representatives

Unit of Measure: Numerical	Data Collection Frequency: Yearly
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MONITORING DATE	No. EXPECTED	No. OBTAINED	COMMENTS, PROPOSALS FOR IMPROVEMENT
June 2020	25%	21%	The new recruitment regulation had not been approved yet.
June 2021	50%	53%	After the new recruitment regulation that regulates parity in recruitment committees was approved.
June 2022	50%	52%	After the new recruitment regulation that regulates parity in recruitment committees was approved.
June 2023	50%	54%	After the new recruitment regulation that regulates parity in recruitment committees was approved.