

**Indicator Definition:**

1i. Percentage of women and minorities in selection committees

<b>Party in Charge:</b> Vice-Manager of Human Resources	<b>Start Date:</b> June 2020	<b>Associated to Action:</b> 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

<b>Unit of Measure:</b> Numerical	<b>Data Collection Frequency:</b> Yearly
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<b>MONITORING DATE</b>	<b>No. EXPECTED</b>	<b>No. OBTAINED</b>	<b>COMMENTS, PROPOSALS FOR IMPROVEMENT</b>
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.
June 2024	50%	52%	After the new recruitment regulation that regulates parity in recruitment committees was approved.
June 2025	50%	53%	After the new recruitment regulation that regulates parity in recruitment committees was approved.