



Fairness of proposals — monthly measurement

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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Comparable groups · fictional document

Fictional document — demonstration example

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Fictional document, produced for the demonstration. **The measurement covers comparable groups** — same occupation sought, same qualification level, same length of registration. **Compared overall, any gap is explained away by the mix of profiles: it is the like-for-like comparison that reveals a real gap.**

What is measured every month

Dimension	Indicator	Alert threshold
Municipality of residence	Average proposals per person, like for like	Gap above 1.1
Age band	Same	Gap above 1.1
Sex	Same	Gap above 1.1

The gap found, its cause and its correction

LINDBERGH FORMATION — a simplified joint-stock company with share capital of €250,000 · Registered office: 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114 · SIRET 817 946 114 00029 · VAT FR 60 817 946 114 · "Blue Lemon Agent" trade mark · Training-provider registration no. 119 108 635 91 (Île-de-France prefect — this registration does not amount to State approval) · Qualiopi certified, no. 03896, for the "training actions" category · contact@bluelemonagent.ai · dpo@bluelemonagent.ai · Hosted in France.

Stage	Finding
Gap measured	Jobseekers from two neighbourhoods received 1.4 times fewer proposals than identical profiles from other municipalities
Real cause	The mobility filter was set in straight-line kilometres — those neighbourhoods are 12 km from a business park but 1 h 10 away by public transport; conversely, vacancies 25 km away served in 20 minutes were excluded
Correction	Mobility is calculated in real public transport travel time, at the vacancy's working hours
Gap after correction	1.05
Effect on the two neighbourhoods	+ 34 % proposals, with no other municipality losing out

Neither the neighbourhood nor the people were at fault: it was a setting. A fairness gap gets corrected when it is measured — **and it is only measured if someone publishes it every month.**

Six-month follow-up

Period	Gaps above 1.1	Action
Months 1 to 3	1	Corrected in April
Months 4 to 6	0	—

This page joins the steering committee papers, alongside the return-to-work rates. An organisation that publishes the fairness of its proposals before being asked no longer has to defend itself.

For the service to settle

Alert threshold chosen and recipient of the monthly table: _____

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