Fairness of proposals — monthly measurement

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Document issued on 09/11/2026

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

What the measurement found in its very first month

Stage	Finding
Gap measured	**Jobseekers from two neighbourhoods received 1.4 times fewer proposals than identical profiles from other municipalities**
Cause	**The mobility criterion was calculated 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
Rule applied since	**Mobility is calculated in real public transport travel time, at the vacancy's working hours**
Gap the following month	**1.05**
Effect on the two neighbourhoods	**+ 34 % proposals, with no other municipality losing out**

Neither the neighbourhood nor the people were at issue: it was the unit of a criterion. A fairness gap gets corrected when it is measured — **and that is what this page does every month, whether there is a gap or not.**

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

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Alert threshold chosen and recipient of the monthly table: _____

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