

## HRS4R / OTM-R INDICATORS 2021-2023

As part of our ongoing commitment to ensuring equitable and effective recruitment and retention practices, CREAM has implemented the HR Excellence in Research (HRS4R) initiative. The HR Department together with the HRS4R working group play a vital role in evaluating and enhancing various aspects of the recruitment life cycle to align with the principles of the OTM-R system.

To monitor our progress and uphold transparency, we report the results of the period 2021-2023. These Key Performance Indicators (KPIs) encompass critical phases such as advertising and application, evaluation and selection, and appointment as established at [CREAF's OTM-R policy](#).

### Evolution of OTM-R Indicators (2021-2023)

The following section provides a detailed explanation for the observed trends in the OTM-R indicators from 2021 to 2023. This analysis aims to highlight the organization's continuous efforts to improve its recruitment processes, promote equality and diversity, and ensure transparency and fairness. By examining each indicator, we can understand the underlying factors contributing to these trends and the strategic actions taken to achieve these outcomes.

#### 1. Ratio of External Applicants:

The ratio of external applicants increased by approximately 5.7% from 2021 to 2023. This steady rise indicates a growing interest from candidates outside the organization, suggesting that the organization's outreach efforts and reputation are effectively attracting a broader and more diverse pool of talent.

#### 2. Ratio of Women and Minority Applicants:

The ratio of women and minority applicants was around or above 60% during the period 2021-2023. This probably reflects the organization's efforts to explain CREAM's commitment to create a more inclusive and diverse work environment as state in our JEDI Plan 2023-2027.

#### 3. Job Offers Published on Various Platforms:

The number of job offers published on various platforms increased by 87% from 2021 to 2022 and continued to rise by 7.4% from 2022 to 2023. This consistent increase demonstrates our commitment to broadening its reach. By leveraging multiple platforms, CREAM ensures wide visibility and access to a diverse audience, enhancing the chances of attracting highly qualified candidates from different backgrounds.

#### 4. Platforms Used for Job Advertising:

Utilizing a variety of job advertising platforms, such as the CREAM [Job Board of CREAM](#), [Eurax-ess](#), [Biocat](#), and [FeinaActiva](#) and CREAM's social networks, ensures that job offers are accessible to a diverse audience. Each platform has its unique user base, allowing us to reach candidates with different backgrounds and expertise. Positive actions in gender equality were applied in 2021, the only year during the analyzed period when the institution had the opportunity to open a CREAM job position not tied to a specific project or principal investigator. Despite the center's limitations to act in this regard, we have been proactive stance on promoting an inclusive work environment when feasible. On the other hand, we promote actions, such as gender-neutral job descriptions and gender balanced committees in the rest of job offers, to foster a culture of respect and equality.

#### 5. Training and Guidelines Provided:

The HR Department provides individual counseling and training before each call to help researchers understand the process and requirements, ensuring a fair and transparent selection process. Moreover, in March 2024, the Human Resources Department conducted a course on OTM-R policy and updates to national labour law. We ultimately decided to open the course to all staff. The course lasted 5 hours and saw high participation, with 78 attendees.

#### 6. Gender Ratio in Panel Composition:

We have also ensured a balanced gender ratio in the composition of selection panels in CREAM job offers.

#### 7. Interviews with Feedback:

The proportion of interviews that included feedback, including their scores and the strengths and weaknesses identified increased significantly by 13.1% from 2021 to 2022 and by 83.8% from 2022 to 2023.

#### 8. Ratio of Selected Women and Minority Applicants:

The ratio of selected women and minority applicants ranged between 0.51 to 0.61 during the period reported. This indicates the organization's efforts to ensure equitable hiring practices.

#### 9. Proportion of Complaints Addressed:

We received only 4 complaints throughout the year of 2021, and none in 2022 and 2023. These four complaints were addressed by the HR department to the panel, and we implemented a thorough investigation process, providing timely feedback to the complainants.

## Evolution of OTM-R Indicators (2021-2023)

	2021	2022	2023
<b>RATIO OF APPLICANTS FROM OUTSIDE THE ORGANIZATION IN CREAM CALLS.</b>	0.88	0.91	0.93
<b>RATIO OF WOMEN/RACIAL OR OTHER MINORITIES' APPLICANTS IN CREAM CALLS</b>	0.59	0.77	0.65
<b>NUMBER OF JOB OFFERS PUBLISHED ON EURAXESS OR OTHER PLATFORMS</b>	31/53	54/70	58/68
<b>NUMBER AND TYPES OF PLATFORMS USED FOR JOB ADVERTISING</b>	Job Board of CREAM, Euraxess, Biocat and FeinaActiva	Job Board of CREAM, Euraxess, Biocat and FeinaActiva	Job Board of CREAM, Euraxess, Biocat and FeinaActiva
<b>JOB OFFERS WHERE POSITIVE ACTIONS IN TERMS OF GENDER-EQUALITY HAVE BEEN APPLIED</b>	3	NA	NA
<b>TRAINING COURSES AND/OR GUIDELINES PROVIDED</b>	We offer individual counseling before opening each call for applications.	We offer individual counseling before opening each call for applications.	We offer individual counseling before opening each call for applications.
<b>GENDER RATIO ON THE COMPOSITION OF PANELS</b>	The gender ratio in the composition of panels has been taken into account.	The gender ratio in the composition of panels has been taken into account	The gender ratio in the composition of panels has been taken into account
<b>% INTERVIEWS WITH FEEDBACK</b>	28.3%	32%	58.82%
<b>RATIO OF WOMEN/RACIAL OR OTHER MINORITIES' SELECTED APPLICANTS IN CREAM CALLS</b>	0.51	0.61	0.53
<b>PROPORTION OF COMPLAINTS MADE THAT HAVE BEEN DEALT WITH</b>	100%	NA	NA