



THE EUROPEAN COMMISSION'S ASSESSMENT FOLLOWING THE SELF-EVALUATION CARRIED OUT AT THE END OF 2021



High level of implementation of the Charter and Code

Internal and external changes have not had a significant impact on the implementation of the plan

-> sound and well-defined policy approach

The revised plan is detailed, consistent and aligned with the IRD culture

> Clear, well-defined, achievable actions

The constitution of the "COPIL" identified as a success factor

Alignment of the action plan with the OTM-R process

Effort to create an attractive and stimulating environment for researchers

Initiative of the managerial skills development module, the gender equality plan and the policy for people with disabilities highly appreciated

Difficulty in finding documentation on the site

Lack of some key transparency elements in the recruitment section of the website

-> Not all candidate information has been translated into French

THE RECOMMENDATIONS

-> Put the logo on the homepage

-> Include a HRS4R and OTMR reference in the "Working Together / Recruitment" section

-> Include the applicant guide in English

-> Make a more explicit reference to the OTMR in the Applicant Guide

THE RESULTS :



- **HRS4R integration : the organisation is progressing with appropriate and quality actions, as described in its action plan. There is evidence that HRS4R is more integrated**
- HRS4R integration, corrective actions are necessary
- HRS4R integration, corrective actions are very necessary