

## IMPROVING RECRUITMENT PROCEDURES - THE DECISION MAKING TREE (E.PLUS +)

The Portuguese DP called e.plus + created the Decision Making Tree. This was essentially a database that made it possible to organise, on the one hand, a set of skills/competences associated with a set of occupations, and on the other hand, a set of tasks. The basic idea was that a particular job is associated with a set of tasks, and the definition of these tasks indicates which skills/competencies are required. The software tool brought together job requirements and the skills and knowledge of those seeking employment and in this way made an unbiased link between job function requirements and the skills and knowledge possessed by job seekers.

The Decision Making Tree was a practical solution for enterprises, human resources management departments, firms or institutions working in the area of employment supply and demand. It contributed to:

- Developing recruitment policies and procedures based on objective criteria;
- Re-balancing the labour market by adjusting both functions and profiles;
- Reducing the negative connotations associated with certain job functions.

The tool and other PR and advocacy activities aiming to promote fair recruitment policies were disseminated at both national and transnational level. The main actor in Portugal was the Enterprise Association and the DP relied on the Transnaçional Changez network to promote its outcomes in other countries.

### Contact

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