

**Question for written answer E-003548/2018  
to the Commission**  
Rule 130  
**Dominique Martin (ENF)**

Subject: Recruitment at the Commission and age discrimination

According to the Commission's civil service trade union Renouveau & Democracy (R&D), on 19 June 2018 the Commission launched a new 'jobs for the boys' recruitment scheme that excluded anyone with more than three years' experience. This sets aside 20% of administrator-level jobs for young professionals, including former Commission trainees, to the detriment of workers with more than three years of experience. People aged over 28-30 are liable to be excluded from this quota of posts.

This would of course constitute indirect age discrimination, which is illegal<sup>1,2</sup>: recruitment shall be directed to securing for the institution the services of officials of the highest standard of ability, recruited on the broadest possible geographical basis from among nationals of Member States of the Union<sup>3</sup>.

Why does the Commission consider that young people would be better placed than experienced professionals to decide on issues affecting 500 million Europeans?

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<sup>1</sup> Judgment of 13 November 2014, Case C-416/13, *Vital Pérez*. Under Article 3(1) of Directive 2000/78/EC, the prohibition of discrimination on grounds of age applies to any public or private body, in respect of inter alia: 'conditions for access to employment ... including selection criteria and recruitment conditions, whatever the branch of activity and at all levels of the professional hierarchy...'

<sup>2</sup> According to Article 2 (2) (b) of Directive 2000/78/EC, indirect discrimination shall be taken to occur where an apparently neutral provision, criterion or practice would put persons of a racial or ethnic origin at a particular disadvantage compared with other persons, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

<sup>3</sup> Article 27 of the Staff Regulations <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:01962R0031-20140501&from=en>