

WRITTEN QUESTION E-0128/04  
by Alexandros Alavanos (GUE/NGL)  
to the Commission

Subject: Application of age limits to recruitment of workers already having fixed-term contracts over a number of years in the public sector in Greece

Directive 2000/78/EC<sup>1</sup> prohibits discrimination in employment on grounds of age but allows different treatment if it serves to promote employment or for other objective reasons relating to the nature of the work. In the public sector in Greece, there are employees on contract who have been working for the same employer in the same job for decades. These workers, who are comparatively old, cannot compete for permanent posts or jobs for an indefinite period which are advertised by the employer for whom they have worked for numerous years because they are over the age limit stipulated in the conditions of employment.

A typical example is the case of a number of specialist doctors who had been working on contract for more than 10 years with the Greek Public Power Corporation (DEI) and were excluded from the procedure to recruit permanent staff specialising in the same disciplines because, at the time the posts were advertised, they were over the stipulated age limit.

Is this practice of denying workers who have already had fixed-term contracts over a number of years the opportunity of permanent employment with the same employer, on the pretext of there being an age limit, consistent with Directive 2000/78/EC and Directive 1999/70/EC<sup>2</sup>?

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<sup>1</sup> OJ L 303, 2.12.2000, p. 16

<sup>2</sup> OJ L 175, 10.7.1999, p. 43