

WRITTEN QUESTION E-3430/09
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to the Commission

Subject: Discrimination in the selection of Commission staff on the grounds of nationality

Following the holding of competitions open to nationals of all the EU Member States, the recruitment of suitable candidates by the Commission has seen a marked predominance of nationals from the new Member States.

This practice is usually justified by the need to ensure balanced national representation among Commission staff. In fact, we are seeing the exclusion, in advance, of many suitable candidates from the old Member States.

Given that this practice:

- constitutes obvious discrimination on the grounds of nationality, in clear violation of Articles 12 and 13 of the EC Treaty, Article 21 of the EU Charter of Fundamental Rights and also the equal opportunities policy promoted by EPSO, and
- jeopardises the professional excellence of the European institutions, as governed by Article 27 *et seq.* of the Staff Regulations of Officials of the European Communities, in that, by first taking into account nationality and only secondarily the qualifications of candidates, this hampers the recruitment of more highly qualified candidates,

can the Commission explain:

- what are the actual criteria for selecting candidates who have successfully passed the selection tests and who, by definition, already satisfy the requirements listed in the notices of competition,
- why, if the practice referred to above is, indeed, favoured by the Commission, there is no trace of nationality, as a possible additional selection criterion, in the notices of competition open to all EU nationals, thereby invalidating the transparency of the process for selecting staff for the institutions.

Given the understandable need to ensure the greatest possible diversity among the staff of the institutions, why not organise competitions reserved solely for nationals of the new Member States (as is already the case for some specific profiles), instead of involving all EU nationals, without distinction between them, but who are then not subject to the same selection criteria?