

**Question for written answer E-000611/2024
to the Commission**

Rule 138

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Subject: Reflecting diversity in the EU institutions

The EU should be a manifestation of fairness and equality, including within its institutions. However, recent reports suggest that the institutions could do much more to reinforce opportunity and equality in their hiring processes. In the first instance, there is a distinct lack of minority groups reflected in the staffing of the EU institutions. In addition, there were reported complaints early last year regarding the EU's transition to online recruitment, outlining the inequalities that can arise when altering the hiring process in this manner. Some candidates claimed that the process being solely online 'violates equal opportunity, fueling inequality and driving talent away from the EU bubble'¹.

1. What measures are being taken to enhance accessibility for all applicants of our Member States when applying to jobs within the EU institutions, both online and in person?
2. What measures will the Commission take to encourage equal opportunities for all EU citizens, thereby ensuring diversity is reflected among the staff of the EU institutions, including but not limited to regarding gender, sexual orientation, disability, race or ethnic origin?

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¹ <https://www.politico.eu/article/eu-eurocrats-exam-brussels-bubble-shift-to-remote-assessment-sparks-outrage/>.