

ORAL QUESTION H-0268/06  
for Question Time at the part-session in April 2006  
pursuant to Rule 109 of the Rules of Procedure  
by Harlem Désir  
to the Commission

Subject: 'First job contract' (contrat première embauche): violation or non-violation of Directive 2000/78/EC

The 'first job contract' that has been introduced in France allows businesses with more than 20 employees to take on a young person of under 26, with a two-year trial period during which s/he can be dismissed without reason. These employees would not benefit from the protective labour-law clauses requiring an employer to justify dismissal. Article 2.2 of Directive 2000/78/EC<sup>1</sup> deems discrimination to have occurred 'where one person is treated less favourably than another is', *inter alia* on grounds of age. Does the Commission think that the 'first job contract' complies with the principles of the directive? If not, what steps does it intend to take vis-à-vis the Member State concerned?

Tabled: 23.03.2006

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