



Deċiżjoni dwar ir-rispons tal-Bank Ewropew tal-Investment għal tħassib dwar li dan iżomm ċerta informazzjoni personali ta' applikanti għall-impjieg qabel id-deċiżjonijiet dwar ir-reklutaġġ (każ OI/5/2021/PB)

Deċiżjoni

Każ OI/5/2021/PB - **Miftuħa fil-** 21/06/2021 - **Deċiżjoni fil-** 01/12/2021 - **Instituzzjoni konċernata** Il-Bank Ewropew ta' l-Investment (Suggeriment(i) aċċettat(i) mill-istituzzjoni) |

Il-każ kien jikkonċerna prattika tal-Bank Ewropew tal-Investment (BEI) li jitlob lill-applikanti għall-impjieg sabiex jipprovdu ċerta informazzjoni personali, relatata notevolment mas-sitwazzjoni familjari tagħhom, qabel id-deċiżjoni tal-BEI dwar ir-reklutaġġ.

L-Ombudsman irrikonoxxiet li l-BEI kien stabbilixxa din il-prattika sabiex il-proċeduri tiegħu jkunu effiċjenti kemm jista' jkun. Madankollu, esprimiet tħassib li l-ġbir ta' informazzjoni personali kien sproporzjonat u seta' jaffettwa b'mod negattiv il-fiduċja fil-proċeduri ta' reklutaġġ tal-BEI. Mhux l-applikanti kollha jkunu neċessarjament assigurati mill-ġdid li l-informazzjoni personali fl-ebda ċirkostanza ma tilgħab rwol fil-possibbiltà li jiksbu l-post.

Il-BEI wieġeb li kien biddel il-prattiki tiegħu biex jindirizza t-tħassib imqajjem mill-Ombudsman.

L-Ombudsman laqgħet ir-rispons kostruttiv tal-BEI u għalqet l-inkjesta.

The inquiry

1. The Ombudsman set out the issue in her letter opening the inquiry: the EIB had established a practice whereby it requests certain personal information (such as on household composition and dependants) from job applicants. This practice was related to efficiency concerns. She noted that the EIB had in the meantime changed this practice to make the provision of such information voluntary. This may nonetheless be problematic in practice. If candidates are asked to provide information in the context of a recruitment procedure, they may consider that failing to do so could negatively prejudice their prospects [1].

2. The EIB replied that it had reconsidered its practice and decided not to ask candidates for any information regarding their family situation, including information on dependents - not even on a voluntary basis - before the final candidate is determined. This new procedure is in place since 1 April 2021. As a consequence, applicants are no longer asked to provide



information on their family situation during the selection process. Only the selected candidate (i.e. for whom a signed selection note has been sent to Personnel) is asked to provide the personal details regarding their family situation to determine their benefits package. The changes have been formalized in the internal procedures of the EIB [2] .

3. The Ombudsman very much welcomes the EIB's response in this case.

Conclusion

The Ombudsman closes the inquiry with the conclusion that the EIB has given a most constructive response and that the matter is now settled.

Emily O'Reilly European Ombudsman

Strasbourg, 01/12/2021

[1] The Ombudsman's full letter is here:

<https://www.ombudsman.europa.eu/en/doc/correspondence/en/143366>

[2] The EIB's full reply is here:

<https://www.ombudsman.europa.eu/en/doc/correspondence/en/149856>