



## Rozhodnutie o odpovedi Európskej investičnej banky na výhradu, že má k dispozícii určité osobné informácie uchádzačov o zamestnanie pred rozhodnutím o prijatí do zamestnania (prípád OI/5/2021/PB)

Rozhodnutie

**Prípád** OI/5/2021/PB - **Otvorené dňa** 21/06/2021 - **Rozhodnutie z dňa** 01/12/2021 - **Dotknutý orgán** Európska investičná banka ( Návrh(-y) prijatý(-é) inštitúciou ) |

Prípád sa týkal praxe Európskej investičnej banky (EIB), ktorá žiadala uchádzačov o zamestnanie o poskytnutie určitých osobných informácií, najmä v súvislosti s ich rodinnou situáciou, pred prijatím rozhodnutia o prijatí do zamestnania.

Ombudsmanka uznala, že EIB zaviedla tento postup s cieľom čo najviac zefektívniť svoje postupy. Vyjadrila však znepokojenie nad tým, že získavanie osobných informácií bolo neprimerané a mohlo by negatívne ovplyvniť dôveru v postupy prijímania zamestnancov EIB. Niektorí uchádzači by mohli stratiť istotu, že ich osobné údaje za žiadnych okolností nebudú zohrávať úlohu, pokiaľ ide o ich šancu na získanie pracovného miesta.

EIB odpovedala, že zmenila svoje postupy s cieľom riešiť obavy, ktoré vyjadrila ombudsmanka.

Ombudsmanka privítala konštruktívnu odpoveď EIB a vyšetrowanie uzavrela.

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>