

Question for written answer E-003073/2025
to the Commission
Rule 144
Dolors Montserrat (PPE)

Subject: New Spanish civil service hiring system's potential infringement of EU law

In light of the Spanish Government's recent proposals to reform the hiring system for higher civil service bodies (groups A1 and A2), replacing the competition system with a two-year postgraduate course and a final exam, and then allocating positions according to the grade obtained, I ask the Commission the following:

1. Does the Commission believe that this new system respects the fundamental principles of EU law such as equality of access to public employment, transparency, objectivity and impartiality in selection processes in accordance with Article 15.1 of the Charter of Fundamental Rights of the European Union?
2. Could this system facilitate favouritism and nepotism given that there is no guaranteed anonymous assessment based solely on merit and ability, in potential contradiction with Directive 2000/78/EC and the principles of good administration recognised in Article 41 of the Charter?
3. In the Commission's view, could a hiring system for the civil service based on an internal course that has neither been academically standardised nor recognised as a formal professional qualification hinder the mutual recognition of qualifications as stipulated in Directive 2005/36/EC and make the mobility of qualified professionals between Member States more difficult?

Submitted: 24.7.2025