Question for written answer E-004015/2025
to the Commission
Rule 144
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Subject: Accessibility for persons with disabilities in EU selection and recruitment procedures

The European Union has ratified the UN Convention on the Rights of Persons with Disabilities (CRPD) and adopted the European Disability Rights Strategy 2021-2030[1], committing itself to ensuring equal opportunities and accessibility in selection, recruitment and employment processes[2]. However, in the framework of the 'Call for Experts for the European Urban Initiative, indirect discrimination has been reported, which risks excluding qualified professionals.

One deaf candidate highlighted the absence of preliminary questions on the specific needs of candidates with disabilities, the fact that language tests are based on telephone interviews, – which are incompatible with the needs of persons with hearing impairments – and the lack of alternative solutions or technical support during online interviews organised by agencies contracted by the Commission.

In this context, can the Commission clarify:

1. What measures it intends to adopt to ensure that EU-financed or EU-organised selection procedures, including those managed by subcontractors, comply with the accessibility obligations assumed by the EU?

2. How it intends to monitor and act with regard to external service providers to ensure accessible alternatives are always offered to candidates with disabilities during selection procedures?

3. Whether it intends to introduce monitoring tools to collect data on the actual recruitment process involving persons with disabilities in EU-financed or EU-organised selection procedures?

Supporter[3]

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[1] COM(2021)0101.
[2] https://eur-lex.europa.eu/EN/legal-content/glossary/employment.html
[3] This question is supported by a Member other than the authors: Emmanouil Fragkos (ECR)