

Who will defend the dignity of the candidates and the dignity of the European civil service tomorrow?

The 2004 Staff Regulations ([Article 7 of Annex III](#)) entrusted EPSO with the task of organising open competitions. EPSO, in turn, subcontracted the task of organising the computer-based tests.

[The subcontractor](#) started by renting rooms and equipping them, not without shortcomings. The written tests would have to be scheduled on successive days, since the infrastructure at his disposal did not allow all the candidates sit the tests simultaneously. This meant that a different test subject had to be provided each day, which undermined the equal treatment of candidates.

But for a powerful global company, infrastructure concerns were quickly circumvented: EPSO's subcontractor, in turn, shifted to each candidate individually the responsibility of ensuring their own logistics. The multiple-choice tests take place **exclusively remotely** with a private, *non-corporate*, i.e. not provided by the institution, computer, with technical instructions that you need to be a computer scientist to understand, with intrusive '*proctoring*' (invigilation) by camera in the candidate's private space and with a high risk of failing the test for technical reasons. Breathtaking experiences are at our disposal.

EPSO boasts of its new “modern”, rapid, cost-saving methods, allowing it to dispense with test centres and purportedly respect equal treatment, since *all* candidates will have to take the test remotely!

However, EPSO is accountable for the actions of its chosen subcontractor and, according to case law, the Selection Board must be involved in all stages of a competition.

Still, a crucial and fundamental function, such as the recruitment of civil servants, has been taken over by a private company that hardly understands the Staff Regulations.

In short, **the recruitment process has been privatised!** The first contact of citizens with the European institutions is a shocking experience hardly compatible with any idea of a public service. Does the method of selection presage an increasing alienation of officials and other servants, should they manage to enter through the Caudine Forks?