

EUROPEAN PARLIAMENT

Working Documents

1983 - 1984

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MOTION FOR A RESOLUTION

tabled by Mr VANDEMEULEBROUCKE, Mr EISMA, Mrs VIEHOFF,
Mr CHANTERIE, Mr VERNIMMEN, Mr VAN MIERT and
Mr DE GOEDE

pursuant to Rule 47 of the Rules of Procedure

on the establishment of a directive for a code of
conduct with regard to job applications

The European Parliament,

- A. having regard to the European Community's objective of harmonizing social legislation,
 - B. whereas there are major differences in the legislation in the ten Member States with regard to job applications, insofar as applications are already subject to legal standards and a code of conduct,
 - C. whereas in periods of economic recession the problems of applying for jobs become increasingly serious,
 - D. having regard to the numerous misleading advertisements for jobs,
 - E. whereas applications for employment require some financial sacrifice by young graduates, as employers demand a number of official certificates and certified testimonials,
- 1. Calls on the Commission to draw up a report for the European Parliament within six months on the position with regard to job applications in the Member States;
 - 2. Calls on the Commission to prepare a draft directive on job applications including the following basic principles:
 - (i) Rights and duties of applicants

Rights of applicants

- a. right to a fair chance of recruitment
- b. right to information
- c. right to privacy
- d. right to confidential handling of personal information
- e. right to a properly established procedure
- f. right of complaint

Duties of applicants

- a. duty to help to ensure the smooth progress of the selection procedure,

- b. duty to answer questions accurately,
- c. duty not to pass on to third parties confidential information provided as a result of the application (obligation to maintain secrecy),

(ii) a provision making misleading job advertisements an offence,

(iii) a provision exempting applications for employment from stamp duty or other taxes,

3. Calls on the Council of Ministers to take decisions on the Commission proposals on this subject as quickly as possible;
4. Instructs its President to forward this resolution to the Commission, the Council of Ministers and the Ministers for Social Affairs and Employment in the Member States.