

**Case 379/87 Groener [1989] ECR -03967**

**Facts:** The applicant had been refused a permanent post at the College of Marketing and Design, Dublin, where she had already been teaching because she did not speak Gaelic. Since she did not have the required Gaelic certificate, Mrs Groener asked for an exemption, but that request was refused. The reason for the refusal was that there were other fully qualified candidates for the post. The Minister however gave his consent to her being appointed provided that she first passed the examination. It is important to note that Gaelic was not needed for her job. The question was whether the language requirement was discriminatory.

**Held:** The Court upheld the language requirement, as it formed part of government policy to promote the use of Irish as a means of expressing national identity and culture. The obligation imposed on lecturers in public vocational education schools to have a certain knowledge of the Irish language was one of the measures adopted by the Irish Government in furtherance of that policy. Due to this fact, the requirement was compatible with Art. 3(1) provided that the level of knowledge required was not disproportionate to the objective pursued. Nevertheless, the Irish government could not require that the linguistic knowledge be acquired in Ireland.