

The European Parliament offers employment for contractual agents with a disability

This year again, the European Parliament launches a positive action to enable persons with a disability to gain work experience in this EU institution.

It offers a number of one-year contracts to persons with a disability who are successful in the CAST Permanent selection procedure and have never worked (traineeships not included) for an EU institution.

For the purposes of this programme, persons with a disability include those who have a long-term physical, mental, intellectual or sensory impairment, which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

Candidates who:

- are interested in this programme and think they qualify for it,
- have registered in one of the permanent CAST (EPSO/CAST/P/), are requested to send a recent CV before the 2nd of April 2021 23.59 (deadline for registration in CAST AND the programme), preferably in the Europass format¹ before to PERS-PositiveAction@europarl.europa.eu giving their reference number of the CAST Permanent selection procedure that they applied for, their candidate number, and stating in there relevant checkbox during application that they have a disability.

On the basis of their profiles and CVs, the EP will identify candidates who best match its needs and request EPSO to test them. EPSO will invite those candidates to sit computer-based multiple choice question (MCQ) tests. Please note that only those candidates who pass these tests can be called for interview and possibly be recruited by the European Parliament.

Successful candidates will be invited by recruiters to an interview. If a candidate cannot attend in person, the interview can take place via video conference, by video call or by telephone.

¹ <https://europa.eu/europass/en>

Candidates selected for recruitment will be required to provide proof of their disability (medical certificate or national disability card). As a pre-condition for employment, the European Parliament's Medical Service will assess whether the disability meets the specific criteria in order to confirm eligibility for the scheme: candidates need to have a disability causing impairment that is equal to or greater than 20% (physical or mental impairment).

Special accommodations for EPSO tests are agreed, defined and implemented by EPSO. Candidates with a disability who need special accommodations for EPSO tests should refer to the section "What if I need special adjustments" of the relevant call for expressions of interest². Candidates who submit a valid request for special accommodations for EPSO³ tests will be contacted in due time by the EPSO Accessibility team (epso-accessibility@ec.europa.eu) for details.

Special accommodations at subsequent stages of the selection and recruitment process will be managed by the recruiting Institution - in this case the European Parliament, the candidates should feel free to request them at the relevant stage.

² https://epso.europa.eu/documents/2240_en

³ https://epso.europa.eu/how-to-apply/equal-opportunities_en