



Council of the European Union  
General Secretariat

Brussels, 10 January 2020  
(OR. en)

DE 1/20

## LEGAL ACTS

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Subject: **SECRETARY-GENERAL DECISION No 1/2020**  
**establishing a positive action programme as a pilot project for**  
**trainees with a disability at the General Secretariat of the Council of**  
**the European Union**

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## SECRETARY-GENERAL DECISION No 1/2020

### establishing a positive action programme as a pilot project for trainees with a disability at the General Secretariat of the Council of the European Union

*THE SECRETARY-GENERAL OF THE COUNCIL,*

Having regard to the Council's Rules of Procedure, and in particular Article 23 thereof,

Having regard to Decision No 40/17 of the Secretary-General of the Council on rules relating to traineeships at the General Secretariat of the Council of the European Union,<sup>1</sup>

Having regard to Decision No 12/19 of the Secretary-General of the Council implementing Article 1d(4) of the Staff Regulations as regards reasonable accommodation arrangements for persons with disabilities and establishing the procedures for the handling of requests,<sup>2</sup>

Having regard to the opinion of the Staff Committee,

Having regard to the opinion of the Joint Committee on Equal Opportunities,

After having consulted the Data Protection Officer of the Council,

Whereas:

- (1) The General Secretariat of the Council of the European Union (hereinafter 'GSC') has an equal opportunities strategy for the period 2017 – 2020 and a policy, the aim of which is, *inter-alia*, to provide a diverse and inclusive work environment for persons across all abilities.
- (2) The internal rules relating to traineeships at the GSC provide that the GSC should take positive action, as required, with regards to the recruitment of trainees with disabilities.

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<sup>1</sup> CP [63/17](#).

<sup>2</sup> CP [19/19](#).

- (3) In order to provide valuable work experience to talented persons with disabilities and to foster an inclusive work environment at the GSC, it is appropriate to guarantee a few traineeship places per traineeship period to trainees with a recognised disability. A dedicated positive action programme should therefore be established as a pilot project.
- (4) Secretary-General Decision No 40/17<sup>1</sup> (hereinafter 'Decision No 40/17') and Secretary-General Decision No 12/19<sup>2</sup> (hereinafter 'Decision No 12/19') should in principle apply to this type of positive action programme. However, in order to ensure the smooth implementation of such a programme, some specific derogations from the abovementioned rules are necessary during the limited period of the pilot programme.

HAS DECIDED AS FOLLOWS:

*Article 1*

*Establishment of the programme*

1. This Decision establishes as a pilot project a positive action programme for trainees with a recognised disability (hereinafter 'the Programme'). It shall guarantee up to three paid traineeships per traineeship period to trainees with a recognised disability.
2. The beginning of the Programme shall be announced on the Council's website. The first period is envisaged to run as from the traineeship period from 1 September 2020 to 31 January 2021.

The Programme shall initially run for two years. Towards the end of this period, the Traineeships Office and the Equal Opportunities Office shall draw up an evaluation report and submit recommendations to the Appointing Authority as represented by the Director-General of ORG. The report shall draw upon the experiences of the Programme and may include recommendations as to the further extension of its scope.

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<sup>1</sup> Decision No 40/17 of the Secretary-General of the Council on rules relating to traineeships at the General Secretariat of the Council of the European Union (CP [63/17](#)).

<sup>2</sup> Decision No 12/19 implementing Article 1d(4) of the Staff Regulations as regards reasonable accommodation arrangements for persons with disabilities and establishing the procedures for the handling of requests (CP [19/19](#)).

## *Article 2*

### *Application of and derogations from Decision No 40/17*

1. Without prejudice to paragraphs 2, 3, 4 and 5 of this Article, Decision No 40/17 shall apply to the Programme.
2. Candidates applying for the Programme shall not compete for the places guaranteed by the Programme with candidates applying for other traineeship places in accordance with Decision No 40/17.
3. Candidates must have a disability recognised by a national authority or any accredited body in order to be eligible to apply. They must provide the necessary evidence in one of the EU official languages together with the application. If necessary, the GSC may request additional information.
4. By way of derogation from Article 3.2(a) and to Article 8.1 of Decision No 40/17 candidates who are at least third year students (or equivalent) of a higher education establishment are eligible to apply for a traineeship in the Programme.
5. Any income received in relation to a disability, such as subventions, grants or aid of any nature is not considered to be an external source of income for the purpose of Article 8(5) of Decision No 40/17.

## *Article 3*

### *Application of and derogations from Decision No 12/19*

1. Without prejudice to paragraphs 2, 3, 4, 5 and 6 of this Article, Decision No 12/19 shall apply to this Programme with the exception of Articles 6 and 7 of that Decision.
2. A candidate for a traineeship who requests reasonable accommodation (hereinafter 'RA') arrangements for their work during the traineeship, shall submit a request together with the application. The request for RA arrangements shall be accompanied by documented justification of the need for RA arrangements.

3. The details of the request shall not be accessible to the Traineeships Office and shall be directly referred to the Equal Opportunities Office. The latter shall conduct a pre-assessment of the request for RA arrangements. The Equal Opportunities Office may consult for this purpose the GSC's Medical Officer and other staff in the Healthcare and Social Services Unit.
4. For selected candidates, the request for RA arrangements and the documented justification shall be examined by the RA Committee, which shall deliver an opinion to the Appointing Authority.
5. In order to ensure adequate examination of the request for RA, the RA Committee may consult all relevant GSC services, in particular the Legal Advisers to the Administration Unit and GSC services involved in the provision of RA arrangements and consider any relevant practices in any other European Union institution and body.
6. The Appointing Authority shall take a decision on whether and, if applicable, what type of RA arrangements are granted.

*Article 4*

*Entry into force*

This Decision shall enter into force on 10 January 2020.

Done at Brussels, 10 January 2020

The Secretary-General

Jeppe TRANHOLM-MIKKELSEN

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