



EPSO Diversity pilot survey

The survey was launched in February 2021 in the context of EPSO's Equality & Diversity policy and the EU anti-racism action plan 2020-2025

WHY?

- **Get a picture about how diverse is EPSO's applicant pool** and identify potential gaps in representation
- **Identify** EPSO's diversity target groups
- **Ultimate goal: ensure equal opportunities** in EPSO's selection procedures, increase diversity of EPSO's applicant pool and contribute to an EU civil service that is representative of the diversity of the citizens we serve

HOW?

- **By email**
- **Entirely anonymous and on voluntary basis**
- **Based on respondents' self-declaration**

WHO?

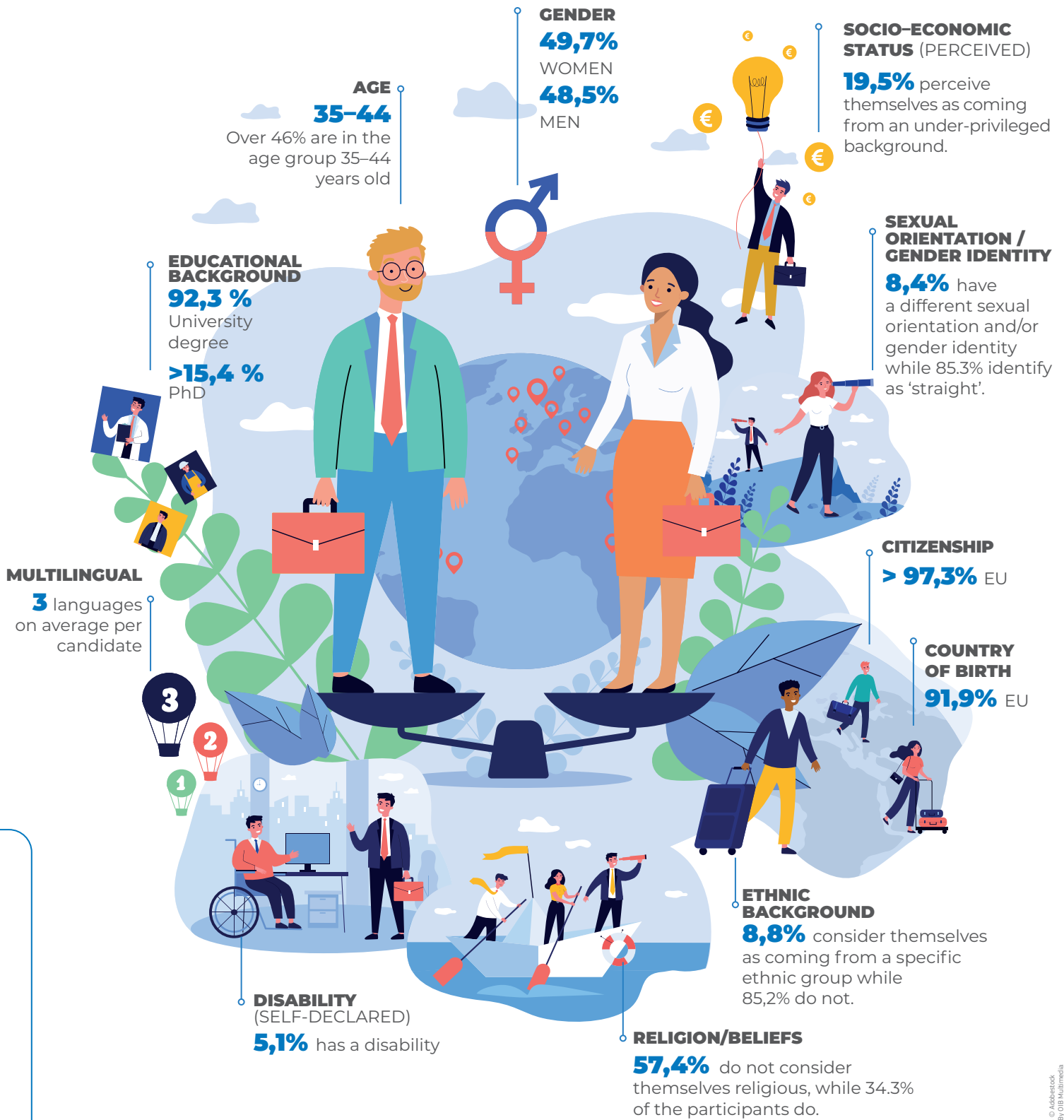
- **The survey was sent to 33 810 former candidates** who took part in 28 EPSO closed competitions **between 2018 and 2020** (20 AD and 8 AST competitions)
- **6221 respondents** participated in the survey (18,4%)

NEXT STEPS

- adopt a targeted communication and outreach strategy to **attract more talent from diversity target groups;**
- reach out and **get closer to target groups** (demystify the EU careers, identify their blocking factors and propose solutions in collaboration with organisations representing them);
- **engage more with the Member States**, EU Institutions/bodies and various diversity stakeholder organisations via EPSO's database of partner organisations established by the ongoing call for cooperation to all EU diversity organisations;
- analyse the lessons learnt from this pilot survey for the future **development of an equality & diversity follow-up tool** which will allow to collect more accurate data, and contribute to ensuring equal opportunities and attracting a more diverse talent to the EU careers.



EPSO'S CURRENT CANDIDATE PROFILE



MORE INFO?

Please check out our report on the main findings here or contact eps-equality-diversity@ec.europa.eu