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).
- 6,221 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.
EPSON’s CURRENT CANDIDATE PROFILE

**AGE**
35–44
Over 46% are in the age group 35–44 years old

**GENDER**
- 49.7% Women
- 48.5% Men

**EDUCATIONAL BACKGROUND**
- 92.3% University degree
- >15.4% PhD

**MULTILINGUAL**
3 languages on average per candidate

**EDUCATIONAL BACKGROUND**
92.3%
University degree

**SOCIO-ECONOMIC STATUS (PERCEIVED)**
19.5% perceive themselves as coming from an under-privileged background.

**SEXUAL ORIENTATION / GENDER IDENTITY**
- 8.4% have a different sexual orientation and/or gender identity
- 85.3% identify as ‘straight’.

**CITIZENSHIP**
> 97.3% EU

**COUNTRY OF BIRTH**
91.9% EU

**ETHNIC BACKGROUND**
- 8.8% consider themselves as coming from a specific ethnic group while 85.2% do not.

**RELIGION/BELIEFS**
- 57.4% do not consider themselves religious, while 34.3% of the participants do.

**DISABILITY (SELF-DECLARED)**
- 5.1% has a disability

**MORE INFO?**
Please check out our report on the main findings here or contact epso-equality-diversity@ec.europa.eu