



EPSO'S 2nd Diversity Survey Main findings

EPSO's 2nd diversity survey was launched in May 2024 in the context of EPSO's Equality & Diversity Action Plan.

It sheds light on the diversity of its candidate pool and assesses progress since the first pilot survey launched in 2021

WHY?

- Understand the diversity of EPSO's candidate pool
- Measure progress and spot trends
- Evaluate the impact of EPSO's communication and outreach actions
- Ensure fairness in selection procedures
- Contribute to a more diverse civil service

HOW ?

- Sent by email to former EPSO candidates
- Entirely anonymous and completed on a voluntary basis
- Based on self-declared information from respondents

WHO ?

- EPSO reached out to 58,613 former candidates who took part in 15 closed competitions held between 2021 and 2023—covering both Administrator (AD) and Assistant (AST) levels—to hear directly from those who took part in shaping the future EU workforce. 6,480 respondents participated in the survey which represents a response rate of 11%



NEXT STEPS

Data drives change. Together, the 2021 and 2024 diversity surveys provide a valuable, large-scale picture of EPSO's candidate pool's diversity. Until a formal monitoring tool is in place, these surveys are EPSO's keyway to track progress, guide actions in terms of Equality & Diversity and enhance outreach to underrepresented groups.

EPSO'S CURRENT CANDIDATE PROFILE

The data is based on anonymous and voluntary self-declaration and should be considered indicative only. Results may be influenced by the nature of the sample and the type of competitions held during the reference period.

AGE

40 – 49

The majority of respondents (45%) are between 40 and 49 years old.

GENDER

52.7% Women

44.8% Men

0.5% Non-binary/Other

CITIZENSHIP AND COUNTRY OF BIRTH

98.5% EU citizens

91% Born in EU

SEXUAL ORIENTATION

84% Heterosexual

5.4% Homosexual

2.5% Bisexual

7.2% I don't know/I prefer not to say

FAMILY STATUS

60.5% married or equivalent

EDUCATION

89.8% University degree

12.2% PhD

MULTILINGUAL

3 languages on average per candidate

DISABILITY

7% has a disability (self-declared)

RELIGION OR BELIEF

52.4% consider themselves as religious while **40.7%** do not

SOCIO-ECONOMIC BACKGROUND

23.2 % consider themselves as coming from a lower socio-economic background while **70%** do not

2021 vs 2024 diversity survey: How has EPSO's candidate pool changed?

EPSO's candidate profile of the 2024 diversity survey resembles the one of the 2021 pilot survey, with some improvement in terms of ethnicity, socio-economic background and disability.

READ THE FULL REPORT

You can find the full report here
<https://europa.eu/!GvfrHw>

or contact

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