



Prague University of Economics and Business

Motivation of Czechs for a career in EU institutions

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Research project in the frame of:

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Project partners:

VŠB TECHNICKÁ UNIVERZITA

EKONOMICKÁ FAKULTA





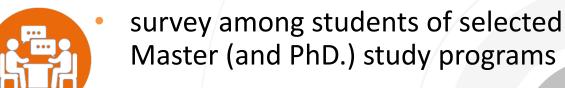


Main goal:

to find out the motivation of selected target groups of Czechs who apply or could potentially apply for a job in the EU institutions

Methodology

- analysis of existing studies and literature
- data collection in the form of semi-structured interviews (36 interviews)
- **SWOT** analysis







CONTENT OF THE PROJECT



- CURRENT STATE AND MAIN ISSUES
- COMPARISON OF GOOD AND BAD PRACTICE EXAMPLES OF CAREER PROMOTION IN EU INSTITUTIONS IN SELECTED MEMBER COUNTRIES
- SURVEY AMONG UNIVERSITY STUDENTS

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Representation of officials and other employees of the European Commission by nationality as of 1/1/2023 compared to the share of individual countries in the total population of the EU-27

Countries:	Over-represented	Under-represented	Balanced
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EU member states	Percentage of officials	Exchange ratio*)	Coefficient**)
**Belgium	13,9	3,1	4,48
Bulgaria	2,4	2,4	1,00
Czech Republic	1,6	3,1	0,52
Denmark	1	1,8	0,56
Estonia	0,8	0,8	1,00
Finland	1,5	1,8	0,83
France	10,1	11,6	0,87
Croatia	1,3	1,6	0,81
Ireland	1,7	1,6	1,06
Italy	13,5	11,2	1,21
Cyprus	0,5	0,8	0,63
Lithuania	1,4	1	1,40
Latvia	0,9	1,5	0,60
Luxemburg	0,3	0,8	0,38
Hungary	2,5	3	0,83
Malta	0,5	0,6	0,83
Germany	6,3	13,8	0,46
The Netherlands	1,9	3,9	0,49
Poland	4,9	8,2	0,60
Portugal	2,4	3,1	0,77
Austria	1,5	2,6	0,58
Romania	4,8	4,5	1,07
Greece	4,6	3,1	1,48
Slovakia	1,4	1,8	0,78
Slovenia	1	1	1,00
Spain	8,1	8,9	0,91
Sweden	1,5	2,7	0,56



Basic classification of support systems of selected countries

Sophisticated system of support and promotion	Developed support and promotion system	Poor support and promotion system
France	Ireland	Bulgaria
The Netherlands	Denmark	Cyprus
Hungary	Portugal	





Comparison of practices in selected MS

- Existence of strategy
- Identification of the responsible institutions (method of coordination)
- Identification of means of promotion of job opportunities website, social media, other channels
- Examples of good/bad practices

Main findings from the comparison

- the prestige of the European public administration and the institutionalized support and preparation of citizens seeking a career in the EU institutions (France, Southern states)
- the existence of a communication strategy is not always a condition, the emphasis is on the coordination of institutions and activities
- ensuring financial resources and personnel continuity (ability to pass on know-how in the agenda)
- effective connection with target groups (work with "pools of potential candidates", with expats in Brussels)
- systematic cooperation with universities (and secondary schools) is a basic prerequisite (e.g. promotion of internships)
- communication through websites, social networks (LinkedIn, Instagram, FB, Youtube),
 emphasis on sharing information with successful candidates (podcasts)

Survey among university students





CONTENT OF THE SURVEY

- The most important factors in choosing a job
- (Dis)interest in working in international organizations
- Awareness of job opportunities in European institutions
- Interest in internship or work in EU institutions
- Motivation, concerns and willingness to invest in successful preparation

- Reasons for not being interested in working in the EU institutions
- How to communicate jobs opportunities in the EU
- University students' language skills and (in)experience with EPSO courses
- The effect of narratives

Thank you for your attention!