

Abstract

The thesis focuses on the instruments of the Czech Republic's personnel policy in the context of supporting Czechs seeking a position within the European Union. The aim of the thesis is to evaluate the current situation of the Czech Republic's representation in the European Union institutions, to present and evaluate the tools used by the Czech Republic to support its citizens on their way to the EU institutions.

In the theoretical part, the model of institutionalism of rational choice of the principal-agent is presented, which helps to understand the relationship between states and international organizations to which states (principal) delegate part of their competences. Other important theoretical concepts such as informal governance and representation in international organisations are also introduced.

The practical part analyses the level of representation of individual states in the EU institutions primarily using the so-called guiding rate (ideal representation) and the MAE value (in relation to the deviation of real representation from the guiding rate). A closer look is given to the situation of the Czech Republic. Furthermore, the documents of the Czech Republic related to the issue are presented together with the main actors involved in the implementation of the set national targets. The instruments of the personnel policy of the Member State, which is over-represented in the EU institutions, are also described.

Although the Czech Republic has long been underrepresented in a number of international organisations, as is the case with the European Union, it is aware of the importance of its citizens in positions in these organisations. The state authorities are implementing the Czech strategy of providing assistance to Czech citizens in the form of information and educational services in relation to careers in the EU.