

## Old Staff Engagement - DECREASING DGs

DG/EAs/Offices	Old Staff Engagement		I have a clear understanding of what is expected from me at work		I have the appropriate and timely information to do my work well		My manager helps me to identify my learning and development needs		My colleagues are committed to doing quality work		I feel that my opinion is valued		I receive regular recognition or praise for good work		My manager cares about me as a person	
	2023	2025	2023	2025	2023	2025	2023	2025	2023	2025	2023	2025	2023	2025	2023	2025
COMMISSION	73%	0%	85%	-2%	67%	51%	6%	86%	-1%	76%	-4%	72%	1%	75%	1%	
CAB	71%	-1%	94%	0%	68%	33%	10%	93%	8%	69%	-5%	69%	-6%	70%	-9%	
CNECT	70%	-3%	76%	-5%	56%	47%	1%	88%	0%	74%	-6%	70%	-3%	76%	-2%	
EAC	73%	-1%	84%	-3%	65%	47%	4%	89%	3%	77%	-5%	72%	-7%	77%	-1%	
ENV	75%	-1%	85%	-6%	64%	45%	4%	93%	0%	84%	1%	72%	-2%	79%	-3%	
ESTAT	76%	-2%	86%	-6%	73%	58%	4%	86%	-1%	77%	-9%	77%	0%	76%	-5%	
FISMA	76%	-1%	84%	-5%	68%	55%	11%	86%	-5%	83%	-2%	77%	1%	80%	2%	
GROW	72%	-3%	82%	-4%	61%	43%	-1%	88%	0%	78%	-7%	75%	0%	76%	-5%	
HOME	65%	-2%	73%	-7%	47%	41%	4%	87%	3%	71%	-3%	67%	-2%	67%	-3%	
IAS	79%	-3%	90%	-6%	80%	66%	9%	83%	-7%	77%	-9%	72%	-5%	86%	3%	
INTPA	66%	-8%	82%	-5%	59%	42%	-11%	79%	-5%	71%	-11%	66%	-7%	67%	-8%	
MOVE	76%	-1%	87%	-2%	68%	46%	2%	89%	-3%	83%	0%	75%	2%	79%	0%	
REGIO	72%	-1%	83%	-6%	61%	44%	7%	88%	0%	75%	-6%	73%	2%	76%	-1%	
REGIO.EMPL.DAC	77%	-2%	87%	-5%	75%	59%	4%	81%	-2%	79%	-7%	77%	-1%	79%	-1%	
SRD/MOVE/ENER	73%	-1%	95%	6%	73%	58%	8%	84%	1%	70%	-9%	61%	-10%	73%	-7%	
TAXUD	64%	-6%	74%	-8%	53%	44%	-3%	83%	-7%	64%	-12%	65%	-2%	66%	-5%	
TRADE	72%	-1%	85%	-3%	64%	42%	7%	91%	-1%	77%	-5%	71%	-1%	75%	0%	

All data is current as of 5 June 2026

	Protective factor (increases are considered a protective factor)
	Factor to be monitored (decreases of -1 and -2 points are considered factors to be monitored )
	Risk factor (decreases of -3 points or more are considered a risk factor)
	Rates below the Commission average

We have based our assessment on trends between 2023 and 2025 to categorise factors as: protective, to be monitored and at risk. However, we have also taken into account the satisfaction rate and the Commission's average