

Management Plan 2026

DIRECTORATE-GENERAL
FOR MIGRATION AND HOME AFFAIRS

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PART 1. Introduction

Strategic planning and programming is the cornerstone of the **Commission's performance management framework**. The [Commission's strategic plan for 2025-2029](#) translates the [political priorities](#) set in the [Political Guidelines of President von der Leyen](#) into general objectives. This process ensures institutional coherence, enhances accountability, and aligns the actions of all Commission services with the strategic vision of the mandate.

Within this framework, each Commission service has developed a [strategic outlook for 2025-2029](#) in the [Management plan 2025](#). This outlook defines a set of multiannual objectives and indicators to measure progress towards their achievement. These will be used for planning and reporting on performance throughout the period.

The [2026 management plan](#) sets out what the Directorate-General for Migration and Home Affairs (DG HOME) intends to deliver this year to contribute to these multiannual objectives (part 2). It also describes how DG HOME will contribute to the common objective of building a modern and sustainable public administration (part 3). The main outputs with their indicators and targets are presented in Annexes 1 and 2.

The chart below illustrates the performance framework for DG HOME.

General Objective 2 'A new era for European Defence and Security'

- Specific Objective 2.1.: A safer and more secure Europe
Key Performance Indicator 2.1.1.: Enhanced cooperation and information exchange between law enforcement authorities, measured by the use of EU and decentralised information exchange databases and mechanisms
- Specific Objective 2.2.: An effective asylum and migration management policy
Key Performance Indicator 2.2.1.: Return of migrants with no right to stay, measured by the return rate
Key performance Indicator 2.2.2.: Effective pathways for legal migration, measured by the number of persons admitted via the different legal migration channels
- Specific Objective 2.3.: A fully functioning area of free movement
Key Performance Indicator 2.3.1.: A well protected external border, measured by the gradual establishment of the European Border and Coast Guard standing corps

PART 2. Delivering on the Commission's priorities in 2026

ProtectEU – the European Internal Security Strategy ⁽¹⁾ sets out DG HOME's objectives and actions for the next years to ensure a safer and more secure Europe. DG HOME will also support the implementation of all aspects of the [Pact on Migration and Asylum](#) to ensure it becomes operational by mid-2026. In parallel, DG HOME will continue supporting Member States on the ground with migration-related challenges, including providing support to people fleeing the Russian aggression in [Ukraine](#). DG HOME will continue its efforts to maintain a [fully functioning Schengen area](#) without internal borders, by adapting to new threats and challenges, including geopolitical instability and security risks.

In addition to the contributions to the general objective 2 *A new era for European defence and security*, as described below, DG HOME's activities will also contribute to the general objective 3 *Supporting people and strengthening our societies and our social models* of the Commission's 2025-2029 strategic plan.

In line with the [Communication on implementation and simplification for a simpler and faster Europe](#) ⁽²⁾, DG HOME actively participates in the Commission wide exercise aiming to reduce administrative burden for businesses, citizens and other stakeholders. To reach a goal of reducing administrative burden by 25% by 2029, DG HOME, in accordance with the reporting reduction plan of April 2024, will deploy updates to the existing IT border systems making them interoperable to avoid manual work, improve quality of information, avoid double reporting of same data and enable automatic collection of statistics. In 2026, DG HOME will stress-test parts of the [acquis](#) linked to law enforcement cooperation and the fight against organized crime, counterterrorism, cybersecurity, Schengen and visa policy, asylum, and legal migration. DG HOME will also limit the number of delegated and implementing acts to be adopted, organise two Implementation Dialogues and a number of reality checks with stakeholders in 2026. The second [Annual Progress Report for Simplification, Implementation and Enforcement](#) by Commissioner Brunner will take stock of simplification, better implementation and enforcement deliverables between 1 August 2025 and 31 July 2026.

General objective: A new era for European defence and security

Specific objective 1: A safer and more secure Europe

The EU's role is to support Member States' efforts in safeguarding internal security. Europe's geopolitical context has significantly changed in the past few years, profoundly affecting the interconnectedness of the EU's internal and external security and heightening the need for strong actions across cross-cutting security areas. In 2026, DG HOME will continue implementing [ProtectEU](#) ⁽³⁾ – a new European Internal Security Strategy, adopted in April

(1) COM(2025) 148 final of 1.4.2025.

(2) [Communication on implementation and simplification for a simpler and faster Europe](#)

(3) COM(2025) 148 final of 1.4.2025.

2025. The strategy sets out an overall plan to mainstream security considerations in EU policies and legislation and to significantly step up capabilities to combat threats to the EU's security.

The threat of organised crime is accelerating, fuelled by geopolitical tension and technological advancements. As announced in the [2026 Commission Work Programme](#), DG HOME will prepare a legislative proposal for strengthened rules to combat [organised crime](#), to harmonise offences and penalties across Member States and enhance cross-border cooperation. As half of the EU's most dangerous criminal networks are involved in [drug trafficking](#), the EU has increased its fight against drug trafficking networks by reinforcing security in EU ports via the [EU Ports Alliance's public private partnership](#) to increase the resilience of the maritime logistics chain against organised crime infiltration, which DG HOME will continue developing. In parallel, the reinforced mandate of the [EU Drugs Agency](#) ⁽⁴⁾ will support preparedness and EU response to drug market risks. DG HOME will further lead in the implementation of the [new EU Drugs Strategy](#) ⁽⁵⁾ and the [new European Action Plan against drug trafficking](#) ⁽⁶⁾ to disrupt routes and business models, and will present the evaluation of the Council Framework Decision on illicit drug trafficking in 2026 ⁽⁷⁾. In the field of detection and disruption of illicit financial flows, DG HOME will also carry out a feasibility study that will explore how a [retrieval system](#) could be used for tracking terrorist financing and organised crime profits as well as violent extremism. With increased violence and firearm use in public spaces, DG HOME will prepare a proposal for a new [Firearms trafficking Directive](#) that will harmonise offences related to illicit firearms, essential components and ammunition. Additionally, in 2026, DG HOME will present the [2026-2030 EU Action plan against firearms trafficking](#) and an evaluation of the [Firearms Directive](#) ⁽⁸⁾. This Directive regulates the internal market for civilian firearms, including legal trade and the rules for acquisition and possession.

The overall threat level of [terrorism](#) remains high in the EU. DG HOME will adopt and start implementing the [new EU Agenda on preventing and countering terrorism and violent extremism](#) to ensure that the EU is well equipped to anticipate, prevent, protect from and effectively respond to attacks. The timely transposition and implementation of the Critical Entities Resilience Directive ⁽⁹⁾ are of utmost importance. DG HOME will continue supporting Member States in this process and will finalise the evaluation of the [Terrorist Content Online Regulation](#) ⁽¹⁰⁾, in view of a potential review. DG HOME will continue to work with tech industry in the [EU Internet Forum](#), including to address radicalisation and recruitment leading to terrorism and violent extremism online. Moreover, DG HOME will start developing a new comprehensive prevention toolbox with the [EU Knowledge Hub](#) on prevention of radicalisation to allow for early identification and interventions focused on vulnerable individuals, in particular minors.

⁽⁴⁾ Regulation (EU) 2023/1322 of 27.6.2023.

⁽⁵⁾ COM(2025) 743 final of 4.12.2025.

⁽⁶⁾ COM(2025) 744 final of 4.12.2025.

⁽⁷⁾ 2004/757/JHA of 25.10.2004.

⁽⁸⁾ Directive (EU) 2021/555 of 24.3.2021.

⁽⁹⁾ Directive (EU) 2022/2557 of 14.12.2022.

⁽¹⁰⁾ Regulation (EU) 2021/784 of 29.4.2021.

As set out in the Political guidelines ⁽¹¹⁾ and announced in the [2026 Commission Work Programme](#), DG HOME will prepare a legislative initiative to transform [Europol](#) into a truly operational police agency, based on an evaluation and impact assessment supported by an external study which will review the current mandate of the agency. To foster a common EU law enforcement culture, DG HOME will also carry out a feasibility study on how the EU can best support law enforcement training for Member States' authorities. Regarding the [European Multidisciplinary Platform Against Criminal Threats \(EMPACT\)](#), DG HOME will continue to support Member States in maximising EMPACT's operational results for the key priorities identified for the next cycle 2026-2029. With significantly increased EU funding, EMPACT 2026-2029 will turn the EU policies into focused, measurable, two-year Operational Action Plans and yearly operational actions that will focus on key criminal networks and individuals, while accelerating the EU response to online-enabled crime and core priority crime areas. DG HOME will also carry out an [evaluation of the Passenger Name Record \(PNR\) Directive](#) ⁽¹²⁾ and a feasibility study on a Union scheme obliging private flight operators to collect and transfer air passenger data.

Around 85% of criminal investigations now depend on law enforcement authorities' ability to access digital information. DG HOME presented a roadmap for lawful and effective access to data for law enforcement ⁽¹³⁾ to follow up on the recommendations of the High-Level Group on access to data for effective law enforcement ⁽¹⁴⁾; in the follow-up to this roadmap, DG HOME will finalise [an assessment of the impact of data retention rules at EU level](#) to support the possible preparation of a legislative proposal.

DG HOME will further prepare an [Action Plan on Online Fraud](#) in 2026. As the number of reports of [child sexual abuse online](#) continue to increase, DG HOME will continue to support the co-legislators to successfully conclude negotiations on the related legislative proposals. The Commission will publish its sixth report on the progress made in the EU in combatting trafficking in human beings, prepared by DG HOME. DG HOME will support Member States in the implementation of the [Anti-Trafficking Directive](#) ⁽¹⁵⁾ to facilitate its transposition by 15 July 2026 and prepare a new [EU Strategy on combatting trafficking in human beings](#) ⁽¹⁶⁾, which will take into account new trends and evolving challenges and reinforce actions from prevention to prosecution, while protecting victims.

Considering the current challenges to our internal security and resilience, there is an urgent need to improve our capacity as a Union to react together to security crises. To this end, DG HOME will prepare, as announced in the [2026 Commission Work Programme](#), a legislative proposal establishing a [European Critical Communication System \(EUCCS\)](#) for use by public authorities in charge of security and safety, based on the works of the relevant Commission expert group, the EUCCS preparation project funded by the Internal Security Fund, a public consultation, a call for evidence and an impact assessment study. In 2026, DG HOME will continue to contribute to achieve the common objectives of [countering drone threats](#)

⁽¹¹⁾ [Political guidelines](#)

⁽¹²⁾ Directive (EU) 2016/681 of 27.4.2016.

⁽¹³⁾ COM(2025) 349 final of 24.6.2025.

⁽¹⁴⁾ [Council conclusions on access to data for effective law enforcement \(12 December 2024\)](#)

⁽¹⁵⁾ Directive (EU) 2024/1712 of 13.6.2024.

⁽¹⁶⁾ COM(2021) 171 final of 14.4.2021.

and supporting counter-drone capabilities, as set out in President von der Leyen's 2025 State of the Union speech ⁽¹⁷⁾, with policy initiatives and funding support for strengthening civil security and border management. DG HOME will also promote a Specific Action on uptake of digital technologies as part of the efforts to promote digital transformation of home affairs stakeholders.

Stepping up international law enforcement cooperation remains a key component of internal security. Regarding [international agreements enabling the transfer of PNR data to third countries](#), DG HOME is actively engaged in PNR negotiations with the Republic of Korea, which were launched in December 2025. DG HOME will pursue [more agreements on the exchange of personal data between Europol and priority third countries](#), in particular by continuing to engage with Bolivia, Mexico and Peru, as well as Algeria, Egypt, Jordan, Israel, Lebanon, Morocco, Tunisia, and Turkey. In addition, DG HOME aims to finalise negotiations for the [EU-Interpol international agreement](#), ensuring a more unified approach to global security threats and fighting transnational crimes. In 2026, DG HOME will also lead an EU review team responsible for conducting the eighth review of the Terrorist Finance Tracking Programme Agreement, which establishes the conditions and safeguards governing the transfer and processing of personal data stored in the EU to the US.

[Security research](#) and innovation play a crucial role in keeping up with rapidly changing threats and improving societal resilience. In 2026, DG HOME will oversee the [implementation of the 2026-2027 Civil security work programme](#), promote the uptake of civil security research funded under previous work programmes and support newly launched projects. The next Community for European Research and Innovation for Security (CERIS) [annual report](#) will inform about the current security threats and expected future developments.

In terms of [infringement strategy](#), enforcement work will continue, among others, on incomplete transposition of the Directives on information exchange between law enforcement authorities and critical entities resilience, and incorrect transposition of the directives on firearms, child sexual abuse and attacks against information systems.

The relevant performance table can be found in the [Annex](#).

Specific objective 2: An effective asylum and migration management policy

Migration patterns are constantly shifting. Instability in our neighbourhood and globally and irregular migratory pressure remain a concern for the future and people will continue to seek protection in Europe. At the same time, migration must play an important complementary role in [addressing labour market needs](#). In 2026, DG HOME, as a key actor within a whole-of-Commission approach, will prepare the first five-year [European migration and asylum management strategy](#). The strategy will build on Member States' national asylum and migration management strategies, prepared in the context of the implementation of the [Pact on Migration and Asylum](#) ⁽¹⁸⁾ (**'the Pact'**).

⁽¹⁷⁾ [State of the Union 2025 - European Commission](#)

⁽¹⁸⁾ [Pact on Migration and Asylum - Migration and Home Affairs](#)

The Pact, a package of legislative reforms adopted in 2024 and related operational measures, presents a comprehensive overhaul of the EU migration and asylum system. DG HOME will continue to support the [full implementation of the Pact based on the Common Implementation Plan](#) ⁽¹⁹⁾ and the respective national implementation plans of the Member States to prepare for its entry into full application by June 2026. The Commission will continue to inform the Council and the European Parliament on the state of play of implementation.

To complement the Pact legislation, the proposed legislative framework for a new [Common System for Returns from the Union](#) ⁽²⁰⁾ provides Member States with clear, simplified and uniform rules for managing returns. DG HOME will support the co-legislators in the negotiations. Once adopted, the system will allow for quicker and more efficient processing of return decisions.

To further improve the digitalisation of return, readmission and reintegration processes, remedy the limited functionalities of existing IT systems and increase data sharing, DG HOME will prepare a proposal on [Digitalisation of case management in the area of return](#), as announced in the Political guidelines and the [2026 Commission Work Programme](#). As better access to accurate data will facilitate decision-making and support better policies, this return initiative is considered as a [simplification measure](#) as it will alleviate some pressure from national return systems. In parallel to the legislative proposals on return, efforts to improve return effectiveness continue; the EU Return Coordinator and Member States collaborate within the High-Level Network for Returns to implement returns more effectively.

The second [annual migration management cycle](#) is scheduled to start in June 2026. After the collection of all the information needed via the [Migration Preparedness and Crisis Blueprint](#) ⁽²¹⁾, DG HOME will prepare the [European Annual Asylum and Migration Report to be adopted](#) by October 2026. This report will provide a strategic situational picture of the area of migration and asylum and will serve as an early warning tool for the management of migratory situations. At the same time, the Commission will also adopt a [Commission Implementing Decision determining which Member States are under migratory pressure](#), at risk of migratory pressure or facing a significant migratory situation. The Commission will also propose a [Council Implementing Act establishing the Solidarity Pool](#).

While through the Solidarity Platform 'Ukraine' DG HOME will continue coordinating the practical implementation of the [Temporary Protection Directive](#) ⁽²²⁾, extended until March 2027, DG HOME with the cooperation of the Special Envoy for Ukrainians in the EU, Ylva Johansson, will support Member States in implementing the coordinated approach to the transition out of temporary protection for displaced persons from Ukraine ⁽²³⁾.

⁽¹⁹⁾ COM(2024) 251 final of 12.6.2024.

⁽²⁰⁾ COM(2025) 101 final of 11.3.2025.

⁽²¹⁾ Commission Recommendation (EU) 2020/1366 of 23.9.2020.

⁽²²⁾ Council Directive 2001/55/EC of 20.7.2001.

⁽²³⁾ COM(2025) 651 final of 4.6.2025.

As part of the upcoming EU visa policy strategy and as a follow-up to the Union of Skills ⁽²⁴⁾, the Choose Europe initiative ⁽²⁵⁾ and the Start-up and Scale-up Strategy ⁽²⁶⁾, DG HOME will present a Commission [Recommendation on attracting talent for innovation](#) to facilitate the arrival to the EU of workers with specialised skills and strong innovation potential, including startup founders and innovative entrepreneurs. DG HOME will also assess long-stay visa procedures on students, researchers and highly-skilled workers to explore the possibility of targeted amendments. In line with the Pact on Migration and Asylum, the Pact for the Mediterranean ⁽²⁷⁾ and the Union of Skills, DG HOME will pursue its work on developing [Talent Partnerships](#) ⁽²⁸⁾ to boost international labour mobility and attract talent to the EU. DG HOME will also pursue the implementation of the EU Talent Pool Regulation ⁽²⁹⁾ and launch the first European Legal Gateway Office pilot in India. These efforts will go hand in hand with actions to improve skills validation, recognition of qualifications and fair working conditions for migrants, with particular attention to the labour market integration of women and young people with a migrant background in line with the Action Plan on Integration and Inclusion 2021-2027.

DG HOME will also support the implementation of the [Union Plan on resettlement and humanitarian admission](#) for 2026 -2027 ⁽³⁰⁾. In line with the Political guidelines' call for more intense enforcement and implementation, DG HOME will assess the efforts made by Member States in reports on the implementation of the [Seasonal Workers Directive](#) ⁽³¹⁾, the [Employers' Sanctions Directive](#) ⁽³²⁾ and the [Immigration Liaison Officer Network Regulation](#) ⁽³³⁾.

In the fight against [migrant smuggling](#), DG HOME will help complete interinstitutional negotiations on the proposed directive ⁽³⁴⁾ and implement the regulation on enhancing police cooperation to counter migrant smuggling and trafficking in human beings ⁽³⁵⁾. DG HOME will also work with international partners to take forward the [Global Alliance to Counter Migrant Smuggling](#). Based on [President von der Leyen's 2025 State of the Union speech](#), the Commission, under the lead of the European External Action Service, will contribute to the establishment of a sanctions regime targeting smugglers and traffickers to “freeze their assets, restrict their freedom of movement and cut off their profits” ⁽³⁶⁾.

[Dialogues on migration and security](#) will continue to intensify with a range of key partners in Asia, the Americas, Africa, Middle East, Eastern Europe and the Western Balkans, and will be expanded to further deepen cooperation. The Commission will conduct an effective migration

⁽²⁴⁾ COM(2025) 90 final of 5.3.2025.

⁽²⁵⁾ [Choose Europe: advance your research career in the EU](#)

⁽²⁶⁾ [EU Startup and Scaleup Strategy - Research and innovation](#)

⁽²⁷⁾ JOIN(2025) 26 final of 16.10.2025.

⁽²⁸⁾ COM(2022) 657 final of 27.4.2022.

⁽²⁹⁾ COM(2023) 716 final of 15.11.2023.

⁽³⁰⁾ COM(2025) 702 final of 11.11.2025.

⁽³¹⁾ Directive (EU) 2014/36 of 26.2.2014.

⁽³²⁾ Directive 2009/52/EC 18.6.2009.

⁽³³⁾ Regulation (EU) 2019/1240 of 20.6.2019.

⁽³⁴⁾ COM/2023/755 final of 28.11.2023.

⁽³⁵⁾ COM(2023) 754 final of 28.11.2023.

⁽³⁶⁾ [State of the Union 2025 - European Commission](#)

diplomacy that promotes the interests of the Union and stays true to European values. It will be rooted in the principle that managing migration is a joint responsibility, with all actors along the migratory routes having their role to play. This principle will guide the Union's action on migration and security in strengthening the existing comprehensive partnerships and in launching new ones, building confidence and trust with our partners, and promoting the role of the EU as a central actor in the global debate and efforts to manage migration.

As a key element of engagement with third countries and in accordance with Article 25a of the Visa Code ⁽³⁷⁾, the Commission must at least once a year assess third countries' cooperation on readmission and report to the Council. DG HOME will prepare the [7th Assessment report on third countries' level of cooperation on readmission in 2025](#) by mid-2026.

As for other evaluations planned in 2026, and to support the Commission wide exercise on simplification, DG HOME will publish a report on the [evaluation of the EU Agency for Asylum](#).

As regards the [infringement strategy](#), the Commission, if necessary, will monitor and continue enforcement work before mid-2026 to ensure Member States' compliance with rules that will continue to remain in force when the Pact becomes operational. This concerns serious or long-standing cases with grievances that will not be impacted by changes through the Pact (e.g. cases on return, asylum and compliance with judgments of the Court of Justice of the EU). Enforcement work will continue, among other things, on ongoing cases regarding incomplete transposition of the Blue Card Directive ⁽³⁸⁾ and incorrect transposition of the Seasonal Workers Directive, and the completeness check of the Single Permit Directive ⁽³⁹⁾ will commence.

The relevant performance table can be found in the [Annex](#).

Specific objective 3: A fully functioning area of free movement

Four decades after its creation, Schengen is at the heart of a stronger and safer Europe, facilitating daily lives of more than 450 million Europeans. Many of the rights and freedoms that citizens enjoy – and that fall under DG HOME's remit – are supported by the existence of the Schengen area. At the same time, Schengen is more than a geographical area; it is a strategic asset of the EU, safeguarding both people's freedom and security as well as prosperity of the Union. In 2026, DG HOME will step up its efforts to ensure Schengen's continued strength and resilience, adapting to the evolving geopolitical and security landscape.

As part of this framework, DG HOME will continue working to ensure the [highest standards of external border management](#), thereby creating the conditions for Member States to [lift internal border controls](#). To support this, in previous years, DG HOME put forward tools needed to build a stronger Schengen area of freedom, security and justice that functions effectively – the reinforced [Schengen Governance cycle](#), the revised [Schengen Borders Code](#) ⁽⁴⁰⁾ and the new [Screening Regulation](#) ⁽⁴¹⁾. In 2026, DG HOME will launch the 2026-

⁽³⁷⁾ Regulation (EC) No 810/2009 of 13.7.2009.

⁽³⁸⁾ Directive (EU) 2021/1883 of 20.10.2021.

⁽³⁹⁾ Directive (EU) 2024/1233 of 24.4.2024.

⁽⁴⁰⁾ COM(2021) 891 final of 14.12.2021.

⁽⁴¹⁾ COM(2020) 612 final of 23.9.2020.

[2027 Schengen cycle](#) to ensure a structured approach to addressing all strategic and operational issues affecting the functioning of Schengen. At the heart of the governance framework, the [2026 State of Schengen Report](#) will be adopted in spring 2026. Together with providing an assessment of the functioning of Schengen, the report will identify annual priorities, laying also the foundations for the future of Schengen. In addition, DG HOME will prepare the [2026 Schengen Scoreboards](#), to be provided in December, that will visualise the progress in implementing the Schengen evaluation recommendations.

As part of the governance efforts, DG HOME will continue implementing the [Schengen evaluation and monitoring mechanism](#) ⁽⁴²⁾ and will adopt [Schengen country reports](#) of Austria, Romania and Bulgaria following their evaluations in 2025. At the same time, the periodic Schengen evaluations of Germany, Belgium, the Netherlands and Liechtenstein will be carried out. To ensure close follow up, the Schengen monitoring dialogues with all Member States will be organised throughout the year and the monitoring activities will be supported by targeted onsite visits. All these efforts in ensuring an adequate implementation of the Schengen architecture, at both political and operational level, will continue to be supported by the [Schengen Coordinator](#) and further engagement with national Schengen Senior Officials.

In 2026, DG HOME will adopt the first ever [EU Visa Policy Strategy](#). The strategy will address emerging challenges, particularly those related to security risks and illegal migration, while leveraging the opportunities that mobility offers for EU economic growth and competitiveness. Follow-up actions to the strategy, assessing the political feasibility of the different proposals and preparatory work, will be carried out and followed by legislative proposals. At the end of the year, DG HOME will analyse the functioning of visa free travel for visa free third countries in the [ninth report on the visa suspension mechanism](#). The [revised visa suspension mechanism](#) ⁽⁴³⁾, which entered into force end 2025 will allow for a new system of monitoring and visa suspensions.

The work on [digitalisation of visa procedures](#) ⁽⁴⁴⁾ will continue, with the aim to start developing the EU visa application platform in 2026 for the introduction of the digital visa in the coming years. DG HOME will also continue the work on the local adaptations of the Visa Code regarding supporting documents and issuing of multiple-entry visas. Visa will remain high on the agenda of EU-US relations where DG HOME will remain committed to [achieving full visa reciprocity with the US](#) for citizens of Bulgaria, Cyprus and Romania.

In 2026, the Commission will start negotiations on an EU-US framework agreement on the [Enhanced Border Security Partnership](#) ⁽⁴⁵⁾, which should allow Member States to share with the US information, on reciprocal basis, from their national databases to verify the identities of travellers and check if they pose a security risk before they enter or receive a visa.

In the context of border management, DG HOME will also explore possibilities for real time access to information with trusted partners.

⁽⁴²⁾ [Schengen Evaluation and Monitoring - Migration and Home Affairs](#)

⁽⁴³⁾ COM(2023) 642 final of 18.10.2023.

⁽⁴⁴⁾ Regulation (EU) 2023/2667 of 22.11.2023.

⁽⁴⁵⁾ COM(2025) 447 final of 23.7.2025.

In 2026, the progressive roll out of the [Entry/Exit System \(EES\)](#) will continue. EES registers non-EU nationals travelling for a short stay, each time they cross the external Schengen border. The [European Travel Information and Authorisation System \(ETIAS\)](#) for visa-exempt non-EU nationals visiting the Schengen area for short stays will be launched in the last quarter of 2026. DG HOME will continue to work closely with Member States and eu-LISA for the swift implementation of the other systems, including the revised [Visa Information System \(VIS\)](#) and the other interoperability components and tools. In 2026, the Common Identity Repository, the European Search Portal as well as the Central Repository for Reporting and Statistics will be launched. In addition, an overall [Schengen Information System \(SIS\)](#) evaluation will be carried out and a new [information alert](#) will be implemented in SIS, channelling information from third countries into SIS via Europol.

In the follow-up to the Political Guidelines, DG HOME started to reflect on how to strengthen the [European Border and Coast Guard Agency \(Frontex\)](#), in line with the policy objective of further developing and reinforcing the European integrated border management. As announced in the [2026 Commission Work Programme](#), DG HOME will present a legislative proposal amending the European Border and Coast Guard Regulation ⁽⁴⁶⁾, accompanied by an impact assessment, which builds on a recent evaluation. To increase the capacity of EU neighbouring countries to manage their borders, DG HOME will continue working to increase the presence of its agencies, notably Frontex, on the ground in these countries. In parallel, Frontex is intensifying its engagement with key third countries of origin and transit by negotiating working arrangements which would allow Frontex to develop the third country authorities' capacity and exchange of information.

The relevant performance table can be found in the [Annex](#).

All three specific objectives of DG HOME, described above, will be supported by targeted [communication actions](#) by promoting legislative adoptions and a policy narrative through press, web and social media channels. New initiatives will be designed to promote the ProtectEU Internal Security Strategy and to engage with stakeholders for a comprehensive response to internal security threats. The narrative on migration will be aligned in coordination with the Directorate-General for Communication (DG COMM), helping to explain the new rules on migration and to address disinformation. Communication actions will also highlight the positive contributions of migrants to European societies and economies, showcase successful integration projects, and help counter stigmatisation and discrimination. DG HOME will continue the EES information campaign and launch the ETIAS information campaign to inform EU and non-EU nationals about the changed way to enter the EU. Specific actions will promote success stories of EU-funded projects. Relevant international days (e.g. EU Anti-Trafficking Day; European Day on the Protection of Children against Sexual Abuse and Sexual Exploitation; EU Remembrance Day for the Victims of Terrorism) will provide hooks for targeted actions, in cooperation with EU agencies.

DG HOME will continue to supervise the implementation of the Member States' programmes and to allocate the budget under the Thematic Facilities under [Home Funds](#) with a view to optimising the achievement of the policy objectives mentioned above in all three specific objectives, in line with the principles of sound financial management. The Thematic Facilities

⁽⁴⁶⁾ Regulation (EU) 2019/1896 of 13.11.2019.

have allowed for close to 100% implementation of commitments in every year of this Multiannual Financial Framework (MFF) to-date. The initial programming for the years 2026 and 2027 under the Thematic Facilities was completed in 2025.

PART 3. A modern and sustainable public administration: outputs in 2026

The internal control framework supports sound management and decision-making. In particular, it ensures that risks to the achievement of objectives are addressed and reduced to acceptable levels through cost-effective controls.

The Directorate-General for Migration and Home Affairs has established an internal control system tailored to its particular characteristics and circumstances. The effective functioning of this internal control system will be assessed on an ongoing basis throughout the year and will be subject to an annual assessment covering all internal control principles.

A. Human resource management

DG HOME will continue to implement the key priorities of the corporate human resources strategy, while adding actions with an important local impact. Operating in a highly political, challenging and sensitive policy context, often in crisis mode and constant pressure, DG HOME manages to deliver on its ambitious agenda thanks to its skilled and flexible workforce and by deploying human resources efficiently. The allocation of human resources will continue to be monitored and adapted to respond in the most efficient way to the political priorities. A particular challenge of DG HOME is the high share of temporary agents and contract staff that necessitate additional efforts from Heads of Units who must dedicate time to training and support. The reserve list of the migration and internal security competition ⁽⁴⁷⁾ of August 2025 is critical to recruit permanent staff, reduce the dependence to temporary agents and ensure business continuity. More generally, DG HOME continues to face challenges due to limited human resources, which often do not align with the ambitious policy and operational demands, thus placing a disproportionate strain on existing staff. To respond to those challenges, the DG will be reorganised to put a stronger focus on implementation of policies in Member States and to improve the coherence of units' policy portfolios. With these changes, the new organisational structure will better balance the workload across Directorates, consolidate relevant expertise more effectively, and strengthen DG HOME's ability to deal with evolving challenges in the home affairs policy area.

Fostering a positive and inclusive workplace will remain a priority. DG HOME will closely monitor indicators on staff wellbeing (absence rate, number of long-term absences). To ensure swift integration of new colleagues, comprehensive training, mentoring and information will continue to be provided with learning programmes that support professional growth. DG HOME promotes equality, diversity and inclusion by dedicated awareness raising actions. To increase staff engagement, DG HOME prepared an action plan following the results of the 2023 staff survey and will continue implementing the actions while waiting for the results of the 2025 staff survey. On 1 December 2025, HOME had a female representation of 45.5% among middle managers. HOME will ensure to maintain a 50% female representation and respect the principle

⁽⁴⁷⁾ [Reserve list | EU Careers](#)

of making balanced appointments at middle managers' level to ensure equal representation of men and women.

The relevant performance table can be found in the [Annex](#).

B. Digital transformation and data management

DG HOME is dedicated to advancing its internal digital transformation, aligning with the Commission's Digital and IT Security Strategies. To strengthen its **digital culture**, DG HOME intends to increase staff participation in IT and digital skills training through the promotion of EU Learn courses and the EU Policymaking Hub. The department will enhance **cybersecurity** awareness by promoting the CyberAware programme and related campaigns, aiming to boost participation in training sessions, awareness events, and phishing simulations. For improved collaboration, DG HOME will continue to promote the use of M365 and Teams, support the network of M365 champions, and encourage participation in digital workplace communities and practical learning sessions.

To enhance policy responsiveness, DG HOME will assess the digital impact of policy initiatives in the Commission Work Programme and advance **digital-ready policymaking** by integrating EU-wide data to improve migration forecasting. The department plans to assign staff to review digital statements for forthcoming legislation and provide guidance, complemented by necessary training and participation in communities of practice to advance expertise. Professional development via EU Learn and the EU Academy will support this initiative, fostering data-driven and interoperable policymaking processes. DG HOME is committed to **process improvement and simplification**, exploring automation opportunities, focusing on data interoperability with national migration services and Home Affairs Agencies. This includes mapping internal data assets and applying F.A.I.R. principles to enhance quality and accessibility, with plans to utilise advanced statistical models, data analytics, and machine learning for tools like "Tool for situational awareness, early forecasting and early warning" to bolster evidence-based policymaking.

DG HOME aims to deliver practical results by developing collaborative tools within the European Migration Network Information Exchange System (EMN-IES) framework, improving tools for asylum and migration processes, and enhancing digital platforms. Efforts to upgrade the grant management system of the Reintegration Assistance Tool and shift towards individualised processing underscore modernisation and efficiency. User interface upgrades enhance engagement with digital services, while improvements in procedural moments and data collection frameworks ensure accurate integrations. Real-time text translation services offer fast, quality-controlled multilingual solutions across projects, with IT project alignment maximizing the re-use of corporate and open-source solutions for **efficient, modern and interoperable digital services**.

DG HOME is committed to maintaining a secure and sustainable digital ecosystem with excellent cybersecurity maturity, enhancing resilience through ongoing vulnerability testing and continuous security assessments. It also promotes **digital workplace** awareness and green IT practices, encouraging paperless workflows and energy-efficient cloud hosting to support the digitalisation of national migration services and Home Affairs Agencies.

On corporate level, DG HOME will continue providing the services of the [Secure Zone](#) to other DGs. DG HOME will continue working on the implementation of the corporate rules for [data governance](#). The list of key data assets will be regularly reviewed. With the support of the Joint Research Centre, DG HOME will continue to develop and deploy data analytics and visualisation tools to support data-driven policy development. DG HOME will foster a culture of data sharing and promote the use of the EC data catalogue, as well as of corporate data services, including exchange of best practices with other DGs. When it comes to the data maturity indicator, DG HOME intends to reach at least the “developing” level by the end of 2026 for each of the four key areas: data management, ownership and responsibilities, data quality and FAIRness, and data skills.

Regarding compliance with [data protection](#) rules, DG HOME will continue to oversee its information systems, either in production or in development, and ensure that the corresponding records in the Data Protection Management System are duly updated in case of changes affecting data protection matters. In relation to the rights of data subjects and potential data breaches, DG HOME will maintain its established administrative practices, supported by the Data Protection Coordinator (DPC). To further enhance awareness, staff members will be encouraged to participate in tailored training sessions organised by DPC, the Office of the Data Protection Officer and the EU Learn platform. The baseline for the percentage of staff trained on data protection compliance, combined with the percentage of public records of processing operations that have been reviewed within the last two years, is 58,8%.

The relevant performance table can be found in the [Annex](#).

C. Sound financial management

Concerning the [2021-2027 Home Affairs Funds](#), DG HOME will continue to support Member States to ensure a smooth implementation of [Member State programmes](#) in full respect of the legal framework. DG HOME will also continue to take part in the monitoring committee(s) of each Member State programme to fulfil its advisory role. DG HOME will continue implementing and monitoring the Work Programmes for the [Thematic Facilities](#) of each Fund.

DG HOME will continue to carry out assurance-related activities on the EU-funded expenditure under its remit. The objective remains to ensure the legality and regularity of the spending and to reduce associated risks by giving priority to preventive and corrective measures. [Preventive measures](#) continue to rely on the annual risk assessment, followed by targeted monitoring and, where necessary, mitigating controls. In 2026, [corrective measures](#) will again encompass audits as well as the follow-up and implementation of recommendations issued by the European Court of Auditors and the Internal Audit Service. Depending on their timing and scope, audits also contribute to prevention and provide supervisory insight.

For the programming period 2021-2027, for which implementation started in 2023, several audit activities will be carried out to ensure that Member States' management and control systems are functioning effectively, and that ineligible expenditure is detected. Such activities include the review of the assurance packages, compliance audits, thematic audits and assessment of national system audits. DG HOME will keep the risk at payment for cost-based expenditure below 2% of relevant expenditure (baseline data for 2024 is 1.27%).

The relevant performance table can be found in the [Annex](#).

D. Fraud risk management

In January 2025, DG HOME introduced its updated anti-fraud strategy. This updated strategy aligns DG HOME's anti-fraud priorities with corporate requirements, the 2023 Commission Anti-Fraud Strategy Action Plan, and findings from DG HOME 2024 fraud risk assessment. DG HOME intends to fully implement actions included in DG HOME's Anti-fraud strategy by 2027, with 97% of actions implemented in 2024 as a baseline year.

DG HOME is co-responsible for two actions in the revised 2023 Commission Anti-Fraud Strategy Action Plan: one action (CAFS 24) addressing risks connected to spending in emergency situations and a second action (CAFS 39) that focuses on synergies between policies against organised crime and fraud. DG HOME has achieved progress in the implementation of both actions. The action plan attached to the 2025 DG HOME Anti-fraud Strategy contains three key objectives and mitigating measures to tackle the fraud risks:

1. Effective fraud prevention and promotion of fraud awareness.
2. Enhancement of cooperation with OLAF, other DGs, services and the European Public Prosecutors' Office.
3. Support Member States' anti-fraud efforts.

The relevant performance table can be found in the [Annex](#).

E. Sound environmental management

DG HOME aims to contribute to the Commission environmental targets by:

- Informing staff about the need to contribute to reducing energy consumption through specific instructions.
- Assessing each mission to determine whether physical presence is really needed, or an online meeting could be possible instead.
- Encouraging staff to use digital devices rather than print documents for meetings.
- Encouraging staff to turn off their computers at the end of the working day and to take the stairs, to reduce electricity consumption.
- Ensuring implementation of greening and digitisation priorities in all funding decisions.

In addition, DG HOME provides staff with specific guidelines, information sessions and a dedicated SharePoint page on emission reduction. Concrete actions are taken by limiting the

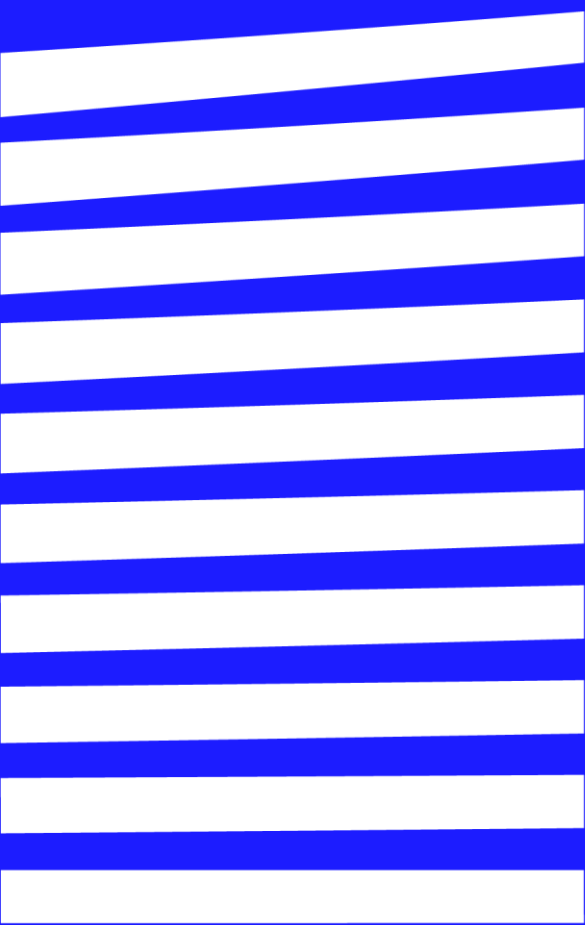
number of staff travelling to the same event to two, verifying the reporting from the missions and organising in-person meetings only where needed. Specific guidelines are also provided to HOME Affairs Agencies for a harmonised approach.

Based on MIPS+, in 2019, DG HOME emitted 775 008.04 kg in CO2 equivalent, which decreased to 374 873.68 kg in 2025. This impressive 52% reduction was possible thanks to the above measures. It remains challenging to achieve significantly lower emissions due to legal obligations to perform certain missions such as those linked to the Schengen evaluation or implementation of the Pact on Migration and Asylum. Therefore, DG HOME sets the 2026 target to 374 873.68 kg in CO2 equivalent or 52% below the 2019 baseline.

The relevant performance table can be found in the [Annex](#).






ANNEXES



ANNEX 1: Performance tables – delivering on Commission priorities in 2026

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General objective 2: A new era for European defence and security		
<i>Specific Objective 2.1: A safer and more secure Europe</i>		
<i>Related to spending programme(s): Internal Security Fund</i>		
Main outputs in 2026:		
New policy initiatives		
Output	Indicator	Target
 ⁽⁴⁸⁾ Regulation establishing the European Critical Communication System (EUCCS)	Adoption by the Commission	Q3
 Modernised rules on organised crime	Adoption by the Commission	Q3
 Regulation on the European Union Agency for Law Enforcement Cooperation (Europol) and repealing Regulation (EU) 2016/794	Adoption by the Commission	Q2
Firearms trafficking Directive ⁽⁴⁹⁾	Adoption by the Commission	Q1
2026-2030 EU Action plan against firearms trafficking	Adoption by the Commission	Q2/Q3
New EU Agenda for Preventing and Countering Terrorism and Violent Extremism	Adoption by the Commission	Q1
Proposals for Council decisions on, respectively, signing and concluding an Agreement between the EU and INTERPOL	Adoption by the Commission	Q2/Q3
Proposals for Council decisions on, respectively, signing and concluding a PNR Agreement between the EU and the Republic of Korea	Adoption by the Commission	Q4
Commission Implementing and Delegated Acts on Advance Passenger Information (API) and Passenger Name Record (PNR)	Adoption by the Commission	Q2/Q3

⁽⁴⁸⁾ Initiatives that are part of the 2026 CWP are marked with the following icon .

⁽⁴⁹⁾ This initiative is part of the 2025 CWP and was postponed to 2026.

Output	Indicator	Target
Commission Action Plan on Online Fraud	Adoption by the Commission	Q2
Commission Communication: Guidelines on the application of Article 13(1) of Directive (EU) 2022/2557 on the resilience of critical entities	Adoption by the Commission	Q2
EU Strategy on Combating Trafficking in Human Beings	Adoption by the Commission	Q3
Initiatives linked to regulatory simplification and burden reduction		
Output	Indicator	Target
Annual Progress Report on simplification, implementation and enforcement	Adoption by the Commission	Q3
Impact assessment on retention of data by service providers for criminal proceedings to support the preparation of a possible legislative proposal	Adoption by the Commission	Q2
Impact assessment on modernised rules on organised crime	Adoption by the Commission	Q3
Evaluations and fitness checks – part of the stress testing of the EU acquis		
Output	Indicator	Target
Evaluation of the Firearms Directive ⁽⁵⁰⁾	Start of evaluation	Q4
Evaluation of Directive (EU) 2016/681 (Passenger Name Record (PNR) Directive)	Adoption by the Commission	Q2/Q3
Evaluation of the Council Framework Decision on criminal acts and applicable penalties for drug trafficking	Adoption by the Commission	Q2
Evaluation on Terrorist Content Online Regulation	Adoption by the Commission	Q4
Feasibility study on law enforcement training in the EU to strengthen a common EU law enforcement culture	Finalisation of the study	Q3
Feasibility study on a Union scheme obliging operators of private flights to collect and transfer air passenger data	Finalisation of the study	Q3
Feasibility study on EU tracking system on financing of terrorism and organised crime	Finalisation of the study	Q4

⁽⁵⁰⁾ This evaluation is part of the 2025 CWP and was postponed to 2026.

Implementation dialogues and significant reality checks		
Output	Indicator	Target
Commissioner Brunner's implementation dialogue	Event taking place and adoption of the implementation dialogue report	Q2-Q4
Major public consultations		
Output	Indicator	Target
Major implementation activities and enforcement actions		
Output	Indicator	Target
8th Joint review of the implementation of the TFTP Agreement between the EU and the US	Adoption by the Commission	Q3
Assessment of the implementation on the Directive (EU) 2023/977 on the exchange of information between law enforcement authorities	Adoption by the Commission	Q4
Other major outputs		
Output	Indicator	Target
Sixth report on the progress made in the EU in combatting trafficking in human beings	Adoption by the Commission	Q3
Regulation laying down rules to prevent and combat child sexual abuse	Progress/adoption by the co-legislators	Q4
Combating child sexual abuse: Recast of Directive (2011/93/EU)	Progress/adoption by the co-legislators	Q4
New comprehensive prevention toolbox for vulnerable groups, notably minors, on prevention of radicalisation	Launch of the development by the Commission with the support of the EU Knowledge Hub on prevention of radicalisation	Q4
Promoting the uptake of security research	On-site demonstration (testing & validation) of innovative border management solutions Project to Policy Seminar for newly launched security research projects	Q3
Community for European Research and Innovation for Security (Ceris) report on current and upcoming security threats	Publication of report	Q1
Contribution to Commission objective of countering the drone threats	Policy initiative and funding support	Q1

Output	Indicator	Target
Increasing the development of AI-based solutions in EU funded projects and incentivise uptake and exploitation by Home Affairs authorities	At least 20 projects funded under the Horizon Europe Civil security programme should contain significant AI components	Q4
	Launch of Specific Action on “Uptake of innovative digital technologies, including Artificial Intelligence, by Law Enforcement Authorities”	Q1
DG HOME website: static web pages and newsroom	Number of visits to the website	300 000
DG HOME social media accounts (X, YouTube, LinkedIn)	Reach and engagement on social media	X (Twitter) Engagement: 1.5% 1000 followers (only organic)
		YouTube: 50.000 views
		LinkedIn: EU funds: 5000 followers EU rights: 5000 followers

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General objective 2: A new era for European defence and security

Specific Objective 2.2: An effective asylum and migration management policy


Related to spending programme(s): Asylum, Migration and Integration Fund

Main outputs in 2026:

New policy initiatives

Output	Indicator	Target
 Digitalisation of case management in the area of return, readmission and reintegration	Adoption by the Commission	Q3
Assessment on third countries' level of cooperation on readmission in 2025	Adoption by the Commission	Q2/Q3
European Migration and Asylum Strategy ⁽⁵¹⁾	Adoption by the Commission	Q1
Second European Annual Asylum and Migration Report (with assessment of the status of implementation of the Pact on Migration and Asylum, including any previously identified systemic 'Dublin' shortcomings)	Adoption by the Commission	Q4
Commission implementing decision on determining Member States under migratory pressure, at risk of migratory pressure or facing a significant migratory situation (including a decision on systemic 'Dublin' shortcomings if necessary)	Adoption by the Commission	Q4
Commission proposal for a Council implementing act establishing the Solidarity Pool	Adoption by the Commission	Q4
Recommendation on attracting talent for innovation	Adoption by the Commission	Q1

Initiatives linked to regulatory simplification and burden reduction

Output	Indicator	Target
 Digitalisation of case management in the area of return, readmission and reintegration	Adoption by the Commission	Q3

Evaluations and fitness checks – part of the stress testing of the EU acquis

Output	Indicator	Target
Report on the evaluation of European Union Agency for Asylum	Adoption by the Commission	Q4

⁽⁵¹⁾ This initiative is part of the 2025 CWP and was postponed to 2026.

Implementation dialogues and significant reality checks		
Output	Indicator	Target
Reality check on talent attraction and retention (follow-up to the Commissioner's second implementation dialogue)	Event taking place and adoption of the reality check report	Q1/Q2
Commissioner Brunner's implementation dialogue	Event taking place and adoption of the implementation dialogue report	Q2-Q4
Major public consultations		
Output	Indicator	Target
Major implementation activities and enforcement actions		
Output	Indicator	Target
Report on the Implementation of the Seasonal Workers Directive (accompanying the Third state of play on the Implementation of the Pact on Migration and asylum)	Adoption by the Commission	Q1
Report on the implementation of the Employer Sanctions Directive (accompanying the Third state of play on the Implementation of the Pact on Migration and asylum)	Adoption by the Commission	Q1
Third state of play on the Implementation of the Pact on Migration and asylum	Adoption by the Commission	Q1
Report on the implementation of the Immigration Liaison Officer Network Regulation	Adoption by the Commission	Q1

Other major outputs		
Output	Indicator	Target
Regulation establishing a common system for the return of third-country nationals staying illegally in the Union	Progress/adoption by the co-legislators	Q2
Directive laying down minimum rules to prevent and counter the facilitation of unauthorised entry, transit and stay in the Union	Progress/adoption by the co-legislators	Q4
Continuation and strengthening of formal and informal comprehensive migration dialogues (and similar high-level engagements) with third countries	Number of dialogues concluded/held with third countries	15
Grants via the Migration Partnership Facility (MPF) involving partner countries	Number of grants approved (not including legal migration as below)	4
Projects on legal migration financed under the Migration Partnership Facility (MPF) in the context of Talent Partnerships	Number of grants approved	6
DG HOME website: static web pages and newsroom	Number of visits to the website	1.7 million page visits
DG HOME social media accounts (X, YouTube, LinkedIn)	Reach and engagement on social media	X (Twitter) Engagement: 1.5% 1000 followers (only organic)
		YouTube: 50.000 views
		LinkedIn: EU funds: 5000 followers EU rights: 5000 followers

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General objective 2: A new era for European defence and security

Specific Objective 2.3: A fully functioning area of free movement

Related to spending programme(s): Internal Security Fund /Border Management and Visa Instrument

Main outputs in 2026:

New policy initiatives

Output	Indicator	Target
 Amendment of the European Border and Coast Guard Regulation	Adoption by the Commission	Q3
Communication on the EU Visa Policy Strategy	Adoption by the Commission	Q1
State of Schengen Report 2026	Adoption by the Commission	Q2
2025 Schengen evaluation country reports for Austria, Romania and Bulgaria	Adoption by the Commission	Q1
2026 Schengen evaluation country reports for Germany, Liechtenstein, the Netherlands and Belgium	Adoption by the Commission	Q3-Q4

Initiatives linked to regulatory simplification and burden reduction

Output	Indicator	Target
Impact assessment accompanying the proposal amending the European Border and Coast Guard Regulation	Adoption by the Commission	Q1
Start of operations of the European Travel Information and Authorisation System	Start of operations	Q4

Evaluations and fitness checks – part of the stress testing of the EU acquis

Output	Indicator	Target
Overall Schengen Information System evaluation	Start of evaluation	Q1/Q2
Evaluation of the implementation of the multiannual strategic policy for European integrated border management (European Border and Coast Guard Regulation)	Start of evaluation	Q1

Implementation dialogues and significant reality checks

Output	Indicator	Target
Commissioner Brunner's implementation dialogue	Event taking place and adoption of the implementation dialogue report	Q2-Q4

Major public consultations		
Output	Indicator	Target
Major implementation activities and enforcement actions		
Output	Indicator	Target
Other major outputs		
Output	Indicator	Target
Schengen monitoring dialogues	Sharing of operational conclusions by the Commission with Member States	Q1-Q4
Schengen Scoreboards	Distribution by the Commission to ministers in the margins of the Schengen Council	December 2026
Regulation establishing an application for the electronic submission of travel data ("EU Digital Travel application")	Progress/adoption by the co-legislators	Q1
Commission Implementing Decisions on Digitalisation of Schengen visa procedures	Adoption by the Commission	Q1
Measures granting access to information stored in the FADO system	Adoption by the Commission	Q3
Amendment of the Commission Recommendation on the SIS Handbook to include procedures on the new information alert category, ETIAS, VIS and Interoperability	Adoption by the Commission	Q4
Commission Recommendation on the ETIAS Handbook	Adoption by the Commission	Q1
DG HOME website: static web pages and newsroom	Number of visits to the website	3.5 million page visits
DG HOME social media accounts (X, YouTube, LinkedIn)	Reach and engagement on social media	X (Twitter): Engagement: 1.5% 1000 followers (only organic)
		YouTube: 50.000 views
		LinkedIn: EU funds: 6000 followers EU rights: 7200 followers

ANNEX 2: Performance tables – A modern and sustainable public administration

A. Human resource management

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Objective: DG HOME employs a skilled, diverse and motivated workforce to deliver on the Commission's priorities.		
Main outputs in 2026:		
Output	Indicator	Target
Ensure gender balance for the middle managers population by identifying female talent within the DG and accompanying them in their career development	Percentage of female middle managers	To maintain 50% female representation
Improve the anti-harassment culture of DG HOME	Number of trainings organised	All Heads of Unit have followed the compulsory training on anti-harassment
Ensure the DG inclusiveness and good recruitments	Number of managers having followed the training on selecting techniques and non-bias selection	Half of the target group
Activities to improve the integration/onboarding of newcomers	Number of welcome sessions for newcomers (all staff)	4 sessions for all staff
	Number of welcome coffees	2 sessions for Blue Book Trainees and National Experts in Professional Training At least 6 welcome coffees per year
	Update of welcome pack and intranet page	quarterly
Mentoring system for newcomers and new managers	Number of appointed mentors	All new Heads of Unit should have a mentor
		25% of newcomers have a mentor

Output	Indicator	Target
Implement a job shadowing system to support mobility of staff	Number of participants	25 per year
Promote learning activities to support development of talent	Number of lunchtime seminar organised	10
	Number of joined unit meetings	10
	Ad-hoc training sessions	4 per year
	DG HOME Academy	2 sessions per year
Create opportunities for staff to interact with HOME Senior Management	Number of sessions organised with Senior Management (All you want to know about..., Town Hall, Live Debriefs of management meeting)	6 "All you want to know" sessions 1 Townhall Weekly live debrief
HOME Internal Newsletter	Number of Newsletters	10
Strengthening HOME's Community through staff engagement	Small Talk	6 Small Talks
	Inside HOME video series	3 Inside HOME videos
	LX46 Guided Tours	4 tours
	Coffee Roulette	8 coffee roulette rounds
Talent development policies	Career Guidance	70 sessions a year
Improve knowledge and collaboration	Workshops enhancing skills and knowledge during the Away Day	12
Ongoing activities following Away Day	Workshop on knowledge and wellbeing	12

B. Digital transformation and data management

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Objective: DG HOME is using innovative, trusted digital solutions for better policymaking, data management and administrative processes to create a digitally transformed, user-focused and data-driven Commission.

Main outputs in 2026:

Digital Transformation

Output	Indicator	Target
Ensure outputs related to the Information Systems that are streamlined, fit for purpose and running on supported technologies.	Number of new DG HOME IT systems complying with the Solution design guidelines	100%

Output	Indicator	Target
Digital Culture Training sessions provided by the M365 Champions	Number of training sessions	25
Digital-Ready Policy Making	% of new policy initiatives planned for 2026 that are in scope of the digital check and have a digital dimension which are accompanied by a Digital Statement	100%
	Number of DRPM information sessions for policy officers in 2026	2
DG HOME is aware of cybersecurity threats	Percentage of DG HOME staff participating in at least one cybersecurity training and/or awareness raising activity	50%
Seamless Digital Environment Promote outputs related to a cloud first approach with Information Systems owned by the department.	Number of new DG HOME IT systems complying with the Solution design guidelines	100%
Green, Resilient and Secure Digital Infrastructure Ensure outputs related to the continuous improvement of the department's performance as captured in the risk maturity quadrant (RMQ).	Number of DG HOME IT systems moved to the cloud brokered by DIGIT	80%
	Status of implementation of the actions identified by the Security Strategy 2025 – 2026 that concern DG HOME	100%
	Adherence of DG HOME to the objective for 100% of Communication and Information Systems having an IT Security Plan less than 2 years old by the end of 2026	100%
	Adherence of DG HOME to the objective for 100% attestation of compliance for the 55 IT priority controls for all CIS until the end of 2026	100%
Data Management		
Output	Indicator	Target
List of actions to implement the corporate principles for data governance for DG HOME key data assets	Percentage of implementation of the corporate principles for data governance for DG HOME key data assets	Target by 2026: 75%

Output	Indicator	Target
Classified meetings for DG HOME and other DGs	Number of meetings	60
HOME Registry running EUCI according to required standards	Number of EU classified (EU Confidential and EU Secret) documents handled by the Registry	300
Data Protection		
Output	Indicator	Target
Data Protection	Percentage of staff trained on data protection compliance combined with the percentage of public records of processing operations reviewed within the last two years.	100% reviewed data protection records in last two years 75% of staff attended data protection awareness-raising

C. Sound financial management

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Objective: The authorising officer by delegation has reasonable assurance that resources have been used in accordance with the principles of sound financial management and that cost-effective controls are in place which give the necessary guarantees concerning the legality and regularity of underlying transactions.

Main outputs in 2026

Output	Indicator	Target
Effective controls: legal and regular transactions	Estimated risk at payment	remains < 2 % of relevant expenditure ⁽⁵²⁾
	Estimated risk at closure	remains < 2 % of relevant expenditure
Efficient controls	Budget execution and / or timely payments	remains above 95% of commitment and payment appropriations, remains above 95% of payments (in value) made on time
Economy of controls	Overall estimated cost of controls	remains < 2% of funds managed

D. Fraud risk management

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⁽⁵²⁾ For the Research, industry, space, energy and transport family of departments, it is necessary to make a distinction between Horizon 2020 and Horizon Europe since they have different materiality criteria. The relevant departments should use a common approach.

Objective: The risk of fraud is minimised through the application of effective anti-fraud measures and the implementation of the Commission anti-fraud strategy ⁽⁵³⁾ aimed at the prevention, detection and correction ⁽⁵⁴⁾ of fraud.

Main outputs in 2026:

Output	Indicator	Target
Maintain close cooperation with other DGs and OLAF through participation to the relevant FPDnet subgroup(s)	Percentage of relevant FPDnet meetings attended per year out of total relevant FPDnet meetings.	100% attendance rate at relevant FPDNet meetings in 2026
Enhance the dissemination of anti-fraud information and provide guidance to DG HOME staff regarding OLAF-related procedures	Number of anti-fraud related communication actions undertaken in DG HOME per year.	At least one per year
Consultation on relevant OLAF cases prior to audit missions	Reply to auditor's request for information on OLAF cases	100%
Stock-taking exercise by analysing case-related notifications received from OLAF and/or the EPPO during the year for the purpose of identifying fraud risks or patterns (recurring or new) and/or lessons learnt, where relevant	Summary of stock taking exercise submitted to senior management	As relevant (ie. based on the notifications received during the year)/Annually
Promote the tools to Member States and, together with the responsible DGs, support them in their use	DG HOME's participation in Arachne to assist Member States authorities in the onboarding process under the lead of the competent Commission services	For onboarding requests directly submitted to HOME: timely transmission of the request for initiation to the competent Commission services
Develop guidance on conflict of interest in emergency funding (in the framework of CAFS 24) and consider for further dissemination to relevant Member States authorities	Guidance to be disseminated to Member States authorities	Q1

E. Sound environmental management

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⁽⁵³⁾ Communication from the Commission 'Commission Anti-Fraud Strategy: enhanced action to protect the EU budget', COM(2019) 176 of 29 April 2019; Communication from the Commission "Commission Anti-Fraud Strategy Action plan – revision 2023" [COM\(2023\) 405](#) of 11 July 2023 – “the Communication on the 2023 revision” – and the accompanying revised action plan, [SWD\(2023\)245](#)– “the revised Action Plan”.

⁽⁵⁴⁾ Correction of fraud' is an umbrella term, which notably refers to the recovery of amounts unduly spent and to administrative sanctions.

Objective: Reaching climate neutrality by 2030 and a reduced environmental footprint for the Commission.

Main outputs in 2026

Output	Indicator	Target
Maintain DG HOME's staff emissions from professional travel at 2025-levels	Yearly average of DG HOME emissions from staff missions	374 873.68 kg in CO ₂ equivalent