

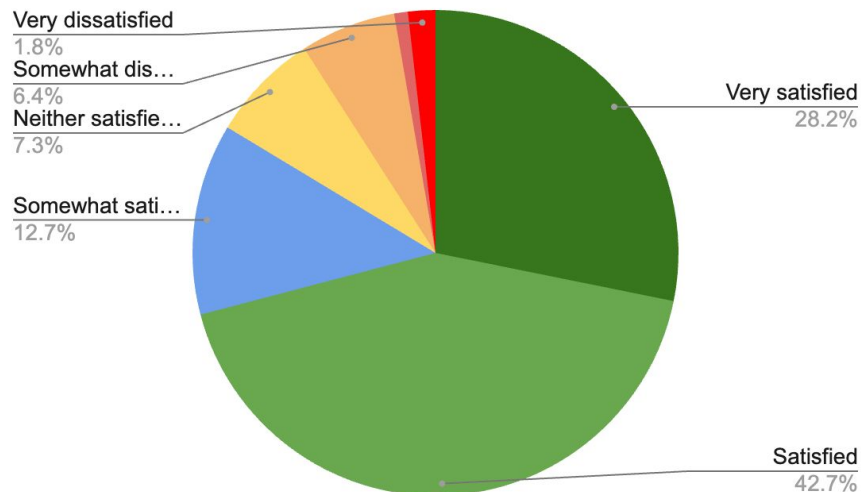


Committer Satisfaction Survey Highlights

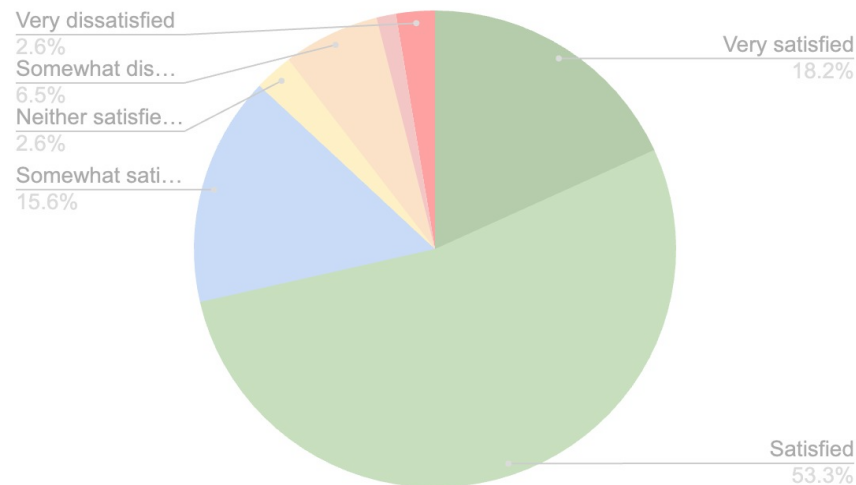
Survey Held July/August 2025

September 2025

Eclipse Foundation Committer Experience



2025



2024

Majority 71% (SATISFIED & VERY SATISFIED) of our committers have a positive experience with the EF

% of VERY satisfied committers has risen, from 18% in 2024 to 28%

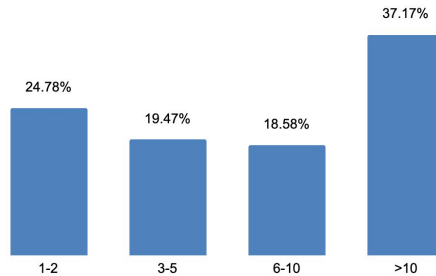
Eclipse Foundation committers

Survey ran during July/August 2025

More questions: security and IP services, D&I

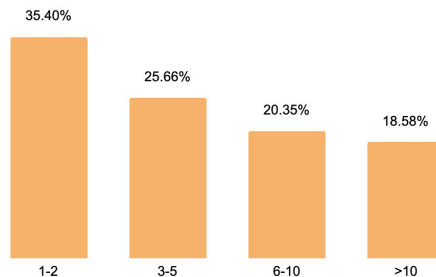
Number of total respondents 115
77 in 2024
157 in 2023

Years of OSS development experience



Early career SW developers number going up (from 10% in 2024 to 35% in 2025)

Years of Eclipse OSS development experience



35% of our committers are *young* (1-2y) compared to 47% of mature (>10) committers in 2024

Changing Trends!

Open Source Value: Committers' Organizations

Other (please specify)

4.4%

I do not know

4.4%

27% of our committers engage with OS on their own accord
(Increase from 13% in 2024)

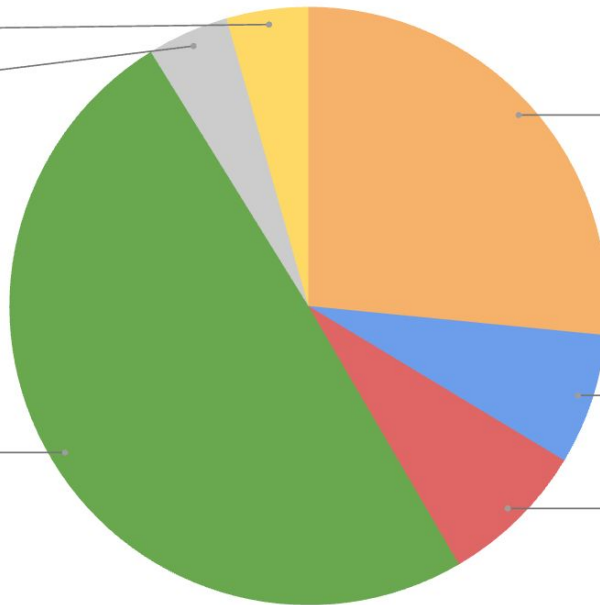
I am self employed and engage in open source of my own accord
26.6%

My organization does not engage in open source; I do so on my own time
7.1%

My organization uses open source but does not consider it strategic
8.0%

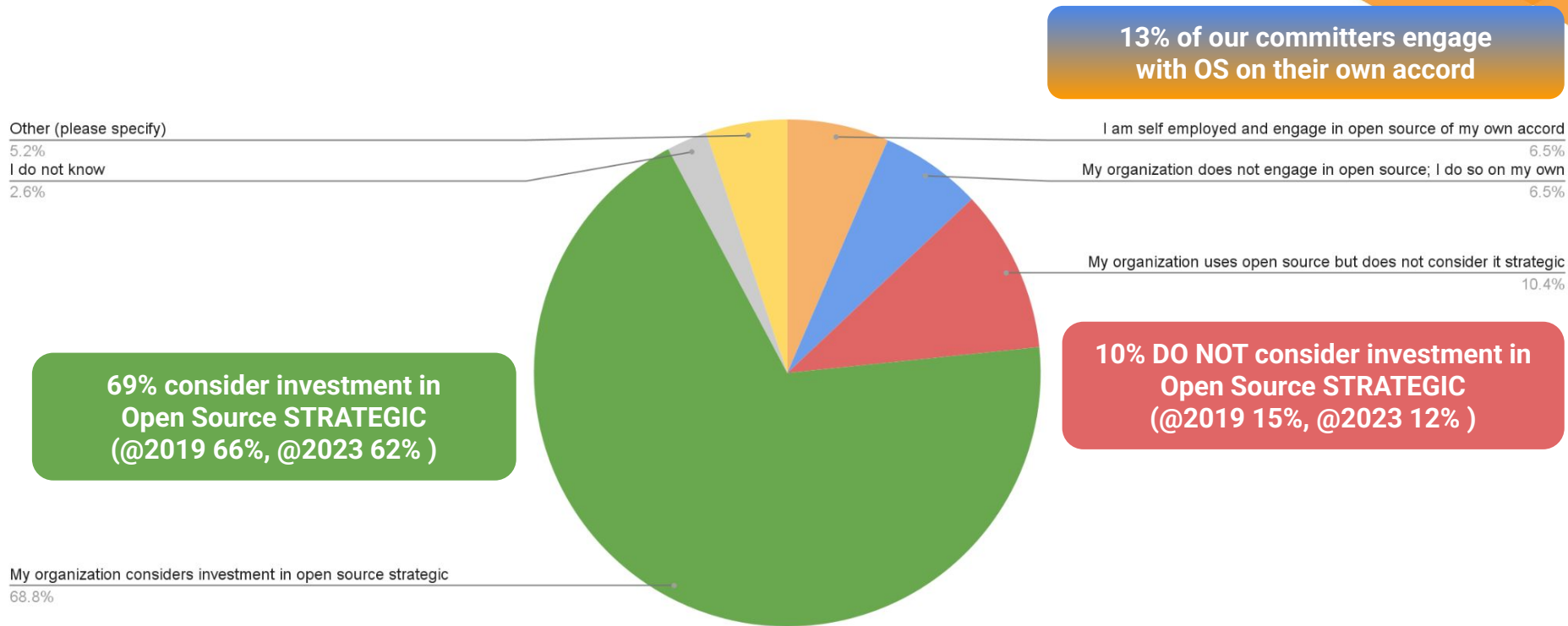
50% consider investment in Open Source STRATEGIC
(@2019 66%, @2023 62%, 69% @2024)

My organization considers investment in open source strategic
49.6%



New trend: self-employed committers are gaining traction at the EF

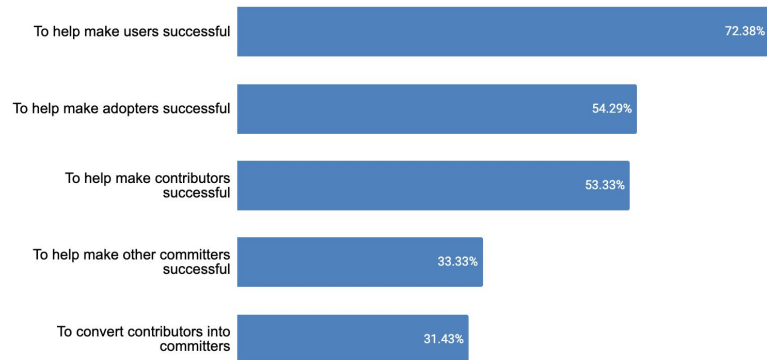
Open Source Value: Committers' Organizations



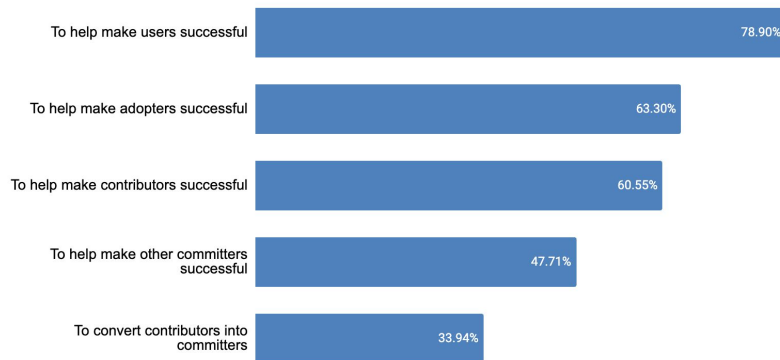
Opportunity for improvement in the organizations that do not consider OSS investment STRATEGIC or do not invest at all

Open Source Responsibility

Organization's responsibility with respect to the health of your OSS project(s) (opinion)



Personal responsibility with respect to the health of your open source project(s)

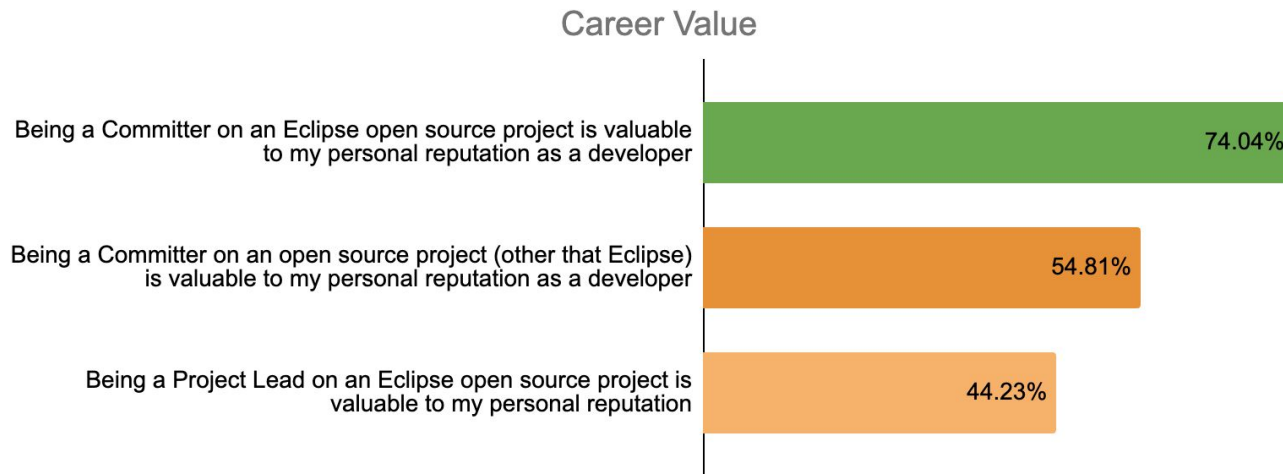


Organizations: make OSS USERS, ADOPTERS & CONTRIBUTORS successful (business oriented focus)

Individuals: make USERS, ADOPTERS & CONTRIBUTORS successful (technology & community focus)

STABLE TREND

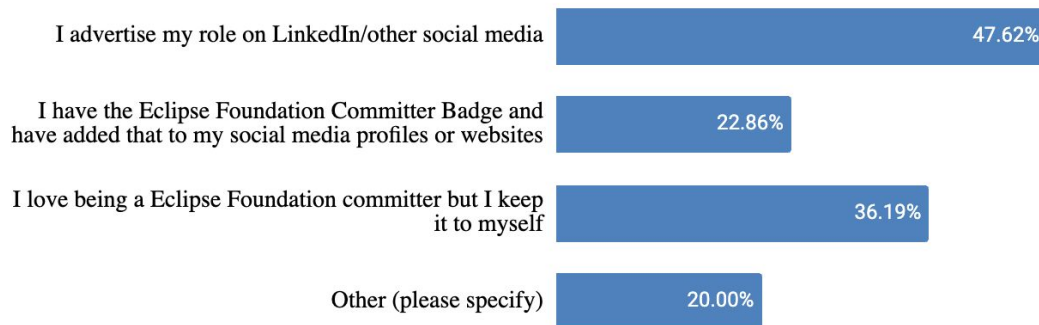
EF Career Value



Being involved in OPEN SOURCE projects (and EF) is valuable for my career

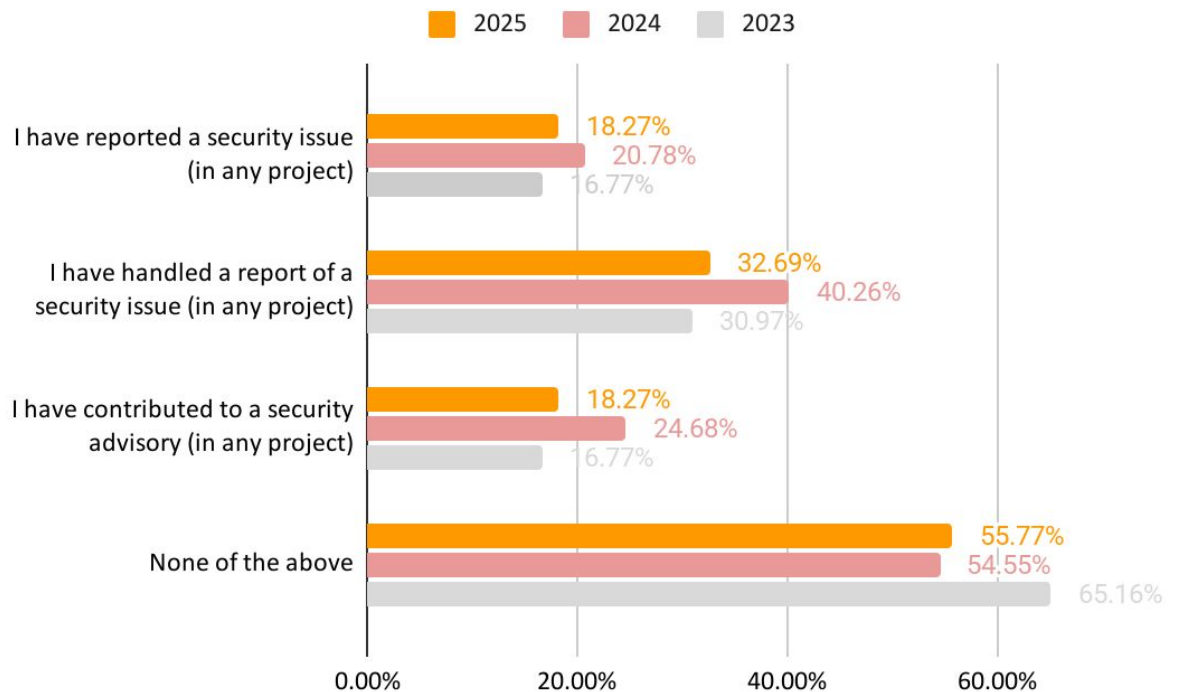
EF Career Value

Professional value in your role as EF Committer and how you advertise it



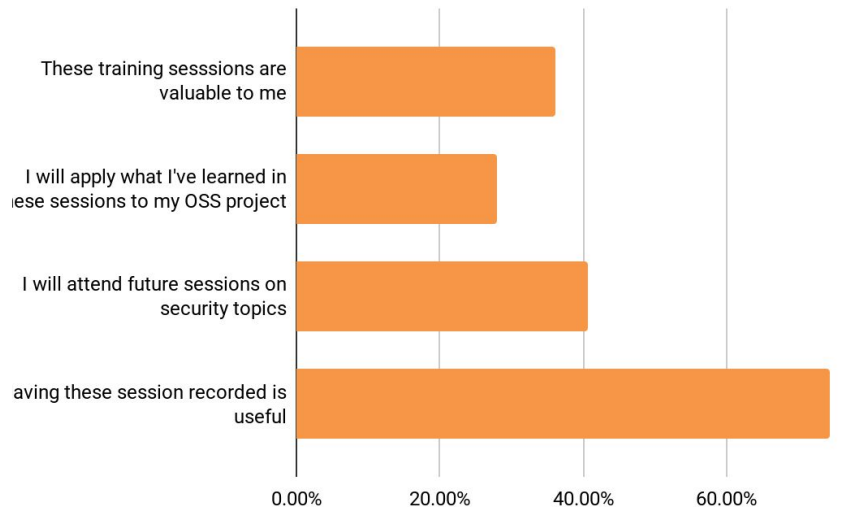
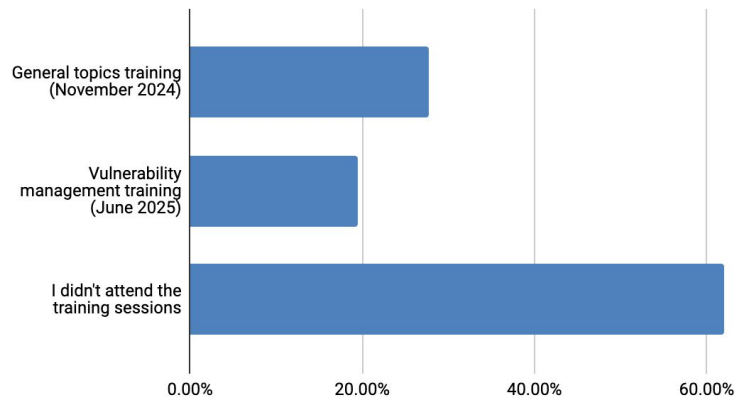
**Increase in the % of committer advertising the Committer Badge
23% in 2025 vs. 12% in 2024**

Committers and Security



Committers and Security

Security Training attendance (multiple choice allowed)



EF Resources: Understanding Responsibilities

Other committers are not ranked as important in 2025 (most valuable in previous years)
The EF Handbook is gaining more relevance.

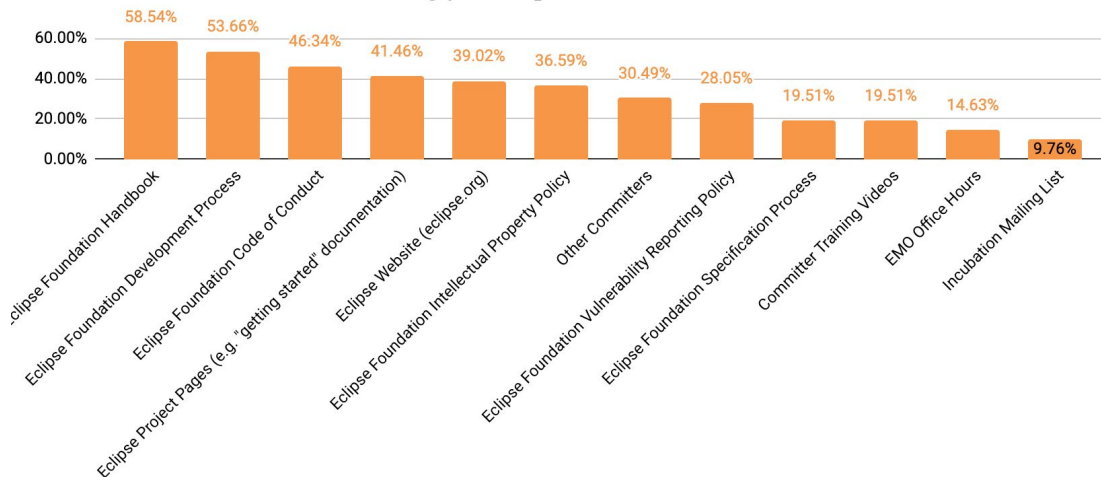
Eclipse website, IP policy, CoC, Vulnerability reporting policy, are perceived as generally USEFUL for the committers.

There is STILL unawareness around recent tools that support committers, i.e. Training videos, Office Hours, security services but better than last time!

We need to continue promoting tools and services that are available to our community.

Resources perceived as NOT USEFUL:
Incubation ML
EMO Office Hours

Valuable resources for understanding your responsibilities as an EF Committer



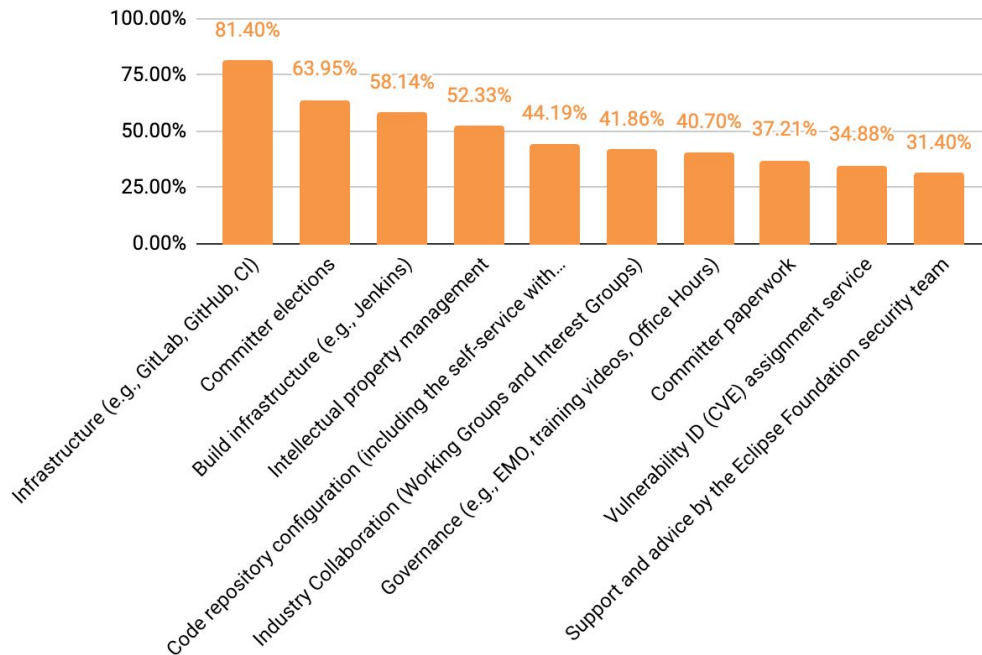
EF Resources: Committer Perceived Value

Unsurprisingly EF provided Infrastructure (and build infrastructure) are perceived as valuable

Good perception of the value from the EF services in general

Multiple answers were allowed in this questions.

Valuable services provided by the Eclipse Foundation



EF Resources: Improvements and enhancements 2023

EF Infrastructure, build and IP are the core services where the committers think we should focus our efforts.

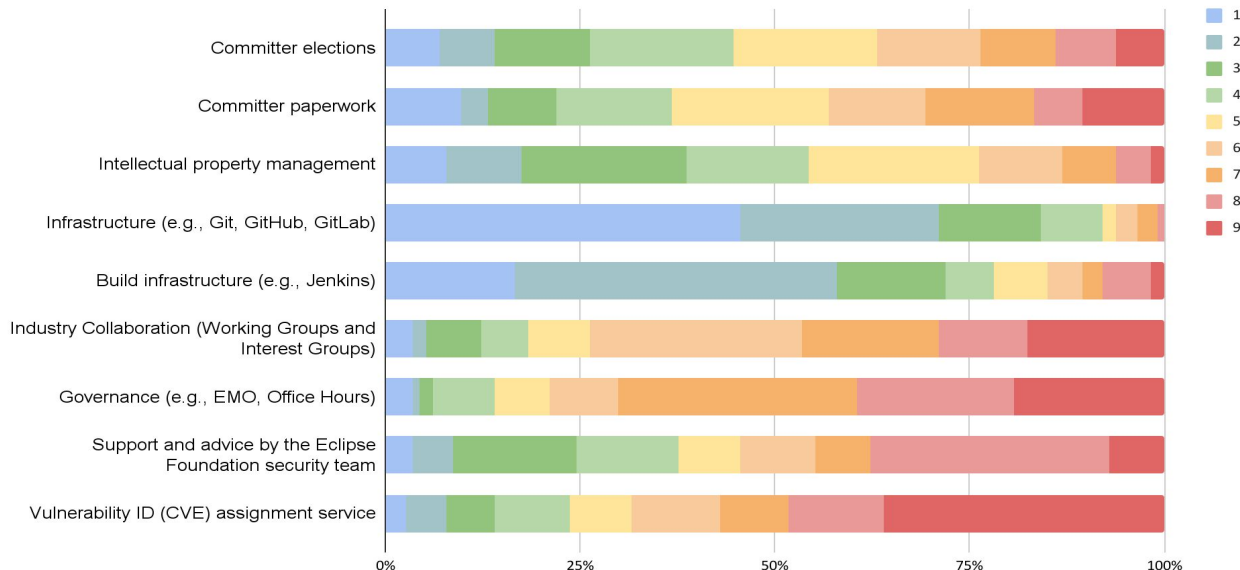
Not surprisingly, committers don't seem interested in the EF improving Governance nor Industry Collaborations services.

Surprisingly, they don't seem to have interest in Security and vulnerability ID services.

Possible causes might be:

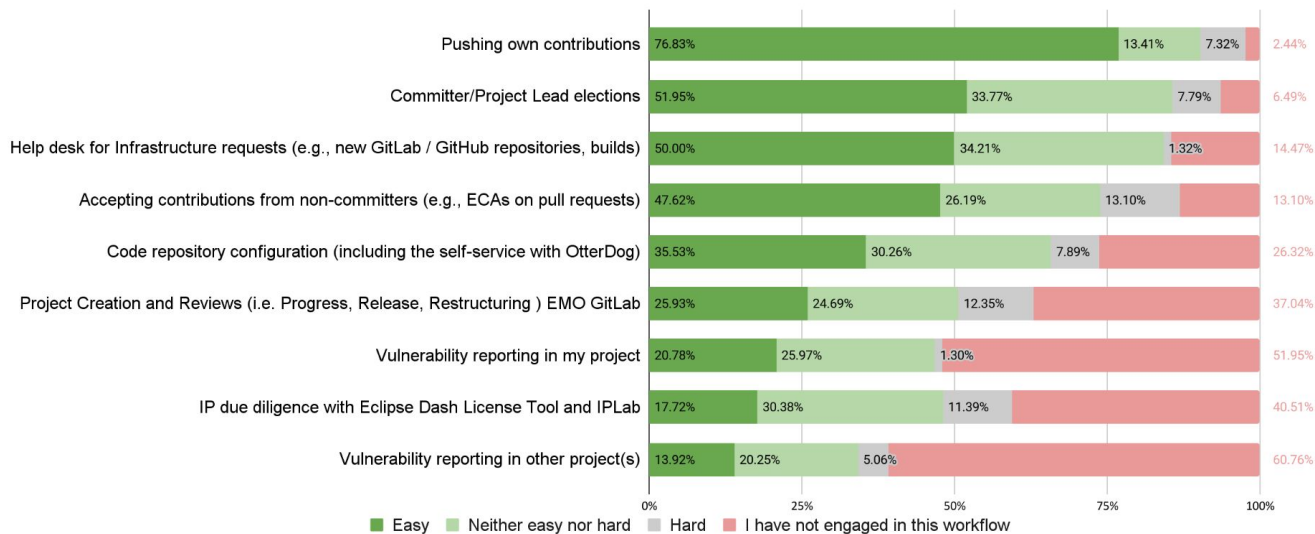
- unawareness or lack of information around the topic
- vulnerability disclosure is still not well perceived by some committers

On what services should the Eclipse Foundation focus improvements and enhancements?



EF Committer Workflows

Experience with committer workflows



Overall a good perception of the Committer Workflows

Areas for improvement:

- **Vulnerability reporting**
- **IP due diligence with EF Dash License Tool and IP Lab**

Services provided by the Eclipse Foundation: Communication channels

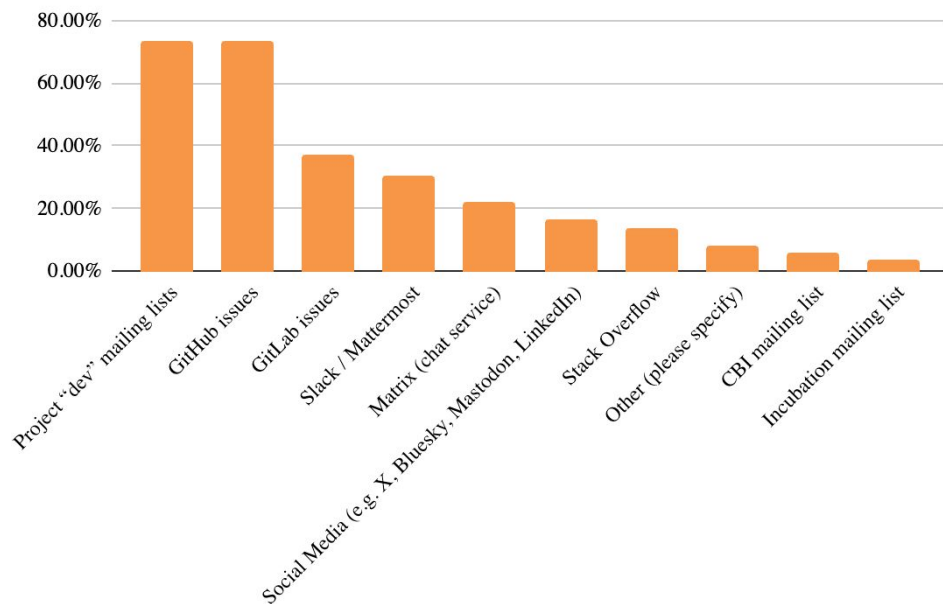
**"Issues" from GitLab and GitHub
are well perceived by committers**

**Rising interest in Project "dev"
mailing lists (ranked last in 2024!)**

**Sustained interest in
Slack/Mattermost.**

**Incubation mailing list: the least
liked channel (time to re-evaluate
this?)**

Preferred communication channels for Eclipse projects

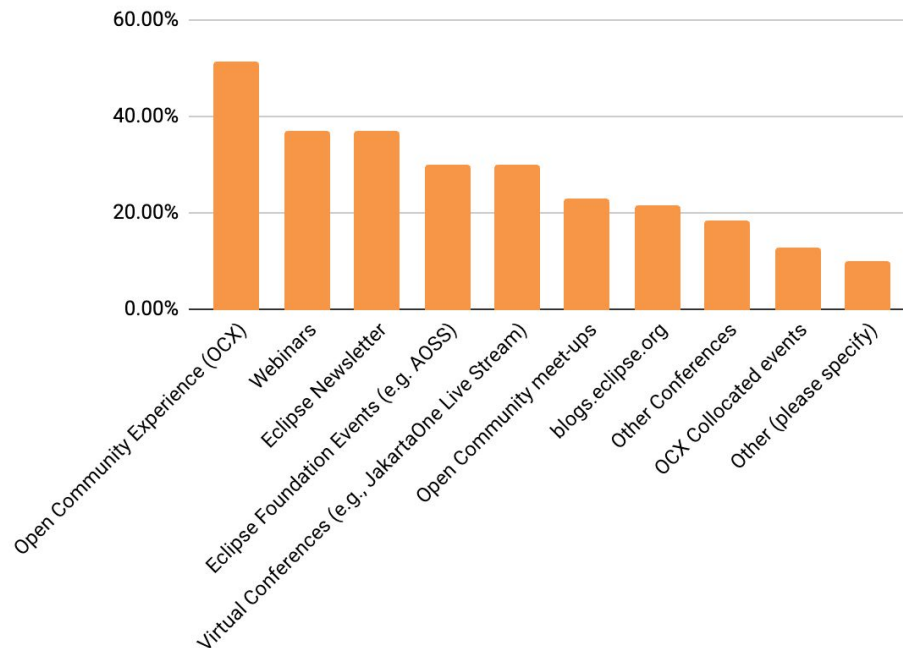


EF Communication Channels

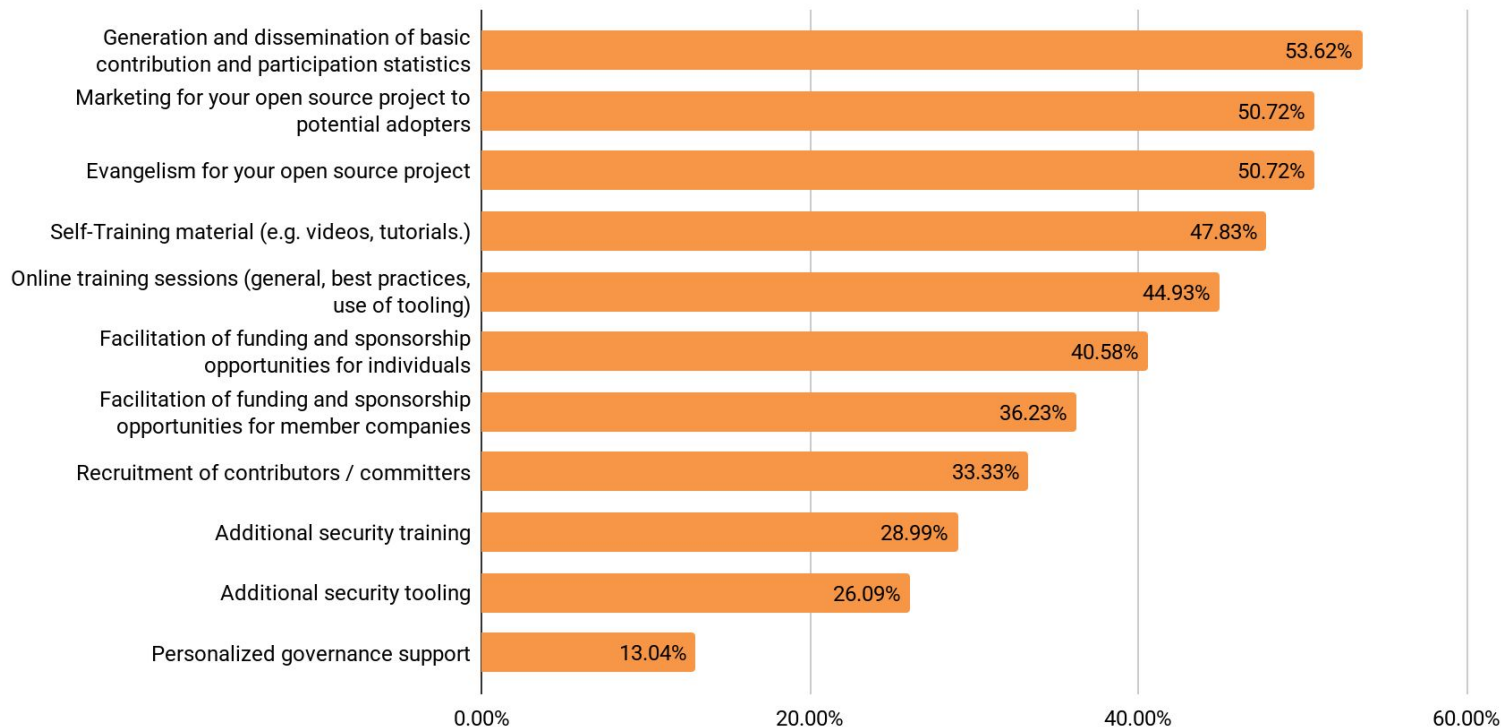
OCX is perceived as the most valuable event for EF Projects

Other valuable channels: Webinars, Newsletter, other EF F2F events

Events and communication channels valuable for EF projects

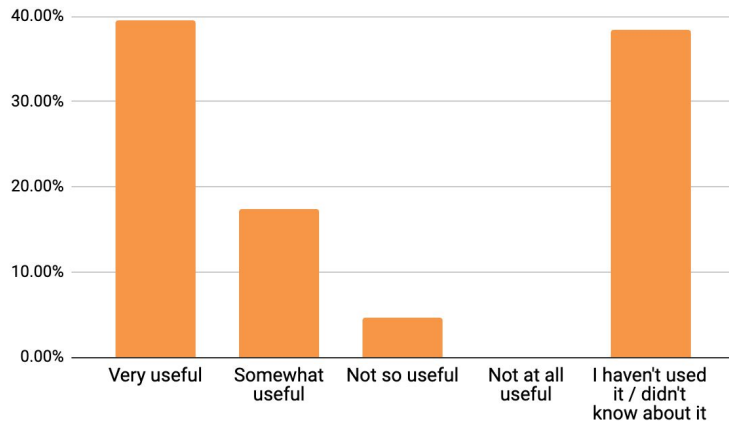


EF services to help you succeed 2025

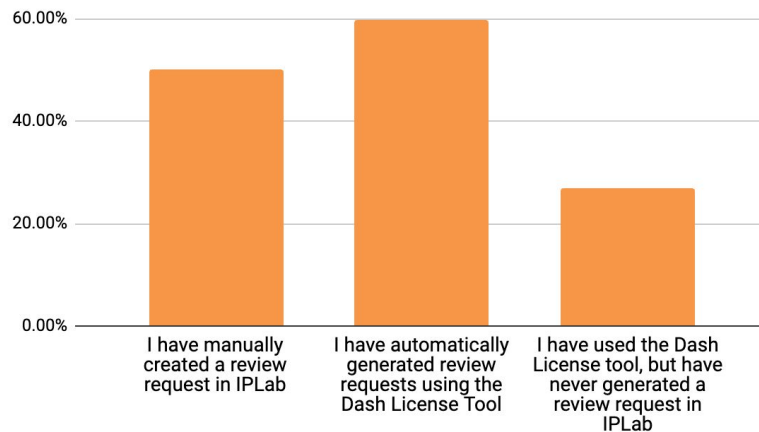


EF Dash License Tool and IP Lab

Usefulness of EF Dash License Tool



Generating automatic IP review requests

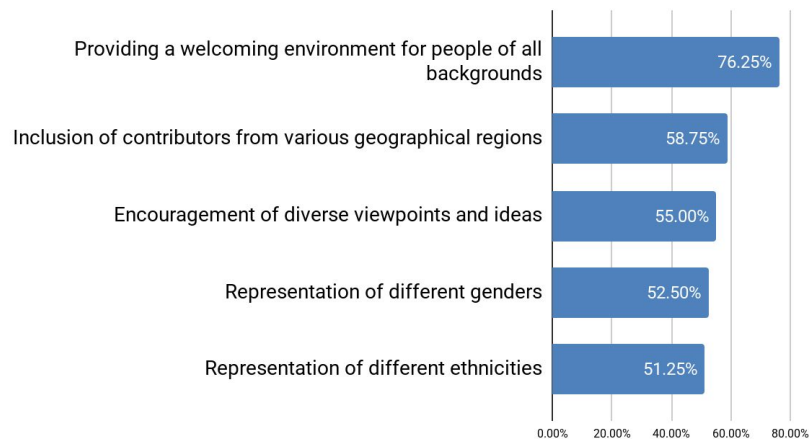


Unawareness around the EF Dash License Tool (38%)

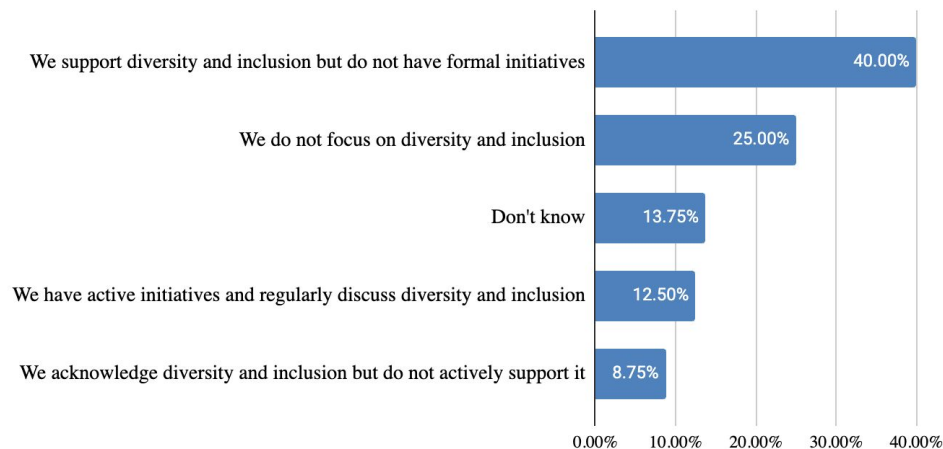
Found VERY useful and OK to use for the committers that actually know it

Diversity and Inclusion (D&I)

Defining diversity and inclusion

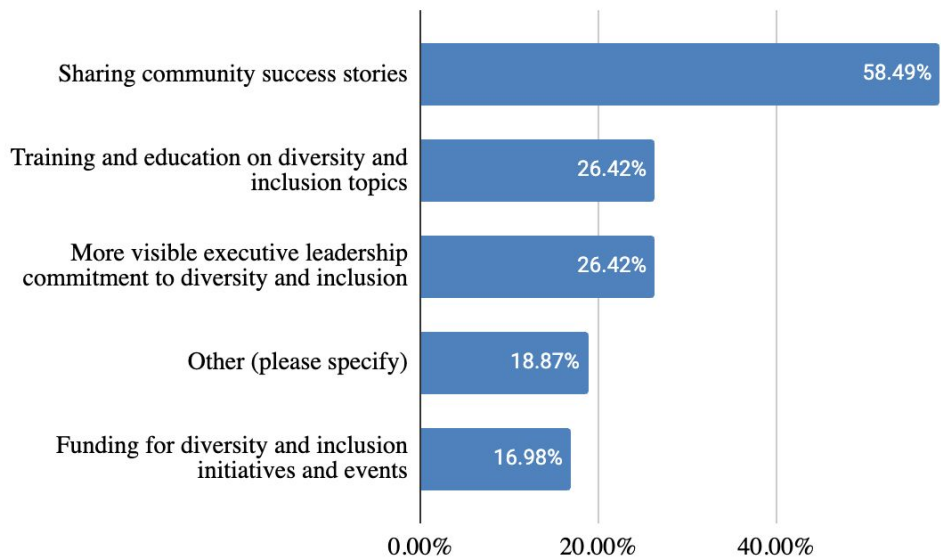


How you actively support diversity and inclusion



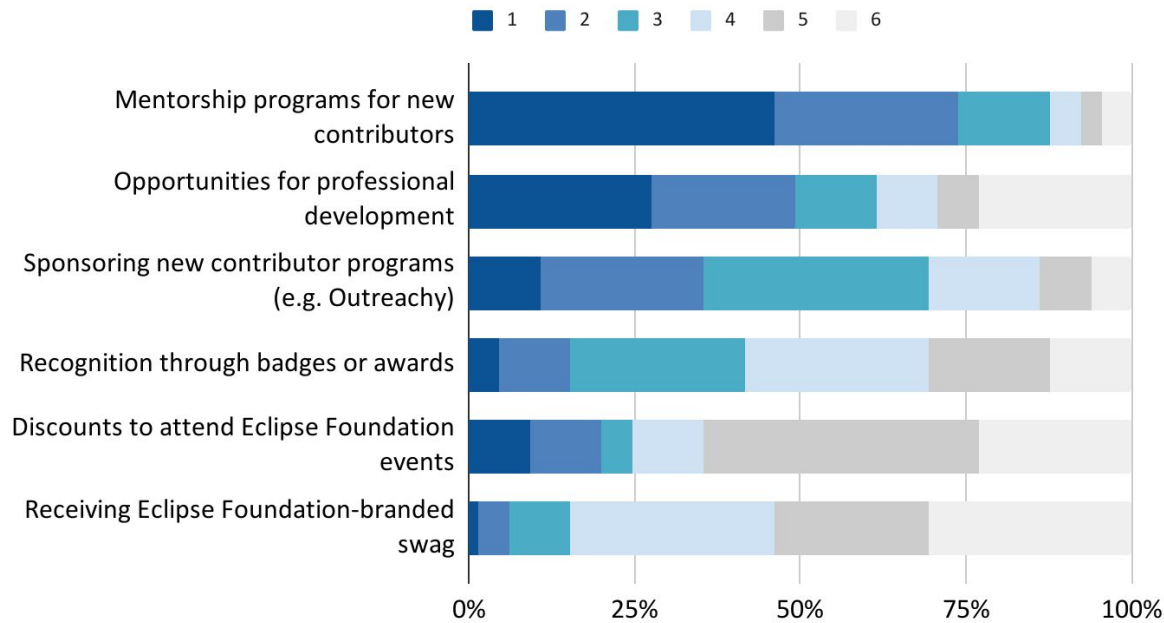
Diversity and Inclusion (D&I)

Support or resources from the EF to help you promote D&I



Committer engagement initiatives

Incentives for newcomers to join and participate in Eclipse Foundation projects



Committer engagement initiatives

Building a strong and sustainable contributor pipeline



High Level summary of the CSS 2025

Respondent Profile

- **Most respondents think of themselves as active committers** on Eclipse open source projects.
- Nearly **half are project leads** and a smaller group are PMC or Architecture Council members — so the sample reflects experienced contributors.

Diversity & Inclusion (D&I)

- **What matters to our community**
 - Providing a welcoming environment (most common response, 61 mentions).
 - Inclusion of contributors from various geographic regions.
 - Encouragement of diverse viewpoints and ideas.
 - Representation of gender and ethnicity (≈40–42 mentions each).
- **Desired support from Eclipse Foundation:**
 - Sharing community success stories (most selected).
 - Training/education and visible executive leadership commitment (moderate interest).
 - Funding for D&I initiatives/events (lower but still present interest).

High Level summary of the CSS 2025

Building a Sustainable Contributor Pipeline

- **Highest priorities for our committers:**
 - Enhancing onboarding processes for new contributors (most popular)
 - Implementing mentorship programs and recognizing/rewarding active contributors (≈40 each).
 - Providing training/workshops and outreach/community engagement also important.
 - Fewer people interested in incentives like event discounts or branded swag.

Open-Ended Feedback

- Some concerns about IT infrastructure reliability.
- Positive notes on GitHub and role management improvements.

High Level summary of the CSS 2025

Key Takeaways

1. Most committers (71%) report a positive experience with the Eclipse Foundation, and the share of *very satisfied* committers has increased from 18% in 2024 to 28%.
2. **Committer base is experienced** but sees onboarding and mentorship as the biggest levers for growing the community
3. **Recognition and reward** matter more than material (cash) incentives
4. **Diversity & Inclusion efforts** are valued, especially visible leadership support and showcasing success stories.
5. **Technical infrastructure reliability** surfaced as a pain point in open comments.