



Key Performance Indicators for concerted and joint inspections

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List of abbreviations

CJIs	Concerted and Joint Inspections
ELA	European Labour Authority
MS	Member State(s)
KPIs	Key performance indicators
PIR	Post inspection report

Objectives of the ELA

According to Article 2 of Regulation (EU) 2019/1149, the objectives of the Authority shall be to contribute to ensuring fair labour mobility across the Union and to assist Member States and the Commission in the coordination of social security systems within the Union. To that end, and within the scope pursuant to Article 1 of Regulation, the Authority shall:

- Facilitate access to information on rights and obligations regarding labour mobility across the Union as well as to relevant services;
- **Facilitate and enhance cooperation between Member States in the enforcement of relevant Union law across the Union, including facilitating concerted and joint inspections;**
- Mediate and facilitate a solution in cases of cross-border disputes between Member States; and
- Support cooperation between Member States in tackling undeclared work.

Concerted and joint inspections

According to Article 8(2) of Regulation (EU) 2019/1149 and for the purposes of this document:

- Concerted inspections are inspections undertaken in two or more MS simultaneously regarding related cases, with each national authority operating in its own territory, and supported, where appropriate, by the staff of the Authority;
- Joint inspections are inspections undertaken in a MS with the participation of the national authorities of one or more other Member States, and supported, where appropriate, by the staff of the Authority.

Key performance indicators

According to Article 9(8) of the ELA Regulation, information on CJIs coordinated by the Authority, as well as information provided by Member States and by the Authority shall be included in the:

- Report to the Management Board twice a year;
- Report to the Stakeholder Group (with sensitive information duly redacted);
- Authority's annual activity report - to inform Member States, stakeholders and general public about ELA activities, i.e. concerted and joint inspections coordinated and supported by ELA, results and use of resources.

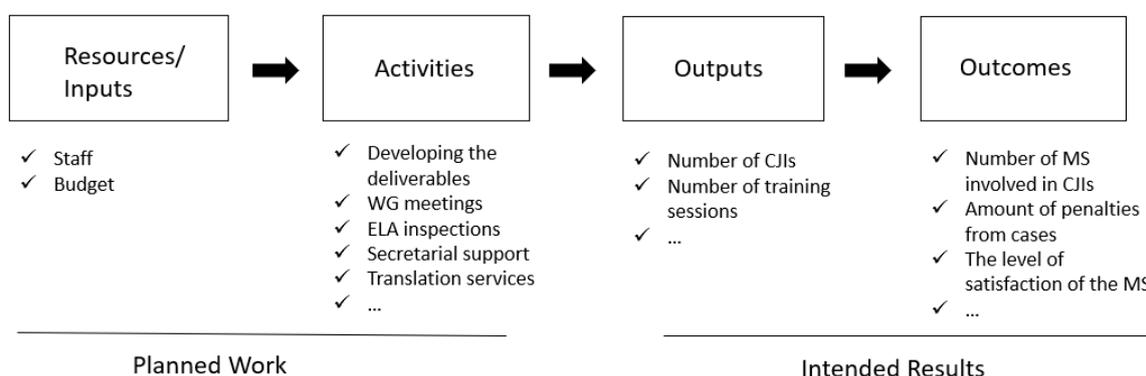
Effective evaluation does more than collect, analyse, and provide data. It makes it possible to gather and use information, to learn continually, to allow ELA to build on the experience to improve its tools and procedures, as well as to enhance the efficiency of the inspections.

In order for the responsible bodies to gather information on an ongoing basis on the progress towards the objectives and report in accordance with the Regulation, a set of target indicators was developed with regard to the Kellogg Logic Model.

The Kellogg Logic Model is a beneficial evaluation tool that facilitates effective planning, implementation, and evaluation. It offers greater learning opportunities, better documentation of outcomes, and shared knowledge about what works and why.

This model is a systematic and visual way to present and share the understanding of the relationships among the resources used to operate CJIs, the activities planned, and the changes or results to achieve.

Figure 1. The Basic Logic Model



Indicators were validated according to generally accepted criteria, such as being specific, measurable, attainable, realistic and timely (SMART).

ELA considered both the quantitative and qualitative aspects. The quantitative aspect focuses on solid statistics and covers structured data (very often numerical) that can be plugged into a spreadsheet and further analysed using various statistical methods. The qualitative aspect is exploratory, focuses on insights and covers unstructured information that is summarised and interpreted subjectively, as opposed to mathematically.

Table 1. Key Performance Indicators for concerted and joint inspections

Focus area	ID	Main Key Performance Indicator	Additional Key Performance Indicator	Units	Category	Data source
Input	1	Number of staff/organizations participating in CJIs	Total number of MS staff participations in CJIs*	Number	Quantitative	Summary of PIR/ELA data
			Total number of ELA staff supporting CJIs*	Number	Quantitative	ELA data
			Number of other organizations participating in CJIs	Number	Quantitative	Summary of PIR
	2	Number of Member States involved in CJIs		Number	Quantitative	Summary of Agreements on CJIs
	3	Total ELA budget spent on CJIs		EUR	Quantitative	ELA data
Output	4	Number of cross-border inspections	Number of concerted inspections performed	Number	Quantitative	Summary of Agreements on CJIs
			Number of joint inspections performed	Number	Quantitative	Summary of Agreements on CJIs
			Ratio between proactive CJIs and reactive CJIs	%	Quantitative	Summary of Case descriptions
			Number of performed inspections requested by MS	Number	Quantitative	ELA data
			Number of performed inspections suggested by ELA	Number	Quantitative	ELA data
			Number of performed inspections resulting from cases brought to the attention of ELA by social partner organisations	Number	Quantitative	ELA data
			Number of inspections per economic sector	Number	Quantitative	Summary of PIR
	5	Number of companies concerned by ELA inspections	The total number of companies concerned by ELA inspections	Number	Quantitative	Summary of PIR
			Number of companies concerned by ELA inspections with infringements	Number	Quantitative	Summary of PIR
	6	Number of mobile workers concerned by ELA inspections	The total number of mobile workers concerned by ELA inspections	Number	Quantitative	Summary of PIR
			Number of mobile workers concerned by ELA inspections with infringements	Number	Quantitative	Summary of PIR
	7	Number of training sessions organized		Number	Quantitative	ELA data
	8	Number of trained participants from MS		Number	Quantitative	ELA data

* Total number of staff participated on CJIs is calculated as the sum of the staff on each CJI, i.e. the participant who was involved in more than one CJI will be accounted for each participation. The main objective of the KPI is to support increased volumes of staff devoted to CJIs helping to ensure fair labour mobility practices and application of the Union Law throughout the EU.

Focus area	ID	Main Key Performance Indicator	Additional Key Performance Indicator	Units	Category	Data source
Outcome	9	Number of instances when CJIs are not carried out	Number of instances when CJIs are not carried out because of an ELA decision	Number	Quantitative	ELA data
			The ratio between CJIs not carried out because of an ELA decision and requests received	%	Quantitative	ELA data
			Number of instances when CJIs are not carried out because MS decided not to participate	Number	Quantitative	ELA data
			The ratio between CJIs not carried out because MS decided not to participate and requests received	%	Quantitative	ELA data
	10	Number of penalties from cases (administrative, civil and/or criminal)		Number	Quantitative	Summary of PIR
	11	Number of tax/social contribution recoveries and back payments from cases (administrative, civil and/or criminal)		Number	Quantitative	Summary of PIR
	12	Number of administrative advices, warnings or ordinances etc. issued to companies		Number	Quantitative	Summary of PIR
	13	Number of court procedures and convictions	Number of court procedures	Number	Quantitative	Summary of PIR / ELA data
			Number of convictions	Number	Quantitative	Summary of PIR/ ELA data
	14	Availability and adequacy of relevant material and guidance for the execution of CJI		Grade scale	Qualitative	Summary of PIR
	15	Perceived language barriers during CJI		Grade scale	Qualitative	Summary of PIR
	16	Amount of human resources involved in CJI		Grade scale	Qualitative	Summary of PIR
	17	Knowledge of EU legislation and/or national practices of other MS in the context of cross-border labour mobility law enforcement		Grade scale	Qualitative	Summary of PIR
18	Level of communication and cooperation among CJIs participants		Grade scale	Qualitative	Summary of PIR	

Focus area	ID	Main Key Performance Indicator	Additional Key Performance Indicator	Units	Category	Data source
	19	Ease of the use of evidence in administrative or criminal proceedings resulting from CJIs		Grade scale	Qualitative	Summary of PIR

Getting in touch with the European Labour Authority

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- by e-mail: EMPL-ELA-INSPECTIONS@ec.europa.eu
- Contact: <https://www.ela.europa.eu/contact.html>

Finding information about ELA

Online

Information about the European Labour Authority is available on the website: <https://www.ela.europa.eu/index.html>

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