



Record of proceedings
14th Meeting of the Management Board of the European Labour Authority (ELA)
21-22 November 2023, Bratislava, Slovakia

1. INTRODUCTION BY THE CHAIR

The Chair opened the proceedings and welcomed all the Members of the ELA Management Board (MB) to the 14th MB meeting.

2. ADOPTION OF THE AGENDA

The Chair presented the final draft of the agenda of the 14th ELA Management Board meeting.

Conclusion: The agenda of the first day of the 14th ELA Management Board was adopted by consensus.

3. ADOPTION OF THE MINUTES OF THE 13th ELA MANAGEMENT BOARD MEETING

The Chair presented the final draft of the minutes of the 13th ELA MB meeting, mentioning that comments from individual members were reflected.

There were no interventions.

Conclusion: The Management Board took note about the adoption of the presented documents by written procedure.

4. FOLLOW-UP ON PREVIOUS MEETINGS AND WRITTEN PROCEDURES

The Chair informed that one written procedure was launched since the last meeting related to the appointment of the Accounting Officer of the European Labour Authority and that the decision has been adopted by unanimity.

There were no interventions.

Conclusion: The Management Board took note of the written procedures since the last meeting.

5. FINAL DRAFT SPD 2024-2026

The Chair introduced the point and explained the process which led to the final draft version of the SPD 2024-2026 shared with the MB members. For this reason, it was

The ED further elaborated on the process, citing the extensive time the MB members received to provide input and thanked for their contributions. Following this, the Head of Governance and

Coordination briefly summed up the main comments and requests for clarifications received and how they were reflected in the final document.

The members mentioned:

- That such documents are often copy and paste from previous years and that it is something to consider for future.
- The strive for better internal coordination and reflecting it also in the written format.

The ED confirmed that the documents will be revisited each year and that ELA remains committed to its mandate and will strive to fulfil its operational obligations.

The Chair asked ELA to put an extra sentence on internal coordination to the document to reflect the discussion while not changing the substance of the document.

Conclusion: The Management Board adopted the SPD 2024-2026 unanimously.

6. BUDGET 2024

The Chair introduced the point and **the ED** explained main differences between the draft budget adopted last year compared to the final one of this year – the main being in Title 3 for ELA to be able to better perform on the operational level.

The Commission congratulated ELA on a good budget especially in relation to its operational activities and then emphasized further need for enforcement and planning of the budgetary expenditures

Conclusion: The Management Board adopted the budget for 2024 unanimously.

7. INITIAL DRAFT SPD 2025-2027, INCLUDING DRAFT BUDGET 2025

The Chair introduced the point and reminded the MB members that after the adoption of the draft, there will be an extensive period of consultation in 2024 (as for SPD 2024-2026 this year).

The ED explains that the SPD builds on the previous ones and that it will be further updated to reflect ELA's growth. Additional emphasis is given to the fact that ELA will be fully operational in that period. Following this, the Head of Governance and Coordination further explains how the document reflects ELA's key strategic areas and specific objectives in them and how it will be reflected in practical activities.

The members mentioned:

- The suggestions to merge different sections of coordination into one, to emphasize the interdisciplinary functioning of ELA
- The need for the document to be flexible enough to reflect the possible revision of the outcome of ELA's mandate
- Numerous concrete suggestions to ELA's operational activities and strategic areas
- Emphasis on the fact that there are different EU agencies which do analytical work and that ELA's mandate is very operational. As such, its tasks and activities should reflect this

The Commission reflected on the individual suggestions and their feasibility in practical terms citing what the opportunities and challenges are.

The ED thanked the MB for all their comments, responding to them, and highlighted the synergies between different ELA activities and its multi-scope approach for the following years.

Conclusion: Following the extensive discussion on concrete areas, the Chair concluded that MB will have time to provide their first comments by *8th of December* and a written procedure will follow in order to approve the document.

8. UPDATE OF ACTIVITIES

The Chair introduced the regular Update on ELA's activities and then passed the floor to the ED.

The ED mentioned the pre-distributed ELA newsletter which included key activities from the last 3 months. Following this, he gave an extensive overview of different activities planned in the near future.

The members mentioned:

- Whether this overview could be shared with the MB Members
- Concrete activities from the past which they would like to also see in the future

Conclusion: The Chair concluded that the list will be shared by the Secretariat with the MB Members. The MB took a note of the update of activities

9. UPDATE FROM COMMISSION

The Chair introduced the point and then passed the floor to the representative of the European Commission to give a brief oral update on the latest policy developments relevant for ELA's work.

Conclusion: The Chair encouraged all MB members to fill in the ELA evaluation survey of the Commission.

10. UPDATE ON EURES PORTAL STRATEGY IMPLEMENTATION

The Chair introduced the point and reminded members about the presentation of the strategy during the June MB meeting and then passed the floor to the ED.

The ED introduced the implementation plan 2023-2024 that will be a foundation for future activities, until 2030. He explained how the portal's functionalities will be increased and reviewed to identify gaps and create a better user experience. He highlighted that strong consideration will be given to synergies and partnership with other EU level initiatives, such as EUROPASS.

Following this, the EURES portal business manager presented the strategic and operational points in detail and how the strategy will be implemented in practise. He explained how the focus on upgrades on the portal will be a big part of the 30-year anniversary of EURES in 2024.

The Commission expressed support and encouraged the collection of indicators on the number of placements facilitated by the portal to be done through the established performance measure system, to show results.

The members:

- Suggested how the involvement of employers would help to broaden the use of the platform.
- Suggested to consider user experience (UX) from the young professionals points of view.

The ED reacted that the portal takes note of all effective strategies out there to gather more users, including public sector and that cooperation with, and information from, employers will also play an important role going forward.

Conclusion: The MB takes note of the implementation plan and will be updated on the ECG discussions and progress of the strategy implementation in its next meeting.

11. DEVELOPMENT OF AN ELA WEB TOOL ON LABOUR MOBILITY INFORMATION

The Chair introduced the point and reminded of ELA's role in information provision relating to labour mobility and matching today's demands for web-based information access.

The ED presented the conceptualisation of the 'web tool', which will use state-of-the-art artificial intelligence software retrieving available information from existing national and EU-level websites, to deliver this information through the chatbot function to the information seeker. He clarified how the tool will not generate its own information and hence not duplicate the work of the MS, social partners or the EC.

The Head of Information and EURES Unit (INF) presented the objectives and features of the tool and outlined a roadmap of planned activities and tentative timeline.

The members:

- Welcomed and supported the initiative.
- Commented on the similarities of generative AI such as Chat GPT and the difference between such tools.
- Commented on the criteria for input of information and sources, as well as the involvement of national authorities and existing counselling services.
- Suggested focus groups to help the practical implications of the tool.
- Are keen on trying and seeing the pilot version.

The ED stated that the tools do not have to be mutually exclusive and that going forward, options of working with other AI tools will also be explored with strong emphasis on public service, rather than private companies. Furthermore, the importance of availability of correct information in different languages will be the cornerstone of the tool. The **Head of INF** unit confirmed that focus groups will be created and consulted and that the more operational part of the work will commence shortly. The decisions on the information fed to the tool will also be scrutinized by the expert groups.

Conclusion: The MB supports the plan and awaits updates on progress.

12. ELA REPORT ON CROSS-BORDER COOPERATION IN THE ROAD TRANSPORT SECTOR

The Chair introduced the report and then passed the floor to the ED.

The ED provided context for the report. Following this, the Head of Cooperation and NLOs Sector went into further detail on the objectives, findings and reflections of the report.

The members:

- Thanked ELA for the report and its findings.
- Highlighted the importance to focus on challenges in cooperation between Member States in the Road transport sector

Conclusion: The MB took note of the findings of the report on the Cross-border cooperation in the road transport field.

13. ELA CAPACITY BUILDING STRATEGY 2024-2030 AND ANNUAL PLAN OF ACTIVITIES FOR 2024

The Chair introduced the point and noted that the strategy will be discussed and adopted and then passed the floor to the ED.

The ED reminded the MB of ELA's role to support Member States with capacity building. He provided context for the new strategy. Following this, the Head of Capacity Building Sector presented the strategy's scope and objectives in further detail.

The members:

- Discussed the parallel activities of different European institutions
- Welcomed the initiative for its multisectoral benefits and supported further cooperation on the ground with unions and in individual Member States.

The Head of COP reflected on the fact that the Strategy will take into account any revision of ELA's mandate in the future. In addition, he further emphasized different activities ELA did in relation to trainings as well as reflecting Member State needs.

Conclusion: The MB discussed and approved the ELA Capacity Building Strategy 2024-2030.

14. REPORTING ON THE IMPLEMENTATION BY THE MEMBER STATE ON THE NON-BINDING OPINION ADOPTED DURING ELA'S MEDIATION PROCEDURE

The Chair introduced the point and then passed the floor to the ED.

The ED provided context for the the non-binding opinion. Following this, the Head of Cooperation Support unit presented further details of the case.

There were no interventions.

Conclusion: The MB took note of the report.

15. REPLACEMENT OF MEDIATORS APPOINTED BY MANAGEMENT BOARD DECISION 7/2022 OF 15 MARCH 2022

The Chair introduced the MB Decision and invited the members to adopt the amendment.

There were no interventions.

Conclusion: The Management Board adopts the amendment of the Decision No 7/2022 of 15 March 2022.

16. CONCLUSION OF THE FIRST DAY

The Chair concluded the first day of the meeting, citing no delay, and invited all present members to join the dinner.

17. INTRODUCTORY REMARKS BY THE CHAIR

The Chair welcomed the participants to the second day of the ELA Management Board meeting.

18. REPORT ON CONCERTED AND JOINT INSPECTION SUBMITTED IN LINE WITH ARTICLE 9(8)

The Chair introduced the point and then passed the floor to the ED.

The ED provided an overview of the concerted joint inspections (CJIs) carried out this year. Following this, the Head of Enforcement and Analysis unit (ENF) presented the report's scope and findings in further detail.

The members:

- Showed support for ELA's work and welcomed follow up information on the cases within the report
- Commented on the challenges within inspection in the Road Transport sector with regards to third country nationals.
- Commented on the discrepancy in number of checks and reported irregularities in individual cases between Member States.
- Highlighted certain situations which should be investigated in more detail during inspections (e.g. subcontracting, labour exploitation, and OSH matters).

The Commission showed support and suggested more thorough reporting on exact findings within labour exploitation and making links back to EU legislation to produce more precise results.

The ED explained that the bi-annual nature of the report makes this one more descriptive and that further details and analytics will be included in the next one. He further highlighted the strive for more CJIs in the future in close cooperation with EU Member States. The **Head of ENF** further confirmed the aim to do more targeted and detailed inspections while providing further explanation of how ELA records infringements in different inspections and how national models influence the numbers and outcomes.

Conclusion: The MB took note of the report.

19. REPORT ON DATA PROTECTION

The Chair introduced the point and then passed the floor to the ED.

The ED introduced the context of the report. Following this, the Data Protection Officer of the Authority presented the main areas of work, the implementation plan, activities and foreseen challenges of the report.

There were no interventions.

Conclusion: The MB takes note of the report and acknowledge that it contained the relevant information in relation to the personal data protection activities carried out over the last two years.

20. ANTI-FRAUD STRATEGY OF THE AUTHORITY 2024-2026

The Chair introduced the point and noted that this item is a decision as an updated strategy needs to be adopted for 2024-2026 and then passed the floor to the Senior Legal Officer.

The Senior Legal Officer provided an overview of the strategy and presented the objectives of the new strategy.

There were no interventions.

Conclusion: The Anti-Fraud Strategy for the period 2024-2026 has been adopted unanimously.

21. DESIGNATION OF REPORTING OFFICER FOR THE ANNUAL APPRAISAL PROCEDURES OF THE EXECUTIVE DIRECTOR OF THE EUROPEAN LABOUR AUTHORITY

The Chair introduced the amendment for adoption in line with Decision 7/2020 of 25.03.2020.

There were no interventions.

Conclusion: Decision on the designation of European Commission's reporting officer for the annual appraisal procedure of the Executive Director of ELA, amending MB decision 25/2020 has been adopted unanimously.

22. AMENDMENT OF THE ELA'S ESTABLISHMENT PLAN 2023

The Chair introduced the decision to adopt the modification of the ELA establishment plan for the year 2023 in line with Article 38 of the Financial Rules.

The ED proposed the option for modifications for 5 posts, covering 7% of the authorised posts, with ELA remaining with the same number of posts.

The Commission recommended that the ELA seeks the establishment plan at the moment of drawing up the draft budget, so when ELA starts a preliminary discussion on budget 2025 it can align with the establishment plan..

Conclusion: MB decision on the modification of the ELA establishment plan has been adopted unanimously.

23. APPOINTMENT OF MEMBERS OF THE ELA STAKEHOLDER GROUP

The Chair introduced the point and invited Members to appoint two changes in the Members and Alternates of ELA's Stakeholder Group.

There were no interventions.

Conclusion: The Appointment of Members and Alternate Members of the ELA Stakeholder Group was approved by the MB members.

24. PLANNING OF THE NEXT YEAR MB AND SG MEETINGS

The Chair invited the Members to take note of the next MB meetings in 2024. He noted that the first meeting will be organised on 15 and 16 May 2024 and will be joined with the Stakeholder Group meeting. Second formal meeting will be organised on 19 to 20 November 2024. He informed the MB of the Informal meeting planned to be organised from 17 to 19 September 2024.

There were no interventions.

Conclusion: The Management Board took note of the planning for the next Management Board meeting

25. ANY OTHER BUSINESS

The Chair gave the floor to a Member.

A Member followed up on activities and contact with Moldova in 2023 and invited ELA and Member States to get in contact if interested in participating in capacity building events.

The ED supported the action and reiterated that if it follows ELA's mandate, it can establish cooperation with 3rd countries.

At the end, **the Chair** reminded the Members to send their short bios to ELA's Management Board Secretariat to fulfil the obligations stemming from the Rules of Procedure and a request from the European Parliament.

26. CONCLUSION

The Chair closed the MB meeting at 12.15 pm, thanking all interested parties.