



**Record of proceedings**  
**16<sup>th</sup> Meeting of the Management Board of the European Labour Authority (ELA)**  
**27-28 November 2024, Bratislava, Slovakia**

**1. INTRODUCTION BY THE DEPUTY CHAIR**

**The Deputy Chair** opened the proceedings and welcomed all the Members of the ELA Management Board (MB) to the 16<sup>th</sup> MB meeting.

**2. ADOPTION OF THE AGENDA OF THE 16<sup>TH</sup> ELA MANAGEMENT BOARD MEETING**

**The Deputy Chair** presented the final draft of the agenda of the first day of the 16<sup>th</sup> ELA Management Board meeting.

**Conclusion:** The agenda of the first day of the 16<sup>th</sup> ELA Management Board was adopted by consensus.

**3. ADOPTION OF THE MINUTES OF THE 15<sup>TH</sup> ELA MANAGEMENT BOARD MEETING**

**The Deputy Chair** presented the final draft of the minutes of the 15<sup>th</sup> ELA MB meeting, mentioning that comments from individual members were reflected.

There were no interventions.

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

**4. FOLLOW-UP TO PREVIOUS MEETING AND WRITTEN PROCEDURES**

**The Deputy Chair** provided an overview of the written procedures launched since the 15<sup>th</sup> ELA Management Board meeting:

- The Consolidated Annual Activity Report 2023 and Annual Accounts of ELA were completed with all decisions unanimously adopted.
- Finalisation of the Working Arrangements with the Republic of Moldova was postponed to incorporate the EC remarks; the received draft has been updated and awaits further feedback for continuation.
- The small amendment to the SPD 2024-2026 was successfully adopted, enhancing the cooperation with Member States via 'national desks' at ELA.

- As regards the written consultation on the SPD 2025-2027 conducted in July, inputs, comments and integrations have been incorporated.

There were no interventions.

**Conclusion:** The Management Board took note of the outcomes of the documents submitted for written procedure.

## 5. UPDATE OF ACTIVITIES

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

**The ED** mentioned that ELA, as of 2024, has reached its full operational and human capacity and thanked the Staff for the hard work. Following this, the ED gave an overview of the different activities planned for 2025 and for the near future.

**The EC** acknowledged ELA's visibility after five years of operation but expressed concerns over the low number of post-inspection reports submitted by Member States, asking for improved cooperation and timely submission of the reports. EC also pointed out the need for having appropriate Key Performance Indicators (KPIs) to monitor the impact of ELA's activities.

**Members** appreciated the cross-border inspections, particularly regarding transport as well as the campaigns prepared by the Authority.

**Conclusion:** The Management Board took note of the update of activities of ELA.

## 6. UPDATE FROM THE COMMISSION

**The Deputy 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 to ELA's work.

**The EC** provided information about priorities of the new Commission in the field of employment and social policy, particularly regarding the new Action Plan for the Implementation of the European Pillar of Social Rights, the Quality Jobs Road Map, skills and empowerment of ELA with reference to EVP Minzatu mission letter. Furthermore, EC updated the Management Board on the proposal for the E-declaration tool and the state of play of ELA evaluation. Regarding the latter, EC updated the Management Board about the process of evaluation, including feedback from the Regulatory Scrutiny Board, **which referred to** the need for defining appropriate KPIs to monitor ELA's impact.

**The ED** expressed confidence in ELA's achievements over the past five years and emphasised its commitment to supporting the Commission's review, with a focus on impact as a key measure of the agency's success.

**The Members commented on:**

- The proposal for a regulation on the E-Declaration tool
- ELA evaluation

- Priorities of the new Commission

On the E-Declaration, Members noted the E-declaration's voluntary nature but raised some concerns about its integration with the established national systems and the rigidity of mandatory form content, suggesting dual-system options and greater flexibility.

Additionally, it was noted that simplification should not be the sole objective, but the protection of workers' rights should be also taken into account. Members requested details about the Commission's intended approach, including consultations and opportunities for social partners to contribute.

Regarding the future priorities of the Commission Members sought clarifications on the Commission's approach to the new action plan on the new Pillar of Social Rights and also emphasised the importance of timely involvement of social partners.

On the evaluation of ELA, Members referred to the possibility to strengthen ELA's mandate looking at several topics, including third country nationals and fair recruitment.

**Conclusion:** The Management Board took note of the update from the Commission.

## **7. MEMORANDUM OF UNDERSTANDING BETWEEN ELA AND ETF**

**The Deputy Chair** introduced the point explaining that the aim of the agreement is to establish synergies between the two agencies, and then passed the floor to the ED.

**The ED** stated the importance of the agreement to strengthen the relations and the cooperation between the agencies. Following this the ETF representative was invited to take the floor for a brief comment on the proposal.

**ETF** expressed eagerness to advance collaboration, focusing on shared initiatives, particularly in relation to addressing labour market imbalances within and beyond the EU.

**Conclusion:** The Management Board adopted the Memorandum of Understanding between ELA and ETF.

## **8. EURES 30 YEARS ACTIVITIES, UPDATES ON THE PORTAL STRATEGY IMPLEMENTATION AND THE EURES STRATEGY DEVELOPMENT PROCESS**

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

**The ED** emphasised EURES' 30th anniversary not only as an opportunity to increase EURES' visibility but also to have a more strategic perspective on EURES, to modernise and align it with ELA's activities. This relates to the implementation of the EURES portal strategy to enhance labour mobility in a digital era and highlighting synergies with tools like Europass. Following this, the Head of Unit Information and EURES presented the summary of activities along with its scope and findings in further detail.

**The EC** noted that it is necessary to also measure EURES' impact, its visibility and underlines the need to secure compliance with the legal framework as well as redesigning the EURES

portal strategy to take into account the needs of national authorities. The importance of EURES and Europass synergies was emphasised, focusing on improving user experience

**The Members** noted that EURES must keep adapting to the evolving labour market. While it reduces recruitment risks, greater attention to fair recruitment practices is still needed.

**The ED** stated that ELA has been advocating for a further coordination at EU-level employment architecture, emphasising the need to develop and extend synergies between existing tools such as EURES and Europass.

**Conclusion:** The MB took note of the information related to EURES 30<sup>th</sup> anniversary, development of the EURES strategy and of the implementation of the EURES portal strategy.

## 9. FINAL DRAFT SPD 2025-2027

**The Chair** introduced the point and explained the process which led to the final draft version of the SPD 2025-2027 submitted for the adoption.

**The ED** noted that in the period covered by the programming document it will be key to increase impact of ELA's activities. He mentioned social security as priority topic for 2025 as well as pointed to other key initiatives and areas, such as concerted and joint inspections, posting of workers and digitalisation. Following this, the **Head of Governance and Coordination** briefly summed up the main comments and requests for clarifications received from the Members of the Board and how they were reflected in the final document.

Based on the requests ELA has included, in the Annual Programme, an introductory summary to provide a comprehensive overview of the activities planned for social security in 2025.

**The Members** thanked for the presentation. The Commission pointed out to the need to review the KPIs also in light of the evaluation of the Authority and the comments received by the Regulatory Scrutiny Board. For the remuneration calculator tool, the Members commented:

- The need to pursue coordination with the social partners in the road transport sector, which are keen to support ELA's activities and suggest further discussion on the matter.
- Overall readiness to engage with ELA to implement the tool.

**The ED** thanked for the contributions and confirmed that ELA remains committed to continuous optimisation.

**Conclusion:** The Management Board adopted the SPD 2025-2027.

## 10. BUDGET 2025

**The Chair** introduced the point explaining the 2025 budget and its key allocations.

**The ED** informed the Members about the operational focus with slight increases in operational activities and digital solutions compared to 2024.

**The EC** reiterated the importance of sound financial management and in ensuring a better forecast of budgetary needs, referring to concerns raised in the draft discharge procedure from the EP, related to ELA's financial management. EC expressed its availability to support ELA in addressing these issues effectively.

**Members** asked ELA to provide explanatory notes for budget allocations where substantial increase is expected.

**The ED** reacted on the financial management, particularly the amount of carry-over budget. He pointed out that the high amount of carry-overs was caused by the pandemic and growth of the Authority and it has been reduced this year. A shared commitment to reduce carry-overs is in place. On the request for explanatory notes, the ED confirmed that ELA will do so.

The ED also stressed that ELA has almost 100% execution of the operational budget.

**Conclusion:** The Management Board adopted the budget for 2025.

## **11. INITIAL DRAFT SPD 2026-2028, INCLUDING DRAFT BUDGET 2026**

**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 2025 following the practice from previous years.

**The ED** explained that the SPD builds on previous versions and will continue to be updated to reflect ELA's full operational capacity. Greater emphasis will be placed on effectiveness and impact. The multiannual part was restructured with focus on the Authority's core areas of work and to align with ELA's priorities for 2026. Following this, the Head of Governance and Coordination further explained 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:**

- Emphasis should be placed on developing practices that strengthen fair recruitment and the need to tackle posting of third-country nationals.
- The importance of establishing the remuneration calculator was highlighted, while at the same time stressing its indicative nature
- ELA was invited to consider a different planning schedule in terms of campaign materials distribution to further streamline and enhance its operational activities.
- Greater clarity is needed on the care sector's domains, the focus for 2026, while ensuring continued attention to other fields, such as road transport and undeclared work.
- The overall conclusion was that enhanced data collection will be essential to evaluate ELAs performance effectively.
- The use of AI in recruitment and broader AI-related issues in labour mobility, as well as platform work should be further reflected in ELA's future activities.
- **The EC** reflected on the individual suggestions and their feasibility in practical terms citing what the opportunities and challenges are.
- A broader discussion was related to the topic of KPIs. The Commission repeated the need to make them more outcome-oriented focusing on measuring the impact of ELAs activities. On the other hand, ED highlighted the challenges in measuring the impact of a number of ELA's core activities, given the voluntary nature of ELA's activities as

well as the fact that ELA services complement and support national activities, and ELA has limited powers of initiative in relation to its tasks and activities, which are still dependant on the acceptance of the Member States. It was also pointed out that setting concrete quantitative KPIs may be contraindicative (e.g. targeted inspections have proven to have better impact, even though their number is lower than the rest of CJIs).

**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:** The Management Board adopted the Draft SPD 2026-2028. Further discussion on KPIs shall take place at the upcoming MB meeting in May 2025.

## **11.A AMENDAMENT OF BUDGET FOR THE FINANCIAL YEAR 2024**

The item was added to the agenda four days before the meeting, with prior agreement of the Chair and Deputy Chair as stipulated by the Rules of Procedure.

**The Chair** introduced the point on amendment to the 2024 budget to address increased payment needs and the need to ensure corresponding funding for the payments.

**The ED** explained that the decision proposes increasing payment appropriations to cover invoices for activities already implemented and address outstanding commitments from 2022. The adjustment ensures sufficient funding to meet obligations and support effective budget execution, with the situation already communicated to the European Commission.

**The Members** asked for clarity whether it means additional resources for ELA. **The ED** answered that the budget is the same and the amendment relates to availability of cash for paying the existing commitments, given that a great number of invoices arrived at Q4 of 2024.

**Conclusion:** The Management Board adopted the decision.

## **12. CHANGES IN WORKING GROUPS**

**The Chair** introduced the point citing that it follows discussions at the previous MB meeting where three decisions were prepared:

- 1) the establishment of the Working Group on Information
- 2) the establishment of the Working Group on Mediation
- 3) amendments to the Working Group on Inspections and Platform tackling undeclared work, incorporating horizontal adaptations

**The Chair** then further clarified that these decisions result from consultations with Working Group members, expert meetings, and input from the previous Management Board meeting. Following this, he passed the word to the ED.

**The ED** introduced the point on revising Working Group mandates, emphasising their key role in providing expert advice. New mandates are proposed for the Working Groups on Information and Mediation, incorporating horizontal adaptations, while changes to the Platform tackling Undeclared Work and the Working Group on Inspection are limited to formal harmonisation.

The revised mandate for the Working Group on Information adds expert meetings alongside traditional sessions, while the Working Group on Mediation will focus on improving the effectiveness and functionality of the ELA mediation procedure and possibly simplifying the Rules of Procedure. The horizontal adaptations applicable to all Working Groups are intended to clarify participation, chairing, and the Management Board's role in approving results intended for external use. Amendments to the Platform tackling Undeclared Work remain limited as discussions continue.

**The Members commented:**

- The need to clarify the process for external experts' absence of conflict of interest declarations and the invitation process was raised, along with questions about members' rights to request meetings.
- The Working Group on Mediation is essential, however the related procedures need to be made more accessible, faster, and flexible. The Management Board should be kept informed of all steps through reports and meetings, allowing for informed decisions on the group's future.
- Concerns were raised about the wording of 'senior-level' experts.

The Commission also did not support the possibility to appoint additional observer roles for other services of the Commission; **The ED and HoUs** followed up on the discussion, confirming ELA's objective to be more targeted with its WGs and have better processes to help deliver on ELA's mandate.

**Conclusion:** Following the discussion ELA was tasked to amend the draft decisions, particularly as regards the deletion of the additional observers from the Commission as well as deletion of the reference to 'senior' representatives from the WG Information members and to submit them for adoption for the next day.

### **13. CONCLUSION OF THE FIRST DAY**

**The Chair** concluded the first day of the meeting, informing that one point of the agenda will be moved to the second day due to time constraints. The Secretariat was tasked to send the updated agenda for day two to all Members.

### **14. INTRODUCTORY REMARKS TO THE SECOND DAY BY THE CHAIR**

**The Chair** welcomed the participants to the second day of the ELA Management Board meeting and presented the updated agenda for the second day including the additional point from the previous day.

### **15. UPDATE ON THE IMPLEMENTATION PROGRESS OF THE CAPACITY BUILDING STRATEGY AND PLANNING FOR 2025**

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

**The ED** added that ELA's capacity building mission is to support Member States in the consistent application of EU labour mobility law, fostering fairness and trust in the internal market. Progress aligns with the ELA Capacity Building strategy 2023- 2030, which provides



for the gradual implementation through a multi-annual timeframe that aligns with the strategic development of ELA and an annual delivery plan. Progress to-date has been met with positive feedback received from participants and stakeholders.

**The HoS CB** provided an overview of the CB Strategy implementation progress and presented the plan of activities for the coming year.

**Conclusion:** The Management Board took note of the implementation of the capacity building strategy as well as for the planned activity for next year.

## **16. REPORT ON CONCERTED AND JOINT INSPECTIONS**

**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 and mentioned that a summary of the report will be made available for public.

**The Members:**

- Emphasised the need to increase the number of joint inspections, enhance information exchange, and proposed mapping activities and creating a roadmap to strengthen alignment with ELA's work and support for competent authorities.
- Accentuated the importance of targeting prevention efforts toward raising awareness among workers and employers about inspection activities and their role in combating irregular work.
- Highlighted the need to strengthen the competencies of control agents and national authorities through improved understanding of regulatory frameworks and to foster deeper cooperation among Member States to achieve ambitious prevention and enforcement goals.
- Highlighted the importance to focus on the HORECA sector, given that it follows also with ELA's other activities.
- Requested and emphasised the need to improve national reporting quality with more detailed data and trends while minimising administrative burden and avoiding delays.

**The ED and HoU** thanked all Members for their interventions answering their queries and further confirmed ELA's commitment and dedication to a constant improvement of CJIs' quality and effectiveness.

**Conclusion:** The Management Board took note of and discussed the outcomes from the latest report on CJI.

## **17. ACTION PLAN FOR INVOLVING MEMBER STATES IN THE WEB TOOL IN LABOUR MOBILITY**

**The Chair** introduced the item, noting that it had been rescheduled from the previous day's agenda to the second day due to time constraints, then passed the floor to the ED.

**The ED** stated the importance of the web tool in terms of improvements in information provision and asked for the Management Board's support in the development of the tool, including its content, including access to collective agreements, to ensure the tool's success.



Following this, the **Head of Information and EURES Unit** presented the action plan in further detail.

**The Members:**

- Generally pointed out to the useful objective and potential of this initiative. Nonetheless, they flagged the need to further clarify it.
- Scrutinised the purpose and practical applicability of the web tool, its integration with existing available resources (i.e. to avoid duplication), and the potential inclusion of collective agreements per individual MS, which would increase the workload on national stakeholders as well as ELA's side.
- Expressed concerns about scope of the project and corresponding resources necessary for its implementation.
- Inquired about several aspects of the process of the validation of information to be used as a source for the AI-powered webtool, highlighting the potential risk of increasing the administrative burden on Member States.

**The ED** thanked all debate contributors and appreciated its richness. Additionally, he pointed out that the web tool can be integrated into any national website, with a disclaimer on liability, and noted that only one expert per country would be needed to ensure content accuracy.

**The Chair** concluded that while the Management Board sees merit in the objective of this initiative, not all Members are in full agreement on the details of the AI webtool. In light of this, the Management Board accepts the action plan, including the creation of the expert task force conditional upon ELA's reporting back to the Management Board on the details and practical aspects of the webtool.

## **18. REPORT ON DATA PROTECTION**

**The Chair** introduced the point and 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.

**The Commission** reiterated the need to ensure user friendliness of IT tools, for example in EURES, when taking into account compliance with the data protection rules and focus on what is possible and what needs to be changed, rather than putting emphasis on restrictions.

**Conclusion:** The Management Board took note of the report on ELA personal data protection for 2024.

## **CHANGES IN THE WORKING GROUPS – FOLLOW-UP ON THE DISCUSSIONS OF THE FIRST DAY OF THE MEETING**

**The Chair** re-introduced the point on changes in the Working Groups, citing that the updated documents have been shared with the MB Members, and explained changes in the document following the discussion held during the previous day, including the removal of the possibility to appoint observers from the Commission and 'senior' from expert nominations.

**Conclusion:** The Management Board adopted all three decisions on the changes in the Working Groups (Information, Mediation and horizontal adaptations).

## **19. REPORT ON ELA'S INTERNAL CONTROL SYSTEM ASSESSMENT 2023**

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

**The ED** further explained the aim of the report then passed the floor to the Compliance Specialist.

**The Compliance Specialist** provided a detailed overview explaining the assessment procedure related to ELA Internal Control System and noting that it pertains to 2023, as per Commission guidelines, with the report finalised in the last quarter of 2024. The assessment confirmed the functionality of the internal control system, with risks being effectively monitored and mitigation measures implemented, ensuring the framework operates properly.

**Conclusion:** The Management Board took note of the report on ELA's internal control system assessment for year 2023

## **20. APPOINTMENT OF NEW STAKEHOLDER GROUP MEMBERS AND ALTERNATES**

**The Chair** introduced the point and invited Members to appoint three new Members and Alternates of ELA's Stakeholder Group following the changes communicated to ELA.

**Conclusion:** The Management Board adopted the decision on the Appointment of Members and Alternates of the ELA Stakeholder Group.

## **21. PLANNING OF THE NEXT YEAR'S MB AND SG MEETINGS**

**The Chair** informed the Members of the upcoming Management Board (MB) and Stakeholder Group (SG) meetings scheduled for 2025, noting the following dates and locations:

- 26 February: 11<sup>th</sup> meeting with the SG, to be held in Bratislava.
- 6–7 May: 17<sup>th</sup> MB joint with SG meeting, to be held in Bratislava.
- 14 October: 12<sup>th</sup> SG meeting, to be held in Brussels.
- 25–26 November: 18<sup>th</sup> MB meeting, to be held in Bratislava.

There were no interventions.

**Conclusion:** The Management Board took note of the planning for the next Management Board and Stakeholder Groups meetings.

## **22. ANY OTHER BUSINESS**

**The Chair** opened the floor for interventions.

The Members requested to receive word version of documents, rather than just .pdf.

## **23. CONCLUSION OF THE SECOND DAY**

**The Chair** closed the MB meeting at 12.35 pm, thanking all interested parties.