



**Decision No 09/2025
of 10 November 2025
of the Management Board
amending the budget of the European Labour Authority for the financial year 2025**

THE MANAGEMENT BOARD OF THE EUROPEAN LABOUR AUTHORITY,

Having regard to Regulation (EU) 2019/1149 of the European Parliament and of the Council establishing a European Labour Authority, amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/3441, and in particular Article 25 (8) thereof (“ELA Regulation”),

Having regard to Decision No 21/2020 of 15 December 2020 of the Management Board on ELA’s Financial Rules, and in particular Article 10, 26 and 34 thereof,

Having regard to Decision No 13/2024 of 27 November 2024 of the Management Board on the budget 2025,

Having regard to the entry into force of the Joint Committee decision Joint Committee Decision No 319/2023 of 8 December 2023, and in particular Article 1 par. 3 let. j) thereof; Having regard to Decision No 1/2019 of the Management Board of the European Labour Authority of 17 October 2019 on the Rules of Procedure of the Management Board of the European Labour Authority, and in particular Article 10 thereof,

WHEREAS:

- (1) On November 27, 2024, the Management Board of the European Labour Authority (hereinafter ‘the Authority’) approved the budget for the financial year 2025 with EUR 50,116,425 for commitments and EUR 48,197,910 for payments.
- (2) On 11 February 2025, the Management Board adopted Decision No 1/2025 amending the budget of the Authority by incorporating EUR 351,925 for both commitment and payment appropriations. As a result, the budget of the Authority amounted to a total of EUR 50,468,350 for commitments and EUR 48,549,835 for payments.
- (3) ELA Regulations was incorporated into the Agreement on the European Economic Area (EEA) through the Joint Committee Decision No 319/2023 of 8 December 2023. The decision has entered into force on 1 June 2025 in line with the Agreement on EEA on 1 June 2025. The decision also provides for the contribution of Norway, Liechtenstein and Iceland (“EFTA contribution”) calculated in line with the applicable rules, particularly Article 82 of the EEA Agreement.
- (4) The revenues of a financial year shall be entered in the accounts for that financial year on the basis of the amounts collected during that financial year. Therefore, it is appropriate to enter the EFTA contribution into ELA’s budget that was received by the European Commission in the total amount of EUR 1,382,007 in commitment appropriations and EUR 1,328,481 in payment appropriations.
- (5) The Executive Director conducted a comprehensive budget review, utilising the most recent execution data and focusing on priorities and planned activities through year-end.

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- (6) A total of EUR 394,000, representing 2.3% of the initial budget, can be released from Title 1: Staff expenditure due to the unpredictable nature of these costs. The main portion of this reallocation concerns remuneration, which is affected by staff turnover.
- (7) EUR 433,000, equivalent to 12.01% of the initial budget, should be reallocated from Title 2: Building, Equipment, and Operating Costs. This adjustment primarily results from the deprioritisation of certain activities due to delays and unsuccessful procurement procedures.
- (8) The release of funds for administrative budget lines and the EFTA contribution will raise the commitment appropriations by EUR 2,209,007, which is 7.42% of Title 3 Operational expenditure. Most of these funds should be allocated to EURES activities due to the operational requirements. The increase of EUR 2,155,481 in payment appropriations should be assigned to budget lines—mainly EURES and Operational digital solutions—where project implementation is progressing faster than anticipated.

HAS DECIDED AS FOLLOW

Article 1

The Amending budget No 2 for the financial year 2025, as set out in the Annex to this Decision, is hereby adopted.

Article 2

This decision shall enter into force on the day of its adoption.

Done via written procedure, 13 November 2025.

For the Management Board

Tom BEVERS

Chairperson of the Management Board

Annex

Income Line	Description	Commitment appropriations including transfers, amendments	Amending budget No 2	New commitment appropriations	Payment appropriations including transfers, amendments	Amending budget No 2	New payment appropriations
4100	European Union contribution	50,468,350		50,468,350	48,549,835		48,549,835
5100	Third countries contribution	-	<u>1,382,007</u>	1,382,007	p.m.	1,328,481	1,328,481
5200	Other revenues	-		p.m.	p.m.		p.m.
	TOTAL REVENUE	50,468,350	<u>1,382,007</u>	<u>51,850,357</u>	48,549,835	<u>1,328,481</u>	<u>49,878,316</u>

Budget Line	Description	Commitment appropriations including transfers, amendments	Amending budget No 2	New commitment appropriations	Payment appropriations including transfers, amendments	Amending budget No 2	New payment appropriations
1100	Basic salaries and allowances - Temporary Agents	7,192,000		7,192,000	7,192,000		7,192,000
1110	Basic salaries and allowances - Contract Agents	1,400,000	<u>- 59,000</u>	1,341,000	1,400,000	<u>- 59,000</u>	1,341,000
1111	Allowances - SNEs	3,300,000	<u>- 200,000</u>	3,100,000	3,300,000	<u>- 200,000</u>	3,100,000
1112	Allowances -Traineeships	440,000	<u>- 40,000</u>	400,000	440,000	<u>- 40,000</u>	400,000
11	STAFF IN ACTIVE EMPLOYMENT	12,332,000	<u>- 299,000</u>	12,033,000	12,332,000	<u>- 299,000</u>	12,033,000
1200	Recruitment expenses	48,000		48,000	48,000		48,000

12	EXPENDITURE RELATED TO STAFF RECRUITMENT	48,000	-	48,000	48,000	-	48,000
1300	Missions expenses	350,000		350,000	350,000		350,000
13	MISSIONS	350,000	-	350,000	350,000	-	350,000
1400	Medical Services	185,000	- 30,000	155,000	185,000	- 30,000	155,000
1401	Early childhood centres and schools	1,000,000		1,000,000	1,000,000		1,000,000
1402	Other Social	360,000		360,000	360,000		360,000
14	SOCIO-MEDICAL EXPENDITURE	1,545,000	- 30,000	1,515,000	1,545,000	- 30,000	1,515,000
1501	Training	440,000	- 50,000	390,000	440,000	- 50,000	390,000
15	TRAINING	440,000	- 50,000	390,000	440,000	- 50,000	390,000
1601	Interim Staff	2,005,000		2,005,000	2,005,000		2,005,000
1602	Other external services	368,000	- 10,000	358,000	368,000	- 10,000	358,000
16	EXTERNAL SERVICES	2,373,000	- 10,000	2,363,000	2,373,000	- 10,000	2,363,000
1700	Reception, events and representation	10,000	- 5,000	- 5,000	10,000	- 5,000	5,000
17	RECEPTION, EVENTS AND REPRESENTATION	10,000	- 5,000	- 5,000	10,000	- 5,000	5,000
	TITLE 1 - Staff Expenditure	17,098,000	- 394,000	16,704,000	17,098,000	- 394,000	16,704,000

Budget Line	Description	Commitment appropriations including transfers, amendments	Amending budget No 2	New commitment appropriations	Payment appropriations including transfers, amendments	Amending budget No 2	New payment appropriations
2101	Rent	54,000	- 35,000	19,000	54,000	- 35,000	19,000
2102	Maintenance and security	341,500	- 115,000	226,500	341,500	- 115,000	226,500
21	RENT AND ASSOCIATED COSTS	395,500	- 150,000	245,500	395,500	- 150,000	245,500
2200	IT hardware & software	750,000	- 70,000	680,000	750,000	- 70,000	680,000
2202	Electronic communication	50,000	- 50,000	-	50,000	- 50,000	-
2204	Other IT related expenditure	1,531,000	50,000	1,581,000	1,531,000	50,000	1,581,000
22	INFORMATION, COMMUNICATION AND DATA PROCESSING (ICT)	2,331,000	- 70,000	2,261,000	2,331,000	- 70,000	2,261,000
2300	Furniture	45,000	- 42,000	3,000	45,000	- 42,000	3,000
2301	Other expenditure related to movable property	20,000	- 20,000	-	20,000	- 20,000	-
23	MOVABLE PROPERTY AND ASSOCIATED COSTS	65,000	- 62,000	3,000	65,000	- 62,000	3,000
2401	Stationery and office supplies	15,000	- 8,000	7,000	15,000	- 8,000	7,000
2402	Other administrative expenditure	170,000	- 80,000	90,000	170,000	- 80,000	90,000
2403	Legal advice	60,000	- 50,000	10,000	60,000	- 50,000	10,000
2404	Postage & delivery services	3,000		3,000	3,000		3,000

24	CURRENT ADMINISTRATIVE EXPENDITURE	248,000	- 138,000	110,000	248,000	- 138,000	110,000
2602	Meetings at ELA facilities	267,000	- 13,000	254,000	267,000	- 13,000	254,000
26	MEETING EXPENSES	267,000	- 13,000	254,000	267,000	- 13,000	254,000
2700	Internal Communication & Publication	300,000		300,000	300,000		300,000
27	INFORMATION AND PUBLISHING	300,000	-	300,000	300,000	-	300,000
	TITLE 2 - Building, Equipment and Operating Costs	3,606,500	- 433,000	3,173,500	3,606,500	- 433,000	3,173,500

Budget Line	Description	Commitment appropriations including transfers, amendments	Amending budget No 2	New commitment appropriations	Payment appropriations including transfers, amendments	Amending budget No 2	New payment appropriations
3100	Concerted and Joint Inspections	2,100,000	- 200,000	1,900,000	2,186,957	- 200,000	1,986,957
3101	Analysis and Risk Assessment	2,110,000	-	2,110,000	1,590,341	-	1,590,341
3102	Tackling Undeclared Work	900,000	-	900,000	1,631,688	-	1,631,688
31	ENFORCEMENT	5,110,000	- 200,000	4,910,000	5,408,986	- 200,000	5,208,986
3200	Cooperation	2,089,425		2,089,425	1,778,636		1,778,636
3201	Capacity Building	1,617,500	200,000	1,817,500	1,752,506		1,752,506
3202	Mediation	145,000		145,000	366,961		366,961
32	COOPERATION	3,851,925	200,000	4,051,925	3,898,103	-	3,898,103
3300	EURES	11,750,000	2,209,007	13,959,007	9,095,813	1,800,000	10,895,813

3301	Information and Services	2,050,000		2,050,000	1,843,240		1,843,240
33	INFORMATION	13,800,000	2,209,007	16,009,007	10,939,053	1,800,000	12,739,053
3400	Social partners and committees	118,860		118,860	100,456		100,456
3401	Governance and policy coordination	491,000		491,000	623,475		623,475
3402	Communication and awareness raising campaigns	3,634,900		3,634,900	4,134,310		4,134,310
3403	Facilitation of digital tools supporting labour mobility	259,940		259,940	541,414		541,414
3404	Operational digital solutions	2,497,225		2,497,225	2,199,538	555,481	2,755,019
34	GOVERNANCE	7,001,925	-	7,001,925	7,599,193	555,481	8,154,674
	TITLE 3 - Operational Expenditure	29,763,850	2,209,007	31,972,857	27,845,335	2,155,481	30,000,816
	TOTAL EXPENDITURE	50,468,350	1,382,007	51,850,357	48,549,835	1,328,481	49,878,316