



Decision No 10/2025
of 25 November 2025
of the Management Board
on the Single Programming Document of the European Labour Authority for
2026-2028

THE MANAGEMENT BOARD OF THE EUROPEAN LABOUR AUTHORITY,

Having regard to Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 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 (“the Founding Regulation” and “the Authority”), and in particular Article 18(1)(t) and Article 24 thereof;

Having regard to Decision No 21/2020 of 15 December 2020 of the Management Board on ELA’s Financial Rules, and in particular Article 32(3) thereof,

Whereas:

- (1) To ensure the implementation of the activities of the Authority, it is necessary to adopt an annual work programme for 2026 that shall be equivalent to a financing decision for the activities it covers.
- (2) According to Article 18(1)(t) of the Founding Regulation, the Management Board should adopt the Single Programming Document.
- (3) The annual EU contribution and the total number of establishment plan posts for the ELA will be decided in the framework of the Union annual budgetary procedure.

¹ OJ L 186, 11.7.2019, p.21.

- (4) To allow for flexibility in the implementation of the annual work programme 2026, it is appropriate to delegate the power to make non-substantial amendments to the annual work programme to the Executive Director,

HAS ADOPTED THIS DECISION:

Article 1

Single Programming Document

The Single Programming Document including the 2026 work programme for the implementation of the activities of the European Labour Authority for the year 2026, which shall be equivalent to a financing decision for the activities it covers, as set out in the Annex, is hereby adopted.

The Single Programming Document including the 2026 work programme for the implementation of the activities of the European Labour Authority for the year 2026, shall become definitive after the final adoption of the General Budget of the European Union for 2026.

In the event of a change in the amount of the European Union contribution and/or in the establishment plan, the respective provisions of the work programme shall be adjusted accordingly.

Article 2

Non-substantial amendments

The Management Board delegates the power to make non-substantial amendments to the work programme for the year 2026 to the Executive Director.

Cumulated changes to the amounts estimated in the annual work programme, not exceeding 20%, shall not be substantial, where those changes do not significantly affect the nature and the objective of the actions.

The decision on non-substantial amendments should be communicated to the Chairperson and Deputy Chairperson of the Management Board.

ELA/MB/2025/023

Done at Bratislava, 25 November 2025

For the Management Board

Tom BEVERS

Chairperson of the Management Board