Decision No 11/2025

of 25 November 2025

of the Management Board

on the Budget 2026

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) 2016/344[1] ("the Founding Regulation" and "the Authority"), and in particular Article 25 (3) thereof;

Having regard to the Regulation (EU, Euratom) 2018/10462 of the European Parliament and of the Council of 18 July 2018 on the financial rules applicable to the general budget of the Union, hereinafter called "General Financial Regulation";

Having regard to the Decision No 21/2020 of 15 December 2020 of the Management Board on ELA's Financial Rules, and in particular Article 70 thereof;

HAS DECIDED AS FOLLOW:

Sole article

1. The Budget for the financial year 2026 and the establishment plan, as set out in the annexes, are hereby adopted.

2. It shall become definitive after final adoption of the Union budget setting the amount of the contribution and the establishment plan. If necessary, the budget of ELA and its establishment plan shall be adjusted accordingly.

Done at Bratislava, 25 November 2025

For the Management Board

Tom BEVERS

Chairperson of the Management Board

[1] OJ L 186, 11.7.2019, p.21.

ANNEX I

Income Line	Description	Commitment Appropriaiton (EUR)	Payment Appropriation (EUR)
4100	European Union contribution	51,170,220	51,477,513
4101	EFTA contribution	p.m.	p.m.
5100	Revenue from operational activities	p.m.	p.m.
5200	Administrative refunds	p.m.	p.m.
	TOTAL REVENUE	**51,170,220**	**51,477,513**

Budget Line	Description	Commitment Appropriaiton (EUR)	Payment Appropriation (EUR)
1100	Basic salaries and allowances - Temporary Agents	7,700,000	7,700,000
1110	Basic salaries and allowances - Contract Agents	1,650,000	1,650,000
1111	Allowances - SNEs	3,000,000	3,000,000
1112	Allowances -Traineeships	450,000	450,000
11	**STAFF IN ACTIVE EMPLOYMENT**	**12,800,000**	**12,800,000**
1200	Recruitment expenses	40,000	40,000
12	**EXPENDITURE RELATED TO STAFF RECRUITMENT**	**40,000**	**40,000**
1300	Missions	360,000	360,000
13	**MISSIONS**	**360,000**	**360,000**
1400	Medical Services	200,000	200,000
1401	Early childhood centres and schools	1,100,000	1,100,000
1402	Other Social	400,000	400,000
14	**SOCIO-MEDICAL EXPENDITURE**	**1,700,000**	**1,700,000**
1501	Training	350,000	350,000
15	**TRAINING**	**350,000**	**350,000**
1601	Interim Staff	1,800,000	1,800,000
1602	Other external services	400,000	400,000
16	**EXTERNAL SERVICES**	**2,200,000**	**2,200,000**
1700	Representation	20,000	20,000
17	**REPRESENTATION**	**20,000**	**20,000**
	TITLE 1 - STAFF EXPENDITURE	**17,470,000**	**17,470,000**

Budget Line	Description	Commitment Appropriaiton (EUR)	Payment Appropriation (EUR)
2101	Rent	39,724	39,724
2102	Maintenance and security related to buildings	396,000	396,000
21	**BUILDINGS AND ASSOCIATED COSTS**	**435,724**	**435,724**

2200	IT hardware & software and AV equipment and services	800,000	800,000
2204	Other IT related expenditure	1,600,000	1,600,000
22	**INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)**	**2,400,000**	**2,400,000**
2300	Furniture	10,000	10,000
2301	Other expenditure related to movable property	15,000	15,000
23	**MOVABLE PROPERTY AND ASSOCIATED COSTS**	**25,000**	**25,000**
2401	Office supplies	15,000	15,000
2402	Other administrative expenditure	110,000	110,000
2403	Legal advice	71,500	71,500
2404	Postage & delivery services	3,500	3,500
24	**MISCELLANEOUS ADMINISTRATIVE EXPENDITURE**	**200,000**	**200,000**
2602	Meetings expenses	180,000	180,000
26	**MEETING EXPENSES**	**180,000**	**180,000**
2700	Internal Communication & Publication	250,000	250,000
27	**INFORMATION AND PUBLISHING**	**250,000**	**250,000**
	TITLE 2 - BUILDING, EQUIPMENT AND OPERATING EXPENDITURE	**3,490,724**	**3,490,724**

Budget Line	**Description**	**Commitment Appropriaiton (EUR)**	**Payment Appropriation (EUR)**
3100	Concerted and Joint Inspections	2,130,000	1,200,000
3101	Analysis and Risk Assessment	1,890,000	1,370,000
3102	Tackling Undeclared Work	1,160,000	750,000
31	**ENFORCEMENT**	**5,180,000**	**3,320,000**
3200	Cooperation	2,100,000	1,400,000
3201	Capacity Building	2,310,000	1,500,000
3202	Mediation	150,000	109,999
32	**COOPERATION**	**4,560,000**	**3,009,999**
3300	EURES	11,269,706	16,983,000
3301	Information and Services	1,800,000	1,850,000
33	**INFORMATION AND EURES**	**13,069,706**	**18,833,000**
3400	Social partners and committees	130,000	100,000
3401	Governance and policy coordination	889,790	300,000
3402	Communication and awareness raising campaigns	3,500,000	2,850,000
3403	Facilitation of digital tools supporting labour mobility	180,000	250,000
3404	Operational digital solutions	2,700,000	1,853,790

34	**GOVERNANCE, COMMUNICATION, STAKEHOLDER RELATIONSHIP AND DIGITAL SOLUTIONS**	**7,399,790**	**5,353,790**
	TITLE 3 - OPERATIONAL EXPENDITURE	**30,209,496**	**30,516,789**
	TOTAL EXPENDITURE	**51,170,220**	**51,477,513**

Annex II: ELA ESTABLISHMENT PLAN 2026

1. ESTABLISHMENT PLAN

Function group and grade	2026	
	Authorised budget	
	Permanent posts	Temporary posts
AD 16		
AD 15		1
AD 14		
AD 13		
AD 12		2
AD 11		3
AD 10		2
AD 9		12
AD 8		10
AD 7		21
AD 6		1
AD 5		
AD TOTAL	**0**	**52**
AST 11		
AST 10		
AST 9		
AST 8		
AST 7		
AST 6		1
AST 5		7
AST 4		7
AST 3		

AST 2		
AST 1		
AST TOTAL	**0**	**15**
AST/SC 6		
AST/SC 5		
AST/SC 4		
AST/SC 3		**2**
AST/SC 2		
AST/SC 1		
AST/SC 6		
AST/SC TOTAL		**2**
GRAND TOTAL	**69**	

2. **EXTERNAL PERSONNEL**

Contract agents	Authorised budget 2026
Function Group IV	20
Function Group III	5
Function Group II	-
Function Group I	-
TOTAL	**25**

Seconded National Experts	Authorised budget 2026
TOTAL	**53**