Record of proceedings
17th Meeting of the Management Board of the European Labour Authority (ELA)
16-17 June 2025, Bratislava, Slovakia

1. INTRODUCTION BY THE CHAIR

The Chair opened the proceedings and welcomed all Members of the ELA Management Board (MB) to the 17th MB meeting.

2. ADOPTION OF THE AGENDA OF THE 17TH ELA MANAGEMENT BOARD MEETING – DAY 1

The Chair presented the final draft of the agenda of the first day of the 17th ELA Management Board meeting.

Conclusion: The agenda of the first day of the 17th ELA Management Board meeting was adopted by consensus.

3. ADOPTION OF THE MINUTES OF THE 16TH ELA MANAGEMENT BOARD MEETING

The Chair presented the final draft of the minutes of the 16th ELA MB meeting, mentioning that comments from individual members were reflected.

There were no interventions.

Conclusion: The Management Board adopted the minutes from the previous meeting.

4. FOLLOW UP TO PREVIOUS MEETING AND WRITTEN PROCEDURES

The Chair provided an overview of the written procedures launched since the 16th ELA Management Board meeting: two procedures on the financial aspects of ELA, on the amendment of the budget 2024 from December 2024, and a written procedure amending budget number one for the financial year 2025. Additionally, the written procedure on the Working Arrangements with the Republic of Moldova was launched. All written procedures were concluded by adoption of the corresponding Management Board decision.

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

5. DRAFT CONSOLIDATED ANNUAL ACTIVITY REPORT

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

The ED highlighted three key achievements: the publication of the Authority's first report in full operational capacity, supported by complete financial and human resources; the stabilisation and growing use of ELA tools by Member States; and a record number of supported activities, including 117 joint and concerted inspections, strong participation in mutual learning programmes, and expanded information and awareness efforts.

The Members

- Congratulated ELA on its accomplishments.
- Noted the absence of any reference to the 2024 Report of the Belgian Presidency, on the evaluation of ELA's work, and suggested it should be mentioned for completeness.

The Chair took note of the point raised and suggested adding the reference, proposing it be included as a footnote.

Conclusion The members accepted to include the reference, with a suggestion on its placement to be shared by the Day 2 of the meeting, after which the report could be adopted (see point 12).

6. ANNUAL ACCOUNTS OF ELA

The chair introduced the point. He then passed the floor to the accounting officer

The Accounting Officer presented the item in further detail, outlining the 2024 accounts which provide a comprehensive overview of the Agency's financial position.

Conclusion the Management Board adopted the decision on the annual accounts.

7. ELA EXECUTIVE DIRECTOR – (RE)ELECTION

The Chair introduced the item on the possible re-election of the Executive Director, noting the Commission's formal opinion proposing a five-year extension based on a positive performance assessment. He then passed the floor to the Executive Director for a brief presentation.

The ED presented his plans and priorities for the next five years and confirmed his intention to continue serving in the role.

Conclusion The election was conducted by secret ballot, with the outcome of the vote being 26 yes / 0 no / 2 abstained), and, consequently, the Executive Director was re-elected for a new five-year term with effect from 16 December 2025.

8. ADOPTION BY ANALOGY OF THE COMMISSION DECISION C(2025) 2495 OF 13 MAY 2025 ON THE GENERAL PROVISION FOR IMPLEMENTING ARTICLES

11,12 AND 13 OF ANNEX VII TO THE STAFF REGULATIONS OF OFFICIALS AND ON AUTHORISED TRAVEL

The Chair introduced the point. There were no comments from the Members of the MB.

Conclusion: The Management Board adopted the decision unanimously.

9. 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.

The Members:

- Positively evaluated the report and highlighted significant progress in CJIs, with increasing participation from Member States and successful outcomes.
- Emphasised the importance of effective follow-up to inspections, highlighting the need for feedback on outcomes to properly assess impact.
- Suggested to enhance effectiveness, particularly through strengthened cooperation with sectoral social partners.
- Underlined the need for a more robust sanctions regime as an important tool to reduce fraud and prevent abuse of labour legislation, aligning with the overall goals of ELA's activities.
- Highlighted that more targeted and high-profile inspections would help to increase the visibility and perceived effectiveness of ELA's work.

The ED and HoU thanked all Members for their interventions answering their queries and further confirmed ELA's commitment to revisit this topic during the informal Management Board meeting in September, with a broader perspective on what lies ahead for ELA and its future plans.

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

10. ENHANCING COOPERATION BETWEEN ELA AND NATIONAL SOLVIT CENTRES

The Chair introduced the item, noting that the Management Board had received a background document. He then passed the floor to the ED.

The ED provided an overview of the need and added value of closer cooperation with SOLVIT centres, including options for collaboration beyond mediation. He then passed the word to the Head of Cooperation Support unit for a further detailed presentation of the proposal

The Members

- Expressed the need for concrete and tangible examples of SOLVIT cases that could involve ELA support, whilst emphasising that mediation should remain a voluntary process.

- Called for a stronger cooperation between ELA and the Administrative Commission in relation to SOLVIT cases in the area of social security coordination, emphasising that such collaboration was essential to avoid any duplication of efforts.

The Chair and HoU thanked the Members for their interventions and addressed the queries raised. They clarified that the proposal did not seek to alter the existing mediation process, but rather to offer additional, voluntary forms of cooperation to support the resolution of SOLVIT cases, including possible referral for mediation**.** As regards examples of SOLVIT cases which could potentially be referred to ELA, the HoU directed those members to the annual reports listing the SOLVIT cases in the area of labour mobility and social security coordination which remained unresolved.

Conclusion: The Management Board took note of the proposal.

11. CONCLUSION OF THE FIRST DAY

The Chair concluded the first day of the meeting, informing that due to time constraints, the agenda of Day 2 would be slightly modified.

12. INTRODUCTORY REMARKS BY THE CHAIR DAY 2

The Chair welcomed the participants to the second day of the ELA Management Board meeting, presented the agenda, and showcased the update to the Consolidated Annual Activity report 2024. There were no further interventions, and the CAAR 2024 was adopted.

13. ADOPTION OF THE AGENDA OF THE 17TH ELA MANAGEMENT BOARD MEETING DAY 2

The Chair presented the final draft of the agenda of the second day of the 17th ELA Management Board meeting.

Conclusion: The agenda of the second day of the 17th ELA Management Board meeting was adopted.

14. ELA EVALUATION – PRESENTATION BY THE COMMISSION

The Chair introduced the item. He then passed the floor to the representative of the European Commission to give a formal presentation and overview of the document.

The Commission provided an in-depth presentation of the first evaluation of ELA, covering its first five years, with a focus on the 2019–2023 period. The Commission mainly focused on:

- Highlighting ELA's overall effectiveness, having achieved progress on its objectives, improved visibility, and enhanced the availability and accessibility of information on intra-EU mobility rights and obligations — while noting that challenges remained, including certain limitations in its mandate.

- The need to adopt a comprehensive strategic approach to better integrate and coordinate its activities internally and with other EU bodies.
- The importance of strengthening the impact of information campaigns by targeting specific beneficiaries and developing indicators and strategies to measure effectiveness.
- The need to consolidate and better link the EURES platform to ELA's core activities, ensuring it contributes more directly to operational goals.
- The need to enhance the mediation function by building trust among Member States and improving both awareness and efficiency of the process.
- The need to define outcome-oriented objectives for capacity-building activities and assess their actual impact.

The ED briefly took the floor to further discuss ELA's future strategies and direction. He outlined two possible paths for improvement: the first, advancing ELA within the current mandate; the second, a potential revision of the mandate. He noted such a revision could strengthen ELA's role and competencies, particularly in addressing pressing challenges in labour mobility.

The Members appreciated the debrief and mainly commented on:

- Evaluation and current mandate: Broad support for the evaluation and its conclusions, with recognition that ELA had only been fully operational since 2024. Many members stressed that there is still room to enhance performance within the existing mandate.
- Mandate revision discussion: Views diverged on revising the mandate. Some expressed reservation, recommending an impact assessment first, while others noted that addressing legislative gaps could strengthen ELA's role.
- Operational capacity and inspections: A call for stronger cross-border enforcement support without replacing national inspections. Members emphasised boosting operational capacity, improving data exchange, and better aligning concerted and joint inspections (CJIs) with risk analysis and data to increase effectiveness of ELA's support.
- Data, risk analysis, and observatory functions: Emphasis on developing ELA's analytical capacity and using existing reports and statistics to detect problematic patterns, with suggestions to establish an observatory on recurrent issues and trends in the labour market.
- Capacity building: Support for making capacity-building activities more outcome-oriented and strategically linked to operational goals.
- Digital tools and AI: Members highlighted the need to address risks linked to increased digitalisation and ensure existing tools function synergistically and effectively.
- Access to Information and EURES: A need for more targeted and practical information for mobile workers and employers, including improvements to the EURES platform and better use of digital channels.
- Undeclared work platform: The platform tackling undeclared work should be better integrated with other ELA activities.

Conclusion: The Management Board took note of the ELA evaluation presented by the European Commission.

15. UPDATE FROM THE COMMISSION

The Chair introduced the item. He then passed the floor to the representative of the European Commission to give updates relevant to ELA's work

The Commission provided an overview of relevant activities and initiatives, including the European Competitiveness Compass and the review of the 2021 European Pillar of Social Rights Action plan, alongside preparations for a new action plan. Additional highlights included the Single Market Strategy, the Quality Jobs Roadmap currently in development, and the EU Talent Pool initiative. The Commission also referenced the e-Declaration, pending Parliament's position before trialogues could commence, as well as the revision of social security coordination regulations. Finally, the upcoming adoption of the Fair Labour Mobility Package, expected in 2026, was noted.

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

16. UPDATE OF ACTIVITIES

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

The ED provided a general overview of the item, then mentioned the pre-distributed ELA newsletter which included key activities since the last MB meeting. Following this, he passed the floor to ELA Head of Units for a more in-depth overview of different activities planned in the near future per individual units.

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

17. PRIORITIES FOR 2026 AND 2027

The Chair introduced the agenda item and highlighted the importance of this discussion for ELA to update the Single Programming Documents 2026-2028 as well as to launch work on the draft Single Programming Document 2027-2029.

The ED presented the structure of the note, highlighting five thematic areas: posting, free movement, undeclared work, social security coordination, and road transport. He also referred to digitalisation as a cross-cutting theme. The ED also noted the proposed sectoral focus for 2028, which would be the retail sector.

The Members

- Emphasised the need to include logistics-related areas such as storage and warehouses, particularly in connection with distribution centres, in inspection activities.
- Highlighted the importance of ELA's contribution to preventing and combating organised crime within its mandate, particularly regarding the misuse of posting and social security systems.

- Stressed the need for ELA to operate in synergy with national authorities, police, and Europol during inspections to address cross-border abuses effectively.
- Supported exploring new sectors after proper risk assessment, while underlining the importance of maintaining focus on sectors like construction and road transport through enforcement and analysis activities.

The ED thanked for the contributions and underlined that there would be further possibilities to discuss the document at the next Management Board meeting in November.

Conclusion: The MB discussed the ELA priorities for 2026 and 2027 and provided input for ELA's SPDs.

18. REVISION OF GUIDELINES FOR CJIS – CASE SUBMISSION TO ELA BY SPOs

The Chair presented the item concerning the revision of the CJI guidelines, specifically the procedure for case submission to ELA by social partner organisations (SPOs). He then passed the floor to the ED.

The ED explained that the review aimed to simplify and improve the guidelines. While the final version would be submitted to the Management Board for approval later, input on possible amendments to the draft was welcomed at this stage. He then passed the floor to the Head of unit for Enforcement and Analysis.

The HoU provided an overview of the item and opened the floor for further discussion.

The Members

- Emphasised the need for a simple, accessible, and meaningful procedure for national social partners to submit cases to ELA, as foreseen in Article 8 of the Regulation, noting that the current guidelines fell short in terms of clarity and follow-up.
- Highlighted that improved procedures could support more targeted enforcement actions and strengthen the role of social partners in addressing labour mobility issues.
- Stressed the importance of maintaining coordination with national authorities, recognising their key role in inspections and enforcement, and underlined the need for national authorities to be informed when cases were submitted calling for strong communication and cooperation between all actors to ensure effective case handling.
- Expressed preference for simultaneous communication with both national authorities and ELA to ensure transparency and efficient mobilisation of resources.

The HoU clarified that views within the Board were diverse but reiterated that the intention behind the proposed revisions was to simplify the rules and to facilitate the submission of cases to both national authorities and ELA, while respecting the voluntary participation of Member States.

The Chair acknowledged the lack of a clear consensus but noted a general openness to a two-tiered approach:

- In regular cases, national authorities would be informed in advance about the intention of national social partners organisations to submit a case to ELA

- In urgent or exceptional cases, information would be shared simultaneously with both ELA and national authorities.

The Chair underlined there were no disadvantages to this simultaneous communication and proposed that the first step in such scenarios should involve informing the National Liaison Officers.

Conclusion The Board agreed to continue developing the proposal based on the two-tiered approach and to revisit the revised version at the next meeting**.**

19. APPOINTMENT OF MEDIATORS, EXPERTS AND CHAIR FOR THE MEDIATION BOARD

The Chair introduced the point noting that 24 nominations were received from 17 Member States and that all nominees were confirmed by ELA meeting the eligibility criteria.

Conclusion: The Management Board adopted the decision on the Appointment of Mediators Experts and Chair for the Mediation Board

20. APPOINTMENT OF NEW STAKEHOLDER GROUP MEMBERS AND ALTERNATES

The Chair introduced the point and invited Members to appoint the 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. UPCOMING WRITTEN PROCEDURES

The Chair informed that no formal written procedure was foreseen. A written consultation on the SPD would follow as per the usual practice.

Conclusion The Management Board took note of the upcoming written consultation.

22. AOB

The Chair opened the floor for interventions.

Conclusion There were no interventions.

23. CONCLUSION OF THE DAY

The Chair closed the MB meeting at 15.30 pm, thanking all interested parties.