



# The European Labour Authority

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Senior officer  
Cooperation Support Unit

**Seminar**  
*Mobilità transnazionale dei  
lavoratori*

**Modena, 1 March 2024**

# Labour mobility in the EU

## *Latest figures*

- **13.9 million EU citizens residing in an EU Member State other than that of their citizenship**

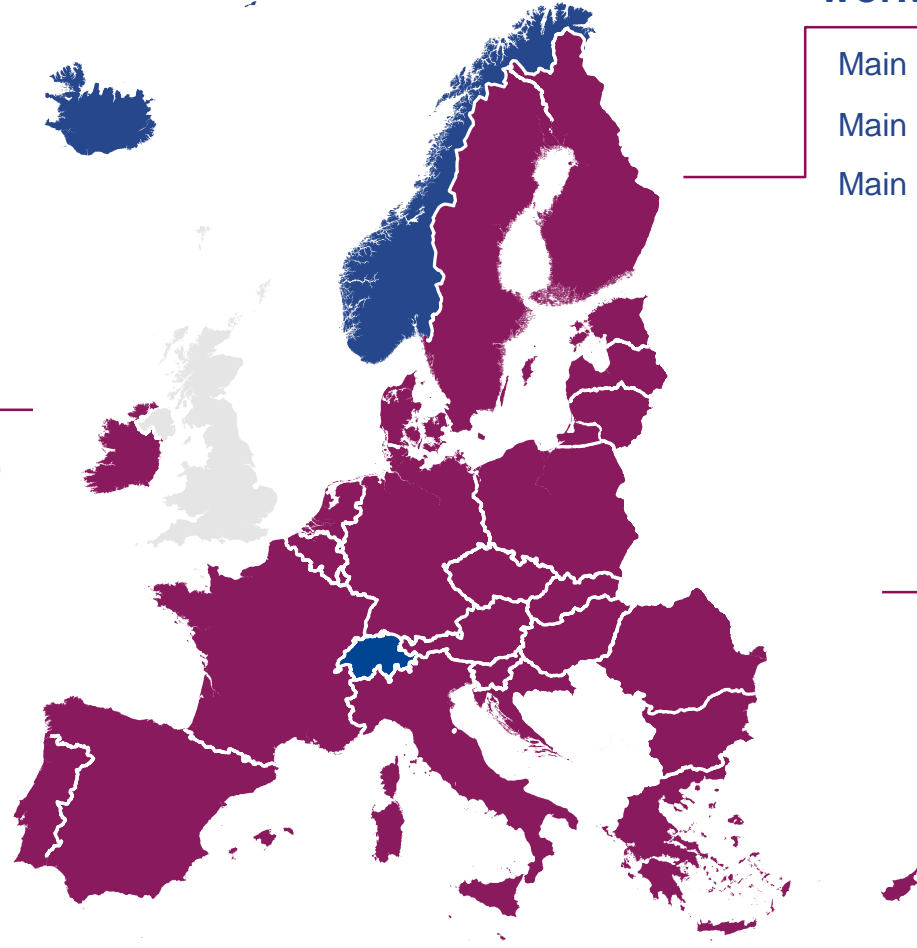
(10.2 million of working age)

- **1.4 million workers active in two or more Member States**

Main issuing country: PL

Main sector: freight transport

Average duration: 325 days



- **1.7 million cross-border workers**

Main countries of destination: DE, CH, LU

Main countries of origin: FR, PL

Main sectors: transport, wholesale & retail

- **2.6 million posted workers**

Main sending country: DE, PL

Main sector: construction

Average duration: 106 days

*Free movement of workers and freedom to provide services – two of the fundamental freedoms of the EU*

# Labour mobility in the EU

## Challenges



**Information** about rights and obligations of mobile workers not always easily understood or easily accessible



Inadequate **cooperation** and timely sharing of data between national authorities to correctly implement EU law related to labour mobility



Lack of well-established mechanisms for joint-cross border **enforcement** activities



Insufficient **capacity** of competent authorities to organise cooperation with other authorities across border



Lack of **mediation** mechanism in case of disagreements

# Regulation (EU) 2019/1149 of 20 June 2019 Establishing a European Labour Authority

*‘To assist Member States and the Commission in their effective application and enforcement of Union law related to labour mobility across the Union and the coordination of social security systems within the Union.’*

## ELA's MISSION

*To help strengthen fairness and trust in the internal market*



**Jean-Claude Juncker**  
@JunckerEU

...

This was my last [#TripartiteSocialSummit](#), but work on the social dimension of the [#EU](#) must go on. I am happy that we can build on the European Pillar of [#SocialRights](#) and that the [#EULabourAuthority](#) starts its work today. It wouldn't be Europe if it was not social.

[Traduci post](#)





## Mandate

### ELA Regulation 2019/1149

- **Free movement of workers**  
(Regulation 492/2011; Directive 2014/54)
- **Posting of workers**  
(Directives 96/71 (as amended by 2018/957) and 2014/67)
- **Social security coordination**  
(Regulations 883/2004 and 987/2009)
- **Specific rules for road sector**  
(Regulations 561/2006 and 1071/2009; Directives 2006/22 and 2020/1057)

# Four objectives



Strengthened **cooperation between national authorities** in cross-border enforcement, including inspections;



**Mediation** in disputes between Member States on the application of EU law concerning labour mobility;



Supporting cooperation between Member States in **tackling undeclared work**;



Easier **access to information** and labour mobility services for individuals, employers and social partners.

# Seven tasks

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- › Facilitate **access to information** for individuals and employers on labour mobility and **coordinate the EURES**
- › Facilitate **cooperation and the exchange of information** between Member States
- › **Coordinate and support concerted and joint inspections**
- › Carry out **analysis and risk assessment** on issues of cross-border labour mobility
- › Support Member States with **capacity-building**
- › Support Member States in **tackling undeclared work**
- › **Mediate disputes** between Member States



# Areas of competence



**Free movement  
of workers**



**Tackling  
undeclared work**



**Posting of  
workers**



**Social aspects of  
international road transport**



**Coordination of social  
security systems**

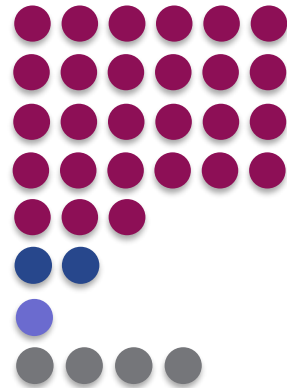
# Management structure

Executive Director  
Cosmin BOIANGIU

ELA HQ: Landererova  
12,  
Bratislava, Slovakia



## Management Board



27

*Member States*

1

*Independent expert  
nominated by the EU  
parliament*

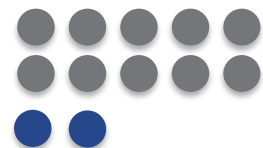
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*The European  
Commission*

4

*EU level social partners*

## Stakeholder Group



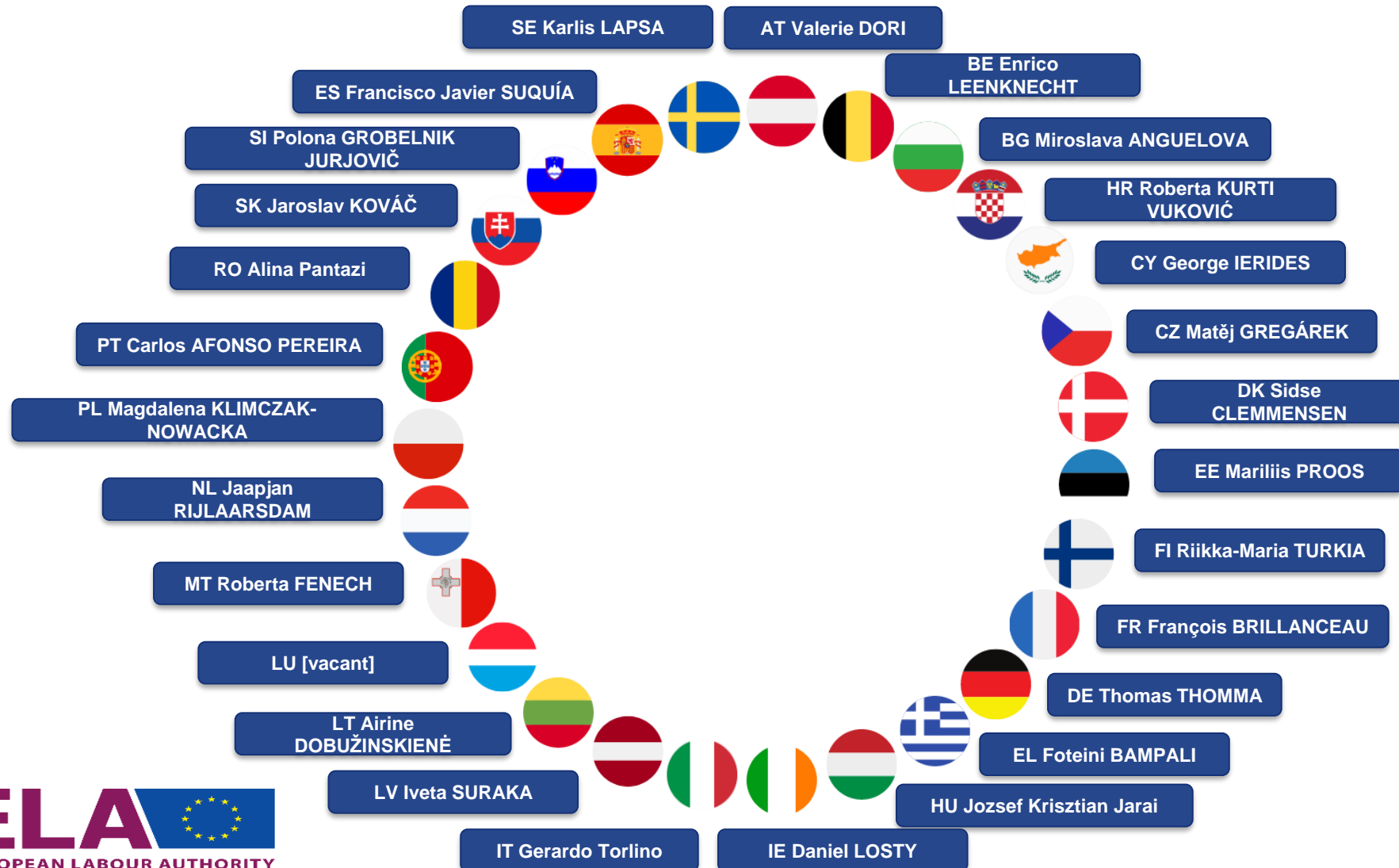
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*EU level  
social  
partners*

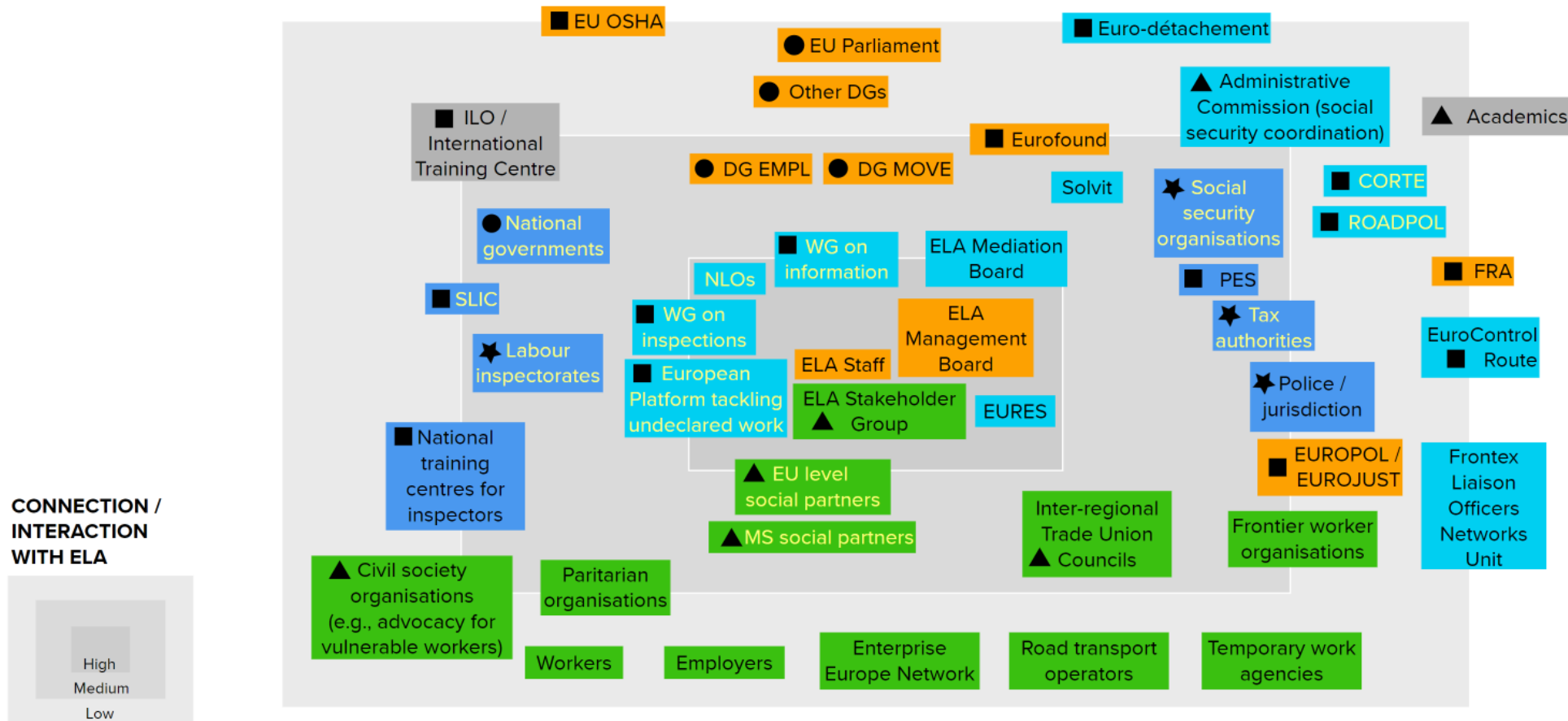
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*The European  
Commission*

# National Liaison Officers



# Key stakeholders



**GOVERNANCE**

**RESOURCES**

- EU governmental
- MS governmental
- Network of MS
- Non-governmental
- Existing capacity building efforts
- Advisory capacity
- Policy-making
- Law enforcement

# Strategic areas: Enabling Cooperation

Support the *effective compliance and cooperation obligations*, including information exchange, in the areas of EU law within ELA's legal scope.



Facilitate the **cooperation and acceleration of information exchanges** between national authorities and support their effective compliance with obligations.



Facilitate the **mediation of disputes between two or more Member States** regarding cases of application of EU law



**Build capacity** and promote **mutual understanding** of national authorities

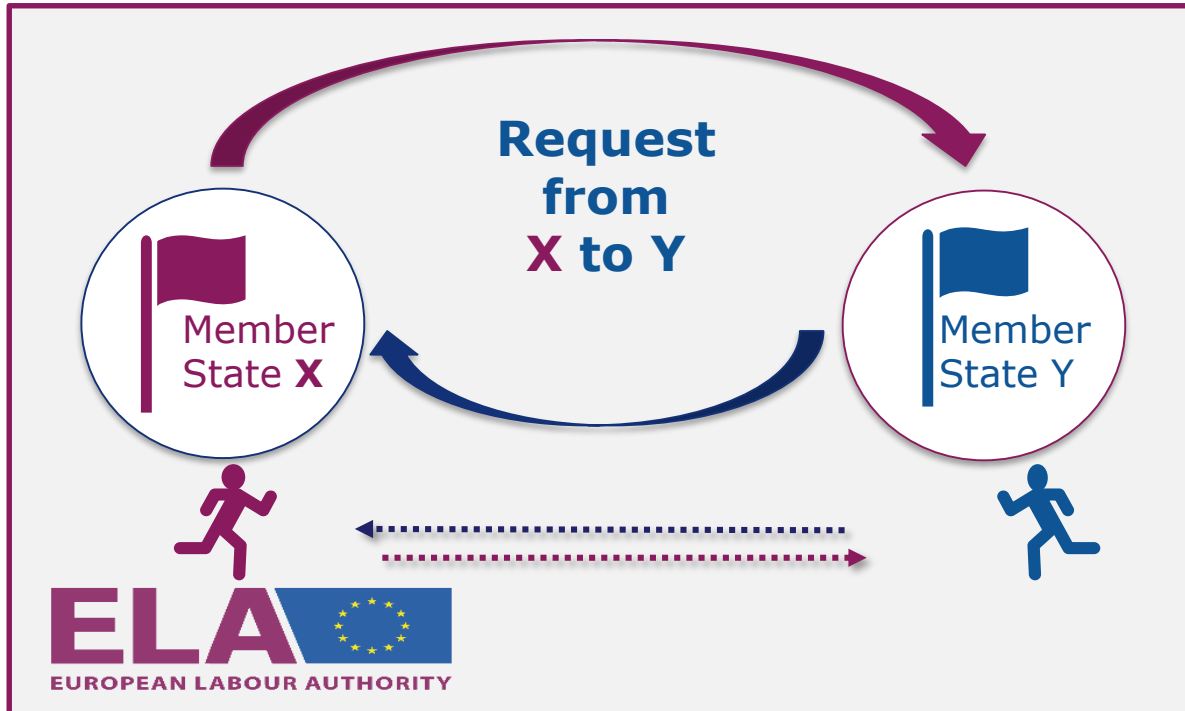
# Cooperation Support



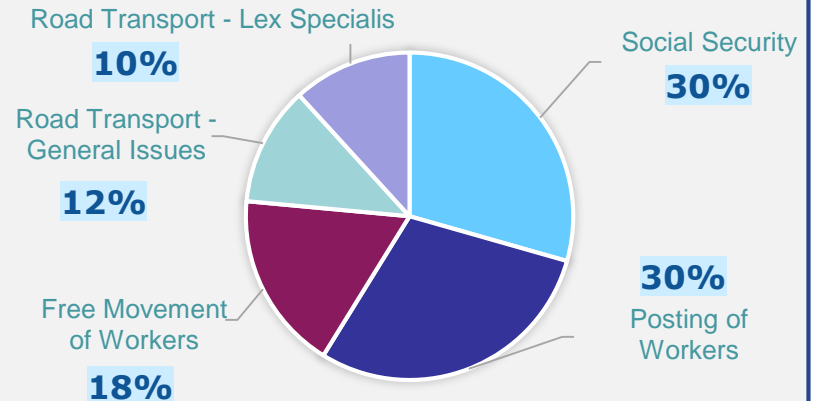
Facilitation of  
Information  
Exchange

Member States can request ELA's support for cooperation and acceleration of exchange of information with a view to the consistent, efficient and effective application and enforcement of the EU law.

A total of 207 requests  
were referred to ELA,  
since 2020.



## Areas of cooperation



# Cooperation Support



**Bilateral  
and  
Multilateral  
Meetings**

Cooperation meetings between the national authorities of two or more Member States or to improve cooperation between the different authorities in the same Member State.

In 2023 ELA supported  
12 cooperation  
meetings



**Financial**



**Organisational**



**Translations and  
interpretation**



**Logistical and  
technical**

# Cooperation Support



## National Events

Hosted in a Member State, aimed at increasing the knowledge and raise awareness about EU labour mobility law, and ELA, its role in the field of labour mobility, its objectives and tasks.

Since 2022, ELA organised events in 14 countries.





# Cooperation Support



Mutual  
learning and  
understanding  
framework

To identify common challenges, achieve a coherent understanding, create cooperation and policy solutions for the practical application of EU law within the scope of the founding Regulation.

**IMI** **PROVE**

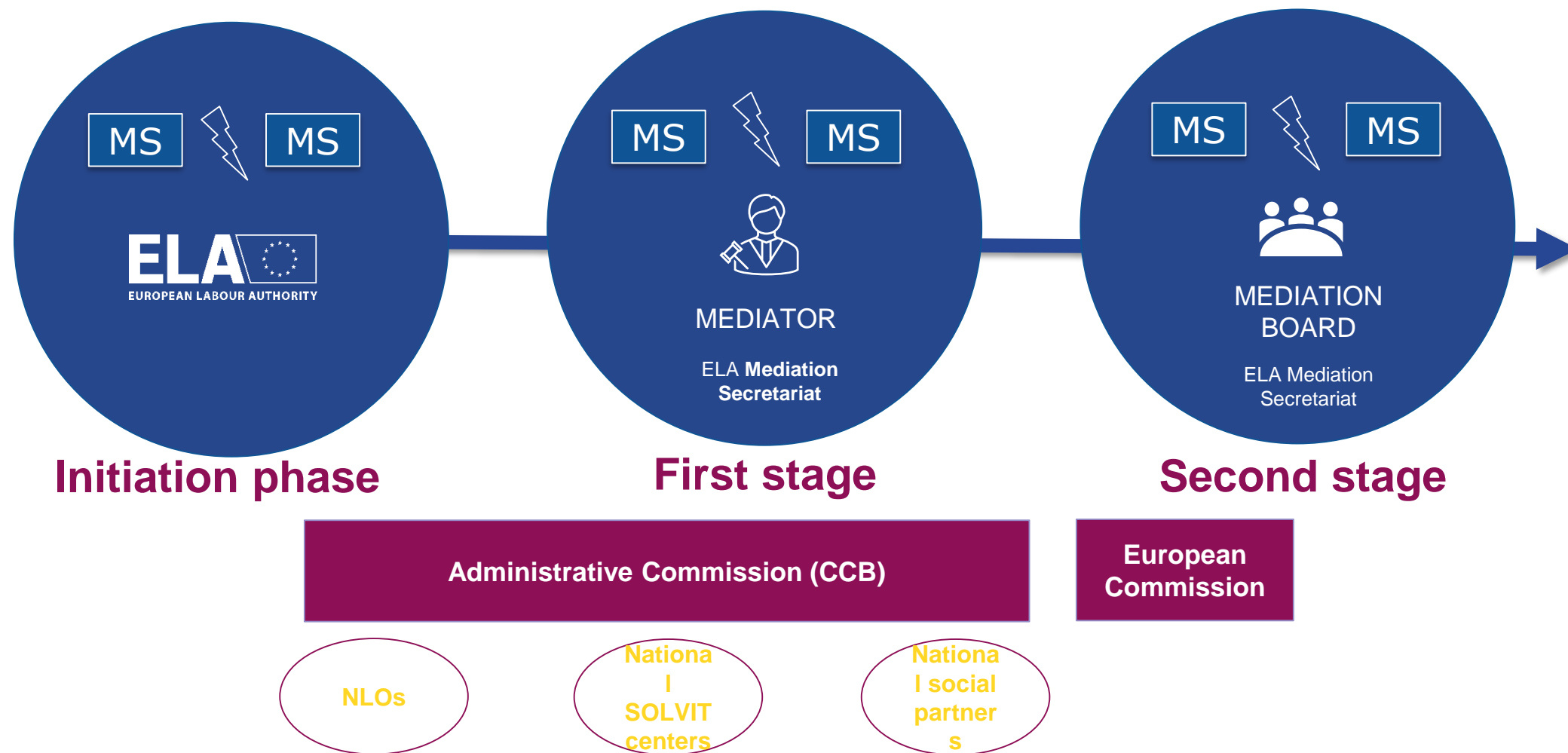
**POSTING** **360**

**PROGR** **ESS**

**TRANSPORT**  
**SUPPORT**

# Mediation

*Mediation of disputes between Member States on the application of relevant Union law*



# Contributing to capacity building

**Capacity Building Sector,  
Cooperation Support Unit, ELA**



# Capacity-Building




Exchange and uptake of good practices

- › **Call for Good Practices 2024** 
- › **Thematic focuses:**
  - ✓ **Digitalisation in social security coordination**
  - ✓ **Information provision in road transport**
- › Application until **7 June 2024**

<https://www.ela.europa.eu/en/call-good-practices-2024>



Mutual learning and exchange about national systems and legislation

- › **Call for Study Visits** 
- › **In the areas of: Information Exchange, Tackling Undeclared Work, Social Security, Inspections, and Analysis and Risk Assessment.**
- › **Ongoing**

# Annual Plan of Activities 2024

	Capacity Building Activity	Q1	Q2	Q3	Q4
<b>Trainings</b>	EU Labour mobility trainings (basic/intermediate/advanced)				
	Trainings for networks and platforms				
	Trainings provided in a host Member State				
	Modular trainings (toolkit for inspectors)				
	Mediation trainings				
<b>Mutual learning and understanding</b>	IMI-PROVE Programme				
	POSTING 360 Programme				
	TRANSPORT SUPPORT Programme				
	PROGRESS Programme				
<b>Good practices: exchange and dissemination of experiences</b>	Launch of the call				
	Collection of good practices				
	Presentation at ELA conference				
<b>Workshops, seminars and events</b>	National events facilitated by the NLOs				
	Thematic workshop				
	Workshop with National Training Centres and other stakeholders				
	Social partners workshop				
<b>Staff exchanges/study visits and secondment schemes</b>	Launch of the call				
	Actions				

# Upcoming Activities in 2024 (Q1, Q2)



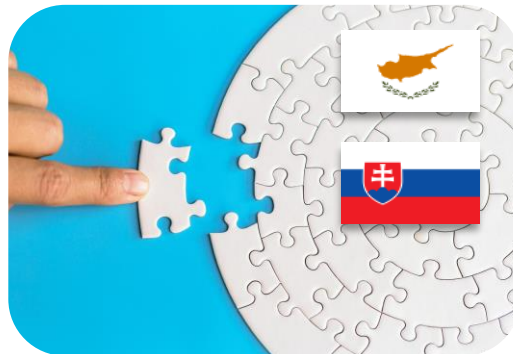
**ELA National events in HU (27 February), in SI (5 March) and RO (June)**



**Workshop on posting of TCNs, on 29 February 2024**



**ELA Forum on Posting of Workers on 11 April**



**ELA Mediation training in Slovakia (on 23 April) and in Cyprus (2-3 June)**



**IMI-PROVE event on Posting of workers (25 May) & Technical Demo Sessions (7 March, 8 April)**



**Series of 5 trainings on social legislation in Road Transport - next up Vilnius, LT on 20-21 March 2024**

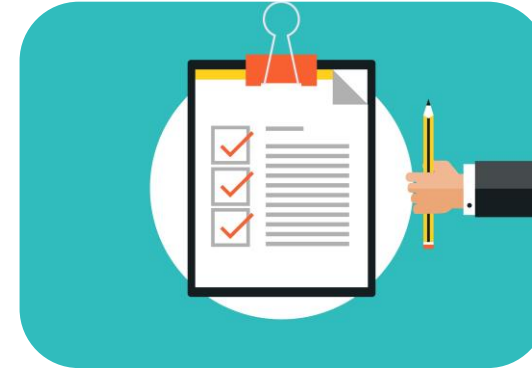
# Upcoming Activities in 2024 (Q3,Q4)



**Modular Training for Inspectors  
on 10-14 June**



**3<sup>rd</sup> edition: Training Programme  
on EU Labour Mobility, on 2-4  
July, in Croatia**



**Cooperation with NTCs –  
Survey on capacities of national  
authorities to train staff on EU  
LM**



**Training for Free Movement  
Bodies on 25-27 September**

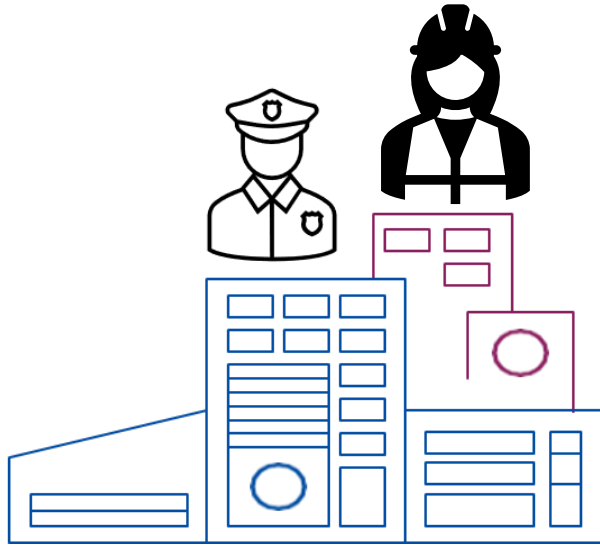


**Workshop with Social Security  
Institutions in October (tbc)**

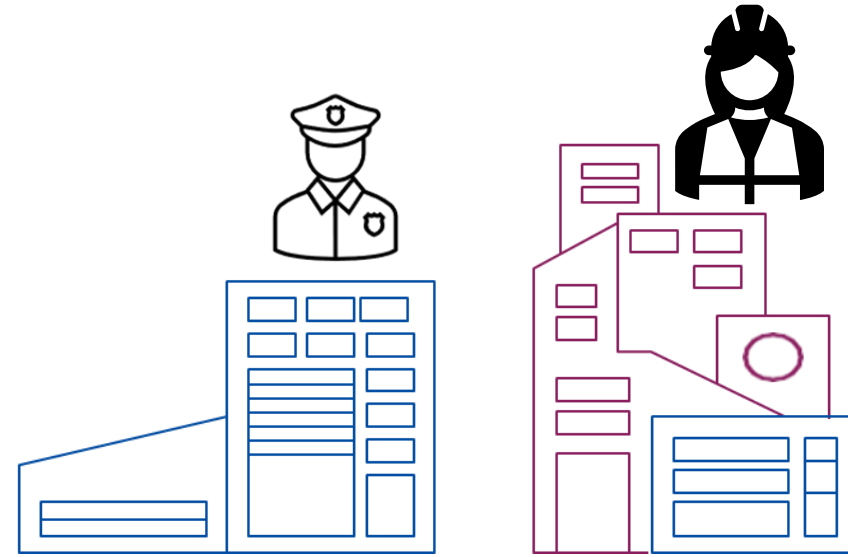


**National trainings for inspectors  
(Greece in March and Slovakia  
tbc)**

# Enforcement: Concerted / Joint Inspections (CJI)



**Joint cross-border inspections** are carried out at one or multiple locations in one Member State with the participation of the national authorities of one or more other Member State, and supported, where appropriate, by ELA.



**Concerted cross-border inspections** are inspections carried out simultaneously in two or more Member States regarding related cases, with each national authority operating in its own territory, and supported, where appropriate, by ELA.



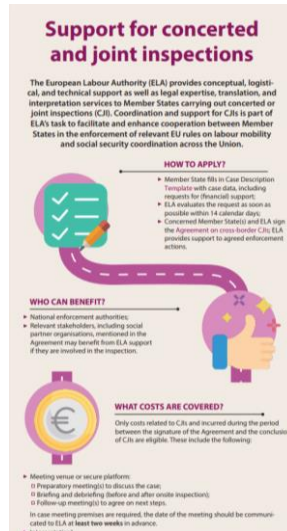
# General Benefits of Cross-Border Inspections

✓ Positive impact on cooperation between enforcement authorities at both national and EU level.

✓ Inspections carried out during enforcement campaigns tend to be more preventive in nature.

✓ Contribute to a more efficient detection of irregularities with cross-border elements.

# Tools to facilitate Inspections

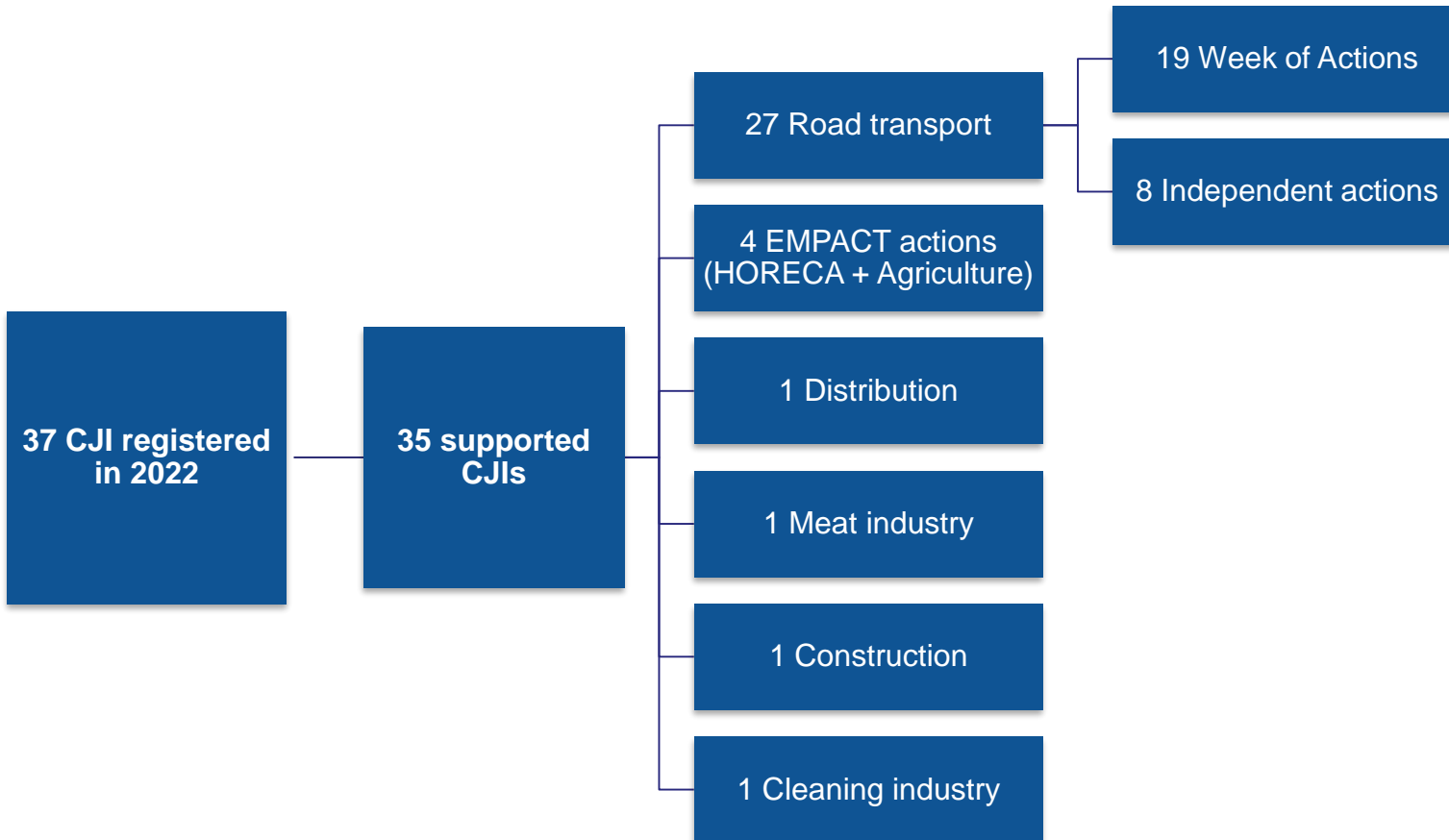


# IMI PROVE

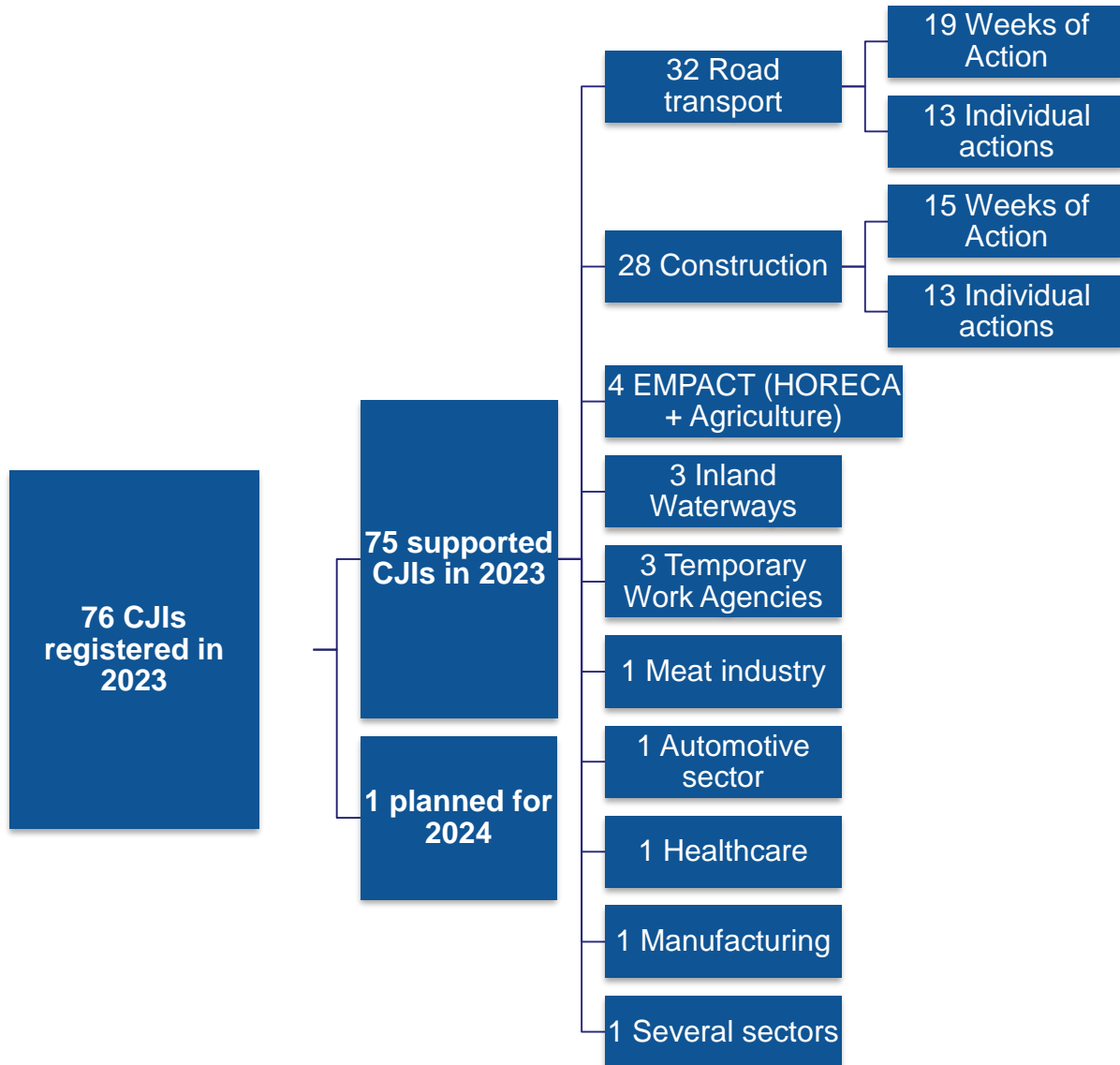
## IMI-PROVE Programme

A programme under ELA's Mutual Learning and Understanding Framework aimed at improving the use of the IMI System modules for posting of workers and road transport

# Overview of CJIs 2022

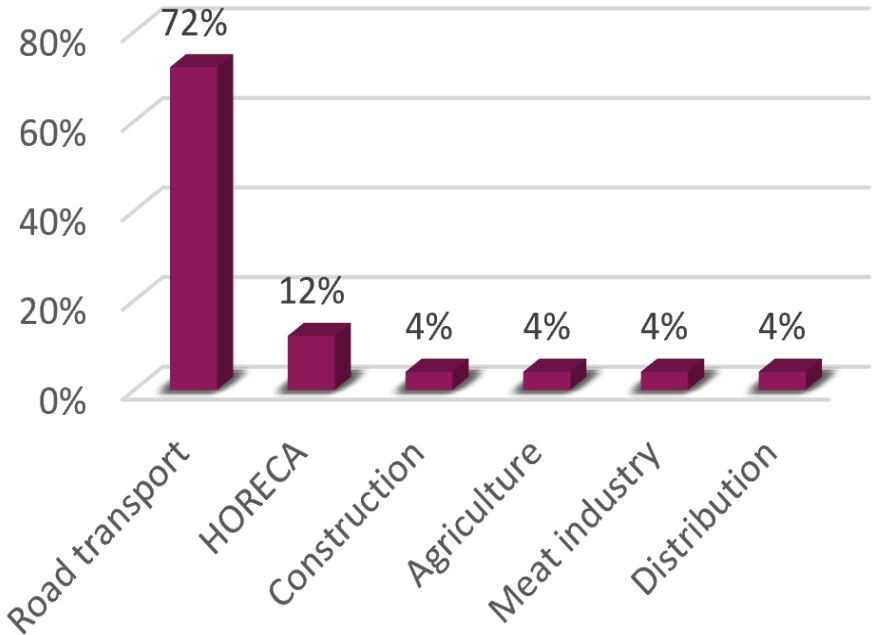


# Overview of CJIs 2023

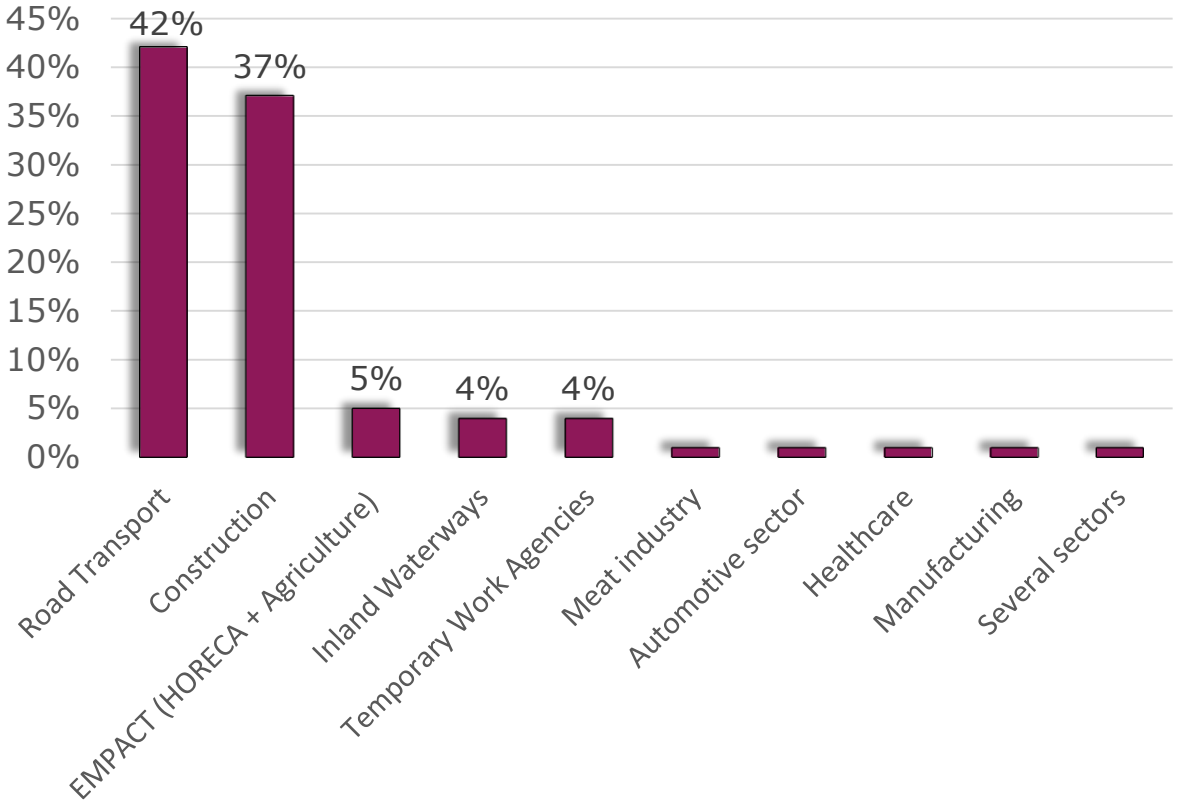


# Overview of CJs per sector

2022



2023



# Looking into the future

1

Focus on HORECA, but other sectors as well.

2

Aim for more targeted inspections.

3

Closer involvement of the Analysis and risk assessment team

4

Expand areas of operation and cooperation with relevant stakeholders.

5

Increase and support cross-border cooperation among national authorities.

6

Streamline internal processes.

7

Tailor ELA's logistical services to fit the needs of inspections.

8

Increase awareness about ELA, its objectives and means of operations.

# Analysis and Risk Assessment



# Analysis and Risk Assessment

## **Operational risk assessment**

Analytical support to CJIs; analysis of inspections outcomes, processing data, suggestion follow-up activities; reports on inspections

## **Strategic analysis**

Focus on issues: sector-specific challenges, recurring problems at national and EU levels, focused in-depth analyses

Collection and analysis of administrative data (PDT, PDA1)

## **Other analytical activities**

Policies and regulations in MSs; analytical capacities in national authorities

## **Outreach and events**

Development of analytical and risk assessment competencies and procedures in national authorities

# Analysis and Risk Assessment in 2024

## Operational risk assessment

- Analytical support to CJI launched, also to assess cases submitted by social partners
- Biannual reports on inspections

## Strategic analysis

- The flagship report on the HORECA sector (to be launched in September, input by social partners)
- Posting of third-country nationals: Contracting chains and recruitment patterns
- Enforcement of labour mobility and social security coordination rules for aircrew members
- A report on temporary work agencies

## Other analytical activities

- Analysis of strategic priorities of national competent authorities

## Outreach and technical workshops

- A short programme on Artificial Intelligence and algorithms in risk assessment: Addressing bias and other ethical issues: focused workshops for practitioners
- EMPACT analytical workshop on labour exploitation (May, Stockholm)
- ELA/CEPOL training on labour exploitation/labour law violations (November, Larnaca)
- Workshop on Analytical aspects of Concerted and Joint Inspections (January in Paris, October in Košice)



# Tackling undeclared work

# European Platform tackling undeclared work



- Set up in 2016, re-established as a permanent working group at ELA in 2021
- The Platform supports the activities of ELA in tackling undeclared work
- **Members: diverse membership due to diverse institutional frameworks in the EU:**  
representatives of the Member States, for example from federal ministries, labour and social inspectorates, tax and customs authorities or social insurance agencies, of EU level cross-industry social partners and of the Commission.
- **Observers: representatives of social partners representing the sectors most affected by undeclared work,** Norway and Iceland and organisations like Eurofound, the European Agency for Safety and Health at Work (EU-OSHA) and the International Labour Organisation (ILO).
- 18 social partners representatives are either members or observers at the Platform (<https://www.ela.europa.eu/en/undeclared-work>)
- **The Platform is a knowledge hub, incubator for exchange and innovation among practitioners**

## Undeclared work:



**...any paid activities that are lawful as regards their nature but not declared to public authorities, taking into account differences in the regulatory systems of the Member States.**



## 4 strategic priorities



**Cooperation  
and joint action**



**Mutual  
learning**



**Increasing  
knowledge**



**Communication  
and reporting**

# Examples of specific activities from the last 12 months

- **Undeclared Work Platform meetings:**
  - Plenary meeting on telework
  - Subgroup on tackling undeclared work among displaced persons / refugees from Ukraine
  - Subgroup on evaluating social ID cards as a tool for tackling undeclared work, including in subcontracting chains
  - Plenary meeting on the cooperation with non-governmental organisations
  - Subgroup on safe reporting and complaint mechanisms for workers to denounce abuse and seek support
- **Increasing knowledge:**
  - Report on e-services: digital solutions to facilitate declared work (published);
  - Report on collecting evidence of undeclared work
- **Good practice fiches**
- **Country-specific factsheets**

# Examples of specific activities from the last 12 months

- **Mutual learning:**

- Seminar on undeclared work in the construction sector,
- Workshop on e-services: digital solutions to facilitate declared work;
- Webinar on potential implications of the cost-of-living crisis on the risk of undeclared work;
- Peer-learning dialogue on cooperation in investigating and tackling undeclared work among EU-mobile workers and third-country nationals;
- Peer-learning dialogue on bogus self-employment;
- Study visit to Greece on digital card;
- Workshop on methods and instruments to gather evidence of undeclared work;
- Study visit to Spain on automated procedure on formal infringements;

Each mutual learning activity is followed by a short summary of discussions or a report that are published on the ELA website

- **Awareness raising:**

- Contributing to ELA communications campaigns and videos

# Some further examples of recent focus areas

- Supply chains and subcontracting
- Parcel delivery
- Domestic services
- Effective penalties
- Digital platforms
- Risk assessments, data sharing

# Online library – knowledge hub

- More than 600 reports, learning resource papers, good practice fiches, toolkits, country fiches and other documents on tackling undeclared work are available on ELA website:

<https://www.ela.europa.eu/en/documents?f%5B0%5D=topics%3A163>



# Information and EURES



*Improve the **availability and quality of and accessibility to information** offered to individuals, employers and social partners regarding rights and obligations deriving from EU labour mobility law*



Setting up a **single Union website** for the purpose of **accessing all relevant Union websites, and national websites**



Supporting Member States in **complying with the obligations** on the access to and dissemination of information to the free movement of workers



Support Member States in **improving accuracy, completeness and user-friendliness** of information provided at national level



**Information campaigns**



**Website reviews**



**Information events**



**Mutual learning, exchange of good practices**



**Translation Facility**



**Cooperation with information providers and assistance services**



**Digital solutions**

# INFORMATION ACTIVITIES IN 2024 (SELECTION)

- **ELA's Information web tool on labour mobility**
- **Feasibility study on an Information helpdesk**
- **Information needs analysis of mobile workers and their employers**
- **New approach to campaigns**

## Single-entry point for accessing the information on labour mobility

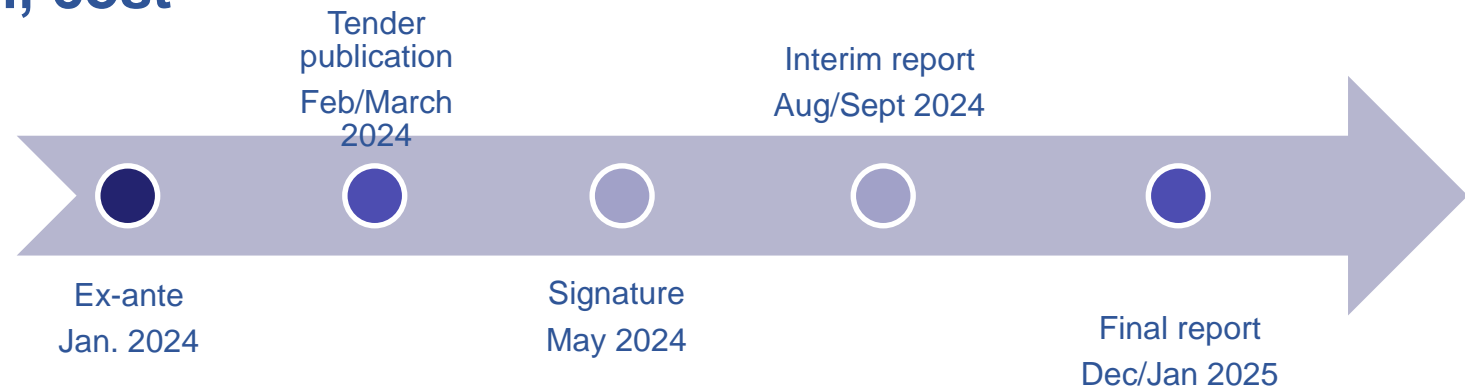
- Offering an easy, intuitive and quick access to information
- Implementing advanced communication models and tools
- Complementing existing information, avoiding duplication

## Current concept

- Interactive tool involving an advanced AI chatbot
- Aggregating existing information from different online sources
- Operating in multiple languages

# FEASIBILITY STUDY ON A HELP DESK ON LABOUR MOBILITY

- **Mandate to operate, finance and staff**
- **Generate service profile (customer requirements, use cases)**
- **Legal implications of information provision**
- **Knowledge management**
- **Operating models**
- **Resource allocation, cost**
- **Next steps**



# CAMPAIGN ACTIVITIES 2024

## HORECA sector

## Construction sector

## Road Transport sector

## Other sectors

2024 Q1



Final focus group with sectoral experts  
Preparation of key messages  
Audience Analysis and defining campaign scope. Preparation of campaign materials

Active campaign period

Update of campaign materials  
Week of Action

2024 Q2



Sectoral report on HORECA  
Continued preparation of campaign materials

Week of Action  
Active campaign period

2024 Q3



Finalisation of campaign materials and material distribution

2024 Q4



Active campaign period

Active campaign period  
Week of Action

Focus Groups on *Social security & Posting*



Concerted and joint inspections in different sectors throughout the whole year

**30** YEARS OF  
**EURES**

#EURESjobs  
#EURES30

*The European  
Network of  
Employment Services*

Work anywhere in Europe.

Search. Find. Match





# What is **EURES**?

- Established 1994 to facilitate the free movement of labour
- Network of European Employment Services in 27 EU Member States, Norway, Iceland, Liechtenstein and Switzerland, the European Labour Authority (ELA) and the Commission
- Since 2021 ELA hosts the European Coordination Office (ECO) of EURES
- Human network, EURES portal, European (Online) Job Days





## EURES in numbers

**More than 250**

Members  
and Partners

across **31** countries



**3.9 Million**  
jobs



**1 Million**  
CVs



**5 000**  
employers



**1 000**  
EURES Advisers



# EURES for jobseekers



**Find a job**



**Contact an employer**



**Create a profile and CV**



**Get job alerts**



**Get recruitment hints and tips**



**Contact a EURES Adviser**



**Information on living and working abroad**



**Financial support for moving abroad through Targeted Mobility Scheme**



# EURES for employers



Receive alerts of matching profiles



Find candidates



Contact jobseekers



Advertise jobs



Get hints and tips



Financial support for  
moving abroad through  
Targeted Mobility



# EURES for **EURES** Members and Partners



**Labour market information**



**Recruitment and placement  
in Europe made easy**



**Access to a pool of European CVs**



**Access to the EURES network  
in 31 countries**



**Find support with applications for  
European subsidies**



**Participate in EURES training**



# **ECO activities – Support to the network**

*Organisation and chairing of EURES Coordination Group (ECG) and subgroup meetings*

*Support to the Programming Cycle*

- Provision of a web tool
- Facilitation of workshops, roundtables and bilateral meetings
- Report reviews and recommendations

*Maintenance of the Performance Measurement System*

- Provision of a web tool
- Assistance to data compilation
- Reporting, incl. at Single Market Scoreboard

*Support to the extension of the network*

*Strategic relationship management*

# **ECO activities – Support to the network**

*Organisation of mutual learning events*

*Operation of the EURES Training Academy*

*Support to European (Online) Job Days*

# EURES portal

- ❑ ***EURES portal system owner***
  - **Exploration of user needs**
  - **Definition of development needs**
  - **Coordinating in the development and deployment with DG EMPL**
  - **Further improvements to Performance Measurement System, Programming Cycle tool**
- ❑ ***Portal strategy development and implementation***
- ❑ ***Translations***
- ❑ ***Helpdesk***





- ❑ ***Living and Working Conditions (LWC)***
- ❑ ***Labour Market Information (LMI)***
- ❑ ***Data and analysis on labour shortages and surpluses***
- ❑ ***(Strategic foresight)***



# EURES communication

## ❑ *Coordination of EURES communication at European level*

- EURES central communication channels
- Implementation of campaigns

## ❑ *Resource provision*

- Communication toolkit and templates
- Editable campaign materials

## ❑ *Capacity building*

- Support NCOs to implement com. strategy
- Training modules

## ❑ *Develop communication strategy 2025-2030*



	Target 2024
Number of infographics	5
Number of newsletters	20
Number of articles (EURES portal)	104
Number of posts (all channels)	1,300
Reach of posts (Total number of people seeing posts in all channels)	25 million
Number of fans (all channels)	470,000
Number of EURES portal visits (unique page views)	25 million
Targeted awareness campaign about EURES	1

#EURESjobs  
#EURES30

# 30 YEARS OF EURES

## *ACTIVITIES*



**Thank you for your attention!**  
**Mariagrazia.lombardi@ela.europa.eu**

**[www.ela.europa.eu](http://www.ela.europa.eu)**



**@EU\_ELA**



**@European-Labour-Authority**