



2023/0404(COD)

13.12.2024

DRAFT OPINION

of the Committee on Development

for the Committee on Civil Liberties, Justice and Home Affairs

on the proposal for a regulation of the European Parliament and of the Council
establishing an EU Talent Pool
(COM(2023)0716 – C9-0413/2023 – 2023/0404(COD))

Rapporteur for opinion: Tomas Tobé

PA_Legam

SHORT JUSTIFICATION

The Rapporteur considers that the Commission proposal for a Talent Pool should be welcomed, as it could complement the Union's other efforts to engage with non-EU country partners strategically on migration management and accelerate progress to achieving several Sustainable Development Goals, in particular SDG 8 to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all and SDG 10 on reduced inequalities. The proposal is in line with the objectives of the Regulation (EU) 2021/947 of the European Parliament and of the Council of 9 June 2021 establishing the Neighbourhood, Development and International Cooperation Instrument – Global Europe (NDICI-GE Regulation) including the provisions laid down in Recitals 50 and 51, and previous positions of the Committee on Development, e.g., that well-designed and well-managed legal migration policies can be a source of innovation and economic development, beneficial for both countries of origin and host countries. The Talent Pool can help the EU and its Member States to fill skills gaps in EU-wide shortage occupations, broaden employers' access to a diverse array of skills and talents, and create mutual gains for the EU and third country partners. The Talent Pool adds value to emerging Talent Partnerships and could enhance engagement from Member States, which is needed to fully unlock the potential of these partnerships, creating win-win situations for all partners involved.

The EU Talent Pool will be the first EU-wide platform aimed at facilitating international recruitment and providing opportunities for jobseekers from third countries that are interested and have the skills required to work in EU-wide shortage occupations. The initiative is voluntary, thus leaving the Member States a choice to join it or not. It is assumed that between 11 and 20 Member States will join by 2030, with further Member States joining afterwards.

The Rapporteur acknowledges that the Talent Pool regulation can address only some of the obstacles to exploiting the potential of mutually beneficial labour migration between the EU and developing countries. It is only one piece in a wider set of legislative and policy measures at EU and Member State level required to make labour migration successful, such as those for enabling recognition of qualifications and validation of skills and for facilitating legal migrants' inclusion and integration into society. The Talent Pool builds on and complements development cooperation programmes that enhance the development of skills and competences, education and vocational training and are financed through the NDICI-GE Instrument. The Rapporteur considers that, where relevant, information on opportunities for the development of skills and competences, as well as education and vocational training provided through development cooperation programmes should be available to jobseekers participating in the EU Talent Pool.

The Rapporteur stresses that the EU Talent Pool IT platform must be simple to navigate in practice. Eligibility and selection criteria should be transparent, non-discriminatory and allow for the admissibility of jobseekers with all skill levels. Jobseekers from third countries wishing to register in the Talent Pool should have easy access to information on how to create a profile. It should be easy for jobseekers to know what jobs they are eligible for and for employers to recognise foreign credentials. Information should be written in an understandable language, including preferably the official languages of the countries participating in a Talent Partnership.

The Rapporteur considers that the Talent Pool is in line with the general principle of the NDICI-GE Regulation to pursue a more coordinated, holistic and structured approach to migration with partners. Furthermore, the Rapporteur welcomes that the EU Talent Pool should contribute to the objective of discouraging irregular migration, including by facilitating access to existing legal pathways, which complements development cooperation programmes that address the root causes of migration and forced displacement. The Rapporteur considers it important that jobseekers participating in the EU Talent Pool should also have easy access to information on relevant procedures following the selection process, as well as information on assistance available to migrants wishing to return to their home countries, including on support for reintegration in the context of Talent Partnerships with developing countries.

The rapporteur believes that the Talent Pool must comply with the principle of Policy Coherence for Development, as stipulated in Article 208 TFEU, fully exploiting the synergies with EU's development cooperation. When reviewing the implementation of the Talent Pool, the Commission should therefore take into account the impact of the Regulation on the objectives of EU development cooperation.

AMENDMENTS

The Committee on Development calls on the Committee on Civil Liberties, Justice and Home Affairs, as the committee responsible, to take the following into account:

Amendment 1

Proposal for a regulation Citation 6 a (new)

Text proposed by the Commission

Amendment

- having regard to Article 208(1) of the Treaty on the Functioning of the European Union, and in particular its statement that the 'Union shall take account of the objectives of development cooperation in the policies that it implements which are likely to affect developing countries',

Or. en

Amendment 2

Proposal for a regulation Recital 1 b (new)

Text proposed by the Commission

Amendment

(1b) The EU Talent Pool should take into consideration that access to internet is low in some developing regions, such as Sub-Saharan Africa, and consider that this may hinder the participation of potential jobseekers.

Or. en

Amendment 3

Proposal for a regulation Recital 3

Text proposed by the Commission

Amendment

(3) In order to facilitate international recruitment and provide opportunities for third-country nationals to work in ***EU-wide*** shortage occupations, an EU Talent Pool should be established in the form of a Union-wide platform that brings together and supports the matching of profiles of registered jobseekers from third countries residing outside the Union and job vacancies of employers established in the ***participating*** Member States.

(3) In order to facilitate international recruitment and provide opportunities for third-country nationals to work in shortage occupations, an EU Talent Pool should be established in the form of a Union-wide platform that brings together and supports the matching of profiles of registered jobseekers from third countries residing outside the Union and job vacancies of employers established in the Member States.

Or. en

Amendment 4

Proposal for a regulation Recital 3 a (new)

Text proposed by the Commission

Amendment

(3a) The Talent Pool should contribute to achieving the UN 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), in particular Goal 1 to eradicate poverty,

Goal 5 to ensure gender equality and empower all women and girls, Goal 8 to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all and Goal 10 to reduce inequalities within and among countries.

Or. en

Amendment 5

Proposal for a regulation Recital 3 b (new)

Text proposed by the Commission

Amendment

(3b) The implementation of the Talent Pool Regulation should comply with the principle of Policy Coherence for Development, supporting the achievement of the SDGs in the EU and in third countries. It should promote equal treatment and non-discrimination as well as prevent and protect migrant workers from exploitation and abuse. It should furthermore take into account the WHO Global Code of Practice on the International Recruitment of Health Personnel and the potential negative effects of health personnel emigration from developing countries.

Or. en

Amendment 6

Proposal for a regulation Recital 3 c (new)

Text proposed by the Commission

Amendment

(3c) The EU Talent Pool should be in line with the EU's Gender Equality Strategy as well as the policy framework of the

Gender Action Plan III, as migrant women are often particularly vulnerable to mistreatment.

Or. en

Amendment 7

Proposal for a regulation

Recital 5

Text proposed by the Commission

(5) The EU Talent Pool should aim at supporting ***participating*** Member States to address existing and future skills and labour shortages via the recruitment of third country nationals to the extent the activation of the domestic workforce and intra-EU mobility are not sufficient to achieve this objective. As a voluntary tool to facilitate international recruitment, the EU Talent Pool should offer additional support at Union level to interested Member States. To this end, complementarity and interoperability with existing national initiatives and platforms should be ensured. Member States' specific needs should be taken into account in the development of the EU Talent Pool in order to ensure the widest participation possible. Hence, 'Talent' is an encompassing term referring to the entire range of skills that might be needed by the Member States' labour markets.

Amendment

(5) The EU Talent Pool should aim at supporting Member States to address existing and future skills and labour shortages via the recruitment of third country nationals to the extent the activation of the domestic workforce and intra-EU mobility are not sufficient to achieve this objective. As a voluntary tool to facilitate international recruitment, the EU Talent Pool should offer additional support at Union level to interested Member States. To this end, complementarity and interoperability with existing national initiatives and platforms should be ensured. Member States' specific needs should be taken into account in the development of the EU Talent Pool in order to ensure the widest participation possible. Hence, 'Talent' is an encompassing term referring to the entire range of skills that might be needed by the Member States' labour markets.

Or. en

Amendment 8

Proposal for a regulation Recital 7

Text proposed by the Commission

(7) The EU Talent Pool should also support the implementation of Talent Partnerships, which are one of the key aspects of the external dimension of the Pact on Migration and Asylum³⁰ and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU³¹. The participation of a Member State in the Talent Partnership should be without prejudice to their decision on the participation in the EU Talent Pool.

³⁰ [COM/2020/609 final](#).

³¹ [COM/2022/657 final](#).

Amendment

(7) ***Strong partnerships and bilateral cooperation with third countries are a precondition for effective migration schemes, and facilitate the creation of mutual gains for the EU, its Member States and third countries.*** The EU Talent Pool should also support the implementation of Talent Partnerships, which are one of the key aspects of the external dimension of the Pact on Migration and Asylum³⁰ and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU³¹. The participation of a Member State in the Talent Partnership should be without prejudice to their decision on the participation in the EU Talent Pool.

³⁰ [COM/2020/609 final](#).

³¹ [COM/2022/657 final](#).

Or. en

Amendment 9

Proposal for a regulation Recital 7 a (new)

Text proposed by the Commission

Amendment

(7a) ***The EU Talent Pool should promote skills-based migration that relies on genuine partnerships, taking into account possible consequences on family disintegration. Strong partnerships with third countries can contribute to effective development cooperation in line with the principle of Policy Coherence for Development, and facilitate the creation of mutual gains for the third countries,***

the EU and its Member States. Partnerships should offer simple, coherent and comprehensible legal pathways to the Union, enabling re-entry possibilities that may be facilitated through the EU Talent Pool and encouraging circular migration for its developmental benefits to countries of origin, including through skills and knowledge transfers and remittances. Third countries must be able to co-create equal partnerships. The European Union migration policy must always be guided by respect for the rule of law and human rights.

Or. en

Amendment 10

Proposal for a regulation Recital 10

Text proposed by the Commission

(10) Synergies should be ensured, where appropriate, between the EU Talent Pool IT platform and other relevant instruments and services at Union level, including with regard to access to training materials such as the EU Academy and the Interoperable Europe Academy. The EU Talent Pool IT platform should be quickly and regularly adapted to new practices in technology and provide state-of-the-art IT services by introducing innovative features and tools.

Amendment

(10) Synergies should be ensured, where appropriate, between the EU Talent Pool IT platform and other relevant instruments and services at Union level, including with regard to access to training materials such as the EU Academy and the Interoperable Europe Academy. ***Synergies should also be ensured with EU-funded education programmes in developing countries, such as the Global Partnership for Education, Education Cannot Wait and the Erasmus+ programme.*** The EU Talent Pool IT platform should be quickly and regularly adapted to new practices in technology and provide state-of-the-art IT services by introducing innovative features and tools.

Or. en

Amendment 11

Proposal for a regulation Recital 14

Text proposed by the Commission

(14) Registered jobseekers from third countries should have the right to choose from a number of technical options to restrict the access to their personal data, for instance, by restricting access to their contact details. Profiles of registered jobseekers from third countries **and employers** participating in the EU Talent Pool IT platform that have not been used for a period of two years should be automatically removed. When profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes including for the purpose of production and quality of European statistics.

Amendment

(14) Registered jobseekers from third countries should have the right to choose from a number of technical options to restrict the access to their personal data, for instance, by restricting access to their contact details. Profiles of registered jobseekers from third countries participating in the EU Talent Pool IT platform that have not been used for a period of two years **and those of employers that have not been used for a period of three years** should be automatically removed. **The owner of the profile should be notified about the removal at the latest one month in advance.** When profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes including for the purpose of production and quality of European statistics **in line with Art. 20 (1) under this Regulation. For profiles of registered jobseekers, data on nationality, desired or current occupation, possession of Talent Partnership pass, the time period that the profile was registered on the EU Talent Pool IT platform, the number of visits on the platform, the number of matches with employers, and the number of job placements facilitated could be stored. For profiles of employers, data on the Member State they are based in, the sector, the number of visits on the EU Talent Pool IT platform, the number of matches with jobseekers, and the number of job placements facilitated could be stored.**

Or. en

Amendment 12

Proposal for a regulation Recital 16

Text proposed by the Commission

(16) The EU Talent Pool should **contribute to the objective of discouraging irregular migration including by facilitating** access to existing legal pathways. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban in accordance with Directive 2008/115/EC of the European Parliament and of the Council³⁵, should not be allowed to register their profiles in the EU Talent Pool IT platform, given that they will not be permitted to enter and stay in the Union. To this end, jobseekers from third countries should be required, before registering their profiles in the EU Talent Pool, to declare that they are not currently subject to a refusal of entry or stay in a Member State or an entry ban to the territory of the Union. Information should also be provided on the consequences for making a false declaration in this respect.

³⁵ Directive 2008/115/EC of the European Parliament and of the Council of 16 December 2008 on common standards and procedures in Member States for returning illegally staying third-country nationals (OJ L 348, 24.12.2008, p. 98, ELI: <http://data.europa.eu/eli/dir/2008/115/oj>).

Amendment

(16) The EU Talent Pool should **facilitate legal migration by promoting the international recruitment of third country nationals and their access to existing legal pathways and** contribute to **reducing irregular migration by helping address its root causes, while contributing to human capital development by promoting decent work and social inclusion**. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban in accordance with Directive 2008/115/EC of the European Parliament and of the Council³⁵, should not be allowed to register their profiles in the EU Talent Pool IT platform, given that they will not be permitted to enter and stay in the Union. To this end, jobseekers from third countries should be required, before registering their profiles in the EU Talent Pool, to declare that they are not currently subject to a refusal of entry or stay in a Member State or an entry ban to the territory of the Union. Information should also be provided on the consequences for making a false declaration in this respect.

³⁵ Directive 2008/115/EC of the European Parliament and of the Council of 16 December 2008 on common standards and procedures in Member States for returning illegally staying third-country nationals (OJ L 348, 24.12.2008, p. 98, ELI: <http://data.europa.eu/eli/dir/2008/115/oj>).

Or. en

Amendment 13

Proposal for a regulation Recital 16 a (new)

Text proposed by the Commission

Amendment

(16a) The EU Talent Pool should also build on the objectives and provisions regarding the Union's constructive engagement on mobility and all aspects of migration laid out in the NDICI-GE Regulation as well those regarding support to the development of skills and competences, education and vocational training in partner countries.

Or. en

Amendment 14

Proposal for a regulation Recital 17

Text proposed by the Commission

Amendment

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass³⁶ profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using, ***where appropriate***, the Europass³⁶ profile builder functionality enabling to create a free profile ***without the obligation to include any pictures*** and report the relevant skills, qualifications, and other experiences in one secure online location.

³⁶ Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018 on a common framework for the provision of better services for skills and qualifications (OJ L 112, 2.5.2018, p. 42, ELI: <http://data.europa.eu/eli/dec/2018/646/oj>).

³⁶ Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018 on a common framework for the provision of better services for skills and qualifications (OJ L 112, 2.5.2018, p. 42, ELI: <http://data.europa.eu/eli/dec/2018/646/oj>).

Or. en

Amendment 15

Proposal for a regulation Recital 17 a (new)

Text proposed by the Commission

Amendment

(17a) Eligibility criteria should be non-discriminatory, based on the principle of equal treatment, and should be defined in a broad way to allow for the admissibility of jobseekers with all skill levels and providing opportunities for persons with disabilities. Jobseekers from third countries wishing to register in the EU Talent Pool should have easy access to information on how to create a profile. Where applicable, information on opportunities for the development of skills and competences, education and vocational training provided through development cooperation programmes, should be available to jobseekers participating in the EU Talent Pool.

Or. en

Amendment 16

Proposal for a regulation Recital 18

Text proposed by the Commission

Amendment

(18) Where necessary, the recognition of qualifications and validation of skills of registered jobseekers from third countries should be conducted in the participating Member States upon request of the jobseeker or the employer in accordance with the national law and practices, and with any relevant international agreements, including Mutual Recognition Arrangements for professional qualifications. Personalised assistance and

(18) Where necessary, the recognition of qualifications and validation of skills of registered jobseekers from third countries should be conducted in the participating Member States upon request of the jobseeker or the employer in accordance with the national law and practices, and with any relevant international agreements, including Mutual Recognition Arrangements for professional qualifications. ***It should be considered that***

online information on existing recognition and validation procedures at national level should be available in the EU Talent Pool IT platform and it should be provided by the EU Talent Pool National Contact Points.

the process of recognition of qualifications and validation of skills varies between Member States, and that the participating Member States with less effective practices may take longer to process the information of registered jobseekers, which may negatively affect the functioning of the EU Talent Pool in some Member States. Therefore, the EU Talent Pool should serve as a tool to promote a smoother recognition of qualifications and validation of skills in the participating Member States.

Personalised assistance and online information on existing recognition and validation procedures at national level should be available in the EU Talent Pool IT platform and it should be provided by the EU Talent Pool National Contact Points.

Or. en

Amendment 17

Proposal for a regulation Recital 19

Text proposed by the Commission

(19) In the context of Talent Partnerships, nationals of selected third countries receive support for the development and validation of skills in a framework endorsed by Member States taking part in a Talent Partnership and partner countries. Therefore, the skills developed or validated in the framework of a Talent Partnership should be certified by the ‘EU Talent Partnership pass’ which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an ‘EU Talent Partnership pass’. This could encourage employers to offer a

Amendment

(19) In the context of Talent Partnerships, nationals of selected third countries receive support for the development and validation of skills in a framework endorsed by Member States taking part in a Talent Partnership and partner countries. ***The selection of participating third countries in the Talent Partnerships should be fully transparent, with precise information on the functioning and outcome of the selection process.*** Therefore, the skills developed or validated in the framework of a Talent Partnership should be certified by the ‘EU Talent Partnership pass’ which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent

job placement in the Union. Member States, in the framework of a Talent Partnership, should determine the conditions for the issuing of the ‘EU Talent Partnership pass’ for the purpose of the EU Talent Pool, including whether a partner country’s national authority, an international organisation or other stakeholder should support its deliver. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.

Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an ‘EU Talent Partnership pass’. This could encourage employers to offer a job placement in the Union. Member States, in the framework of a Talent Partnership ***and according to common harmonised guidelines to be issued by the Commission under an advisory procedure as specified in Article 12 (4) in line with Article 22 (2)***, should determine the conditions for the issuing of the ‘EU Talent Partnership pass’ for the purpose of the EU Talent Pool, including whether a partner country’s national authority, an international organisation or other stakeholder should support its deliver. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.

Or. en

Amendment 18

Proposal for a regulation Recital 27

Text proposed by the Commission

(27) The EU Talent Pool Secretariat should ensure that easily accessible information on immigration procedures, recognition of qualifications and validation of skills, third country nationals’ rights, living and working conditions as well as available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States is available on the EU Talent Pool IT platform. The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to

Amendment

(27) The EU Talent Pool Secretariat should ensure that easily accessible information on immigration procedures, recognition of qualifications and validation of skills, third country nationals’ rights, living and working conditions as well as available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States is available on the EU Talent Pool IT platform. The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to

jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States *could* include specific information campaigns, support to obtain a travel document, and integration support upon arrival.

jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States *should* include specific information campaigns, support to obtain a travel document, and integration support upon arrival.

Or. en

Amendment 19

Proposal for a regulation

Recital 28

Text proposed by the Commission

(28) Information provided on the EU Talent Pool IT platform should be made available at least in the official languages of the participating Member States.

Amendment

(28) Information provided on the EU Talent Pool IT platform should be made available *where technically possible* at least in the official languages of the participating Member States, *as well as in the official languages of third countries participating in the Talent Partnerships as well as the official languages of the ten nationalities that have received the highest number of single permits within the EU during the past three years.*

Or. en

Amendment 20

Proposal for a regulation

Recital 29

Text proposed by the Commission

(29) The Delegations of the European Union should support the provision of information to jobseekers from third countries on the EU Talent Pool and its functioning, as well as the participating Member States.

Amendment

(29) The Delegations of the European Union should support the provision of information to jobseekers from third countries on the EU Talent Pool and its functioning, as well as the participating Member States. *Information from the EU*

Delegations on the functioning of the EU Talent Pool should feed into the monitoring of the EU Talent Pool.

Or. en

Amendment 21

Proposal for a regulation

Recital 30

Text proposed by the Commission

(30) Upon request from registered jobseekers from third countries and employers participating in the EU Talent Pool, the EU Talent Pool National Contact Points **could** provide additional support. Additional support should include tailored information on relevant visas and residence permits for work purposes in the participating Member State including with regard to third country nationals' rights and obligations such as access to social benefits, health assistance, education, and housing. Specific guidance and information may also be provided on family reunification procedures and family members' rights, and existing measures to facilitate integration in the host Member State such as language courses and vocational training. Such information should also include available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States. The EU Talent Pool National Contact Points should provide information to employers participating in the EU Talent Pool on their rights and obligations relating to social security, active labour market measures, taxation, issues relating to work contracts, pension entitlements and health insurance.

Amendment

(30) Upon request from registered jobseekers from third countries and employers participating in the EU Talent Pool, the EU Talent Pool National Contact Points **should** provide additional support. Additional support should include tailored information on relevant visas and residence permits for work purposes in the participating Member State including with regard to third country nationals' rights and obligations such as access to social benefits, health assistance, education, and housing. Specific guidance and information may also be provided on family reunification procedures and family members' rights, and existing measures to facilitate integration in the host Member State such as language courses and vocational training. Such information should also include available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States. The EU Talent Pool National Contact Points should provide information to employers participating in the EU Talent Pool on their rights and obligations relating to social security, active labour market measures, taxation, issues relating to work contracts, pension entitlements and health insurance.

Or. en

Amendment 22

Proposal for a regulation Recital 31

Text proposed by the Commission

(31) To achieve the objective of this Regulation, the effective implementation of the EU legal migration acquis should be ensured. In addition, to make the recruitment of jobseekers from third countries residing outside the Union easier and faster for employers, participating Member States *may* put in place accelerated immigration procedures in particular as regards the obtention of visas and residence permits for work purposes and the exemption from the principle of preference for Union citizens. The implementation of accelerated immigration procedures could be discussed in the context of the EU Talent Pool Steering Group, notably in view of supporting the exchange of best practices among Member States.

Amendment

(31) To achieve the objective of this Regulation, the effective implementation of the EU legal migration acquis should be ensured. In addition, to make the recruitment of jobseekers from third countries residing outside the Union easier and faster for employers, participating Member States *should* put in place accelerated immigration procedures in particular as regards the obtention of visas and residence permits for work purposes and the exemption from the principle of preference for Union citizens. ***Member States should preferably issue work and residence permits under the Single Permit Directive, to ensure a smooth and harmonised immigration procedure.*** The implementation of accelerated immigration procedures could be discussed in the context of the EU Talent Pool Steering Group, notably in view of supporting the exchange of best practices among Member States.

Or. en

Amendment 23

Proposal for a regulation Recital 36

Text proposed by the Commission

(36) This Regulation respects the fundamental rights and observes the principles recognised by the Charter of Fundamental Rights of the European Union in accordance with Article 6 TEU.

Amendment

(36) This Regulation respects the fundamental rights and observes the principles recognised by the Charter of Fundamental Rights of the European Union in accordance with Article 6 TEU ***as well***

as the principle of Policy Coherence for Development and the European Consensus on Development.

Or. en

Amendment 24

Proposal for a regulation Recital 37

Text proposed by the Commission

(37) Participating Member States should implement this Regulation in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age *or* sexual orientation. The respect of fair and just working conditions and the protection of young people at work should be ensured.

Amendment

(37) Participating Member States should implement this Regulation in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age, sexual orientation, ***as well as on the basis of socio-cultural background or gender identity***. The respect of fair and just working conditions and the protection of young people at work should be ensured.

Or. en

Amendment 25

Proposal for a regulation Article 3 – paragraph 1

Text proposed by the Commission

1. Any Member State may decide, at any time, to participate in the EU Talent Pool. It shall notify its decision to the Commission at the latest **9** months before the date from which it intends to participate. From the first day of participation, job vacancies of employers

Amendment

1. Any Member State may decide, at any time, to participate in the EU Talent Pool. It shall notify its decision to the Commission at the latest **6** months before the date from which it intends to participate. From the first day of participation, job vacancies of employers

established in that Member State may be transferred to the EU Talent Pool IT platform.

established in that Member State may be transferred to the EU Talent Pool IT platform.

Or. en

Amendment 26

Proposal for a regulation Article 5 – paragraph 2 a (new)

Text proposed by the Commission

Amendment

2a. The Talent Pool IT platform shall be designed to allow jobseekers with all skill levels to easily access and navigate the platform, and employers to easily recognise foreign qualifications, without the obligation to include any pictures of the jobseekers. Where relevant, Delegations of the European Union shall disseminate information towards potential jobseekers in third countries about the Talent Pool IT Platform and how to make use of it.

Or. en

Amendment 27

Proposal for a regulation Article 6 – paragraph 3

Text proposed by the Commission

Amendment

3. Profiles of registered jobseekers from third countries shall include the name, surname, contact details, date of birth and nationality, information on academic and professional qualifications, work experience, other skills and language knowledge. **Job vacancies** of employers participating in the EU Talent Pool shall include the name, surname and contact details.

3. Profiles of registered jobseekers from third countries shall include the name, surname, contact details, date of birth and nationality, **availability**, information on academic and professional qualifications, work experience, other skills and language knowledge. **Profiles** of employers participating in the EU Talent Pool shall include the name **of the organisation or company, as well as the name**, surname

and contact details *of the contact person*.
Job vacancies shall include the position, employer, time frame, job description, and contact details.

Or. en

Amendment 28

Proposal for a regulation Article 6 – paragraph 5

Text proposed by the Commission

5. The personal data registered in or transmitted to the EU Talent Pool IT platform in accordance with this Regulation shall be indexed, stored and made available there solely for search and matching purposes. Registered jobseekers from third countries shall have the right to choose from a number of technical options to restrict access to their personal data.

Amendment

5. The personal data registered in or transmitted to the EU Talent Pool IT platform in accordance with this Regulation shall be indexed, stored and made available there solely for search and matching purposes. Registered jobseekers from third countries shall have the right to choose from a number of technical options to restrict access to their personal data, ***including to require, at any time, the deletion or modification of their personal data in their profiles.***

Or. en

Amendment 29

Proposal for a regulation Article 6 – paragraph 6

Text proposed by the Commission

6. Profiles of registered jobseekers from third countries that have not been accessed for a period of two years from the registration of their profiles shall be removed ***or anonymised*** and no personal data shall be stored. Once profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes as well as to extract

Amendment

6. Profiles of registered jobseekers from third countries that have not been accessed for a period of two years ***and those of employers that have not been used for a period of three years*** from the registration of their profiles shall be removed and no personal data shall be stored. ***The owner of the profile shall be notified about the removal at the latest***

data to improve the functioning of the EU Talent Pool.

one month in advance. Once profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes as well as to extract data to improve the functioning of the EU Talent Pool. *For profiles of registered jobseekers, data on nationality, desired or current occupation, possession of Talent Partnership pass, the time period that the profile was registered on the EU Talent Pool IT platform, number of visits on the platform, number of matches with employers, and number of job placements facilitated may be stored. For profiles of employers, data on the Member State they are based in, the sector, number of visits on the EU Talent Pool IT platform, number of matches with jobseekers, and number of job placements facilitated may be stored.*

Or. en

Amendment 30

Proposal for a regulation

Article 8 – paragraph 2 – point (a)

Text proposed by the Commission

(a) ensuring the overall management of the EU Talent Pool, including the planning and coordination of the activities of the EU Talent Pool;

Amendment

(a) ensuring the overall management of the EU Talent Pool, including the planning and coordination of the activities of the EU Talent Pool, *which will ensure a high standard of fair recruitment and prevent unfair practices, recruitment fees and other costs;*

Or. en

Amendment 31

Proposal for a regulation

Article 8 – paragraph 2 – point (e)

Text proposed by the Commission

(e) collecting relevant data for monitoring the performance of the EU Talent Pool pursuant to Article 20;

Amendment

(e) collecting relevant data for monitoring the performance of the EU Talent Pool pursuant to Article 20 ***including gender, age and disability disaggregated data on a voluntary and anonymous basis, and on the impacts of this Regulation on developing countries; including their achievement of the SDGs;***

Or. en

Amendment 32

Proposal for a regulation

Article 8 – paragraph 2 – point f a (new)

Text proposed by the Commission

Amendment

(fa) Making sure that the EU Talent Pool National Contact Points provide sufficient information and support services to registered jobseekers from third countries and employers participating in the EU Talent Pool in accordance with Article 17;

Or. en

Amendment 33

Proposal for a regulation

Article 9 – paragraph 4

Text proposed by the Commission

Amendment

4. Representatives of the cross-industry social partners organisations at Union level shall have the right to participate as observers in the meetings of the EU Talent Pool Steering Group. Representation of two participants from

4. Representatives of the cross-industry social partners organisations at Union level shall have the right to participate as observers in the meetings of the EU Talent Pool Steering Group. Representation of two participants from

trade union and two participants from employer organisations shall be ensured by the EU Talent Pool Steering Group. Those representatives shall sign a written statement declaring that they are not in a situation of conflict of interest.

trade union and two participants from employer organisations shall be ensured by the EU Talent Pool Steering Group, **where appropriate, with participation of relevant civil society organisations. The selection of the representatives shall be fully transparent.** Those representatives shall sign a written statement declaring that they are not in a situation of conflict of interest. **In addition, the Steering Group shall establish mechanisms for consulting other relevant stakeholders from third countries when useful, including social partners' organisations and civil society organisations.**

Or. en

Amendment 34

Proposal for a regulation

Article 10 – paragraph 2 – point d

Text proposed by the Commission

(d) keeping a registry of employers participating in the EU Talent Pool;

Amendment

(d) keeping a registry of employers participating in the EU Talent Pool **based on the employer profiles registered on the EU Talent Pool IT platform;**

Or. en

Amendment 35

Proposal for a regulation

Article 10 – paragraph 2 – point e

Text proposed by the Commission

(e) suspending the access of employers participating in the EU Talent Pool and removing their job vacancies from the EU Talent Pool IT platform in case of a breach of the relevant law and practice pursuant to Article 13(3) is notified to the EU Talent

Amendment

(e) suspending the access of employers participating in the EU Talent Pool and removing their **profiles and** job vacancies from the EU Talent Pool IT platform in case of a breach of the relevant law and practice pursuant to Article 13(3) is

Pool National Contact Points by the relevant national authorities responsible for enforcing the relevant law and practice;

notified to the EU Talent Pool National Contact Points by the relevant national authorities responsible for enforcing the relevant law and practice;

Or. en

Amendment 36

Proposal for a regulation

Article 11 – paragraph 1 a (new)

Text proposed by the Commission

Amendment

1a. The creation of the profile via the Europass profile builder should not constitute a prerequisite for potential jobseekers to register in the EU Talent Pool IT platform.

Or. en

Amendment 37

Proposal for a regulation

Article 13 – paragraph 3 – subparagraph 2

Text proposed by the Commission

Amendment

Employers participating in the EU Talent Pool shall not charge fees to registered jobseekers from third countries for the purpose of the recruitment.

Employers participating in the EU Talent Pool shall not charge fees ***or related costs*** to registered jobseekers from third countries for the purpose of the recruitment. ***A clear statement that no recruitment fees or costs are charged to workers should be made visible in job vacancies.***

Or. en

Amendment 38

Proposal for a regulation

Article 16 – paragraph 3

Text proposed by the Commission

3. Employers participating in the EU Talent Pool may access a list of suggested registered jobseekers' profiles generated by the automatic matching tool and based on the relevance of their skills, qualifications and work experiences for the job vacancy.

Amendment

3. Employers participating in the EU Talent Pool may access a list of suggested registered jobseekers' profiles generated by the automatic matching tool and based on the relevance of their skills, qualifications, **availability**, and work experiences for the job vacancy.

Or. en

Amendment 39

Proposal for a regulation

Article 16 – paragraph 4 a (new)

Text proposed by the Commission

Amendment

4a. Registered jobseekers from third countries may access a list of all employers participating in the EU Talent Pool.

Or. en

Amendment 40

Proposal for a regulation

Article 17 – paragraph 1 – subparagraph 2 – point a

Text proposed by the Commission

Amendment

(a) information concerning recruitment and immigration procedures, recognition of qualifications and validation of skills, rights of third country nationals, including with regard to available redress mechanisms as well as information on living and working conditions in the participating Member States;

(a) information concerning recruitment and immigration procedures, recognition of qualifications and validation of skills, rights of third country nationals, including with regard to available **access to justice and support organisations** as well as information on living and working conditions in the participating Member States;

Amendment 41

Proposal for a regulation

Article 17 – paragraph 2 – point (c)

Text proposed by the Commission

(c) specific information on third-country nationals' rights and obligations including access to social benefits, health assistance, education, housing, recognition of qualifications and the complaint mechanism pursuant to Article 18;

Amendment

(c) specific information on third-country nationals' rights and obligations including access to social benefits, health assistance, education, housing, **best practices for transferring remittances**, recognition of qualifications and the complaint **and redress** mechanism pursuant to Article 18;

Amendment 42

Proposal for a regulation

Article 17 – paragraph 2 –point (ea) (new)

Text proposed by the Commission

Amendment

(ea) information to third country nationals on legal stay in the Member State of reception after the end of their working contract with an employer participating in the EU Talent Pool as well as information on assistance available to third country nationals on return to their home countries, including on support for reintegration in the context of Talent Partnerships with developing countries;

Amendment 43

Proposal for a regulation

Article 17 – paragraph 2 –point (eb) (new)

Text proposed by the Commission

Amendment

(eb) where relevant, information on opportunities for development of skills and competences, education and vocational training provided through development cooperation programmes.

Or. en

Amendment 44

Proposal for a regulation

Article 17 – paragraph 2 – point (e)

Text proposed by the Commission

Amendment

(e) ***where available***, the contact details of organisations which offer post-recruitment assistance for third country nationals.

(e) the contact details of organisations which offer post-recruitment assistance for third country nationals.

Or. en

Amendment 45

Proposal for a regulation

Article 18 – paragraph 1

Text proposed by the Commission

Amendment

1. Participating Member States shall ensure that there are effective mechanisms through which registered jobseekers from third countries may lodge complaints in case of breach by the employers participating in the EU Talent Pool of the obligations and conditions laid down in Article 13(3).

1. Participating Member States shall ensure that there are ***accessible, timely, gender-sensitive and*** effective mechanisms through which registered jobseekers from third countries may lodge complaints in case of breach by the employers participating in the EU Talent Pool of the obligations and conditions laid down in Article 13(3). ***Attention should be especially given to occupations with higher rates of labour exploitation, such as domestic and care work.***

Amendment 46

Proposal for a regulation Article 18 – paragraph 2 a (new)

Text proposed by the Commission

Amendment

2a. The EU Talent Pool IT Platform shall feature a direct link to the relevant complaint and redress mechanisms for registered jobseekers against unlawful recruitment as well as abusive employment practices, indicating the relevant institutional body or organisation they should refer to.

Or. en

Amendment 47

Proposal for a regulation Article 19 – paragraph 1

Text proposed by the Commission

Amendment

1. Participating Member States **may decide to** put in place accelerated immigration procedures to allow for a faster recruitment of registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool.

1. Participating Member States **shall** put in place accelerated immigration procedures to allow for a faster recruitment of registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool.

Or. en

Amendment 48

Proposal for a regulation Article 19 – paragraph 2 a (new)

Text proposed by the Commission

Amendment

2a. If the accelerated immigration procedure is not applied, Member States shall issue work and residence permits under the Single Permit Directive, to ensure a smooth and harmonised immigration procedure.

Or. en

Amendment 49

Proposal for a regulation

Article 20 – paragraph 1 – introductory part

Text proposed by the Commission

Amendment

1. The performance of the EU Talent Pool shall be regularly monitored by the EU Talent Pool Secretariat in accordance with Article 8(2), point (e). In particular, data shall be gathered on:

1. The performance of the EU Talent Pool shall be regularly monitored by the EU Talent Pool Secretariat in accordance with Article 8(2), point (e). In particular, **gender, age and disability disaggregated** data shall, **on a voluntary and anonymous basis**, be gathered on:

Or. en

Amendment 50

Proposal for a regulation

Article 20 – paragraph 1 – point (fa) (new)

Text proposed by the Commission

Amendment

(fa) The number and type of registered jobseekers and recruitments from developing countries in order to monitor the impact of the regulation on developing countries through clear indicators based on the SDGs.

Or. en

Amendment 51

Proposal for a regulation Article 20 – paragraph 2 a (new)

Text proposed by the Commission

Amendment

2a. The EU Talent Pool Secretariat, in collaboration with the EU Talent Pool National Contact Points, shall distribute anonymous surveys to employers and jobseekers, on their evaluation of the suitability of the matching mechanism, amount of recruitments facilitated through the EU Talent Pool, overall satisfaction with information provided and assistance during the process, and accessibility of the platform.

Or. en

Amendment 52

Proposal for a regulation Article 20 – paragraph 3

Text proposed by the Commission

Amendment

3. The EU Talent Pool Secretariat shall gather the data referred to in paragraph 1 with the support of the EU Talent Pool National Contact Points and the EU Talent Pool Steering Group.

3. The EU Talent Pool Secretariat shall gather the data referred to in paragraph 1 with the support of the EU Talent Pool National Contact Points and the EU Talent Pool Steering Group **and, where relevant, in consultation with the Delegations of the European Union.**

Or. en

Amendment 53

Proposal for a regulation

Article 23 – paragraph 1

Text proposed by the Commission

1. By 31.12.2031 and every five years thereafter, the Commission shall submit a report to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the application of this Regulation.

Amendment

1. By 31.12.2031 and every five years thereafter, the Commission shall submit a report to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the application of this Regulation, ***taking into account its impact on the objectives of EU development cooperation in line with the principle of Policy Coherence for Development and the advancements of the SDGs in third countries.***

Or. en