



2023/0404(COD)

18.12.2024

AMENDMENTS

75 - 250

Draft opinion

Marianne Vind

(PE766.602v01-00)

proposal for a regulation of the European Parliament and of the Council
establishing an EU talent pool

Proposal for a regulation

(COM(2023)0716 – C9-0413/2023 – 2023/0404(COD))

Amendment 75

Konstantinos Arvanitis, Leila Chaibi, João Oliveira, Estrella Galán, Özlem Demirel

Proposal for a regulation

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Proposal for a rejection

The European Parliament rejects the Commission proposal.

Or. en

Justification

European labour migration policies should promote decent work, equal treatment, social inclusion as well as protect migrant workers from exploitation and abuse. On the contrary, this proposal sets no screening procedures, no exclusion from the Talent Pool in case of misconduct and ignores the fact that labour shortages are due to poor working conditions and low wages. This proposal opens the door to a race-to-the-bottom for the conditions of all workers and encourages recourse to ever more exploitative cheap labour.

Amendment 76

Maria Zacharia

Proposal for a regulation

Recital 1

Text proposed by the Commission

(1) The Union and individual Member States are facing shortages in a wide range of sectors and occupations, including in those relevant for the green and digital transitions. Extensive shortages in construction, healthcare, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges.

Amendment

(1) The Union and individual Member States are facing shortages in a wide range of sectors and occupations, including in those relevant for the green and digital transitions. Extensive shortages in construction, healthcare, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges. ***The shortages are also the consequence of the exploitation of workers, especially in***

sectors such as construction, healthcare, transport and hospitality, where employers target solely the maximisation of their profits. Therefore, any measures that are taken to address these shortages must give priority to the improvement of working conditions, equal pay on the basis of collective agreements and respect for workers' rights.

Or. el

Amendment 77
Arba Kokalari

Proposal for a regulation
Recital 1

Text proposed by the Commission

(1) The Union and individual Member States are facing shortages in a wide range of sectors and occupations, including in those relevant for the green and digital transitions. Extensive shortages in construction, healthcare, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges.

Amendment

(1) The Union and individual Member States are facing shortages in a wide range of sectors and occupations, including in those relevant for the green and digital transitions, *as well as for research and technological development*. Extensive shortages in construction, healthcare, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions, *as well as the rapid technological development*. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges.

Or. en

Amendment 78
Mariateresa Vivaldini, Chiara Gemma, Elena Donazzan, Francesco Torselli

Proposal for a regulation
Recital 1

Text proposed by the Commission

(1) The Union and individual Member States are facing shortages in a wide range of sectors and occupations, including in those relevant for the green and digital transitions. Extensive shortages in construction, healthcare, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions. Labour shortages are expected to persist and ***potentially*** aggravate in the light of demographic ***challenges***.

Amendment

(1) The Union and individual Member States are facing shortages in a wide range of sectors and occupations, including in those relevant for the green and digital transitions. Extensive shortages in construction, healthcare ***and care, agriculture***, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions. Labour shortages are expected to persist and ***further*** aggravate in the light of ***the negative*** demographic ***trends such as low births rates and depopulating areas***.

Or. en

Amendment 79

Hristo Petrov, Jana Toom, Irena Joveva, Brigitte van den Berg, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation
Recital 1

Text proposed by the Commission

(1) The Union and individual Member States are facing shortages in a wide range of sectors and occupations, including in those relevant for the green and digital transitions. Extensive shortages in construction, healthcare, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions. Labour shortages are expected to persist and

Amendment

(1) The Union and individual Member States are facing shortages in a wide range of sectors and occupations ***of different levels of qualifications***, including in those relevant for the green and digital transitions. Extensive shortages in construction, healthcare, hospitality, transport, information and communications technology and in science technology, engineering and mathematics, are long-standing and have been exacerbated by the COVID-19 pandemic and the acceleration of the green and digital transitions. Labour

potentially aggravate in the light of demographic challenges.

shortages are expected to persist and potentially aggravate in the light of demographic challenges.

Or. en

Amendment 80

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires **a** comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of **groups with lower labour market participation**, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the **attractiveness of certain occupations**. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce **alone are likely to be insufficient** to address existing and future labour and skills shortages. **Therefore**, legal migration **is key to** complement those actions and **must be part of the solution to fully** support the twin transition.

Amendment

(2) Addressing labour shortages requires **an ambitious and** comprehensive approach at Union and national level which includes, as a priority, **improving pay and working conditions and the attractiveness of certain occupations, promoting economic and social convergence**, better realising the full potential of **workers and jobseekers, particularly those unemployed or in more vulnerable situations, education, training**, reskilling and upskilling the existing workforce **during working hours and at no cost for the employees**, facilitating intra-EU labour mobility, as well as improving working conditions and the **salaries, especially in certain occupations with stronger labour shortages as well as further investments in certain infrastructures**. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce **are key** to address existing and future labour and skills shortages **within the Union**. Legal migration **through regular channels can** complement those actions and **can** support the twin transition **provided that it goes hand in hand with an ambitious strategy within the EU borders and that it promotes each side's interests in order to prevent brain drain or any**

other adverse effect in the third country

Or. en

Amendment 81

Aleksandar Nikolic, Marie Dauchy, Rachel Blom

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. ***Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.***

Amendment

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations.

Or. fr

Justification

Main amendment

Amendment 82

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, *as well as* improving working conditions *and* the attractiveness of certain occupations. ***Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.***

Amendment

(2) ***Labour shortages have many different root causes, such as lack of investment in skills, unattractive jobs, low wages, poor working conditions, cuts in paid apprenticeships as well as cost-cutting strategies.*** Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups *or gender* with lower labour market participation, reskilling and upskilling the existing workforce ***during working time and paid for by the employers concerned,*** facilitating intra-EU labour mobility, improving *pay and* working conditions, ***including work organisation as well as health and safety in the workplace,*** the attractiveness of certain occupations, ***career development and retention strategies.*** ***Identifying labour shortages at Union, national, sectoral level should be done in a transparent way that includes consultation with the social partners at all levels and that takes into consideration the drivers and the root causes. Labour recruitment from third countries can address some of these root causes, but it is not a solution to all root causes.***

Or. en

Amendment 83

Per Clausen

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential

Amendment

(2) ***Labour shortages have many different root causes such as divestment in skills, poor working conditions, cuts in paid apprenticeships as well as cost-***

of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, *as well as* improving working conditions *and* the attractiveness of certain occupations. ***Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.***

cutting strategies. Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, improving working conditions, ***including work organisation and health and safety in the workplace,*** the attractiveness of certain occupations, ***career development and retention strategies.*** ***Identifying labour shortages at Union, national, sectoral level should be done in a transparent way that includes consultation with the social partners at all levels and that takes into consideration the drivers and the root causes. Labour recruitment from third countries can address some of these root causes, but it is not a solution to all root causes.***

Or. en

Amendment 84

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address

Amendment

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address

existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.

existing and future labour and skills shortages. *The European Commission estimates that due to foreseen demographic trends, the working age population is expected to fall by at least 7 million workers in Europe by 2030^{1a}.*

Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition *and ensure the resilience and competitiveness of EU economies.*

^{1a} European Commission, Directorate-General for Employment, Social Affairs and Inclusion, 'Employment and social developments in Europe 2023', Publications Office of the European Union, 2023, <https://data.europa.eu/doi/10.2767/089698>

Or. en

Amendment 85

Pál Szekeres, Nikola Bartůšek

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key

Amendment

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility *including by making better use of Council Directive 2003/109 and Directive 2021/1883 of the European Parliament and the Council as well as the EURES-network*, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting

to complement those actions and must be part of the solution to fully support the twin transition.

the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.

Or. en

Amendment 86

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires **a comprehensive approach** at Union and national level which includes, as a priority, **better realising the full** potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, **as well as improving working conditions and the attractiveness of certain occupations**. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.

Amendment

(2) Addressing labour shortages requires comprehensive **management of data on supply and demand** at Union and national level which includes, as a priority, **providing Member States with a platform containing all the data required to realise** the potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility **if and only if that does not constitute unfair competition to the actors within the relevant sectors**. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.

Or. fr

Amendment 87

Mariateresa Vivaldini, Chiara Gemma, Elena Donazzan, Francesco Torselli

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration **is key to complement those actions and must be part of the solution to fully support the twin transition.**

Amendment

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, **improving education opportunities and modernising vocational education and training**, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, **attracting talents from third countries via** legal migration **could** complement **these** actions. **However, the principle of preference of EU citizens should always be applied.**

Or. en

Amendment 88

Andrzej Bula

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the

Amendment

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the

existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.

existing workforce, facilitating intra-EU labour mobility *including by making better use of the EURES-network*, as well as improving working conditions and the attractiveness of certain occupations, *through, inter alia, delivering quality vocational education and training*. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.

Or. en

Amendment 89

Laurence Farreng, Marie-Pierre Vedrenne, Hristo Petrov

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.

Amendment

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility *and recognition of skills and diplomas*, as well as improving working conditions and the attractiveness of certain occupations, *and employability of third country nationals already living in the Member States*. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be

part of the solution to fully support the twin transition.

Or. en

Amendment 90

Arba Kokalari

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and **skills shortages**. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the **twin transition**.

Amendment

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, **in particular professional qualifications**, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and **especially with regard to highly skilled workers**. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the **green and digital transition as technological development**.

Or. en

Amendment 91

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future **labour and skills** shortages. Therefore, legal migration **is key** to complement those actions **and must be part of the solution** to fully support the twin transition.

Amendment

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future shortages. Therefore, legal migration **may be envisaged** to complement those actions to fully support the twin transition, **if all national mechanisms have been exhausted and subject to complete respect for differing national migration policies**.

Or. fr

Justification

Fallback amendment

Amendment 92
Andrzej Bula

Proposal for a regulation
Recital 2 a (new)

Text proposed by the Commission

Amendment

(2a) Addressing the risk of unfair competition among individual countries for workers from third countries is necessary while implementing this tool. The EU Talent Pool should by no means undermine fair and realistic remuneration rates tailored to each country's economic conditions. Such

measures are essential to prevent the phasing out of EU citizens currently working in these shortage occupations. Ensuring equitable treatment and avoiding unfair wage practices, are necessary to mitigate the risk of social dumping and to uphold the integrity of the European labour market.

Or. en

Amendment 93
Maria Zacharia

Proposal for a regulation
Recital 2 a (new)

Text proposed by the Commission

Amendment

2a. *The EU and Member States must adopt a strategy that ensures social cohesion by improving the participation of marginalised groups in the workforce.*

Or. el

Amendment 94
Maria Zacharia

Proposal for a regulation
Recital 2 b (new)

Text proposed by the Commission

Amendment

2b. *The retraining of workers must be part of a broader attempt to promote opportunities for decent work that meet social and environmental standards and are not merely a response to labour shortages.*

Or. el

Amendment 95
Aleksandar Nikolic, Marie Dauchy, Rachel Blom

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.

deleted

Or. fr

Justification

Main amendment

Amendment 96
Branislav Ondruš

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 EU-wide shortage occupations **as well as to enhance the fair recruitment, remuneration and protection of migrant workers in line with international human rights and labour standards^{1a}**, 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. ***The Commission should ensure that the automated matching tool is set up in a way that does not replicate existing biases or discriminatory practices or create new ones.***

^{1a} See, for example, the ethical standards developed under the flagship initiative of the International Organisation for Migration: IRIS Standard on Ethical Recruitment (<https://iris.iom.int/sites/g/files/tmzbdl201/files/documents/IRIS%20Standard%20Report%20.pdf>) as well as the International Labour Organisation’s compilation of relevant rules and guidance in “General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs” (https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_protect/@protrav/@migrant/documents/publication/wcms_703485.pdf).

Or. en

Amendment 97

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 3

Text proposed by the Commission

(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

Amendment

(3) In order to facilitate international recruitment and provide opportunities for third-country nationals to work in EU-wide shortage occupations, ***as well as to ensure the fair recruitment and protection of migrant workers in line with international human rights and labour standards***, an EU Talent Pool should be established in the form of a Union-wide platform that brings together and supports the matching

participating Member States.

of profiles of registered jobseekers from third countries residing outside the Union and job vacancies of employers established in the participating Member States. ***The Commission should ensure that the EU Talent Pool is set up in a way that does not replicate existing biases or discriminatory practices.***

Or. en

Amendment 98

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 3

Text proposed by the Commission

(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.

Amendment

(3) In order to facilitate international recruitment and provide opportunities for third-country nationals to work in EU-wide shortage occupations, ***as well as to enhance fair recruitment and protection of migrant workers in line with international human rights and labour standards and authoritative guidance on the subject***, 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 established ***employers operating*** in the participating Member States.

Or. en

Amendment 99

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation

Recital 3

Text proposed by the Commission

(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.

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. ***The platform shall, however, at no point have any goal other than providing information to Member States.***

Or. fr

Justification

Fallback amendment

Amendment 100

Hristo Petrov, Jana Toom, Irena Joveva, Brigitte van den Berg, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 3

Text proposed by the Commission

(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.

Amendment

(3) In order to facilitate ***fair*** 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 ***of all qualification levels*** and job vacancies of ***registered*** employers ***or labour recruiters*** established in the participating Member States.

Amendment 101
Arba Kokalari

Proposal for a regulation
Recital 3

Text proposed by the Commission

(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.

Amendment

(3) In order to facilitate international recruitment, ***fill skills gaps*** 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.

Amendment 102
Maria Zacharia

Proposal for a regulation
Recital 3 a (new)

Text proposed by the Commission

Amendment

3a. The EU Talent Pool to address labour shortages through legal migration must be based on the values of solidarity and justice. Migrant workers must have the same rights and the same opportunities as European workers, including the principles of equal pay for equal work, safe working conditions, access to social services and the right to collective labour agreements. Migrants must not be used as a tool to fill vacancies in the market at the expense of workers' rights or in order to reduce wages in the

host countries.

Or. el

Amendment 103

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 3 a (new)

Text proposed by the Commission

Amendment

(3a) The implementation of the Talent Pool Regulation should promote decent work, equal treatment and equal opportunities, social inclusion as well as prevent and protect third-country nationals working in the EU from exploitation and abuse.

Or. en

Amendment 104

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 3 b (new)

Text proposed by the Commission

Amendment

(3b) The Talent Pool should contribute to achieving the objectives of the EU Green Deal to become climate neutral by 2050 and 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 105

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 3 c (new)

Text proposed by the Commission

Amendment

(3c) While women make up a significant part of some crucial sectors, mobile and third-country women can be subject to insecure jobs and the informal economy and are often particularly vulnerable to discrimination, social exclusion and lack of job and training opportunities, as well as being exposed to abuse, violence and harassment. Member States should strongly mainstream the protection of women's rights and adopt a gender transformative approach, including equal pay for work of equal value.

Or. en

Amendment 106

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation

Recital 4

Text proposed by the Commission

Amendment

(4) The Recommendation of the Commission on legal pathways to protection in the EU⁴ encourages Member States to put in place and support complementary labour pathways for those in need of international protection⁵ The

deleted

EU Talent Pool could also support the operationalisation of the complementary pathways.

⁴ Commission Recommendation (EU) 2020/1364 of 23 September 2020 on legal pathways to protection in the EU: promoting resettlement, humanitarian admission and other complementary pathways.

⁵ “Complementary pathways” are safe and regulated avenues for persons in need of international protection that complement resettlement by providing lawful stay in a third country where their international protection needs are met. Complementary labour pathways enable persons in need of international protection to access existing labour migration pathways, utilise their skills, and help address labour shortages in the receiving countries. See also: <https://www.unhcr.org/fr/nos-activites/construire-de-meilleurs-avenirs/solutions-durables/les-voies-d-admission>.

Or. fr

Justification

Main amendment

Amendment 107
Aleksandar Nikolic, Marie Dauchy, Rachel Blom

Proposal for a regulation
Recital 4

Text proposed by the Commission

(4) The Recommendation of the Commission on legal pathways to protection in the EU⁴ encourages Member States to put in place and support complementary labour pathways for those

Amendment

(4) The Recommendation of the Commission on legal pathways to protection in the EU⁴ encourages Member States to put in place and support complementary labour pathways for those

in need of international protection⁵. *The EU Talent Pool could also support the operationalisation of the complementary pathways.*

⁴ Commission Recommendation (EU) 2020/1364 of 23 September 2020 on legal pathways to protection in the EU: promoting resettlement, humanitarian admission and other complementary pathways.

⁵ “Complementary pathways” are safe and regulated avenues for persons in need of international protection that complement resettlement by providing lawful stay in a third country where their international protection needs are met. Complementary labour pathways enable persons in need of international protection to access existing labour migration pathways, utilise their skills, and help address labour shortages in the receiving countries. See also: <https://www.unhcr.org/fr/nos-activites/constuire-de-meilleurs-avenirs/solutions-durables/les-voies-d-admission>.

in need of international protection⁵.

⁴ Commission Recommendation (EU) 2020/1364 of 23 September 2020 on legal pathways to protection in the EU: promoting resettlement, humanitarian admission and other complementary pathways.

⁵ “Complementary pathways” are safe and regulated avenues for persons in need of international protection that complement resettlement by providing lawful stay in a third country where their international protection needs are met. Complementary labour pathways enable persons in need of international protection to access existing labour migration pathways, utilise their skills, and help address labour shortages in the receiving countries. See also: <https://www.unhcr.org/fr/nos-activites/constuire-de-meilleurs-avenirs/solutions-durables/les-voies-d-admission>.

Or. fr

Justification

Fallback amendment

Amendment 108
Rachel Blom, Nikola Bartůšek

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

Amendment

(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.

activation of the domestic workforce and intra-EU mobility are not sufficient to achieve this objective, ***and in accordance with the national immigration procedures of the Member States concerned***. As a voluntary tool to facilitate international recruitment, the EU Talent Pool should offer additional support at Union level to interested Member States. ***Participation in the EU Talent Pool shall remain a voluntary choice of Member States and may not imply any obligation that limits national powers to manage migration. Member States shall retain the right to suspend participation in the EU Talent Pool or make changes to conditions if national interests so require***. 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. ***Jobseekers from third countries must agree to comply with the requirements of the national immigration rules and procedures of the Member State in which they are seeking work, and participation in the EU Talent Pool may not be regarded as a replacement for or a relaxation of these rules***. Hence, 'Talent' is an encompassing term referring to the entire range of skills that might be needed by the Member States' labour markets, ***on the understanding that these needs are in accordance with national priorities and are confirmed by the Member States on the basis of objective criteria, such as labour market tests***.

Or. nl

Amendment 109

Nela Riehl

on behalf of the Greens/EFA Group

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 participating Member States to ***at least partially*** address existing and future skills and labour shortages via the recruitment of third country nationals to ***complement*** the activation of the domestic workforce and intra-EU mobility ***in order*** 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, ***in coordination with the national social partners***, should be taken into account in the development of the EU Talent Pool in order to ensure the widest ***and fairest*** participation possible. Hence, 'Talent' is an encompassing term referring to the entire range of skills ***and jobseekers' competences*** that might be needed by the Member States' labour markets. ***Skills shortages in third countries should also be taken into account when defining the shortage occupations list so as not to aggravate brain drain in critical sectors.***

Or. en

Amendment 110

Maria Zacharia

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

Amendment

(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.

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, ***while fully guaranteeing social protection and workers' rights***. 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. ***Recruitment from the EU Talent Pool to a country may not exceed the official unemployment rate of that Member State.***

Or. el

Amendment 111

Aleksandar Nikolic, Marie Dauchy, Rachel Blom

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

Amendment

(5) The EU Talent Pool should aim at supporting participating Member States to address existing and future skills and labour shortages via the ***temporary*** recruitment of third country nationals, ***without prejudice to the principle of national and European preference***, 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,

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.

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. fr

Amendment 112

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

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 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 **and sub-national** initiatives and platforms should be ensured, **while not replacing existing national structures**. 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 **and qualifications** that might be needed by the Member States' labour markets.

Amendment 113**Mariateresa Vivaldini, Chiara Gemma, Elena Donazzan, Francesco Torselli****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 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. ***Member States should always be able to withdraw from the EU Talent Pool.***

Amendment 114**Arba Kokalari****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 participating Member States to address existing and future skills and labour shortages, ***notably in high skilled occupations such as in the digital sector*** 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 115

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

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

Amendment

(5) The EU Talent Pool should aim at supporting participating Member States to address existing and future skills and labour shortages ***by giving Member States the opportunity to access data on supply from third countries*** to the extent the activation of the domestic workforce and intra-EU mobility are not sufficient to

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.

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. fr

Amendment 116
Branislav Ondruš

Proposal for a regulation
Recital 5 a (new)

Text proposed by the Commission

Amendment

(5a) Labour shortages are often the combined result of low wages, mentally and physically demanding jobs, poor working conditions under short-term contracts and a lack of investment in vocational education and training (VET). Addressing those issues is essential to attracting and retaining workers. The EU Talent Pool should support the creation of quality employment in the Union, in line with the principles of the European Pillar of Social Rights. Decent wages, access to social protection, lifelong learning opportunities, good working conditions in safe and healthy workplaces, as well as respect for workers' rights, trade union rights and collective agreements are essential means of preventing social dumping.

Amendment 117
Branislav Ondruš

Proposal for a regulation
Recital 5 b (new)

Text proposed by the Commission

Amendment

(5b) The European Employment Services (EURES), which provides information, advice and recruitment or placement for the benefit of workers and employers across the Union, plays a significant role in the publication of vacant positions with a view to attracting workers from other Member States. EURES should therefore be used to fill vacant positions before the EU Talent Pool is used.

Or. en

Amendment 118
Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation
Recital 6

Text proposed by the Commission

Amendment

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, *including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.*

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States *and which genuinely perform substantial economic activities in that Member State. In order to prevent, avoid and combat abuse and circumvention of the applicable rules by employers and undertakings taking improper or fraudulent advantage of existing rules, the determination whether an undertaking genuinely performs substantial activities, other than purely*

internal management and/or administrative activities (so-called “letter box companies”) should be done in line with Article 4 point 2 of Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services.

Or. en

Amendment 119
Per Clausen

Proposal for a regulation
Recital 6

Text proposed by the Commission

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, *including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.*

Amendment

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States *and which genuinely perform substantial economic activities in that Member State. In order to prevent, avoid and combat abuse and circumvention of the applicable rules by employers and undertakings taking improper or fraudulent advantage of existing rules, the determination whether an undertaking genuinely performs substantial activities, other than purely internal management and/or administrative activities (so-called “letter box companies”) should be done in line with Article 4 point 2 of Directive 2014/67/EU on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services.*

Or. en

Amendment 120

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 6

Text proposed by the Commission

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, **including** private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.

Amendment

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, **with specific consideration to SMEs, and to** private employment agencies, temporary work agencies **as defined by Directive 2008/104/EC^{1a}** and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997. **Private employment agencies, labour market intermediaries and any other subagent should clearly declare on behalf of which employers they are doing the recruitment when transferring job vacancies.**

^{1a} **Directive 2008/104/EC of the European Parliament and of the Council of 19 November 2008 on temporary agency work (OJ L 327, 5.12.2008, p. 9–14, ELI: <http://data.europa.eu/eli/dir/2008/104/oj>).**

Or. en

Amendment 121

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation

Recital 6

Text proposed by the Commission

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, **including private employment agencies, temporary work agencies and**

Amendment

(6) The EU Talent Pool aims at providing **information** services to employers that are established in the participating Member States.

labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.

Or. fr

Amendment 122
Maria Zacharia

Proposal for a regulation
Recital 6

Text proposed by the Commission

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, *including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.*

Amendment

(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, *particularly for small and medium-sized enterprises. The procedure must protect workers from the exploitative practices that are frequently linked to private recruitment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.*

Or. el

Amendment 123
Nela Riehl
on behalf of the Greens/EFA Group

Proposal for a regulation
Recital 6

Text proposed by the Commission

(6) The EU Talent Pool aims at providing services to employers *that are established in* the participating Member States, *including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation*

Amendment

(6) The EU Talent Pool aims at providing services to employers *genuinely performing substantial activities in the territory of* the participating Member States.

Convention 181 from 1997.

Or. en

Amendment 124

Pál Szekeres, Nikola Bartůšek

Proposal for a regulation

Recital 6

Text proposed by the Commission

(6) The EU Talent Pool aims at providing services to employers ***that are established*** in the participating Member States, including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.

Amendment

(6) The EU Talent Pool aims at providing services to ***participating*** employers in the participating Member States, including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.

Or. en

Amendment 125

Rachel Blom, Nikola Bartůšek

Proposal for a regulation

Recital 6 a (new)

Text proposed by the Commission

Amendment

(6a) The EU Talent Pool must be an optional tool only that supports Member States in addressing labour and skills shortages. Participation in this tool must remain entirely voluntary and have no implications that undermine the national powers of Member States. Moreover, steps must be taken to prevent free movement within the Schengen area being used to grant migrants who have been admitted to one Member State via the EU Talent Pool access to other Member States.

Or. nl

Amendment 126
Pál Szekeres, Nikola Bartůšek

Proposal for a regulation
Recital 6 a (new)

Text proposed by the Commission

Amendment

(6a) Registered jobseekers from third countries are considered as selected for a job vacancy in the EU Talent Pool when they are being offered an employment in the Member State participating in the EU Talent Pool.

Or. en

Amendment 127
Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation
Recital 7

Text proposed by the Commission

Amendment

(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 Asylum⁶ and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU⁷. 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.

deleted

⁶ COM/2020/609 final.

⁷ COM/2022/657 final.

Or. fr

Justification

Main amendment

Amendment 128

Aleksandar Nikolic, Marie Dauchy, Rachel Blom

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 Asylum⁶ and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU⁷. 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.*

⁶ COM/2020/609 final.

⁷ COM/2022/657 final.

Amendment

(7) The EU Talent Pool should also support the implementation of Talent Partnerships *in strategic areas*.

⁶ COM/2020/609 final.

⁷ COM/2022/657 final.

Or. fr

Justification

Fallback amendment

Amendment 129

Maria Zacharia

Proposal for a regulation

Recital 8

Text proposed by the Commission

(8) *In order to ensure that Member States' authorities are adequately*

Amendment

deleted

represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities.

Or. el

Amendment 130

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 8

Text proposed by the Commission

(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities.

Amendment

(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities.

Representatives of the cross-industry social partners organisations at Union level, from the employers and trade unions respectively, should have the right to appoint three representatives each to participate as observers in the work of the EU Talent Pool Steering Group, allowing each cross-industry social partner recognised at EU level to be represented. EU agencies whose remit relates to employment or immigration, such as the European Labour Authority (ELA), the European Centre for the Development of Vocational Training (CEDEFOP), the EU Agency for the improvement of living and working conditions (EUROFOUND), the European Training Foundation (ETF), the European Agency for Safety and Health at Work (EU-OSHA), the European Union Agency for Law Enforcement Cooperation (Europol) and the European Union Agency for the Operational Management of Large-Scale

IT Systems in the Area of Freedom, Security and Justice (eu-LISA) should also be able to participate in the EU Talent Pool Steering Group meetings as observers. International organisations whose remit relates to employment and immigration, such as the International Labour Organisation (ILO) and the International Organisation for Migration (IOM) could participate in the EU Talent Pool Steering Group meetings as observers, upon invitation by the EU Talent Pool Secretariat.

Or. en

Amendment 131

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 8

Text proposed by the Commission

(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities.

Amendment

(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities. ***Social partners should also be equally represented in the EU Talent Pool Steering Group.***

Or. en

Amendment 132

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 8

Text proposed by the Commission

(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities.

Amendment

(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities. ***Social partners should also be equally represented.***

Or. en

Amendment 133
Maria Zacharia

Proposal for a regulation
Recital 8 a (new)

Text proposed by the Commission

Amendment

8a. Any initiatives that are linked to attracting talent and the development of the EU Talent Pool must include genuine dialogue with workers' organisations, trade unions and civil society. These stakeholders must participate in the shaping of policies linked to migration, employment and skills development in order to ensure that the interests of workers - both domestic and migrant workers - are represented and taken into account.

Or. el

Amendment 134
Arba Kokalari

Proposal for a regulation
Recital 9

Text proposed by the Commission

(9) An EU Talent Pool IT platform should be developed by using existing Commission-owned IT infrastructure to the extent possible. The IT infrastructure developed in the framework of EURES could be partially re-used for the EU Talent Pool IT platform, including the single coordinated channel and the automated matching tool with relevant adaptations, including to duly take into account the ‘EU Talent Partnership pass’.

Amendment

(9) An EU Talent Pool IT platform should be developed by using existing Commission-owned IT infrastructure to the extent possible. The IT infrastructure developed in the framework of EURES could be partially re-used for the EU Talent Pool IT platform, including the single coordinated channel and the automated matching tool with relevant adaptations, including to duly take into account the ‘EU Talent Partnership pass’. ***The platform should be user-friendly, ensuring intuitive navigation for both jobseekers and employers.***

Or. en

Amendment 135

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

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. 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. ***The platform should also be easily accessible for persons with disabilities in accordance with Directive (EU) 2016/2102^{1a} and Directive (EU) 2019/882^{2a}.***

^{1a} ***Directive (EU) 2016/2102 of the***

European Parliament and of the Council of 26 October 2016 on the accessibility of the websites and mobile applications of public sector bodies (OJ L 327, 2.12.2016, p. 1–15, ELI: <http://data.europa.eu/eli/dir/2016/2102/oj>)

^{2a} Directive (EU) 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services (OJ L 151, 7.6.2019, p. 70–115, ELI: <http://data.europa.eu/eli/dir/2019/882/oj>).

Or. en

Amendment 136

Nela Riehl

on behalf of the Greens/EFA Group

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, *as much as possible*, 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 *safe, gender-bias-free* innovative features and tools.

Or. en

Amendment 137

Laurence Farreng, Marie-Pierre Vedrenne, Hristo Petrov

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. 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 **and user-friendly** features and tools.

Or. en

Amendment 138

Hristo Petrov, Jana Toom, Irena Joveva, Brigitte van den Berg, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation
Recital 11

Text proposed by the Commission

(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589⁸ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, employers, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the employers, thereby enabling a high-quality matching

Amendment

(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589⁸ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, employers, **labour recruiters** and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the employers **or labour**

process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform.

recruiters, thereby enabling a high-quality matching process. ***In line with Commission Recommendation (EU) 2023/2611^{8a}, a 'Skills First' approach should be applied in the matching process whereby all types of qualifications and skills are taken into account, such as vocational education and training, degrees, certification of skills and competences gained in non-formal and informal settings or specific certificates ('micro-credentials')***. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform.

⁸ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/589/oj>).

⁸ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/589/oj>).

^{8a} ***Commission Recommendation (EU) 2023/2611 of 15 November 2023 on the recognition of qualifications of third-country nationals (OJ L, 2023/2611, 24.11.2023, ELI: <http://data.europa.eu/eli/reco/2023/2611/oj>)***.

Amendment 139
Pál Szekeres, Nikola Bartůšek

Proposal for a regulation
Recital 11

Text proposed by the Commission

(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589⁸ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, employers, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the employers, thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform.

Amendment

(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589⁸ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, ***participating*** employers and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the ***participating*** employers, thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform.

⁸ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/589/oj>).

⁸ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/589/oj>).

Or. en

Amendment 140 **Andrzej Bula**

Proposal for a regulation **Recital 11**

Text proposed by the Commission

(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589⁸ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, employers, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the employers, thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the *transfer* of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the

Amendment

(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589⁸ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, employers, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the employers, thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the *transmission* of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the

national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform.

⁸ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/589/oj>).

national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform.

⁸ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/589/oj>).

Or. en

Amendment 141 **Maria Zacharia**

Proposal for a regulation **Recital 12**

Text proposed by the Commission

(12) Tasks should be assigned to the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points to ensure the search and matching functions of the EU Talent Pool IT platform. These tasks should be considered as tasks carried out in the public interest for the performance of which it is necessary to process personal data, as referred to in Article 5(1), point (a) of Regulation (EU) 2018/1725⁹, and Article 6(1), point (e) of Regulation (EU) 2016/679¹⁰, respectively. The processing of personal data, it should be carried out in compliance with Article 8 of the Charter of Fundamental Rights of the European Union, and Regulations (EU) 2018/1725

Amendment

(12) Tasks should be assigned to the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points to ensure the search and matching functions of the EU Talent Pool IT platform. ***The platform's search and matching functions must prioritise the creation of high-quality job opportunities and fair working conditions, aligned with the broader goals of social inclusion and justice in the labour market. Any processing of personal data must be carried out strictly with the aim of improving the matching of workers with job opportunities and must be done with the utmost respect for privacy and dignity.*** These tasks should be considered as tasks

and (EU) 2016/679 of the European Parliament and of the Council.

carried out in the public interest for the performance of which it is necessary to process personal data, as referred to in Article 5(1), point (a) of Regulation (EU) 2018/1725⁹, and Article 6(1), point (e) of Regulation (EU) 2016/679¹⁰, respectively. The processing of personal data, it should be carried out in compliance with Article 8 of the Charter of Fundamental Rights of the European Union, and Regulations (EU) 2018/1725 and (EU) 2016/679 of the European Parliament and of the Council.

⁹ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: <http://data.europa.eu/eli/reg/2018/1725/oj>).

⁹ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: <http://data.europa.eu/eli/reg/2018/1725/oj>).

¹⁰ Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (OJ L 119, 4.5.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/679/oj>).

¹⁰ Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (OJ L 119, 4.5.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/679/oj>).

Or. el

Amendment 142

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 12 a (new)

Text proposed by the Commission

Amendment

(12a) All information, at all stages of the recruitment process, should be made available in a language that the third country nationals can be reasonably expected to understand in order to fully ensure equal access to all jobseekers, full transparency, and understanding of the whole process by both parts, the employer and the applicant. By no means should the Member State language or English be the only available language.

Or. en

Amendment 143
Maria Zacharia

Proposal for a regulation
Recital 13

Text proposed by the Commission

Amendment

(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be limited to personal data necessary to identify the registered jobseekers from third countries and employers participating in the EU Talent Pool, to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725.

(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be limited to personal data necessary to identify the registered jobseekers from third countries and employers participating in the EU Talent Pool, to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725 ***and must ensure that workers are not subject to exploitation and are not placed in unsafe working conditions because of decisions taken on the basis of data. The protection of workers' privacy, particularly those from third countries, is of the utmost importance. Data processing must be transparent and workers must have the***

opportunity to fully monitor the way in which their personal data are used and communicated, ensuring that their dignity and autonomy are maintained throughout the process. .

Or. el

Amendment 144

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 13

Text proposed by the Commission

(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be limited to personal data necessary to identify the registered jobseekers from third countries and employers participating in the EU Talent Pool, to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725.

Amendment

(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be ***available in a language that the jobseeker can be reasonably expected to understand in order to ensure equal access to all*** and limited to personal data necessary to identify the registered jobseekers from third countries and employers participating in the EU Talent Pool, to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725.

Or. en

Amendment 145

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 13

Text proposed by the Commission

(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be limited to personal data necessary to identify the registered jobseekers from third countries **and** employers **participating** in the EU Talent Pool, to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725.

Amendment

(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be limited to personal data necessary to identify the registered jobseekers from third countries, employers **or labour recruiters** in the EU Talent Pool, to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725.

Or. en

Amendment 146

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

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, **employers and labour recruiters** 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 **in the EU Talent Pool IT platform that have not been used for a period of one year should be automatically removed. Profiles of registered employers and labour recruiters** in the EU Talent Pool IT platform that have not been used for a period of two years should be automatically removed. **A notification should be sent to registered jobseekers from third countries, employers and labour recruiters, using the profile's**

contact information, prior to the removal of the profile, in order to allow a reasonable amount of time to react. Registered jobseekers from third countries, employers and labour recruiters should be able to remove their profile from the EU Talent Pool IT platform at any time. 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.

Or. en

Amendment 147
Maria Zacharia

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 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, *all the personal data shall be deleted from the profiles, except for specialisation, nationality, age and gender,* for research and statistical purposes.

Or. el

Amendment 148
Nela Riehl

on behalf of the Greens/EFA Group

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 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 **and jobseekers duly informed**. 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.

Or. en

Amendment 149

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 15

Text proposed by the Commission

(15) Without prejudice to their obligation to inform data subjects about the processing of their personal data and their rights as data subjects in accordance with Articles 12 and 13 of Regulation (EU) 2016/679 and Articles 14 and 15 of Regulation (EU) 2018/1725, the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points should also inform registered jobseekers and employers participating in the EU Talent Pool about

Amendment

(15) Without prejudice to their obligation to inform data subjects about the processing of their personal data and their rights as data subjects in accordance with Articles 12 and 13 of Regulation (EU) 2016/679 and Articles 14 and 15 of Regulation (EU) 2018/1725, the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points should also inform registered jobseekers and employers participating in the EU Talent Pool about

their rights to technically restrict access to their personal data and to require, at any time, the deletion or modification of their personal data included in their profiles.

their rights to technically restrict access to their personal data and to require, at any time, the deletion or modification of their personal data included in their profiles. ***All information needs to be accessible in a language that the jobseeker can be reasonably expected to understand in order to ensure that the jobseeker has a full understanding of the process.***

Or. en

Amendment 150

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 15

Text proposed by the Commission

(15) Without prejudice to their obligation to inform data subjects about the processing of their personal data and their rights as data subjects in accordance with Articles 12 and 13 of Regulation (EU) 2016/679 and Articles 14 and 15 of Regulation (EU) 2018/1725, the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points should also inform registered jobseekers ***and*** employers ***participating*** in the EU Talent Pool about their rights to technically restrict access to their personal data and to require, at any time, the deletion or modification of their personal data included in their profiles.

Amendment

(15) Without prejudice to their obligation to inform data subjects about the processing of their personal data and their rights as data subjects in accordance with Articles 12 and 13 of Regulation (EU) 2016/679 and Articles 14 and 15 of Regulation (EU) 2018/1725, the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points should also inform registered jobseekers, employers ***and labour recruiters*** in the EU Talent Pool about their rights to technically restrict access to their personal data and to require, at any time, the deletion or modification of their personal data included in their profiles.

Or. en

Amendment 151

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

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 Council, 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.***

¹¹ 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) ***In view of the current scale of illegal migration and the pressure it is exerting on certain sectors, 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 must be put in direct contact with the immigration services of the country issuing the job offer in order to prevent the Talent Pool from becoming a separate branch of immigration services.***

¹¹ 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. fr

Justification

Main amendment

Amendment 152
Pál Szekeres, Nikola Bartůšek

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 Council¹¹, 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.

¹¹ 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 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 Council¹¹, 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 ***including on the deletion of the profiles of these jobseekers from the EU Talent Pool IT Platform. In addition, during the immigration procedures carried out by the Member States, necessary checks in relevant national and EU databases such as the Schengen Information System, which contains alerts on third country nationals who are not entitled to enter or stay in the Schengen area, may be conducted.***

¹¹ 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 153
Andrzej Bula

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 Council¹¹, 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.

¹¹ 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 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 Council¹¹, 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 ***including on the deletion of the profiles of these jobseekers from the EU Talent Pool IT Platform.***

¹¹ 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 154

Mariateresa Vivaldini, Chiara Gemma, Elena Donazzan, Francesco Torselli

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 Council¹¹, 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.

¹¹ 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 contribute to the objective of **improving security within the EU and** discouraging irregular migration including by facilitating access to existing legal pathways. Jobseekers from third countries **who do not provide an eligible criminal record or** 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 Council¹¹, 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.

¹¹ 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 155

Aleksandar Nikolic, Marie Dauchy, Rachel Blom

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 Council¹¹, 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.

¹¹ 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 contribute to the objective of discouraging irregular migration ***and meeting Member States' urgent labour needs in strategic areas***. 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 Council¹¹, 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.

¹¹ 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. fr

Amendment 156
Maria Zacharia

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 Council¹¹, 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.

¹¹ 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 contribute to the objective of facilitating access to existing legal **migration** 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 Council¹¹, 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.

¹¹ 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. el

Amendment 157

Aleksandar Nikolic, Marie Dauchy, Rachel Blom

Proposal for a regulation

Recital 16

Text proposed by the Commission

(16) The EU Talent Pool should

Amendment

(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 Council¹¹, 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.

¹¹ 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>).

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 Council¹¹, 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 **prove** 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.

¹¹ 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. fr

Justification

Fallback amendment

Amendment 158

Nela Riehl

on behalf of the Greens/EFA Group

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 Council¹¹, 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.

¹¹ 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 contribute to ***encouraging circular*** 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 Council¹¹, 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.

¹¹ 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 159

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 17

Text proposed by the Commission

(17) Jobseekers from third countries

Amendment

(17) Jobseekers from third countries

wishing to register in the EU Talent Pool should create a profile using the Europass¹² profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

wishing to register in the EU Talent Pool should create a profile using the Europass¹² profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, **language skills** and other experiences in one secure online location. ***In order to avoid the use of bots, spam technologies and hostile foreign interference, jobseekers' profiles should be automatically filtered to detect profiles that are incomplete, contain suspicious behaviour patterns, or contain repetitive information. The technical infrastructure to screen profiles should not lead to the automatic deletion of suspected profiles, but should channel them to a human moderator for decision.***

¹² 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>).

¹² 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 160

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 17

Text proposed by the Commission

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹² profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

Amendment

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹² profile builder functionality ***in their own language*** enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location. ***Eligibility and selection criteria should be transparent,***

non-discriminatory and should be defined in a broad way to allow for the admissibility of all jobseekers.

¹² 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>).

¹² 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 161

Maria Zacharia

Proposal for a regulation

Recital 17

Text proposed by the Commission

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹² profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

¹² 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>).

Amendment

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹² profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location ***and to post their travel documents and a copy of their diploma and family status.***

¹² 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. el

Amendment 162

Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 17

Text proposed by the Commission

(17) Jobseekers from third countries wishing to register in the EU Talent Pool **should** create a profile using **the Europass**¹² profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

¹² 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>).

Amendment

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

¹² 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 163

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 17 a (new)

Text proposed by the Commission

Amendment

(17a) In the case of a registered jobseeker's breach of the relevant law and practice regarding visas or residence permits obligations, obligations of their employment relationship, as well as public policy, public security and national security, which is notified to the EU Talent Pool National Contact Points by the relevant national authorities responsible for enforcing the relevant law and practice, the jobseeker's access to the EU Talent Pool should be suspended. A

clear explanation of this procedure should be available on the EU Talent Pool IT platform.

Or. en

Amendment 164

Hristo Petrov, Jana Toom, Irena Joveva, Brigitte van den Berg, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 18

Text proposed by the Commission

(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* 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.

Amendment

(18) Where necessary, the recognition of qualifications and validation of skills *from formal, non-formal learning, work experiences and qualifications such as degrees, vocational education diplomas, or specific certificates, such as micro-credentials*, 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. *The European Commission Recommendation (EU) 2023/2611 on the recognition of qualifications of third country nationals should be applied.* 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. *Instructions on how to access this information should be provided to jobseekers from third countries at the time of their registration.*

Or. en

Amendment 165

Andrzej Bula

Proposal for a regulation

Recital 18

Text proposed by the Commission

(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 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.

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 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 ***to registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool.***

Or. en

Amendment 166

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 18

Text proposed by the Commission

(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,

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 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.

including Mutual Recognition Arrangements for professional qualifications. 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 *in the third country national's language*.

Or. en

Amendment 167

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 18

Text proposed by the Commission

(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 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.

Amendment

(18) 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 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 168

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farréng, Marie-Pierre Vedrenne

Proposal for a regulation
Recital 18 a (new)

Text proposed by the Commission

Amendment

(18a) An easy-to-use complaints tool should be available on the EU Talent Pool IT platform. Complaints lodged by registered jobseekers from third countries, employers or labour recruiters should be referred to the EU Talent Pool Secretariat. The Secretariat should refer such complaints to the National Contact Points where relevant, for example where the complaint concerns a registered employer or labour recruiter or the national procedures of a participating Member State, or take the necessary action if the complaint concerns the EU Talent Pool IT platform. The EU Talent Pool Secretariat should alert the National Contact Point of a participating Member State in the event of a large number of complaints relating to that Member State or its employers or labour recruiters. On a regular basis, the EU Talent Pool Secretariat should inform the European Commission of the number of complaints and their grounds.

Or. en

Amendment 169

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation
Recital 18 b (new)

Text proposed by the Commission

Amendment

(18b) In order to promote equal treatment, prevent discrimination and offer assistance to all individuals and groups that are discriminated against to access justice across the Union, registered jobseekers from third countries who have been selected for a job vacancy in the EU

Talent Pool should have access to the equality bodies in the participating Member States as established by Directive (EU) 2024/1500^{1a} and Council Directive (EU) 2024/1499^{1b}.

^{1a} Directive (EU) 2024/1500 of the European Parliament and of the Council of 14 May 2024 on standards for equality bodies in the field of equal treatment and equal opportunities between women and men in matters of employment and occupation, and amending Directives 2006/54/EC and 2010/41/EU (OJ L, 2024/1500, 29.5.2024, ELI: <http://data.europa.eu/eli/dir/2024/1500/oj>)

^{1b} Council Directive (EU) 2024/1499 of 7 May 2024 on standards for equality bodies in the field of equal treatment between persons irrespective of their racial or ethnic origin, equal treatment in matters of employment and occupation between persons irrespective of their religion or belief, disability, age or sexual orientation, equal treatment between women and men in matters of social security and in the access to and supply of goods and services, and amending Directives 2000/43/EC and 2004/113/EC (OJ L, 2024/1499, 29.5.2024, ELI: <http://data.europa.eu/eli/dir/2024/1499/oj>)

Or. en

Amendment 170

Hristo Petrov, Jana Toom, Irena Joveva, Brigitte van den Berg, Laurence Farreng, Marie-Pierre Vedrenne

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 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 *delivery*. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.

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. 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. ***Registered employers and labour recruiters*** 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 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 ***delivery, as well as the provisions on comparability and recognition of qualifications***. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.

Or. en

Amendment 171

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 21

(21) In the context of a Talent Partnership, skills development and validation may be targeted to the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, only employers established in one or more Member States participating in a Talent Partnership should be able, for a maximum period of one year, to search for registered jobseekers holding an ‘EU Talent Partnership pass’. This possibility could, in particular, apply in cases where skills development was specifically targeted to the needs of a Member State. Information on whether this possibility is applied and in which cases should be provided on the EU Talent Pool IT platform, in order to inform registered jobseekers from third countries and employers participating in the EU Talent Pool. All employers participating in the EU Talent Pool may search the profiles of registered jobseekers holding an ‘EU Talent Partnership pass’ after this period of time has elapsed. Jobseekers from third countries who received support under a Talent Partnership should always have the possibility to register in the EU Talent Pool as any other third country national, without having to declare the existence of an ‘EU Talent Partnership pass’ and so be able to apply for jobs in other Member States.

deleted

Or. en

Amendment 172
Maria Zacharia

Proposal for a regulation
Recital 21

Text proposed by the Commission

(21) In the context of a Talent Partnership, skills development and validation may be targeted to the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, only employers established in one or more Member States participating in a Talent Partnership should be able, ***for a maximum period of one year***, to search for registered jobseekers holding an ‘EU Talent Partnership pass’. This possibility could, in particular, apply in cases where skills development was specifically targeted to the needs of a Member State. Information on whether this possibility is applied and in which cases should be provided on the EU Talent Pool IT platform, in order to inform registered jobseekers from third countries and employers participating in the EU Talent Pool. All employers participating in the EU Talent Pool may search the profiles of registered jobseekers holding an ‘EU Talent Partnership pass’ ***after this period of time has elapsed***. Jobseekers from third countries who received support under a Talent Partnership should always have the possibility to register in the EU Talent Pool as any other third country national, without having to declare the existence of an ‘EU Talent Partnership pass’ and so be able to apply for jobs in other Member States.

Amendment

(21) In the context of a Talent Partnership, skills development and validation may be targeted to the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, only employers established in one or more Member States participating in a Talent Partnership should be able to search for registered jobseekers holding an ‘EU Talent Partnership pass’. This possibility could, in particular, apply in cases where skills development was specifically targeted to the needs of a Member State. Information on whether this possibility is applied and in which cases should be provided on the EU Talent Pool IT platform, in order to inform registered jobseekers from third countries and employers participating in the EU Talent Pool. All employers participating in the EU Talent Pool may search the profiles of registered jobseekers holding an ‘EU Talent Partnership pass’. Jobseekers from third countries who received support under a Talent Partnership should always have the possibility to register in the EU Talent Pool as any other third country national, without having to declare the existence of an ‘EU Talent Partnership pass’ and so be able to apply for jobs in other Member States.

Or. el

Amendment 173

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 21 a (new)

Text proposed by the Commission

Amendment

(21a) The EU Talent Pool should constitute a safe place for recruitment, providing the highest standards for jobseekers, employers and labour recruiters seeking to use it. To this end, employers and labour recruiters should be required, before accessing the EU Talent Pool IT platform, to declare compliance with relevant Union and national law and practice as well as the International Labour Organisation (ILO) General Principles and Operational Guidelines for Fair Recruitment^{1a} to ensure third country nationals' protection against unfair recruitment and inadequate working conditions, inclusion of workers with disabilities as well as non-discrimination. Information should be provided on the consequences for making a false declaration in this respect.

^{1a} International Labour Organisation, General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs, 2019, ISBN 978-92-2-133333-3.

Or. en

Amendment 174

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 21 b (new)

Text proposed by the Commission

Amendment

(21b) Employers and labour recruiters from participating Member States wishing to register on the EU Talent Pool IT platform should create a profile using a standardised procedure enabling to create a free profile and report the name of employer or the labour recruiter, the name, surname, title, contact details of its representative, registration number, sector of activity and a brief description of the employer's or labour recruiter's operations in one secure location. Following their registration, and within a reasonable period of time, employers and labour recruiters should provide their National Contact Point with information concerning any administrative or judicial decision of which they have been the subject, or in which proceedings are pending, as regards their national social and fiscal obligations.

Or. en

Amendment 175

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 21 c (new)

Text proposed by the Commission

Amendment

(21c) In the case of a registered employer's or labour recruiter's breach of the relevant law and practice which is notified to the EU Talent Pool National Contact Points by the relevant national authorities responsible for enforcing the relevant law and practice, or in case of false declaration during the registration process, the employer's or labour recruiter's access to the EU Talent Pool should be suspended and their vacancies should be removed. The suspension

should be revoked without delay once the relevant national authorities have notified the EU Talent Pool National Contact Points, or the employer or labour recruiter concerned has proved, that the breach of the relevant law and practice has been remedied. In cases of breaches of Directive 2009/52/EC^{1a} or Directive (EU) 2024/1712^{1b}, the registered employer or labour recruiter should be suspended from the EU Talent Pool indefinitely. A clear explanation of this procedure should be available on the EU Talent Pool IT platform.

^{1a} Directive 2009/52/EC of the European Parliament and of the Council of 18 June 2009 providing for minimum standards on sanctions and measures against employers of illegally staying third-country nationals (OJ L 168, 30.6.2009, p. 24–32, ELI: <http://data.europa.eu/eli/dir/2009/52/oj>).

^{1b} Directive (EU) 2024/1712 of the European Parliament and of the Council of 13 June 2024 amending Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims (OJ L, 2024/1712, 24.6.2024, ELI: <http://data.europa.eu/eli/dir/2024/1712/oj>)

Or. en

Amendment 176

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 21 d (new)

Text proposed by the Commission

Amendment

(21d) Job vacancies transferred to the European Talent Pool IT platform should

contain the name, surname and contact details, information on the place and type of work, working hours, duration of employment, remuneration practices, description of main tasks, qualification requirements, language requirements, as well as relevant information on working conditions, including benefits. Job vacancies should also contain the name of the employer on behalf of whom the recruitment is being carried out when they are transferred by a registered labour recruiter. After verifying that the job vacancies are complete, that they fall under the EU-wide shortage occupations, taking into account national adjustments, or that they are relevant for Talent Partnerships and that they are open to the recruitment of jobseekers from third countries, the National Contact Points should transfer these job vacancies to the EU Talent Pool IT platform within 5 working days. Where it concerns a job vacancy made publicly available by the relevant public employment service and as a consequence was published on the EURES portal, the EU Talent Pool National Contact Point may make available eligible job vacancies on the EU Talent Pool IT platform upon the request of a registered employer or labour recruiter in the Talent Pool.

Or. en

Amendment 177
Aleksandar Nikolic, Marie Dauchy, Rachel Blom

Proposal for a regulation
Recital 22

Text proposed by the Commission

Amendment

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard

deleted

to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

Or. fr

Justification

Main amendment. Only the employment law in force within the Member State should be applicable.

Amendment 178

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 22

Text proposed by the Commission

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, **minimum wages**, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure **quality** employment.

Amendment

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment **of third country workers** with respect to working conditions, **remuneration**, access to social protection, training, **social and tax benefits, health care, education, trade union rights, access to housing**, and protection of youth people at work **as well as the need for greater protection of women's rights and the gender perspective, especially in sectors where third-country women are overrepresented, as well as the need to protect people with disabilities, safeguarding their rights and access to care**. In accordance with those principles, the EU Talent Pool should ensure **fair and equal recruitment and employment opportunities, and decent work**.

Amendment 179

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 22

Text proposed by the Commission

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, **and** protection of **youth** people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

Amendment

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, **life-long learning**, protection of **young** people at work **and social inclusion**. In accordance with those principles, the EU Talent Pool should ensure quality employment, **equal pay for equal work and gender equality**. **The EU Talent Pool should ensure inclusiveness in line with the United Nations Convention on the Rights of Persons with Disabilities and Member States should support employers in hiring applicants with disabilities by ensuring access to reasonable accommodation and support measures.**

Amendment 180

Maria Zacharia

Proposal for a regulation

Recital 22

Text proposed by the Commission

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to

Amendment

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to

the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

the right to fair and equal treatment with respect to working conditions, minimum wages, access to **health assistance and** social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment, **with equal pay for equal work and the right to the negotiation, conclusion and application of collective agreements with respect for the right to join a trade union.**

Or. el

Amendment 181

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier

Proposal for a regulation

Recital 22

Text proposed by the Commission

(22) ***The principles of the European Pillar of Social Rights should apply for all activities conducted*** in the context of the EU Talent Pool, in particular ***with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.***

Amendment

(22) In the context of the EU Talent Pool, ***the social rights of each Member State should be set out in each notification, in particular the local minimum wages and access to local social protection, so that the offer is transparent and not misleading.***

Or. fr

Justification

Fallback amendment

Amendment 182

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation
Recital 22

Text proposed by the Commission

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of **youth** people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

Amendment

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment **including** with respect to working **and employment** conditions, minimum wages **and remuneration**, access to social protection, **vocational education and training, social and tax benefits, health care, education, trade union rights, access to housing** and protection of **young** people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment **and equal treatment**.

Or. en

Amendment 183
Andrzej Bula

Proposal for a regulation
Recital 22

Text proposed by the Commission

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

Amendment

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment **and fair competition**.

Or. en

Amendment 184
Arba Kokalari

Proposal for a regulation
Recital 22

Text proposed by the Commission

(22) The principles of the European Pillar of Social Rights should **apply for** all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, **minimum** wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

Amendment

(22) The principles of the European Pillar of Social Rights should **guide** all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, **fair** wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

Or. en

Amendment 185
Per Clausen

Proposal for a regulation
Recital 22

Text proposed by the Commission

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.

Amendment

(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment **and equal treatment**.

Or. en

Amendment 186
Pál Szekeres, Nikola Bartůšek

Proposal for a regulation
Recital 22

Text proposed by the Commission

(22) ***The principles of the European Pillar of Social Rights should apply for*** all activities conducted in the context of the EU Talent Pool, ***in particular with regard to*** the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. ***In accordance with those*** principles, the EU Talent Pool should ensure quality employment.

Amendment

(22) All activities conducted in the context of the EU Talent Pool ***should respect*** the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. ***Also in line with the principles of the European Pillar of Social Rights***, the EU Talent Pool should ensure quality employment ***and fair competition***.

Or. en

Amendment 187
Per Clausen

Proposal for a regulation
Recital 23

Text proposed by the Commission

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers

Amendment

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers

participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC¹³ as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European

participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the **applicable collective agreement**, place and the type of work, the duration of employment, **the probation period if such exists**, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions **such as training entitlements**. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC¹³ as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State. **Employers participating in the EU Talent Pool that do not comply with these obligations should be permanently excluded.**

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European

Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

Or. en

Amendment 188

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 23

Text proposed by the Commission

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against **unfair** recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an **understandable** language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, **the** working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC¹⁸ as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a

Amendment

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against **unlawful** recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in **their own** language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration (**including any additional allowances**), **lawful deductions**, working hours, the amount of any paid leave **including maternity, paternity and parental leaves and maternity protection**, and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee **or related costs, cost of travel, work equipment and accommodation** nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. **In case the worker does not speak the language of the country they will be residing in, in order to ensure health and safety at work, better performance at**

Member State if they are legally and habitually employed in another Member State.

work, good communication between colleagues as well as ensuring good and quick economic and social integration of the third country nationals, the employer should offer them language courses.

Whether outside or in-company, the classes should be taken during working hours and at no cost for the employee.

Employers participating in the EU Talent Pool should comply with Directive 96/71/EC as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State. ***To prevent non-genuine postings, the EU Talent Pool must not be used to facilitate recruitments where workers are hired for the sole purpose of being posted. This requires that employers comply with Directive 2014/67 regarding the genuine nature of the posting in order to prevent abuse and circumvention. Employers should be required to declare that they uphold fair recruitment according to international labour standards when registering a vacancy. The principle that no workers or jobseekers should pay recruitment fees or related costs should be clearly stated in the platform and job vacancies. Pro-active monitoring of employers' compliance should be assured by the National Contact Points in coordination, as relevant, with social partners.***

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State

(OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

(OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

Or. en

Amendment 189

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 23

Text proposed by the Commission

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC¹⁸ as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of

Amendment

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the ***applicable collective agreement, habitual place and the type of work, the duration of employment, the probation period, if such exists***, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working ***and employment*** conditions, ***such as training entitlements. There should be no direct or indirect costs or fees for jobseekers from third countries related to their participation in the EU Talent Pool or their recruitment.*** An employer should neither charge any recruitment fee ***or cost of travel, work equipment and accommodation*** nor prohibit a worker from taking up employment with other employers, outside the work schedule

employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC¹⁸ as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted **for a limited period** to a Member State if they are legally and habitually employed in another Member State. **To prevent non-genuine postings, the EU Talent Pool must not be used to facilitate recruitments where workers are hired for the sole purpose of being posted. This requires that employers comply with Directive 2014/67 regarding the genuine nature of the posting in order to prevent abuse and circumvention. Employers participating in the EU Talent Pool that do not comply with these obligations should be permanently excluded.**

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for

the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

Or. en

Amendment 190

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 23

Text proposed by the Commission

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should

Amendment

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment **and, in particular, that**

comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers **participating** in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers **participating** in the EU Talent Pool should comply with Directive 96/71/EC¹⁸ as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-

no recruitment fees or costs should be paid by jobseekers. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, **registered** employers in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship **at the latest** at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee **or related costs, at anytime of or after the recruitment process** nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. **Registered** employers in the EU Talent Pool should comply with Directive 96/71/EC¹⁸ as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-

country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

Or. en

Amendment 191

Mariateresa Vivaldini, Chiara Gemma, Elena Donazzan, Francesco Torselli

Proposal for a regulation

Recital 23

Text proposed by the Commission

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing **and in an understandable language** on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC¹⁸ as amended by Directive 2018/957 when posting workers in the

Amendment

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹³, Directive 2014/36/EU¹⁴, Directive 2021/1883/EU¹⁵, and Directive 2016/801/EU¹⁶. In accordance with Directive 2019/1152/EU¹⁷, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC¹⁸ as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in

framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹³ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (OJ L 343, 23.12.2011, p. 1–9, ELI: <http://data.europa.eu/eli/dir/2011/98/oj>).

¹⁴ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁴ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375, ELI: <http://data.europa.eu/eli/dir/2014/36/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁵ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC, OJ L 382, 28.10.2021, p. 1, ELI: <http://data.europa.eu/eli/dir/2021/1883/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁶ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21, ELI: <http://data.europa.eu/eli/dir/2016/801/oj>).

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of

¹⁷ Directive (EU) 2019/1152 of the European Parliament and of the Council of

20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj>).

¹⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1, ELI: <http://data.europa.eu/eli/dir/1996/71/oj>).

Or. en

Amendment 192

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation Recital 23 a (new)

Text proposed by the Commission

Amendment

(23a) The National Contact Points of the participating Member States should be able to monitor the compliance of registered employers and labour recruiters with the ILO General Principle and Operational Guidelines for Fair Recruitment. Participating Member States should put in place appropriate measures to ensure that registered employers comply with the relevant Union and national law and practice and set up a specific mechanism, such as inspection services, to monitor compliance with these obligations by registered labour recruiters. Particular attention must be paid to fraud-sensitive sectors, where jobseekers from third countries are particularly vulnerable and at high risk of labour exploitation and abuse.

Or. en

Amendment 193

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 23 a (new)

Text proposed by the Commission

Amendment

(23a) To ensure equal treatment of third-country workers, Member States should provide for effective, proportionate and dissuasive penalties against employers in the event of infringements of national provisions adopted pursuant to these above mentioned Directives.

Or. en

Amendment 194

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 23 b (new)

Text proposed by the Commission

Amendment

(23b) Female third-country workers tend to be more exposed to exploitation compared to their male counterparts due for example to a lack of access to and control over resources and decision-making as well as a lack of access to accurate information. This is particularly the case in the sectors where female workers are over-represented such as domestic and care work. Intersectional discrimination may prevent them from accessing and using complaint and enforcement mechanisms. Member States should therefore ensure that any complaint mechanisms aimed at enforcing compliance with this regulation and preventing corruption and any malpractice are gender-sensitive and fully

accessible to women workers.

Or. en

Amendment 195

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 24

Text proposed by the Commission

(24) In order to ensure high quality matching, registered jobseekers from third countries **and** employers **participating** in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Amendment

(24) In order to ensure high quality matching, registered jobseekers from third countries, employers **or labour recruiters** in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform. ***The automatic matching tool should be governed by the principle of ethics and have inbuilt safeguards against discrimination. Jobseekers from third countries, employers and labour recruiters should also be able to freely search the EU Talent Pool IT platform and use specific filters to identify profiles or job vacancies.***

Or. en

Amendment 196

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 24

Text proposed by the Commission

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in

Amendment

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in

the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Registered jobseekers from third countries and employers participating in the EU Talent Pool should have the possibility to search the EU Talent Pool database themselves independently. Jobseekers should have the possibility to indicate the region or Member States where they would like to work.

Or. en

Amendment 197
Maria Zacharia

Proposal for a regulation
Recital 24

Text proposed by the Commission

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Amendment

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list ***must not be based on personal data such as first name and surname, age, country of origin or nationality.*** The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Or. el

Amendment 198
Nela Riehl
on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 24

Text proposed by the Commission

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Amendment

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform, ***which should be regularly improved and quickly updated in order to counter gender-bias.***

Or. en

Amendment 199

Laurence Farreng, Marie-Pierre Vedrenne, Hristo Petrov

Proposal for a regulation

Recital 24

Text proposed by the Commission

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Amendment

(24) In order to ensure high quality matching, registered jobseekers from third countries and employers participating in the EU Talent Pool should access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, ***including language skills,*** qualifications and work experiences for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform.

Or. en

Amendment 200

Maria Zacharia

Proposal for a regulation
Recital 24 a (new)

Text proposed by the Commission

Amendment

24a. Jobseekers must have access to residence permits, as well as access to healthcare, housing and education. Successful jobseekers must have full first degree family rights.

Or. el

Amendment 201

Mariateresa Vivaldini, Chiara Gemma, Elena Donazzan, Francesco Torselli

Proposal for a regulation
Recital 25

Text proposed by the Commission

Amendment

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on ***the most common*** shortage occupations in the ***Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating*** Member States ***shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches*** for job vacancies submitted by the

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on shortage occupations in the Member States,. EU Talent Pool should only ***be used*** for job vacancies submitted by the respective Member State ***which cannot be filled by EU citizens. The Talent Pool*** should ***not*** affect the principle of preference for Union citizens.

respective Member State. *Neither the list of EU-wide shortage occupations nor the Member States' notifications* should affect the principle of preference for Union citizens.

Or. en

Amendment 202

Aleksandar Nikolic, Marie Dauchy, Rachel Blom

Proposal for a regulation

Recital 25

Text proposed by the Commission

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations ***at all skills levels***, based on the most common shortage occupations in the Union ***and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating*** Member States shall ***be allowed to*** notify to the EU Talent Pool Secretariat the addition or removal of ***specific shortage*** occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations, based on the most common shortage occupations in the Union. Member States shall **notify** to the EU Talent Pool Secretariat the addition or removal of ***these*** occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment 203**Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne****Proposal for a regulation****Recital 25***Text proposed by the Commission*

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. ***In order to achieve this objective, it should be possible for job vacancies published on the EU Talent Pool IT platform to be automatically published on the EURES portal upon request by the registered employer or labour recruiter. To do so, it is necessary to ensure the technical interoperability between the two platforms.*** To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union

citizens.

Or. en

Amendment 204

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 25

Text proposed by the Commission

(25) The EU Talent Pool platform should meet established needs **on** the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and **on the** occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment

(25) The EU Talent Pool platform should meet established needs **of** the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition **or lead to brain drain in the partnering third country**. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens. **Therefore, the EU Talent Pool should be used for job vacancies and recruitment only if a job vacancy cannot be filled through recruitment in the Union by means of national employment services**

Amendment 205

Per Clausen

Proposal for a regulation

Recital 25

Text proposed by the Commission

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition ***or lead to brain drain in the partnering third country***. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens. ***Employers should exhaust all avenues, especially EURES, to recruit Union citizens before recruiting labour through the EU Talent Pool.***

Amendment 206**Nela Riehl**

on behalf of the Greens/EFA Group

Proposal for a regulation**Recital 25***Text proposed by the Commission*

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union ***as a whole and in the Member States more specifically while taking into account the risk of brain drain from developing countries*** and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States, ***in full agreement with their social partners***, shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment 207

Andrzej Bula

Proposal for a regulation

Recital 25

Text proposed by the Commission

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens ***and, where applicable under national law, the examination of the labour market participation.***

Or. en

Amendment 208

Arba Kokalari

Proposal for a regulation
Recital 25

Text proposed by the Commission

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions **and technological development**, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Or. en

Amendment 209

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation
Recital 25

Text proposed by the Commission

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union ***and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation.*** In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.

Amendment

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target specific occupations at all skills levels, based on the most common shortage occupations in the Union. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens ***or preference for citizens of Member States, should the latter be adopted.***

Or. fr

Justification

Fallback amendment

Amendment 210
Maria Zacharia

Proposal for a regulation
Recital 25 a (new)

Text proposed by the Commission

Amendment

25a. *The Talent Pool platform should contribute to ensuring a fair, inclusive labour market across EU Member States, with equal opportunities and rights for all. In addition, the EU Talent Pool platform should contribute to addressing undeclared work and labour exploitation and abuse.*

Or. el

Amendment 211

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 26

Text proposed by the Commission

Amendment

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool.

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool, ***all made available in a language that third country nationals are reasonably expected to understand. Eligibility and selection criteria should be transparent, non-discriminatory, gender responsive and should be defined in a broad way to allow for the accessibility of jobseekers with all skill levels.***

Or. en

Amendment 212

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation

Recital 26

Text proposed by the Commission

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries **and** employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool.

Amendment

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries, employers, **especially SMEs, and labour recruiters**, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the **registration and** participation in the EU Talent Pool, **the list of participating Member States, the list of EU-wide shortage occupations as well as national adjustments in a user-friendly format.**

Or. en

Amendment 213

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation

Recital 26

Text proposed by the Commission

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool.

Amendment

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries **if they have fully legal status** and employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool.

Amendment 214
Andrzej Bula

Proposal for a regulation
Recital 26

Text proposed by the Commission

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool.

Amendment

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool, ***in particular on its free of charge character.***

Or. en

Amendment 215
Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

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

Amendment

deleted

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.

Or. fr

Amendment 216

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

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 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

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 **and obligations**, 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. ***In order to supplement the information provided by the EU Talent Pool National Contact Points, the European Labour Authority could also provide to the EU Talent Pool Secretariat available information on the applicable rights and working conditions in the***

obtain a travel document, and integration support upon arrival.

Member States. 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. **Information** measures put in place by the Member States could include specific information campaigns, **information on procedures** to obtain a travel document, **and contacts to obtain certified translation** and integration support upon arrival.

Or. en

Amendment 217

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

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 at least in the official languages of the participating Member States **and, where appropriate, in the official languages of third countries participating in the EU Talent Partnerships.**

Or. en

Amendment 218

Branislav Ondruš

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 at least in the official languages of the participating Member States **and, where possible, in the official languages**

of third countries participating in the EU Talent Partnerships.

Or. en

Amendment 219

Nela Riehl

on behalf of the Greens/EFA Group

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 in the official languages of the participating Member States **and in a language that the potential jobseekers can be reasonably expected to understand.**

Or. en

Amendment 220

Aleksandar Nikolic, Marie Dauchy, Rachel Blom

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 **only** in the official languages of the participating Member States.

Or. fr

Justification

The priority of the EU and its Member States must be to train its citizens so that they fill job vacancies, and to implement a birth-rate policy to respond to the demographic challenge. Immigration cannot be a solution. However, should this text be adopted, its wording must be improved so that the European Talent Pool does not become yet another pull factor for migration from third countries. The opportunity to migrate lawfully to an EU Member State

by means of a work permit must be dependent on good knowledge of the host country's language. Mastery of the language is vital in ensuring good integration. Thus, the European Talent Pool must be available only in the languages of the participating Member States.

Amendment 221

Hristo Petrov, Jana Toom, Irena Joveva

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 in the official languages of the Member States.

Or. en

Amendment 222

Aleksandar Nikolic, Marie Dauchy, Rachel Blom

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, ***on*** the participating Member States ***and on their values and laws, as well as the legal consequences of failing to abide by the law.***

Or. fr

Amendment 223

Hristo Petrov, Jana Toom, Irena Joveva

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. ***This includes, for example, providing information in the official languages of third countries.***

Or. en

Amendment 224

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

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

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 ***and easy access to information, as well as an intuitive navigation on the EU Talent Pool IT platform to allow jobseekers to register themselves without assistance from third parties.*** 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 ***and contacts with trade unions.*** Such information should also include available ***complaints and*** redress

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.

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 **on cases of labour exploitation and unfair recruitment practices to the EU Talent Pool Steering Group and should exclude employers that are found to have been involved with such labour exploitation or unfair recruitment practices from the EU Talent Pool. The EU Talent Pool National Contact Points should provide information** to employers **and jobseekers** participating in the EU Talent Pool on their rights and obligations relating to social security, **including** pension entitlements and health insurance, **as well as active labour market measures, taxation and issues relating to employment contracts and working conditions.**

Or. en

Amendment 225
Branislav Ondruš

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

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, where possible**, provide additional support **and easy access to information, as well as an intuitive navigation on the EU Talent Pool IT platform to allow jobseekers to register themselves without assistance from third parties.** 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

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.

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 **on cases of labour exploitation and unfair recruitment practices to the EU Talent Pool Steering Group and should exclude employers that are found to have been involved with such labour exploitation or unfair recruitment practices from the EU Talent Pool. The EU Talent Pool National Contact Points should provide information** to employers **and jobseekers** participating in the EU Talent Pool on their rights and obligations relating to social security, **including** pension entitlements and health insurance, **as well as active labour market measures, taxation and issues relating to employment contracts and working conditions.**

Or. en

Amendment 226

Nela Riehl

on behalf of the Greens/EFA Group

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

Amendment

(30) The EU Talent Pool National Contact Points ***should*** provide ***proactive support to promote fair recruitment and offer easy access to information and to the***

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.

navigation of the platform or to complete online procedures and hence reduce workers' dependency from private, sometimes informal, intermediaries for such tasks. 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 *care and health* assistance, education, and housing. Specific guidance and information *should* 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 *complaints and* redress mechanisms for cases of labour exploitation and *unlawful* recruitment practices in the participating Member States *as well as contact references of relevant support organisations.* 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. *Clear and accessible information and guidance should be provided to jobseekers as well as employers throughout the recruitment process. Employers which have breached EU law in the past should not be allowed to participate in the EU Talent Pool.*

Or. en

Amendment 227

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

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 **registered employers or labour recruiters** in the EU Talent Pool, the EU Talent Pool National Contact Points **should** provide **standardised specific information**. **This** should include 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 training opportunities**, and housing. 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 **registered employers and labour recruiters** 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. **Such information should be provided in cooperation with the social partners, regional and local authorities and, where relevant, with organisations offering post-recruitment assistance to third country nationals.**

Or. en

Amendment 228
Maria Zacharia

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 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, ***and information on communication with workers' collective bodies and public labour inspectorate services in the event of a complaint***. 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. el

Amendment 229

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

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 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, housing *and the limits and restrictions linked to Member States' capacity to take in migrants*. 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. fr

Amendment 230
Aleksandar Nikolic, Marie Dauchy, Rachel Blom

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 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 existing measures to facilitate integration in the host Member State such as vocational training **and advanced language courses**. 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. fr

Justification

This amendment signals our opposition to family reunification as a form of migration. In addition, knowledge of the language must be a prerequisite for obtaining a residence permit for work purposes.

Amendment 231
Andrzej Bula

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 ***who have been selected for the job*** 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.

Or. en

Amendment 232
Laurence Farreng, Marie-Pierre Vedrenne

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 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 **and encourage** integration in the host Member State such as language courses and 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 233
Branislav Ondruš

Proposal for a regulation
Recital 30 a (new)

Text proposed by the Commission

Amendment

(30a) Support networks for mobile workers by social partner organisations

can play an important role in providing information to third country nationals and the promotion of fair labour mobility. Such networks should receive adequate support.

Or. en

Amendment 234

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 30 a (new)

Text proposed by the Commission

Amendment

(30a) Trade union networks with counselling services for migrant and mobile workers play a key role in providing information and counselling to third country nationals. Such networks should receive adequate EU funding on a permanent basis.

Or. en

Amendment 235

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation

Recital 31

Text proposed by the Commission

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 may put in place accelerated immigration procedures in particular as regards the obtention of

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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.

Or. fr

Amendment 236

Mariateresa Vivaldini, Chiara Gemma, Elena Donazzan, Francesco Torselli

Proposal for a regulation

Recital 31

Text proposed by the Commission

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 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.

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Or. en

Amendment 237

Hristo Petrov, Jana Toom, Irena Joveva, Laurence Farreng, Marie-Pierre Vedrenne

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 **and labour recruiters**, 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. **Information on these accelerated procedures should be duly communicated and made available both to registered jobseekers from third countries, employers and labour recruiters in an early stage of the recruitment process.**

Or. en

Amendment 238
Pál Szekeres, Nikola Bartůšek

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**

Amendment

(31) To achieve the objective of this Regulation, the effective **application** of the EU legal migration acquis should be ensured, in particular **the legislation and procedures, in accordance with national law, in view of obtaining a work permit**

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.

and a residence permit in a Member State for work purposes. This Regulation should furthermore not affect the right of Member States to determine volumes of admission of third country nationals in accordance with Article 79(5) of the Treaty on the Functioning of the European Union (TFEU).

Or. en

Amendment 239
Andrzej Bula

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 may put in place accelerated immigration procedures. 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 240
Per Clausen

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 may put in place accelerated immigration procedures in particular as regards the obtention of visas and residence permits for work purposes. 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 241
Nela Riehl

on behalf of the Greens/EFA Group

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

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 ***both the jobseekers and the*** employers, participating Member States

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.

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.

Or. en

Amendment 242

Hristo Petrov, Jana Toom, Irena Joveva, Brigitte van den Berg, Laurence Farreng, Marie-Pierre Vedrenne

Proposal for a regulation Recital 31 a (new)

Text proposed by the Commission

Amendment

(31a) To make the recruitment of jobseekers from third countries residing outside the Union easier and faster for employers and labour recruiters, participating Member States may put in place accelerated recognition of qualification procedures, in particular as regards the validation procedures to issue a statement of equivalence or comparability of the skills and qualifications, the formal recognition of foreign professional qualifications in case of regulated professions and the qualifications of jobseekers from third countries whose skills were developed or validated in the framework of a Talent Partnership. The implementation of accelerated recognition of qualifications 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. Information on these accelerated procedures should be duly

communicated and made available both to registered jobseekers from third countries, employers and labour recruiters in an early stage of the recruitment process.

Or. en

Amendment 243
Pál Szekeres, Nikola Bartůšek

Proposal for a regulation
Recital 31 a (new)

Text proposed by the Commission

Amendment

(31a) The main purpose of the EU Talent Pool is supporting the recruitment of registered jobseekers from third countries residing outside the Union and job vacancies of participating employers and other participating entities established in the participating Member States. Therefore, on the EU Talent Pool IT Platform the EU Talent Pool Secretariat should provide clear information that the registration in the EU Talent Pool by jobseekers from third countries and the selection for a job vacancy through the EU Talent Pool IT Platform is not a guarantee that following the selection process a work permit, a visa or a residence permit will be issued by the participating Member State in which the participating employer or other participating entity is established.

Or. en

Amendment 244
Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation
Recital 32

Text proposed by the Commission

Amendment

(32) Since the objectives of this Regulation, namely the establishment of a Union-wide platform aimed at addressing labour shortages at Union level by facilitating the recruitment of third country nationals to work in EU-wide shortage occupations, cannot be sufficiently achieved by the Member States due to the lack of effective channels and the limited visibility at global level, but can rather, by reason of the scale of the action, be better achieved at Union level, the Union may adopt measures, in accordance with the principle of subsidiarity as set out in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality as set out in that Article, this Regulation does not go beyond what is necessary to achieve those objectives.

deleted

Or. fr

Amendment 245

Nela Riehl

on behalf of the Greens/EFA Group

Proposal for a regulation

Recital 32

Text proposed by the Commission

Amendment

(32) Since the objectives of this Regulation, namely the establishment of a Union-wide platform aimed at addressing labour shortages at Union level by facilitating the recruitment of third country nationals to work in EU-wide shortage occupations, cannot be sufficiently achieved by the Member States due to the lack of effective channels and the limited visibility at global level, but can rather, by reason of the scale of the action, be better achieved at Union level, the Union may

(32) Since the objectives of this Regulation, namely the establishment of a Union-wide platform aimed at addressing **certain** labour shortages at Union level by facilitating the recruitment of third country nationals to work in EU-wide shortage occupations, cannot be sufficiently achieved by the Member States due to the lack of effective channels and the limited visibility at global level, but can rather, by reason of the scale of the action, be better achieved at Union level, the Union may

adopt measures, in accordance with the principle of subsidiarity as set out in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality, as set out in that Article, this Regulation does not go beyond what is necessary in order to achieve those objectives.

adopt measures, in accordance with the principle of subsidiarity as set out in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality, as set out in that Article, this Regulation does not go beyond what is necessary in order to achieve those objectives.

Or. en

Amendment 246

Marie Dauchy, Aleksandar Nikolic, Séverine Werbrouck, Nikola Bartůšek, Mélanie Disdier, Rachel Blom

Proposal for a regulation

Recital 33

Text proposed by the Commission

Amendment

(33) In order to fulfil the objectives of this Regulation of facilitating international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carry out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹⁹. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts.

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¹⁹ Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI: http://data.europa.eu/eli/agree_interinstit/2016/512/oj).

Or. fr

Amendment 247

Konstantinos Arvanitis, Leila Chaibi, Estrella Galán, Özlem Demirel

Proposal for a regulation

Recital 33

Text proposed by the Commission

Amendment

(33) In order to fulfil the objectives of this Regulation of facilitating international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carries out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹⁹. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts.

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¹⁹ Interinstitutional Agreement between the European Parliament, the Council of

the European Union and the European Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI: http://data.europa.eu/eli/agree_interinstit/2016/512/oj).

Or. en

Amendment 248

Mariateresa Vivaldini, Chiara Gemma, Elena Donazzan, Francesco Torselli

Proposal for a regulation

Recital 33

Text proposed by the Commission

Amendment

(33) In order to fulfil the objectives of this Regulation of facilitating international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carries out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹⁹. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts.

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¹⁹ *Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European Commission on Better Law-Making (OJ L*

123, 12.5.2016, p. 1, ELI:
[http://data.europa.eu/eli/agree_interinst/
2016/512/oj](http://data.europa.eu/eli/agree_interinst/2016/512/oj)).

Or. en

Amendment 249
Per Clausen

Proposal for a regulation
Recital 33

Text proposed by the Commission

(33) In order to fulfil the objectives of this Regulation of facilitating international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carries out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹⁹. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts.

¹⁹ Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI:

Amendment

(33) In order to fulfil the objectives of this Regulation of facilitating international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carries out appropriate consultations **with Member States and social partners on all levels including cross-sector** during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹⁹. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts.

¹⁹ Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI:

Amendment 250
Andrzej Bula

Proposal for a regulation
Recital 33

Text proposed by the Commission

(33) In order to fulfil the objectives of this Regulation of facilitating international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carries out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹⁹. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts.

¹⁹ Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI: http://data.europa.eu/eli/agree_interinstit/2

Amendment

(33) In order to fulfil the objectives of this Regulation of facilitating *fair* international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carries out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹⁹. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts.

¹⁹ Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI: http://data.europa.eu/eli/agree_interinstit/2

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