



**2023/0404(COD)**

29.1.2025

# **OPINION**

of the Committee on Development

for the Committee on Civil Liberties, Justice and Home Affairs

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

Rapporteur for opinion: Tomas Tobé

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## SHORT JUSTIFICATION

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

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

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

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

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

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

## **AMENDMENTS**

The Committee on Development submits the following to the Committee on Civil Liberties, Justice and Home Affairs, as the committee responsible:

### **Amendment 1**

#### **Proposal for a regulation Citation 6 a (new)**

*Text proposed by the Commission*

*Amendment*

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

### **Amendment 2**

#### **Proposal for a regulation Recital 1 b (new)**

*Text proposed by the Commission*

*Amendment*

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

### **Amendment 3**

#### **Proposal for a regulation**

##### **Recital 3**

*Text proposed by the Commission*

*Amendment*

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

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

### **Amendment 4**

#### **Proposal for a regulation**

##### **Recital 3 a (new)**

*Text proposed by the Commission*

*Amendment*

**(3a)** *The Talent Pool should contribute to achieving the UN 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), in particular Goal 1 to eradicate poverty, Goal 5 to ensure gender equality and empower all women and girls, Goal 8 to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all and Goal 10 to reduce inequalities*

*within and among countries.*

## **Amendment 5**

### **Proposal for a regulation Recital 3 b (new)**

*Text proposed by the Commission*

*Amendment*

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

## **Amendment 6**

### **Proposal for a regulation Recital 3 c (new)**

*Text proposed by the Commission*

*Amendment*

***(3c) The EU Talent Pool should be in line with the EU's Gender Equality Strategy as well as the policy framework of the Gender Action Plan III, as migrant women are often particularly vulnerable to mistreatment.***

## **Amendment 7**

### **Proposal for a regulation Recital 5**

*Text proposed by the Commission*

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

*Amendment*

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

## **Amendment 8**

### **Proposal for a regulation**

#### **Recital 7**

*Text proposed by the Commission*

(7) The EU Talent Pool should also support the implementation of Talent Partnerships, which are one of the key aspects of the external dimension of the Pact on Migration and Asylum<sup>30</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>31</sup>. 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.

*Amendment*

(7) ***Strong partnerships and bilateral cooperation with third countries are a precondition for effective migration schemes, and facilitate the creation of mutual gains for the EU, its Member States and third countries.*** The EU Talent Pool should also support the implementation of Talent Partnerships, which are one of the key aspects of the external dimension of the Pact on Migration and Asylum<sup>30</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>31</sup>. 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.

<sup>30</sup> [COM/2020/609 final](#).

<sup>31</sup> [COM/2022/657 final](#).

<sup>30</sup> [COM/2020/609 final](#).

<sup>31</sup> [COM/2022/657 final](#).

## Amendment 9

### Proposal for a regulation Recital 7 a (new)

*Text proposed by the Commission*

*Amendment*

***(7a) The EU Talent Pool should promote skills-based migration that relies on genuine partnerships, taking into account possible consequences on family disintegration. Strong partnerships with third countries can contribute to effective development cooperation in line with the principle of Policy Coherence for Development, and facilitate the creation of mutual gains for the third countries, the EU and its Member States. Partnerships should offer simple, coherent and comprehensible legal pathways to the Union, enabling re-entry possibilities that may be facilitated through the EU Talent Pool and encouraging circular migration for its developmental benefits to countries of origin, including through skills and knowledge transfers and remittances. Third countries must be able to co-create equal partnerships. The European Union migration policy must always be guided by respect for the rule of law and human rights.***

## Amendment 10

### Proposal for a regulation Recital 10



*Text proposed by the Commission*

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

*Amendment*

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

## **Amendment 11**

### **Proposal for a regulation**

#### **Recital 14**

*Text proposed by the Commission*

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

*Amendment*

(14) Registered jobseekers from third countries should have the right to choose from a number of technical options to restrict the access to their personal data, for instance, by restricting access to their contact details. Profiles of registered jobseekers from third countries participating in the EU Talent Pool IT platform that have not been used for a period of two years ***and those of employers that have not been used for a period of three years*** should be automatically removed. ***The owner of the profile should be notified about the removal at the latest one month in advance.*** When profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes including for the purpose of production and quality of European statistics ***in line with Art. 20 (1)***

*under this Regulation. For profiles of registered jobseekers, data on nationality, desired or current occupation, possession of Talent Partnership pass, the time period that the profile was registered on the EU Talent Pool IT platform, the number of visits on the platform, the number of matches with employers, and the number of job placements facilitated could be stored. For profiles of employers, data on the Member State they are based in, the sector, the number of visits on the EU Talent Pool IT platform, the number of matches with jobseekers, and the number of job placements facilitated could be stored.*

## Amendment 12

### Proposal for a regulation Recital 16

*Text proposed by the Commission*

(16) The EU Talent Pool should **contribute to the objective of discouraging irregular migration including by facilitating** access to existing legal pathways. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban in accordance with Directive 2008/115/EC of the European Parliament and of the Council<sup>35</sup>, 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.

*Amendment*

(16) The EU Talent Pool should **facilitate legal migration by promoting the international recruitment of third country nationals and their access to existing legal pathways and** contribute to **reducing irregular migration by helping address its root causes, while contributing to human capital development by promoting decent work and social inclusion**. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban in accordance with Directive 2008/115/EC of the European Parliament and of the Council<sup>35</sup>, 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.

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<sup>35</sup> 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>).

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<sup>35</sup> 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 13

#### Proposal for a regulation Recital 16 a (new)

*Text proposed by the Commission*

*Amendment*

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

### Amendment 14

#### Proposal for a regulation Recital 17

*Text proposed by the Commission*

*Amendment*

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass<sup>36</sup> profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using, ***where appropriate***, the Europass<sup>36</sup> profile builder functionality enabling to create a free profile ***without the obligation to include any pictures*** and report the relevant skills, qualifications, and other experiences in one secure online location.

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<sup>36</sup> 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>).

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<sup>36</sup> 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 15

### Proposal for a regulation Recital 17 a (new)

*Text proposed by the Commission*

*Amendment*

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

## Amendment 16

### Proposal for a regulation Recital 18

*Text proposed by the Commission*

*Amendment*

(18) Where necessary, the recognition of qualifications and validation of skills of registered jobseekers from third countries should be conducted in the participating Member States upon request of the

(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.

jobseeker or the employer in accordance with the national law and practices, and with any relevant international agreements, including Mutual Recognition Arrangements for professional qualifications. ***It should be considered that the process of recognition of qualifications and validation of skills varies between Member States, and that the participating Member States with less effective practices may take longer to process the information of registered jobseekers, which may negatively affect the functioning of the EU Talent Pool in some Member States. Therefore, the EU Talent Pool should serve as a tool to promote a smoother recognition of qualifications and validation of skills in the participating Member States.*** Personalised assistance and online information on existing recognition and validation procedures at national level should be available in the EU Talent Pool IT platform and it should be provided by the EU Talent Pool National Contact Points.

## Amendment 17

### Proposal for a regulation

#### Recital 19

##### *Text proposed by the Commission*

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

##### *Amendment*

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

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

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 *and according to common harmonised guidelines to be issued by the Commission under an advisory procedure as specified in Article 12 (4) in line with Article 22 (2)*, should determine the conditions for the issuing of the ‘EU Talent Partnership pass’ for the purpose of the EU Talent Pool, including whether a partner country’s national authority, an international organisation or other stakeholder should support its deliver. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.

## **Amendment 18**

### **Proposal for a regulation**

#### **Recital 27**

##### *Text proposed by the Commission*

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

##### *Amendment*

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

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

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

## Amendment 19

### Proposal for a regulation Recital 28

#### *Text proposed by the Commission*

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

#### *Amendment*

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

## Amendment 20

### Proposal for a regulation Recital 29

#### *Text proposed by the Commission*

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

#### *Amendment*

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

## Amendment 21

### Proposal for a regulation Recital 30

*Text proposed by the Commission*

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

## Amendment 22

### Proposal for a regulation Recital 31

*Text proposed by the Commission*

(31) To achieve the objective of this Regulation, the effective implementation of

*Amendment*

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

*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.

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

### **Amendment 23**

#### **Proposal for a regulation Recital 36**

*Text proposed by the Commission*

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

*Amendment*

(36) This Regulation respects the fundamental rights and observes the principles recognised by the Charter of Fundamental Rights of the European Union in accordance with Article 6 TEU ***as well as the principle of Policy Coherence for Development and the European Consensus on Development.***

### **Amendment 24**

#### **Proposal for a regulation Recital 37**

*Text proposed by the Commission*

(37) Participating Member States should implement this Regulation in full

*Amendment*

(37) Participating Member States should implement this Regulation in full

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

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

## **Amendment 25**

### **Proposal for a regulation Article 3 – paragraph 1**

#### *Text proposed by the Commission*

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

#### *Amendment*

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

## **Amendment 26**

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

#### *Text proposed by the Commission*

#### *Amendment*

***2a. The Talent Pool IT platform shall be designed to allow jobseekers with all skill levels to easily access and navigate the platform, and employers to easily recognise foreign qualifications, without the obligation to include any pictures of the jobseekers. Where relevant, Delegations of the European Union shall***

*disseminate information towards potential jobseekers in third countries about the Talent Pool IT Platform and how to make use of it.*

## Amendment 27

### Proposal for a regulation Article 6 – paragraph 3

*Text proposed by the Commission*

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

*Amendment*

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

## Amendment 28

### Proposal for a regulation Article 6 – paragraph 5

*Text proposed by the Commission*

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

*Amendment*

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

## Amendment 29

### Proposal for a regulation Article 6 – paragraph 6

*Text proposed by the Commission*

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

*Amendment*

6. Profiles of registered jobseekers from third countries that have not been accessed for a period of two years **and those of employers that have not been used for a period of three years** from the registration of their profiles shall be removed and no personal data shall be stored. ***The owner of the profile shall be notified about the removal at the latest one month in advance.*** Once profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes as well as to extract data to improve the functioning of the EU Talent Pool. ***For profiles of registered jobseekers, data on nationality, desired or current occupation, possession of Talent Partnership pass, the time period that the profile was registered on the EU Talent Pool IT platform, number of visits on the platform, number of matches with employers, and number of job placements facilitated may be stored. For profiles of employers, data on the Member State they are based in, the sector, number of visits on the EU Talent Pool IT platform, number of matches with jobseekers, and number of job placements facilitated may be stored.***

## Amendment 30

### Proposal for a regulation Article 8 – paragraph 2 – point (a)

*Text proposed by the Commission*

(a) ensuring the overall management of the EU Talent Pool, including the planning

*Amendment*

(a) ensuring the overall management of the EU Talent Pool, including the planning

and coordination of the activities of the EU Talent Pool;

and coordination of the activities of the EU Talent Pool, *which will ensure a high standard of fair recruitment and prevent unfair practices, recruitment fees and other costs;*

### Amendment 31

#### Proposal for a regulation

#### Article 8 – paragraph 2 – point (e)

*Text proposed by the Commission*

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

*Amendment*

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

### Amendment 32

#### Proposal for a regulation

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

*Text proposed by the Commission*

*Amendment*

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

### Amendment 33

#### Proposal for a regulation

#### Article 9 – paragraph 4

*Text proposed by the Commission*

4. Representatives of the cross-industry social partners organisations at

*Amendment*

4. Representatives of the cross-industry social partners organisations at

Union level shall have the right to participate as observers in the meetings of the EU Talent Pool Steering Group. Representation of two participants from trade union and two participants from employer organisations shall be ensured by the EU Talent Pool Steering Group. Those representatives shall sign a written statement declaring that they are not in a situation of conflict of interest.

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

#### **Amendment 34**

##### **Proposal for a regulation Article 10 – paragraph 2 – point d**

*Text proposed by the Commission*

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

*Amendment*

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

#### **Amendment 35**

##### **Proposal for a regulation Article 10 – paragraph 2 – point e**

*Text proposed by the Commission*

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

*Amendment*

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

enforcing the relevant law and practice;

authorities responsible for enforcing the relevant law and practice;

### **Amendment 36**

#### **Proposal for a regulation**

#### **Article 11 – paragraph 1 a (new)**

*Text proposed by the Commission*

*Amendment*

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

### **Amendment 37**

#### **Proposal for a regulation**

#### **Article 13 – paragraph 3 – subparagraph 2**

*Text proposed by the Commission*

*Amendment*

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

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

### **Amendment 38**

#### **Proposal for a regulation**

#### **Article 16 – paragraph 3**

*Text proposed by the Commission*

*Amendment*

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

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

job vacancy.

## Amendment 39

### Proposal for a regulation

#### Article 16 – paragraph 4 a (new)

*Text proposed by the Commission*

*Amendment*

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

## Amendment 40

### Proposal for a regulation

#### Article 17 – paragraph 1 – subparagraph 2 – point a

*Text proposed by the Commission*

*Amendment*

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

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

## Amendment 41

### Proposal for a regulation

#### Article 17 – paragraph 2 – point (c)

*Text proposed by the Commission*

*Amendment*

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

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



pursuant to Article 18;

#### **Amendment 42**

##### **Proposal for a regulation**

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

*Text proposed by the Commission*

*Amendment*

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

#### **Amendment 43**

##### **Proposal for a regulation**

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

*Text proposed by the Commission*

*Amendment*

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

#### **Amendment 44**

##### **Proposal for a regulation**

##### **Article 17 – paragraph 2 – point (e)**

*Text proposed by the Commission*

*Amendment*

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

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

## Amendment 45

### Proposal for a regulation Article 18 – paragraph 1

*Text proposed by the Commission*

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

*Amendment*

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

## Amendment 46

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

*Text proposed by the Commission*

*Amendment*

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

## Amendment 47

### Proposal for a regulation Article 19 – paragraph 1

*Text proposed by the Commission*

1. Participating Member States ***may decide to*** put in place accelerated

*Amendment*

1. Participating Member States ***shall*** put in place accelerated immigration

immigration procedures to allow for a faster recruitment of registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool.

procedures to allow for a faster recruitment of registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool.

#### **Amendment 48**

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

*Text proposed by the Commission*

*Amendment*

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

#### **Amendment 49**

##### **Proposal for a regulation Article 20 – paragraph 1 – introductory part**

*Text proposed by the Commission*

*Amendment*

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

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

#### **Amendment 50**

##### **Proposal for a regulation Article 20 – paragraph 1 – point (fa) (new)**

*Text proposed by the Commission*

*Amendment*

**(fa) The number and type of registered jobseekers and recruitments from developing countries in order to monitor the impact of the regulation on developing**

*countries through clear indicators based on the SDGs.*

## **Amendment 51**

### **Proposal for a regulation**

#### **Article 20 – paragraph 2 a (new)**

*Text proposed by the Commission*

*Amendment*

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

## **Amendment 52**

### **Proposal for a regulation**

#### **Article 20 – paragraph 3**

*Text proposed by the Commission*

*Amendment*

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

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

## **Amendment 53**

### **Proposal for a regulation**

#### **Article 23 – paragraph 1**

*Text proposed by the Commission*

*Amendment*

1. By 31.12.2031 and every five years thereafter, the Commission shall submit a

1. By 31.12.2031 and every five years thereafter, the Commission shall submit a

report to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the application of this Regulation.

report to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the application of this Regulation, ***taking into account its impact on the objectives of EU development cooperation in line with the principle of Policy Coherence for Development and the advancements of the SDGs in third countries.***

**ANNEX: ENTITIES OR PERSONS  
FROM WHOM THE RAPPORTEUR HAS RECEIVED INPUT**

Pursuant to Article 8 of Annex I to the Rules of Procedure, the rapporteur declares that he has received input from the following entities or persons in the preparation of the opinion, until the adoption thereof in committee:

Entity and/or person
European Commission: DG INTPA, DG HOME
IOM

The list above is drawn up under the exclusive responsibility of the rapporteur.

## PROCEDURE – COMMITTEE ASKED FOR OPINION

<b>Title</b>	Establishing an EU talent pool
<b>References</b>	COM(2023)0716 – C9-0413/2023 – 2023/0404(COD)
<b>Committee(s) responsible</b>	LIBE
<b>Opinion by</b> Date announced in plenary	DEVE 8.2.2024
<b>Rapporteur for the opinion</b> Date appointed	Tomas Tobé 4.12.2024
<b>Date adopted</b>	28.1.2025
<b>Result of final vote</b>	+: 16 –: 5 0: 0
<b>Members present for the final vote</b>	Barry Andrews, Hildegard Bentele, Robert Biedroń, Niels Geuking, Marc Jongen, Murielle Laurent, Reinhold Lopatka, Isabella Lövin, Thierry Mariani, Liudas Mažylis, Ana Miranda Paz, Tiago Moreira de Sá, Leire Pajín, Isabel Serra Sánchez, Kristoffer Storm
<b>Substitutes present for the final vote</b>	Anna-Maja Henriksson, Paolo Inselvini, Ondřej Kolář, Marit Maij, Carolina Morace, Cecilia Strada

## FINAL VOTE BY ROLL CALL IN COMMITTEE ASKED FOR OPINION

16	+
PPE	Hildegard Bentele, Niels Geuking, Ondřej Kolář, Reinhold Lopatka, Liudas Mažylis
Renew	Barry Andrews, Anna-Maja Henriksson
S&D	Robert Biedroń, Murielle Laurent, Marit Majj, Leire Pajín, Cecilia Strada
The Left	Carolina Morace, Isabel Serra Sánchez
Verts/ALE	Isabella Lövin, Ana Miranda Paz

5	-
ECR	Paolo Inselvini, Kristoffer Storm
ESN	Marc Jongen
PfE	Thierry Mariani, Tiago Moreira de Sá

0	0

Key to symbols:

+ : in favour

- : against

0 : abstention