



**2023/0404(COD)**

31.1.2024

# **AMENDMENTS**

## **34 - 100**

**Draft opinion**

**João Albuquerque**  
(PE758.197v01-00)

Establishing an EU talent pool

Proposal for a regulation

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



**Amendment 34**  
**Victor Negrescu**

**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, **education, agriculture**, 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.

Or. en

**Amendment 35**  
**Loucas Furlas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

**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

*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.

of the green and digital transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges ***and ageing population.***

Or. en

## **Amendment 36** **Peter Pollák**

### **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, ***in particular young people not in employment, education or training (NEETs) to develop their skills that can lead to their*** labour market ***integration through*** reskilling and upskilling, 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, the demographic trends ***but also ineffective active labour market policies by some Member States often failing to bring*** domestic workforce, ***especially from socially vulnerable groups to the labour market, it seems that we will face many challenges*** to address existing and future labour and skills shortages. ***Enhancing and improving labour market policies of some Member States in combination with*** legal migration ***should play a key role*** and must be part of the solution to fully support the twin transition.

Or. en

## **Amendment 37**

Catherine Griset

## 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, as well as improving working conditions and the attractiveness of certain occupations.

Or. fr

## Amendment 38

Victor Negrescu

## 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

*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.

scale of the labour market shortages, ***the changing nature of work*** 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 39

**Loucas Furlas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

#### 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 ***in accordance with the objectives of the European Year of Skills***, 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.

Or. en

**Amendment 40**  
**Victor Negrescu**

**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. ***In addition, the EU Talent Pool should address the non-EU jobseekers in relation to intra-EU labour mobility in order to create a fair and harmonized EU labour market, while addressing shortages, job reconversion and the future of work in an integrated and systemic way.***

Or. en

**Amendment 41**  
**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

**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, ***third-country nationals studying in the Union***, and job vacancies of employers established in the

participating Member States.

Or. en

**Amendment 42**  
**Victor Negrescu**

**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. ***The concept of 'Talent' should also take into account labour market trends related to the future of work, such as the transformational effects of technology (automation, AI, robotics), the digital and green transformation, the purpose driven work, new organisation of work and improved work-life balance.***

Or. en

**Amendment 43**



**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. 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 44**

**João Albuquerque**

**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 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.

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 **and initiatives** 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 45**  
**Diana Riba i Giner**

**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, **especially to support small- and medium-sized enterprises (SMEs)**, 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 46**  
**João Albuquerque**

**Proposal for a regulation**  
**Recital 8**

*Text proposed by the Commission*

*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.

(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 at Union level should also appoint two participants from trade unions and two participants from employer organisations to participate in the Steering Group.***

Or. en

**Amendment 47**  
**Diana Riba i Giner**

**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, ***guaranteeing, where necessary, the appropriate involvement of regional and local authorities.***

Or. en

**Amendment 48**  
**Victor Negrescu**

**Proposal for a regulation**  
**Recital 9**

*Text proposed by the Commission*

(9) An EU Talent Pool IT platform should be developed by using existing

*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’.

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’. ***Existing IT infrastructure should be adapted beyond labour needs and take into account also other types of information related to the ‘talent’ issue, such as reconversion, reskilling and upskilling. From a strategic perspective, the EU Talent Pool IT platform should create synergies between both dimensions and needs, intra-EU labour mobility and international recruitment. To maximise effects and adopt a systemic perspective, the two dimensions should not be treated separately.***

Or. en

#### **Amendment 49** **Victor Negrescu**

#### **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 ***shall*** 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. ***For the EU Talent Pool to properly work, it needs accurate, transparent and real-time information about labour needs and working conditions across the Member***

**Amendment 50**

**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

**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) 2016/589<sup>8</sup> 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) 2016/589<sup>8</sup> 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. ***Vocational education, degrees, volunteering,***

*certification of skills or specific certificates such as micro-credentials should also be taken into account in the matching process. Moreover, jobseekers from third countries, according to the different national laws, should demonstrate their minimal knowledge of at least one of the official languages of the Union.*

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<sup>8</sup> 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>).

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<sup>8</sup> 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 51**

**Victor Negrescu**

### **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>11</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

#### *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 Council<sup>11</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.

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. ***At the same time, distinction should be made between addressing the EU's shortages on one hand, and assistance to refugees, asylum seekers and migrants on the other hand. Synergies must be clearly addressed but the issues should be treated differently. The EU Talent Pool should also contribute to ensure a fair, inclusive labour market across EU member states, with equal opportunities and rights for all. In addition, the EU Talent Pool should contribute to address undeclared work and labour exploitation.***

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<sup>11</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>11</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>).

Or. en

## **Amendment 52**

### **Diana Riba i Giner**

#### **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

##### *Amendment*

(16) The EU Talent Pool should contribute to the objective of ***recognising and redressing labour shortages*** 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>11</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>11</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>).

in accordance with Directive 2008/115/EC of the European Parliament and of the Council<sup>11</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>11</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>).

Or. en

## Amendment 53

Laurence Farreng, Ilana Cicurel, Vlad-Marius Botoș

### 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*<sup>12</sup> profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

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<sup>12</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*

*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.



*skills and qualifications (OJ L 112, 2.5.2018, p. 42, ELI: <http://data.europa.eu/eli/dec/2018/646/oj>).*

Or. en

#### **Amendment 54**

**Loucas Foulas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

#### **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<sup>12</sup> profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

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<sup>12</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*

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass<sup>12</sup> profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online **location. To enhance the effectiveness of this process, it is essential to promote awareness among jobseekers about the Europass format, ensuring they are well-informed and can optimise their applications.**

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<sup>12</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>).

Or. en

#### **Amendment 55**

**Niyazi Kizilyürek**

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

##### **Recital 22**

(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.

(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, protection of youth people at work **and social inclusion**. In accordance with those principles, the EU Talent Pool should ensure quality employment, **including equal pay for work of equal value and ensure gender equality**.

Or. en

**Amendment 56**  
**Niyazi Kizilyürek**

**Proposal for a regulation**  
**Recital 25**

(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

(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. **The Commission and Member States shall protect migrant workers from exploitation and abuse**. 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

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.

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 57**  
**Diana Riba i Giner**

**Proposal for a regulation**  
**Recital 25 a (new)**

*Text proposed by the Commission*

*Amendment*

***(25 a) The EU Talent Pool should encourage diversity and gender equality. This entails facilitating hiring and bringing on board workers who are especially vulnerable to being excluded from the labour market such as women, persons with disabilities or people from minorities. If necessary, the EU Talent Pool should adopt targeted actions to ensure full inclusion.***

Or. en

**Amendment 58**  
**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

**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

(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.

countries and employers, *especially SMEs*, 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.

Or. en

**Amendment 59**  
**Niyazi Kizilyürek**

**Proposal for a regulation**  
**Recital 26 a (new)**

*Text proposed by the Commission*

*Amendment*

***(26 a) Jobseekers must have access to residence permits, decent and quality jobs, based on the principle of equal treatment as well as access to healthcare, housing and education. Successful candidates must be granted full first degree family rights.***

Or. en

**Amendment 60**  
**Diana Riba i Giner**

**Proposal for a regulation**  
**Recital 27 a (new)**

*Text proposed by the Commission*

*Amendment*

***(27 a) When monitoring the EU Talent Pool, the EU Talent Pool Secretariat may take into account the input of relevant civil society organisations such as trade unions and business associations in both third countries and participating EU Member States at all relevant levels.***

Or. en

**Amendment 61**  
**Diana Riba i Giner**

**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 ***all*** the official languages ***in*** the participating Member States ***and, when possible, in other relevant languages for non EU-nationals.***

Or. en

**Amendment 62**  
**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

**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

*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. 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.

States, ***with the involvement of relevant professional 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.

Or. en

### **Amendment 63** **Diana Riba i Giner**

#### **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

##### *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.

measures, taxation, issues relating to work contracts, pension entitlements and health insurance.

Or. en

#### **Amendment 64**

**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

#### **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 ***third country students residing in the Union and*** jobseekers from ***a third country*** 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.

Or. en

#### **Amendment 65**

**Diana Riba i Giner**

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

##### **Article 1 – paragraph 1**

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

1. This Regulation establishes an EU

###### *Amendment*

1. This Regulation establishes an EU

Talent Pool available to all Member States to facilitate recruitment of jobseekers from third countries residing outside the Union.

Talent Pool available to all Member States to facilitate recruitment of jobseekers from third countries residing outside the Union ***including those in need of international protection.***

Or. en

#### **Amendment 66**

**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

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

#### **Article 1 – paragraph 2 – point c**

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

(c) the conditions and procedures for the participation in the EU Talent Pool of jobseekers from third countries and employers;

##### *Amendment*

(c) the conditions and procedures for the participation in the EU Talent Pool of jobseekers from third countries, ***third country nationals studying in the Union*** and employers;

Or. en

#### **Amendment 67**

**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

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

#### **Article 2 – paragraph 1**

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

1. This Regulation applies to jobseekers from third countries residing outside the Union and employers established in the participating Member States.

##### *Amendment*

1. This Regulation applies to jobseekers from third countries residing outside the Union, ***third country nationals studying in the Union*** and employers established in the participating Member States.

Or. en

#### **Amendment 68**

**Niyazi Kizilyürek**



**Proposal for a regulation**  
**Article 4 – paragraph 1 – point 2**

*Text proposed by the Commission*

(2) ‘jobseeker from a third country’ means a person residing outside the Union who is not a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union;

*Amendment*

(2) ‘jobseeker from a third country’ means a person residing outside the Union who is not a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union; ***Foreign students or researchers present in a Member State to study or conduct research are allowed to participate without returning to their country of origin;***

Or. en

**Amendment 69**  
**Diana Riba i Giner**

**Proposal for a regulation**  
**Article 4 – paragraph 1 – point 2**

*Text proposed by the Commission*

(2) ‘jobseeker from a third country’ means a person ***residing outside the Union*** who is not a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union;

*Amendment*

(2) ‘jobseeker from a third country’ means a person, ***including those in need of international protection, or a foreign student or researcher in the EU territory,*** who is not a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union;

Or. en

**Amendment 70**  
**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

**Proposal for a regulation**  
**Article 4 – paragraph 1 – point 2 a (new)**

*Text proposed by the Commission*

*Amendment*

***(2 a) 'Third country national studying in the Union' means a person legally***

*residing in the Union who is not a citizen of the Union within the meaning of Article 20(1) TFEU and who is effectively enrolled in a Union-based school, university or VET-center.*

Or. en

**Amendment 71**  
**Diana Riba i Giner**

**Proposal for a regulation**  
**Article 4 – paragraph 1 – point 5 a (new)**

*Text proposed by the Commission*

*Amendment*

*(5 a) 'Talent Pool' means an inclusive tool that targets highly, medium and low skilled profiles from third countries. The Talent Pool covers all sectors of employment for low, medium, and highly skilled individuals, including small and medium-sized enterprises.*

Or. en

**Amendment 72**  
**Victor Negrescu**

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

*Text proposed by the Commission*

*Amendment*

*(b a) The technical infrastructure enabling Member States to correlate EU-intra labour mobility data and recruitment from third countries.*

Or. en

**Amendment 73**  
**Loucas Furlas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

**Proposal for a regulation**

**Article 5 – paragraph 2 – point f a (new)**

*Text proposed by the Commission*

*Amendment*

**(f a) Introduce a Cultural Ambassadors Programme that engages individuals from third countries, who have successfully integrated into the EU workforce, to share their experiences and encourage others to consider the EU as a destination of employment;**

Or. en

**Amendment 74**

**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

**Proposal for a regulation**

**Article 6 – paragraph 3**

*Text proposed by the Commission*

*Amendment*

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

3. Profiles of registered jobseekers from third countries shall include the name, surname, contact details, date of birth and nationality, information on academic and professional qualifications, work experience, **certification of skills or specific certificates such as micro-credentials, degrees, vocational education, volunteering experience, language skills, or any relevant skills**. Job vacancies of employers participating in the EU Talent Pool shall include the name, surname and contact details.

Or. en

**Amendment 75**

**Diana Riba i Giner**

**Proposal for a regulation**

**Article 6 – paragraph 7**

*Text proposed by the Commission*

7. The EU Talent Pool Secretariat shall make the data of registered jobseekers from third countries and job vacancies of employers participating in the EU Talent Pool available for searches and matching on the EU Talent Pool IT platform.

*Amendment*

7. The EU Talent Pool Secretariat shall make the data of registered jobseekers from third countries and job vacancies of employers participating in the EU Talent Pool available for searches and matching on the EU Talent Pool IT platform. ***Searches and matches should be facilitated in a way that these do not result in any discriminatory or biased processes.***

Or. en

**Amendment 76**  
**Diana Riba i Giner**

**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, if necessary, consultations with relevant civil society organisations;***

Or. en

**Amendment 77**  
**Victor Negrescu**

**Proposal for a regulation**  
**Article 9 – paragraph 1 – point b**

*Text proposed by the Commission*

(b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool;

*Amendment*

(b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool, ***including facilitating exchanges and synergies with intra-EU labour mobility authorities;***

Or. en

**Amendment 78**  
**João Albuquerque**

**Proposal for a regulation**  
**Article 9 – paragraph 2**

*Text proposed by the Commission*

2. Only participating Member States shall be members of the EU Talent Pool Steering Group. Member States not participating in the EU Talent Pool may participate in the meetings of the EU Talent Pool Steering Group as observers.

*Amendment*

2. Only participating Member States ***and representatives of social partners at Union level as covered by paragraph 4 of this article*** shall be members of the EU Talent Pool Steering Group. Member States not participating in the EU Talent Pool ***and representatives from relevant third countries of origin*** may participate in the meetings of the EU Talent Pool Steering Group as observers.

Or. en

**Amendment 79**  
**Diana Riba i Giner**

**Proposal for a regulation**  
**Article 9 – paragraph 4**

*Text proposed by the Commission*

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.

*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 ***at least*** two participants from trade union and two participants from employer organisations shall be ensured by the EU Talent Pool Steering Group. ***Other civil society organisations with relevant expertise on the field may be invited to participate as well.*** Those representatives shall sign a written statement declaring that they are not in a situation of conflict of interest.

Or. en

## Amendment 80

Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș

### Proposal for a regulation

#### Article 9 – paragraph 4

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

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.

##### *Amendment*

4. Representatives of the cross-industry social partners organisations **and educational institutions** 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.

Or. en

## Amendment 81

Diana Riba i Giner

### Proposal for a regulation

#### Article 10 – paragraph 1

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

1. Each participating Member State shall designate an EU Talent Pool National Contact Point. Participating Member States shall ensure that relevant authorities from the field of employment and immigration are appointed as the EU Talent Pool National Contact Points.

##### *Amendment*

1. Each participating Member State shall designate an EU Talent Pool National Contact Point. Participating Member States shall ensure that relevant authorities from the field of employment and immigration **and, where necessary, with the involvement of regional or local authorities with relevant competences on the matter**, are appointed as the EU Talent Pool National Contact Points.

Or. en

**Amendment 82**  
**Catherine Griset**

**Proposal for a regulation**  
**Article 10 – paragraph 1**

*Text proposed by the Commission*

1. Each participating Member State shall designate an EU Talent Pool National Contact Point. Participating Member States shall ensure that relevant authorities from the field of employment **and immigration** are appointed as the EU Talent Pool National Contact Points.

*Amendment*

1. Each participating Member State shall designate an EU Talent Pool National Contact Point. Participating Member States shall ensure that relevant authorities from the field of employment are appointed as the EU Talent Pool National Contact Points.

Or. fr

**Amendment 83**  
**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

**Proposal for a regulation**  
**Article 10 – paragraph 2 – point b**

*Text proposed by the Commission*

(b) transferring job vacancies to the EU Talent Pool IT platform through the single coordinated channel and facilitating the matching between registered jobseekers from third countries and employers participating in the EU Talent Pool;

*Amendment*

(b) transferring job vacancies to the EU Talent Pool IT platform through the single coordinated channel and facilitating the matching between registered jobseekers from third countries and employers participating in the EU Talent Pool, **using simple procedures**;

Or. en

**Amendment 84**  
**Laurence Farreng, Ilana Cicurel, Vlad-Marius Botoș**

**Proposal for a regulation**  
**Article 11 – paragraph 1**

*Text proposed by the Commission*

1. Jobseekers from third countries may create their profiles via **the Europass**

*Amendment*

1. Jobseekers from third countries may create their profiles via **a common**

profile builder in order to register on the EU Talent Pool IT platform.

profile builder in order to register on the EU Talent Pool IT platform.

Or. en

#### **Amendment 85**

**Loucas Furlas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

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

#### **Article 11 – paragraph 2**

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

2. Access to registering a profile in the EU talent Pool IT platform shall be limited to persons who expressly declare not to be subject to a judicial or administrative decision refusing the entry or stay in a Member State in accordance with its national law or an entry ban to the territory of the Union in accordance with Directive 2008/115/EC.

##### *Amendment*

2. Access to registering a profile in the EU talent Pool IT platform shall be limited to persons who expressly declare not to be subject to a judicial or administrative decision refusing the entry or stay in a Member State in accordance with its national law or an entry ban to the territory of the Union in accordance with Directive 2008/115/EC. **Furthermore, jobseekers shall undergo a comprehensive screening process to verify the authenticity of the information provided in their profiles.**

Or. en

#### **Amendment 86**

**Diana Riba i Giner**

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

#### **Article 11 – paragraph 3**

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

3. Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to employers participating in the EU Talent Pool.

##### *Amendment*

3. Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to employers participating in the EU Talent Pool. **Personal data of jobseekers such as name, surname, gender, age, country of origin, nationality and address, should not be accessible during the search and matching phase.**



**Amendment 87**

**Loucas Furlas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

**Proposal for a regulation**

**Article 13 – paragraph 1 – point 1 (new)**

*Text proposed by the Commission*

*Amendment*

**(1) Employers should be encouraged to allocate resources for language training programs for jobseekers, enhancing their linguistic skills, fostering cultural understanding, promoting a more inclusive integration into the European labour market.**

Or. en

**Amendment 88**

**Diana Riba i Giner**

**Proposal for a regulation**

**Article 13 – paragraph 3 – subparagraph 1**

*Text proposed by the Commission*

*Amendment*

Employers participating in the EU Talent Pool shall comply with the relevant Union and national law and practice to ensure third-country nationals' protection against unfair recruitment and inadequate working conditions as well as non-discrimination. Participating Member States may introduce additional conditions for the employers' participation in the EU Talent Pool to ensure compliance with other relevant national practices, collective agreements and the principles and guidelines set out by the International Labour Organisation, in compliance with Union law.

Employers participating in the EU Talent Pool shall comply with the relevant Union and national law and practice to ensure third-country nationals' protection against unfair recruitment and inadequate working conditions as well as non-discrimination. **as well as with relevant EU law addressing gender equality in the labour market such as Directive (EU) 2022/2381 or Directive (EU) 2023/970.** Participating Member States may introduce additional conditions for the employers' participation in the EU Talent Pool to ensure compliance with other relevant national practices, collective agreements and the principles and guidelines set out by the International Labour Organisation, in compliance with

Union law.

Or. en

**Amendment 89**  
**Niyazi Kizilyürek**

**Proposal for a regulation**  
**Article 13 – paragraph 6 a (new)**

*Text proposed by the Commission*

*Amendment*

**6 a. The Commission and Member States must ensure that employers provide equal treatment, decent work conditions, access to information for workers in their own language, labour and trade union rights as well as healthcare.**

Or. en

**Amendment 90**  
**Loucas Furlas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

**Proposal for a regulation**  
**Article 14 – paragraph 1 – subparagraph 2 – point a**

*Text proposed by the Commission*

*Amendment*

(a) shortage occupations common **to a significant number of participating** Member States as notified to the EU Talent Pool Secretariat by the EU Talent Pool National Contact Points pursuant to Article 10(2)(c);

(a) shortage occupations common **if two** Member States **request** as notified to the EU Talent Pool Secretariat by the EU Talent Pool National Contact Points pursuant to Article 10(2)(c);

Or. en

**Amendment 91**  
**Loucas Furlas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

**Proposal for a regulation**

## Article 16 – paragraph 4 a (new)

*Text proposed by the Commission*

*Amendment*

**4 a. Encourage increased awareness among universities regarding the EU Talent Pool, emphasising the potential for researchers and students who are third country nationals to apply.**

Or. en

## Amendment 92

**Loucas Fourlas, Theodoros Zagorakis, Michaela Šojdrová, Tomasz Frankowski, Peter Pollák**

### Proposal for a regulation

#### Article 16 – paragraph 4 b (new)

*Text proposed by the Commission*

*Amendment*

**4 b. Ensure that individuals who have participated in Erasmus+ mobility programs receive favourable consideration in the matching process by recognizing qualifications obtained through Erasmus+ programs as valuable assets within the EU Talent Pool.**

Or. en

## Amendment 93

**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

### Proposal for a regulation

#### Article 17 – paragraph 1 – subparagraph 1

*Text proposed by the Commission*

*Amendment*

Participating Member States shall make information concerning the EU Talent Pool and its functioning easily accessible.

Participating Member States shall make information concerning the EU Talent Pool and its functioning easily accessible **and shall ensure its promotion.**

Or. en

#### Amendment 94

Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș

#### Proposal for a regulation

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

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

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

##### *Amendment*

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

Or. en

#### Amendment 95

Diana Riba i Giner

#### Proposal for a regulation

#### Article 17 – paragraph 3

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

3. Where relevant, the EU Talent Pool National Contact Points shall refer requests for information, guidance and support to other national competent authorities and, if applicable, other appropriate bodies at national level supporting the integration of third country nationals on the labour market.

##### *Amendment*

3. Where relevant, the EU Talent Pool National Contact Points shall refer requests for information, guidance and support to other national competent authorities and, if applicable, other appropriate bodies at national level supporting the integration of third country nationals on the labour market ***and establish follow-up mechanisms to monitor whether the assistance required by the jobseeker or employer was satisfactory provided.***

Or. en

#### Amendment 96

Catherine Griset

#### Proposal for a regulation

## Article 19 – paragraph 1

*Text proposed by the Commission*

*Amendment*

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

Or. fr

**Amendment 97**  
**Catherine Griset**

**Proposal for a regulation**  
**Article 19 – paragraph 2**

*Text proposed by the Commission*

*Amendment*

**2. The procedure referred to paragraph 1 may cover:** **deleted**  
**(a) the obtention of visas and residence permits for work purposes;**  
**(b) the exemption from the principle of preference for Union citizens for job vacancies transferred to the EU Talent Pool IT platform.**

Or. fr

**Amendment 98**  
**Diana Riba i Giner**

**Proposal for a regulation**  
**Article 20 – paragraph 2**

*Text proposed by the Commission*

*Amendment*

**2. The EU Talent Pool Secretariat shall set up the data collection according to the statistical concepts and definitions and exchange information and data with the Commission for the purpose of quality of**

**2. The EU Talent Pool Secretariat shall set up the data collection according to the statistical concepts and definitions and exchange information and data with the Commission for the purpose of quality of**

data collected under this Regulation and the production and quality of European statistics.

data collected under this Regulation and the production and quality of European statistics ***giving especial attention to disaggregated data by categories such as gender, disability and age.***

Or. en

**Amendment 99**  
**Diana Riba i Giner**

**Proposal for a regulation**  
**Article 20 – paragraph 3 a (new)**

*Text proposed by the Commission*

*Amendment*

**3 a. A report of the performance and a summary of aggregated data of the EU Talent Pool should be made publicly available on a regular basis.**

Or. en

**Amendment 100**  
**Laurence Farreng, Ilana Cicurel, Irena Joveva, Vlad-Marius Botoș**

**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 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.

1. By **31.12.2030** 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.

Or. en