



**2023/0404(COD)**

12.2.2024

# **AMENDMENTS**

## **16 - 160**

**Draft opinion**

**Tomas Tobé**

(PE758.160v01-00)

on the proposal for a regulation of the European Parliament and of the Council  
establishing an EU Talent Pool

Proposal for a regulation

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

AM\_Com\_LegOpinion

## **Amendment 16**

**Erik Marquardt**

on behalf of the Verts/ALE Group

### **Proposal for a regulation**

#### **Citation 6 a (new)**

*Text proposed by the Commission*

*Amendment*

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

Or. en

## **Amendment 17**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

### **Proposal for a regulation**

#### **Recital 1**

*Text proposed by the Commission*

*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.

(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, digital **and social** transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges.

Or. en

**Amendment 18**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Recital 1 a (new)**

*Text proposed by the Commission*

*Amendment*

***(1a) The EU Talent Pool should contribute to SDG 5 on Gender Equality by promoting the inclusion of women in all sectors and occupations, avoiding gender-segregation and following the policy framework of the Gender Action Plan III.***

Or. en

**Amendment 19**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Recital 1 b (new)**

*Text proposed by the Commission*

*Amendment*

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

Or. en

**Amendment 20**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Recital 1 c (new)**

***(1c) The EU Talent Pool should promote skills-based migration that relies on genuine partnerships and contributes to sustainable development for all. Thus, the perspective of participating third countries should be taken into consideration, particularly as regards potential consequences on brain-drain which can lead to third countries losing the human capital they economically invested in; as well as possible consequences on family disintegration that could contribute to the 'left-behind' children phenomenon and the loss of care resources, therefore possibly worsening the care-drain.***

Or. en

## **Amendment 21**

**Erik Marquardt**

on behalf of the Verts/ALE Group

### **Proposal for a regulation**

#### **Recital 2**

*Text proposed by the Commission*

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

*Amendment*

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

*comprehensive partnerships are key to complement those actions and must be part of the solution to fully support the twin transition. **True partnerships on equal footing that avoid conditionality are necessary to boost each side's interests for example by preventing brain-drain or other adverse effects and by promoting training as well as creating re-entry systems.***

Or. en

## Amendment 22

Ryszard Czarnecki, Beata Kempa

### Proposal for a regulation

#### Recital 2

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

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

##### *Amendment*

(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration, ***which ensures a balance between the EU's internal policy in this area and the external dimension, encompassing close cooperation with third countries and measures to control clandestine migratory flows and tackle the root causes of migration,*** is key to complement those actions and must be part of the solution to fully support the twin transition.

### Amendment 23

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

#### Proposal for a regulation

##### Recital 2

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

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

###### *Amendment*

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

### Amendment 24

**Jan-Christoph Oetjen**

#### 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**

###### *Amendment*

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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.

occupations, an EU Talent Pool should be established in the form of a Union-wide platform that brings together and supports the matching of profiles of registered jobseekers from third countries residing outside the Union and job vacancies of employers established in the Member States.

Or. en

#### **Amendment 25**

**Erik Marquardt**

on behalf of the Verts/ALE Group

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

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

*Text proposed by the Commission*

*Amendment*

***(3a) The implementation of the Talent Pool Regulation should comply with the principle of Policy Coherence for Development and promote decent work, equal treatment, social inclusion as well as prevent and protect migrant workers from exploitation and abuse.***

Or. en

#### **Amendment 26**

**Erik Marquardt**

on behalf of the Verts/ALE Group

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

##### **Recital 3 b (new)**

*Text proposed by the Commission*

*Amendment*

***(3b) The Talent Pool should contribute to achieving the UN 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), in particular Goal 1 to eradicate poverty, Goal 5 to ensure gender equality and***



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

Or. en

**Amendment 27**  
**Erik Marquardt**  
on behalf of the Verts/ALE Group

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

*Text proposed by the Commission*

*Amendment*

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

Or. en

**Amendment 28**  
**Mónica Silvana González, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

*Text proposed by the Commission*

*Amendment*

(5) The EU Talent Pool should aim at

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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.

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, ***that should become compulsory with time***, 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. ***Third country skills shortages should also be taken into account when defining the occupations for facilitating international recruitment so as not to aggravate brain-drain in critical sectors.***

Or. en

## **Amendment 29**

### **Jan-Christoph Oetjen**

#### **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

##### *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.

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Or. en

**Amendment 30**  
**Dominique Bilde**

**Proposal for a regulation**  
**Recital 5 a (new)**

*Text proposed by the Commission*

*Amendment*

***(5a) It is essential that account be taken of the consequences of skilled emigration (or brain drain) for developing countries, in particular the least developed countries, for example in relation to the medical sector. Both Member States and the European Union should therefore refrain from any measures or any programmes likely to contribute to depriving said countries of the skills they need for their development.***

Or. fr

**Amendment 31**  
**Mónica Silvana González, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**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, including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997, ***as well as facilitating the participation of micro, small and medium-sized enterprises.***

Or. en

**Amendment 32**  
**Dominique Bilde**

**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>6</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>7</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) ***Development cooperation and partnerships with third countries should emphasise return and readmission of migrants and should be conditional upon optimum cooperation by the beneficiary country in this area.*** 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>6</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>7</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.

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<sup>6</sup> COM/2020/609 final.

<sup>7</sup> COM/2022/657 final.

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<sup>6</sup> COM/2020/609 final.

<sup>7</sup> COM/2022/657 final.

**Amendment 33**  
**Jan-Christoph Oetjen**

**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>6</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>7</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.***

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<sup>6</sup> COM/2020/609 final.

<sup>7</sup> COM/2022/657 final.

*Amendment*

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<sup>6</sup> COM/2020/609 final.

<sup>7</sup> COM/2022/657 final.

**Amendment 34**  
**Jan-Christoph Oetjen, Catherine Chabaud**

**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>6</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>7</sup>. The

*Amendment*

(7) ***Strong partnerships with third countries can contribute to effective development cooperation and facilitate the creation of mutual gains for third countries, the EU, and its Member States. Partnerships should offer simple, coherent and comprehensible legal pathways to the Union, ensuring re-entry***

participation of a Member State in the Talent Partnership should be without prejudice to their decision on the participation in the EU Talent Pool.

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<sup>6</sup> COM/2020/609 final.

<sup>7</sup> COM/2022/657 final.

***possibilities and encouraging circular migration for its developmental benefits to countries of origin, including through skills and knowledge transfers and remittances.*** 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>6</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>7</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.

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<sup>6</sup> COM/2020/609 final.

<sup>7</sup> COM/2022/657 final.

Or. en

## **Amendment 35**

**Erik Marquardt**

on behalf of the Verts/ALE Group

### **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>6</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>7</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) 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>6</sup> and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU<sup>7</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.  
***Importantly, third countries must have a strong sense of ownership and be able to***

*co-create partnerships from the outset. Respect for the rule of law and human rights must always be present in the external relations of the Union's immigration and asylum policy.*

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<sup>6</sup> COM/2020/609 final.

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<sup>6</sup> COM/2020/609 final.

<sup>7</sup> COM/2022/657 final.

<sup>7</sup> COM/2022/657 final.

Or. en

**Amendment 36**  
**Jan-Christoph Oetjen**

**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.**

**deleted**

Or. en

**Amendment 37**  
**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**  
**Recital 10**

*Text proposed by the Commission*

*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**

**(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.

as the EU Academy and the Interoperable Europe Academy. ***Synergies should also be ensured with EU-funded education programmes in developing countries, such as the Global Partnership for Education, Education Cannot Wait and the Erasmus+ programme.*** The EU Talent Pool IT platform should be quickly and regularly adapted to new practices in technology and provide state-of-the-art IT services by introducing innovative features and tools.

Or. en

## Amendment 38

Jan-Christoph Oetjen, Catherine Chabaud

### Proposal for a regulation

#### Recital 14

*Text proposed by the Commission*

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

*Amendment*

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



*period that the profile was registered on the EU Talent Pool IT platform, the number of visits on the platform, the number of matches with employers, and the number of job placements facilitated could be stored. For profiles of employers, data on the Member State they are based in, the sector, the number of visits on the EU Talent Pool IT platform, the number of matches with jobseekers, and the number of job placements facilitated could be stored.*

Or. en

**Amendment 39**  
**Dominique Bilde**

**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 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 contribute to the objective of discouraging irregular migration, ***in a way that complements the actions and programmes against irregular immigration rolled out under the Neighbourhood, Development and International Cooperation Instrument – Global Europe***.<sup>1a</sup> 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>).

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***<sup>1a</sup> 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 (OJ L 209, 14.06.2021, p.1, ELI: <https://eur-lex.europa.eu/eli/reg/2021/947/oj>).***

<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. fr

#### **Amendment 40**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

#### **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

##### *Amendment*

(16) The EU Talent Pool should contribute to the objective of facilitating access to existing legal pathways, ***as well as boosting international mobility, skills development, 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>11</sup>, should not be allowed to register their profiles in the EU Talent Pool IT platform, given that they

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>).

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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Or. en

#### **Amendment 41**

**Erik Marquardt**

on behalf of the Verts/ALE Group

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

##### **Recital 16**

*Text proposed by the Commission*

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

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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>).

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 42**

**Jan-Christoph Oetjen, Catherine Chabaud**

### **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 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

##### *Amendment*

(16) The EU Talent Pool should contribute to the objective of discouraging irregular **and encouraging legal** 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.

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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>).

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 43** **Jan-Christoph Oetjen**

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

*Text proposed by the Commission*

*Amendment*

***(16a) The EU Talent Pool should build also 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.***

Or. en

#### **Amendment 44** **Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

#### **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>12</sup> profile builder functionality enabling to

(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using, **where appropriate**, the Europass<sup>12</sup> profile builder

create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location.

functionality enabling to create a free profile *without any pictures* 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>).

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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 45**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

*Text proposed by the Commission*

*Amendment*

***(17a) Eligibility and selection criteria should be transparent, non-discriminatory and promote equal-treatment, considering a wide-range of skills and capacities, and providing opportunities for persons with disabilities.***

Or. en

#### **Amendment 46**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

#### **Proposal for a regulation Recital 18**

*Text proposed by the Commission*

*Amendment*

(18) Where necessary, the recognition of qualifications and validation of skills of

(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.

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

Or. en

#### **Amendment 47**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

#### **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

##### *Amendment*

(19) In the context of Talent Partnerships, nationals of selected third countries receive support for the development and validation of skills in a framework endorsed by Member States taking part in a Talent Partnership and



partner countries. Therefore, the skills developed or validated in the framework of a Talent Partnership should be certified by the ‘EU Talent Partnership pass’ which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an ‘EU Talent Partnership pass’. This could encourage employers to offer a job placement in the Union. Member States, in the framework of a Talent Partnership, should determine the conditions for the issuing of the ‘EU Talent Partnership pass’ for the purpose of the EU Talent Pool, including whether a partner country’s national authority, an international organisation or other stakeholder should support its deliver. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.

partner countries. ***The selection of participating third countries in the Talent Partnerships should be fully transparent, with precise information on the functioning and outcome of the selection process.*** Therefore, the skills developed or validated in the framework of a Talent Partnership should be certified by the ‘EU Talent Partnership pass’ which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an ‘EU Talent Partnership pass’. This could encourage employers to offer a job placement in the Union. Member States, in the framework of a Talent Partnership, should determine the conditions for the issuing of the ‘EU Talent Partnership pass’ for the purpose of the EU Talent Pool, including whether a partner country’s national authority, an international organisation or other stakeholder should support its deliver. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.

Or. en

## **Amendment 48**

**Jan-Christoph Oetjen, Catherine Chabaud**

### **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

#### *Amendment*

(19) In the context of Talent Partnerships, nationals of selected third countries receive support for the development and validation of skills in a framework endorsed by Member States taking part in a Talent Partnership and partner countries. Therefore, the skills developed or validated in the framework of



a Talent Partnership should be certified by the ‘EU Talent Partnership pass’ which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an ‘EU Talent Partnership pass’. This could encourage employers to offer a job placement in the Union. Member States, in the framework of a Talent Partnership, should determine the conditions for the issuing of the ‘EU Talent Partnership pass’ for the purpose of the EU Talent Pool, including whether a partner country’s national authority, an international organisation or other stakeholder should support its deliver. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.

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

Or. en

## **Amendment 49**

### **Jan-Christoph Oetjen**

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

#### **Recital 21**

*Text proposed by the Commission*

(21) In the context of a Talent Partnership, skills development and validation may be targeted to the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. ***Therefore, if so decided by the Member States participating in the Talent Partnership,***

*Amendment*

(21) In the context of a Talent Partnership, skills development and validation may be targeted to the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Jobseekers from third countries who received support under a Talent Partnership ***could link their***

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

*profile to the certified ‘EU Talent Partnership pass’ **on the EU Talent Pool IT platform to provide proof of their skills developed and validated within an EU Talent Partnership.***

Or. en

## **Amendment 50** **Jan-Christoph Oetjen**

### **Proposal for a regulation** **Recital 22**

*Text proposed by the Commission*

*Amendment*

*(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of*

*deleted*

*youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.*

Or. en

#### **Amendment 51**

**Erik Marquardt**

on behalf of the Verts/ALE Group

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

##### **Recital 22**

*Text proposed by the Commission*

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

*Amendment*

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

Or. en

#### **Amendment 52**

**Mónica Silvana González, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

##### **Recital 23**

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against **unfair** recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98<sup>13</sup>, Directive 2014/36/EU<sup>14</sup>, Directive 2021/1883/EU<sup>15</sup>, **and** Directive 2016/801/EU<sup>16</sup>. In accordance with Directive 2019/1152/EU<sup>17</sup>, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC<sup>18</sup> as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against **unlawful** recruitment, **and, in particular, reiterates the principle that no recruitment fees or costs should be paid by workers or jobseekers**. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98<sup>13</sup>, Directive 2014/36/EU<sup>14</sup>, Directive 2021/1883/EU<sup>15</sup>, Directive 2016/801/EU<sup>16</sup> **and Directive 2000/78/EC<sup>16b</sup>** In accordance with Directive 2019/1152/EU<sup>17</sup>, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language **(including in the official languages of third countries participating in the Talent Partnerships)** on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC<sup>18</sup> as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in

another Member State.

particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State. ***Employers should be required to declare that they uphold fair recruitment according to international labour standards when registering a vacancy. The principle that no workers or jobseekers should pay recruitment fees or related costs should be clearly stated in the platform and on job vacancies. Pro-active monitoring of employers' compliance should be assured by the National Contact Points in coordination with social partners as relevant.***

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

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

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

<sup>16</sup> Directive (EU) 2016/801 of the European Parliament and of the Council of

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

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

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

<sup>16</sup> Directive (EU) 2016/801 of the European Parliament and of the Council of

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

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

***<sup>16b</sup> Directive 2000/78/EC of the Council of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (OJ L 303, 2.12.2000, p. 16–22, ELI: <http://data.europa.eu/eli/dir/2000/78/oj>).***

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

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

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

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

Or. en

## **Amendment 53**

**Jan-Christoph Oetjen, Catherine Chabaud**

### **Proposal for a regulation**

#### **Recital 23**

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

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

##### *Amendment*

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



practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98<sup>13</sup>, Directive 2014/36/EU<sup>14</sup>, Directive 2021/1883/EU<sup>15</sup>, and Directive 2016/801/EU<sup>16</sup>. In accordance with Directive 2019/1152/EU<sup>17</sup>, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC<sup>18</sup> as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

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<sup>13</sup> Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application

practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98<sup>13</sup>, Directive 2014/36/EU<sup>14</sup>, Directive 2021/1883/EU<sup>15</sup>, and Directive 2016/801/EU<sup>16</sup>. In accordance with Directive 2019/1152/EU<sup>17</sup>, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language *(at least in all the official languages of EU Member States 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)* on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC<sup>18</sup> as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

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<sup>13</sup> Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application

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

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

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

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

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

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

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

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

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

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

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

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



**Amendment 54****Jan-Christoph Oetjen, Catherine Chabaud****Proposal for a regulation****Recital 23***Text proposed by the Commission*

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98<sup>13</sup>, Directive 2014/36/EU<sup>14</sup>, Directive 2021/1883/EU<sup>15</sup>, and Directive 2016/801/EU<sup>16</sup>. In accordance with Directive 2019/1152/EU<sup>17</sup>, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC<sup>18</sup> as

*Amendment*

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98<sup>13</sup>, Directive 2014/36/EU<sup>14</sup>, Directive 2021/1883/EU<sup>15</sup>, and Directive 2016/801/EU<sup>16</sup>. In accordance with Directive 2019/1152/EU<sup>17</sup>, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the **right of termination**, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive

amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

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

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

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

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

96/71/EC<sup>18</sup> as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

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

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

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

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

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

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

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

Or. en

## **Amendment 55**

**Erik Marquardt**

on behalf of the Verts/ALE Group

## **Proposal for a regulation**

### **Recital 23**

#### *Text proposed by the Commission*

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98<sup>13</sup>, Directive 2014/36/EU<sup>14</sup>, Directive 2021/1883/EU<sup>15</sup>, and Directive 2016/801/EU<sup>16</sup>. In accordance with Directive 2019/1152/EU<sup>17</sup>, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and

#### *Amendment*

(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98<sup>13</sup>, Directive 2014/36/EU<sup>14</sup>, Directive 2021/1883/EU<sup>15</sup>, and Directive 2016/801/EU<sup>16</sup>. In accordance with Directive 2019/1152/EU<sup>17</sup>, employers participating in the EU Talent Pool should provide to registered jobseekers from third countries information in writing and in an understandable language on their rights and

obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC<sup>13</sup> as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

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

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

<sup>15</sup> Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry

obligations resulting from the employment relationship at the start of the employment. This information should at least include the place and the type of work, the duration of employment, the remuneration, the working hours, the amount of any paid leave, ***maternity protection and leave*** and, where applicable other relevant working conditions. An employer should neither charge any recruitment fee nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC<sup>13</sup> as amended by Directive 2018/957 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established such as the obligation that third country workers can only be posted to a Member State if they are legally and habitually employed in another Member State.

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

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

<sup>15</sup> Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry

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

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

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

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

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

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

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

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

Or. en

## **Amendment 56**

**Erik Marquardt**

on behalf of the Verts/ALE Group

### **Proposal for a regulation**

#### **Recital 23 a (new)**

*Text proposed by the Commission*

*Amendment*

***(23a) To reinforce equal treatment of third-country workers, Member States should provide for effective, proportionate and dissuasive penalties against employers in the event of infringements of***

*national provisions adopted pursuant to these above mentioned Directives.*

Or. en

**Amendment 57**  
**Christian Sagartz**

**Proposal for a regulation**  
**Recital 23 a (new)**

*Text proposed by the Commission*

*Amendment*

*(23a) Employers participating in the EU Talent Pool should provide to registered jobseekers from third countries sufficient information to help facilitate a clear and efficient process for both parties.*

Or. en

**Amendment 58**  
**Erik Marquardt**  
on behalf of the Verts/ALE Group

**Proposal for a regulation**  
**Recital 23 b (new)**

*Text proposed by the Commission*

*Amendment*

*(23b) Member State authorities should pay particular attention to the role of recruitment agencies. While recruitment agencies may facilitate procedures for applicants, the risks associated with third-party intermediation such as contract substitution, abusive fees and debt bondage, and other exploitative practices should be addressed, in collaboration with civil society and trade union organisations, through the provision of information to potential applicants and permit holders, as well as through monitoring, penalties and facilitation of*



*complaints and legal redress.*

Or. en

**Amendment 59**

**Erik Marquardt**

on behalf of the Verts/ALE Group

**Proposal for a regulation**

**Recital 23 c (new)**

*Text proposed by the Commission*

*Amendment*

*(23c) Third-country workers who are women tend to be more exposed to exploitation compared to their male counterparts due for example to a lack of access to and control over resources and decision-making, a lack of access to accurate information, the particular sectors where women workers are over-represented such as domestic and care work, and intersecting forms of discrimination which may prevent them from accessing and using complaint and enforcement mechanisms. Member States should therefore ensure that any complaints mechanisms aimed at enforcing compliance with this regulation are gender-sensitive and fully accessible to women workers.*

Or. en

**Amendment 60**

**Jan-Christoph Oetjen, Catherine Chabaud**

**Proposal for a regulation**

**Recital 24**

*Text proposed by the Commission*

*Amendment*

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

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

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

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

Or. en

## Amendment 61 Jan-Christoph Oetjen

### Proposal for a regulation Recital 25

#### *Text proposed by the Commission*

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

#### *Amendment*

(25) The EU Talent Pool platform should meet established needs on the labour market and should not serve as a means to displace or negatively affect the existing workforce or otherwise undermine decent work or fair competition. To better support Member States' efforts in addressing existing and future labour shortages, the EU Talent Pool should target **all skill** levels. **This should take into account but not be based solely** 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. **The list of EU-wide shortage occupations should give an indication to third country nationals about the most sought-after occupations within the EU, without claiming to be exclusive nor exhaustive.** In order to **communicate** 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 **publish national lists of** shortage occupations. Neither the list of EU-wide shortage occupations nor



affect the principle of preference for Union citizens.

the Member States' *lists* should affect the principle of preference for Union citizens.

Or. en

## Amendment 62

Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso

### Proposal for a regulation

#### Recital 25

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

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

##### *Amendment*

(25) The EU Talent Pool platform should meet established needs on the labour market, ***while promoting employment stability and combating precarity***, 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 ***while taking into account the possible risk of brain-drain and care-drain from developing countries*** and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union

citizens.

Or. en

#### **Amendment 63**

**Erik Marquardt**

on behalf of the Verts/ALE Group

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

##### **Recital 26**

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

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

###### *Amendment*

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

***Eligibility and selection criteria should be transparent, non-discriminatory, gender responsive and should be defined in a broad way to allow for the admissibility of jobseekers with all skill levels.***

***Information on opportunities for the development of skills and competences, education and vocational training provided through development cooperation programmes, should be also available to jobseekers participating in the EU Talent Pool.***

Or. en

#### **Amendment 64**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

##### **Recital 26**

*Text proposed by the Commission*

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

*Amendment*

(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers ***through information campaigns***, 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 65**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Recital 27**

*Text proposed by the Commission*

(27) The EU Talent Pool Secretariat should ensure that easily accessible information on immigration procedures, recognition of qualifications and validation of skills, third country nationals' rights, living and working conditions as well as available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States is available on the EU Talent Pool IT platform. The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States ***could*** include

*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, including labour and trade union*** 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, ***following IOM standards***. 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

specific information campaigns, support to obtain a travel document, and integration support upon arrival.

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, *including existing state assistance services for migrants*.

Or. en

**Amendment 66**  
**Jan-Christoph Oetjen**

**Proposal for a regulation**  
**Recital 27**

*Text proposed by the Commission*

(27) The EU Talent Pool Secretariat should ensure that easily accessible information on immigration procedures, recognition of qualifications and validation of skills, third country nationals' rights, living and working conditions as well as available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States is available on the EU Talent Pool IT platform. The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States *could* include specific information campaigns, support to obtain a travel document, and integration support upon arrival.

*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 *should* include specific information campaigns, support to obtain a travel document, and integration support upon arrival.

Or. en

## Amendment 67

Jan-Christoph Oetjen, Catherine Chabaud

### 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 of EU Member States as well as*** the official languages of the ***ten nationalities that have received the highest number of single permits within the EU during the past three years***.

Or. en

## Amendment 68

Erik Marquardt

on behalf of the Verts/ALE Group

### Proposal for a regulation

#### Recital 28

*Text proposed by the Commission*

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

*Amendment*

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

Or. en

## Amendment 69

Mónica Silvana González, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso

### Proposal for a regulation

#### Recital 28

*Text proposed by the Commission*

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

*Amendment*

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

Or. en

**Amendment 70**  
**Dominique Bilde**

**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 ***serve as contact points for the purposes of this Regulation and for*** jobseekers from third countries, ***placing an emphasis on the return and reintegration programmes that are available in the relevant third countries, the needs of the employment market in the relevant countries and the training programmes that are available and, in particular, that are supported through the European Union's development cooperation.***

Or. fr

**Amendment 71**  
**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**  
**Recital 29**

*Text proposed by the Commission*

(29) The Delegations of the European

*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.

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, ***in collaboration with organisations of Europeans living abroad and migrant organisations in the EU. Considering the low access to private internet connection in some developing countries and regions, jobseekers who wish to create a profile in the EU Talent Pool should be able to do it, when possible, physically in the Delegations of the European Union in third countries.***

Or. en

#### **Amendment 72**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

#### **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

##### *Amendment*

(30) The EU Talent Pool National Contact Points ***should*** provide additional support ***to promote fair recruitment and offer easy access to information and to the navigation on the platform or to complete online procedures and thereby reduce workers' dependency on private and sometimes informal intermediaries for such tasks.*** 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 ***should*** also be provided on family reunification procedures and family members' rights, and existing measures to facilitate integration in the host Member State such as language



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.

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, ***as well as contact information of relevant institutional bodies and other organisations that can provide support to file a complaint.*** The EU Talent Pool National Contact Points should provide information to employers participating in the EU Talent Pool on their rights and obligations relating to social security, active labour market measures, taxation, issues relating to work contracts, pension entitlements and health insurance. ***Clear and accessible information and guidance should be provided to jobseekers as well as employers throughout the recruitment process.***

Or. en

### Amendment 73

Jan-Christoph Oetjen, Catherine Chabaud

### 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

*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.

facilitate integration in the host Member State such as language courses and vocational training. Such information should also include available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States. The EU Talent Pool National Contact Points should provide information to employers participating in the EU Talent Pool on their rights and obligations relating to social security, active labour market measures, taxation, issues relating to work contracts, pension entitlements and health insurance.

Or. en

#### **Amendment 74**

**Jan-Christoph Oetjen, Catherine Chabaud**

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

##### **Recital 31**

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

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

###### *Amendment*

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

exchange of best practices among Member States.

Or. en

#### **Amendment 75**

**Erik Marquardt**

on behalf of the Verts/ALE Group

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

##### **Recital 36**

*Text proposed by the Commission*

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

*Amendment*

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

Or. en

#### **Amendment 76**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

##### **Recital 37**

*Text proposed by the Commission*

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

*Amendment*

(37) Participating Member States should implement this Regulation in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age, sexual orientation, ***as well as on the basis***

just working conditions and the protection of young people at work should be ensured.

***of socio-cultural background or gender identity***. The respect of fair and just working conditions and the protection of young people at work should be ensured.

Or. en

#### **Amendment 77**

**Ádám Kósa**

#### **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 employers established in the participating Member States.

Or. hu

#### **Amendment 78**

**Ádám Kósa**

#### **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, ***and may decide, at any time, to leave 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 ***or leave***. 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.

Or. hu

## Amendment 79

Jan-Christoph Oetjen, Catherine Chabaud

### 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.

Or. en

## Amendment 80

Ádám Kósa

### Proposal for a regulation

#### Article 4 – paragraph 1 – point 3

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

(3) ‘employer’ means any natural person, or any legal entity, established in a participating Member State under the direction or supervision of whom the employment is undertaken ***as well as private employment agencies, temporary work agencies and labour market intermediaries***;

##### *Amendment*

(3) ‘employer’ means any natural person, or any legal entity, established in a participating Member State under the direction or supervision of whom the employment is undertaken;

Or. hu

## Amendment 81

Ádám Kósa

**Proposal for a regulation**  
**Article 4 – paragraph 1 – point 3 a (new)**

*Text proposed by the Commission*

*Amendment*

**(3)a. Labour market participants entitled to register for Talent Pool: private employment agencies, temporary work agencies and labour market intermediaries;**

Or. hu

**Amendment 82**  
**Ádám Kósa**

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

*Text proposed by the Commission*

*Amendment*

**(5)a. National Contact Point: national bodies carrying out tasks defined in Article 10.**

Or. hu

**Amendment 83**  
**Erik Marquardt**  
on behalf of the Verts/ALE Group

**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 low-, medium- and highly-skilled jobseekers to easily access and navigate the platform, and employers to easily recognise foreign qualifications.**

Or. en

**Amendment 84**  
**Jan-Christoph Oetjen, Catherine Chabaud**

**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.***

Or. en

**Amendment 85**  
**Jan-Christoph Oetjen, Catherine Chabaud**

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

*Text proposed by the Commission*

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

*Amendment*

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

Or. en



## Amendment 86

Jan-Christoph Oetjen, Catherine Chabaud

### 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.**

Or. en

## Amendment 87

Ryszard Czarnecki, Beata Kempa

### Proposal for a regulation

#### Article 7 – paragraph 1 – point b

*Text proposed by the Commission*

*Amendment*

(b) the EU Talent Pool Steering Group;

(b) the EU Talent Pool Steering Group,  
***including representatives of the cross-industry social partners organisations;***

Or. pl

#### **Amendment 88**

**Ryszard Czarnecki, Beata Kempa**

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

#### **Article 8 – paragraph 2 – point a**

*Text proposed by the Commission*

*Amendment*

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

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

Or. pl

#### **Amendment 89**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

#### **Article 8 – paragraph 2 – point e**

*Text proposed by the Commission*

*Amendment*

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

(e) collecting relevant data for monitoring the performance of the EU Talent Pool pursuant to Article 20, ***including gender, age and disability disaggregated data, and on the impacts of this Regulation on developing countries, especially regarding the brain-drain and care-drain phenomenon, and its impact on reducing inequalities and***

*guaranteeing decent work and economic growth;*

Or. en

**Amendment 90**

**Erik Marquardt**

on behalf of the Verts/ALE Group

**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 ***and on the impacts of this Regulation on developing countries;***

Or. en

**Amendment 91**

**Dominique Bilde**

**Proposal for a regulation**

**Article 8 – paragraph 2 – point e a (new)**

*Text proposed by the Commission*

*Amendment*

***(ea) collecting data and information on the impact of this Regulation on developing countries, in particular the least developed countries, especially in relation to the consequences of skilled emigration (or brain drain) for growth and the job market;***

Or. fr

**Amendment 92**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**  
**Article 8 – paragraph 2 – point f a (new)**

*Text proposed by the Commission*

*Amendment*

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

Or. en

**Amendment 93**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**  
**Article 8 – paragraph 2 – point f b (new)**

*Text proposed by the Commission*

*Amendment*

**(fb)** *Guaranteeing that information about the EU Talent Pool is delivered efficiently to potential jobseekers from third countries, by engaging with refugee communities (inside and outside of the EU), with organisations responsible for refugee reception and integration, employers' associations, trade unions, and other bodies responsible for employment relationships;*

Or. en

**Amendment 94**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

*Text proposed by the Commission*

(c) facilitating the gathering of data relevant for the monitoring activities of the EU Talent Pool referred to in Article 20;

*Amendment*

(c) facilitating the gathering of data relevant for the monitoring activities of the EU Talent Pool referred to in Article 20, ***in coordination with the European External Action Service, responsible for the Delegations of the EU in third countries;***

Or. en

**Amendment 95**  
**Bernhard Zimniok**

**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. ***All*** Member States shall be members of the EU Talent Pool Steering Group.

Or. en

**Amendment 96**  
**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**  
**Article 9 – paragraph 3**

*Text proposed by the Commission*

3. The EU Talent Pool Steering Group shall meet twice a year, or on ad-hoc basis when necessary. The meetings shall be convened and chaired by the Commission.

*Amendment*

3. The EU Talent Pool Steering Group shall meet twice a year, or on ad-hoc basis when necessary. The meetings shall be convened and chaired by the Commission ***and with presence of the European External Action Service.***

**Amendment 97**  
**Bernhard Zimniok**

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

*Text proposed by the Commission*

*Amendment*

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

**deleted**

Or. en

**Amendment 98**  
**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

*Text proposed by the Commission*

*Amendment*

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

**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, *two participants from relevant civil society organisations* and two participants from employer organisations shall be ensured by the EU Talent Pool Steering Group. *The selection of the***

situation of conflict of interest.

***participants from trade union, civil society and employer organisations shall be fully transparent and reflect the diversity present in all sectors.*** 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 also establish consultations with other relevant stakeholders from third countries, including local civil society organisations.***

Or. en

#### **Amendment 99**

**Erik Marquardt**

on behalf of the Verts/ALE Group

#### **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 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. ***In addition, the Steering Group shall establish mechanisms for consulting other relevant stakeholders, including civil society organisations and trade unions from third countries.***

Or. en

#### **Amendment 100**

**Ryszard Czarnecki, Beata Kempa**



**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 participate in the meetings of the EU Talent Pool Steering Group. Representation of participants from trade union and 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. pl

**Amendment 101**  
**Jan-Christoph Oetjen**

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

*Text proposed by the Commission*

(c) notifying to the EU Talent Pool Secretariat the national list of shortage occupations ***once a year*** and any national adjustments to the list of EU-wide shortage occupations pursuant to Article 15;

*Amendment*

(c) notifying to the EU Talent Pool Secretariat the national list of shortage occupations and any national adjustments to the list of EU-wide shortage occupations pursuant to Article 15;

Or. en

**Amendment 102**  
**Jan-Christoph Oetjen, Catherine Chabaud**

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

*Text proposed by the Commission*

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

*Amendment*

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

Or. en

#### **Amendment 103**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

#### **Article 10 – paragraph 2 – point d a (new)**

*Text proposed by the Commission*

*Amendment*

***(da) Ensuring that employers participating in the EU Talent Pool are respecting provisions pursuant to Article 13 (3) and are promoting equal treatment and non-discrimination of workers and jobseekers from third countries on the basis of gender, ethnic or social origin, socio-cultural background, genetic features, languages, religious belief, political or any other opinions, membership of a national minority, property, birth, disability, age, sexual orientation or gender identity by doing the necessary labour inspections. Attention should be especially given to occupations with higher rates of labour exploitation, such as care services, cleaning services and domestic work, hospitality, retail and transportation.***

Or. en

#### **Amendment 104**

**Jan-Christoph Oetjen, Catherine Chabaud**

## 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 enforcing the relevant law and practice;

#### *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 authorities responsible for enforcing the relevant law and practice;

Or. en

## Amendment 105

Jan-Christoph Oetjen

## Proposal for a regulation

### Article 10 – paragraph 2 – point f

#### *Text proposed by the Commission*

(f) providing information to the EU Talent Pool Secretariat on immigration and recognition procedures at national level, including with regard to the implementation of the principle of preference for Union citizens and relevant data for the monitoring of the EU Talent Pool as set out in Article 20;

#### *Amendment*

(f) providing information to the EU Talent Pool Secretariat on immigration and recognition procedures at national level **or under the Single Permit Directive**, including with regard to the implementation of the principle of preference for Union citizens **or any suspension thereof under an accelerated immigration procedure** and relevant data for the monitoring of the EU Talent Pool as set out in Article 20;

Or. en

## Amendment 106

Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso

**Proposal for a regulation**  
**Article 10 – paragraph 3**

*Text proposed by the Commission*

3. The EU Talent Pool National Contact Points from each participating Member State shall be regularly convened by the EU Talent Pool Secretariat in the Network of the EU Talent Pool National Contact Points to exchange information and best practices on the implementation of this Regulation.

*Amendment*

3. The EU Talent Pool National Contact Points from each participating Member State shall be regularly convened by the EU Talent Pool Secretariat in the Network of the EU Talent Pool National Contact Points to exchange information and best practices on the implementation of this Regulation ***and should issue public communications about the progress in implementing the Regulation.***

Or. en

**Amendment 107**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

*Amendment*

1. Jobseekers from third countries may create their profiles, ***where appropriate***, via the Europass profile builder in order to register on the EU Talent Pool IT platform. ***The profiles on the EU Talent Pool IT platform should not include pictures of the jobseekers.***

Or. en

**Amendment 108**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**  
**Article 11 – paragraph 1 a (new)**

*Text proposed by the Commission*

*Amendment*

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

Or. en

**Amendment 109**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Article 11 – paragraph 4 a (new)**

*Text proposed by the Commission*

*Amendment*

***4a. When possible, jobseekers who wish to create a profile in the EU Talent Pool should be able to do it physically in the Delegations of the European Union in third countries.***

Or. en

**Amendment 110**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Article 12 – paragraph 3 – introductory part**

*Text proposed by the Commission*

*Amendment*

3. The ‘EU Talent Partnership pass’ shall be visible on the EU Talent Pool IT platform and shall contain information on one or more of the following elements:

3. The ‘EU Talent Partnership pass’ shall be visible on the EU Talent Pool IT platform and shall contain information on one or more of the following elements, ***without including pictures of the jobseekers:***

Or. en

**Amendment 111**  
**Jan-Christoph Oetjen**

**Proposal for a regulation**  
**Article 12 – paragraph 3 – point a**

*Text proposed by the Commission*

(a) the details of education and training obtained by the third country national participating in the Talent Partnership, including the subject-matter of **education** the training, its duration and the type of skills obtained and their level;

*Amendment*

(a) the details of education and training obtained by the third country national participating in the Talent Partnership, including the subject-matter of the training, its duration and the type of skills obtained and their level;

Or. en

**Amendment 112**  
**Jan-Christoph Oetjen**

**Proposal for a regulation**  
**Article 12 – paragraph 6**

*Text proposed by the Commission*

**6. Participating Member States may decide, in the framework of the relevant Talent Partnership, to limit the visibility of profiles of registered jobseekers from third countries having obtained an ‘EU Talent Partnership pass’, for a maximum period of one year, to employers established in one or more Member States taking part in that same Talent Partnership. The EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.**

*Amendment*

**deleted**

Or. en

**Amendment 113**  
**Bernhard Zimniok**

**Proposal for a regulation**  
**Article 12 – paragraph 7**

*Text proposed by the Commission*

7. The list of third countries and participating Member States taking part in a Talent Partnership and the relevant occupations covered therein shall be published on the EU Talent Pool IT platform.

*Amendment*

7. The list of third countries and participating Member States taking part in a Talent Partnership ***will be decided for each calendar year by unanimous vote by all the Member States in the EU Talent Pool Steering Group*** and the relevant occupations covered therein shall be published on the EU Talent Pool IT platform. ***No rights of stay within the Union, issued as a consequence due to a matching under the Talent Pool, shall be allowed to transform into a permanent right to stay for the individual or his or her immediate or extended family.***

Or. en

**Amendment 114**  
**Jan-Christoph Oetjen**

**Proposal for a regulation**  
**Article 13 – paragraph 2 – point b a (new)**

*Text proposed by the Commission*

*Amendment*

***(ba) employers in EU Member States wish to publish on the EU Talent Pool IT platform with an exemption from the principle of preference for Union citizens under an accelerated immigration procedure.***

Or. en

**Amendment 115**  
**Jan-Christoph Oetjen**

**Proposal for a regulation**  
**Article 13 – paragraph 3 – subparagraph 1**



*Text proposed by the Commission*

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.***

*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.

Or. en

**Amendment 116**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

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

*Text proposed by the Commission*

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.

*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, ***and to be up to date with their tax obligations***. 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.

**Amendment 117**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

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

*Text proposed by the Commission*

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

*Amendment*

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 118**

**Bernhard Zimniok**

**Proposal for a regulation**

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

*Text proposed by the Commission*

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

*Amendment*

Employers participating in the EU Talent Pool shall ***be prominently listed publically in all Member States and*** not charge fees to registered jobseekers from third countries for the purpose of the recruitment.

**Amendment 119**

**Jan-Christoph Oetjen**

**Proposal for a regulation**  
**Article 13 – paragraph 5**

*Text proposed by the Commission*

5. Employers participating in the EU Talent Pool shall indicate, without undue delay, in the EU Talent Pool IT platform that they have successfully completed the recruitment ***of registered jobseekers from third countries for the*** given job vacancy. ***The profiles of those registered jobseekers and*** the fulfilled job vacancies shall automatically cease to be visible in the EU Talent Pool IT platform.

*Amendment*

5. Employers participating in the EU Talent Pool shall indicate, without undue delay, in the EU Talent Pool IT platform that they have successfully completed the recruitment ***for a*** given job vacancy. The fulfilled job vacancies shall automatically cease to be visible in the EU Talent Pool IT platform.

Or. en

**Amendment 120**  
**Jan-Christoph Oetjen, Catherine Chabaud**

**Proposal for a regulation**  
**Article 13 – paragraph 5 a (new)**

*Text proposed by the Commission*

*Amendment*

***5a. If a job vacancy has been successfully filled by a registered jobseeker from a third country, the profile of this jobseeker shall automatically cease to be visible in the EU Talent Pool IT platform.***

Or. en

**Amendment 121**  
**Bernhard Zimniok**

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

*Text proposed by the Commission*

*Amendment*

The ***Commission*** shall be empowered to adopt delegated acts in accordance with the

The ***Council*** shall be empowered to adopt delegated acts in accordance with the

procedure referred to in Article 21 to amend the Annex, in accordance with the following criteria:

procedure referred to in Article 21 to amend the Annex, in accordance with the following criteria:

Or. en

#### **Amendment 122**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

#### **Article 14 – paragraph 1 – subparagraph 2 – point b**

*Text proposed by the Commission*

(b) occupations which contribute directly to the EU green and digital transitions and which are likely to grow in importance.

*Amendment*

(b) occupations which contribute directly to the EU green, ***social*** and digital transitions and which are likely to grow in importance, ***with special attention to professional care work.***

Or. en

#### **Amendment 123**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

#### **Article 14 – paragraph 2 a (new)**

*Text proposed by the Commission*

*Amendment*

***2a. The EU Talent Pool Secretariat shall publish the list of the EU-wide shortage occupations on the EU Talent Pool IT platform and should review the list regularly to make sure it reflects the changes in shortages over the years.***

Or. en

#### **Amendment 124**

**Jan-Christoph Oetjen**

**Proposal for a regulation**

**Article 15 – paragraph 1 – subparagraph 1**

*Text proposed by the Commission*

The participating Member States may decide to add shortage occupations at the ISCO-08 4-digit level, in order to satisfy their specific labour market needs. ***They may also decide to remove shortage occupations from the EU-wide list where those do not correspond to their specific labour market needs.*** The country-specific adjustments shall ***only affect the matching of job vacancies in*** the Member State concerned.

*Amendment*

The participating Member States may decide to add shortage occupations at the ISCO-08 4-digit level, in order to satisfy their specific labour market needs. The country-specific adjustments shall ***serve as an indication to jobseekers about the specific labour market needs of*** the Member State concerned.

Or. en

**Amendment 125**

**Jan-Christoph Oetjen**

**Proposal for a regulation**

**Article 15 – paragraph 1 – subparagraph 2**

*Text proposed by the Commission*

The EU Talent Pool National Contact Points of the Member States notifying their participation in the EU Talent Pool pursuant to Article 3 shall notify any additions to ***or removals from*** the EU-wide list of shortage occupations at the latest 3 months before joining the EU Talent Pool.

*Amendment*

The EU Talent Pool National Contact Points of the Member States notifying their participation in the EU Talent Pool pursuant to Article 3 shall notify any additions to the EU-wide list of shortage occupations at the latest 3 months before joining the EU Talent Pool.

Or. en

**Amendment 126**

**Jan-Christoph Oetjen**

**Proposal for a regulation**

**Article 15 – paragraph 1 – subparagraph 3**

*Text proposed by the Commission*

The EU Talent Pool National Contact Points of the participating Member States shall notify any additions to *or removals from* the EU-wide list of shortage occupations within 3 months following the amendments to the Annex.

*Amendment*

The EU Talent Pool National Contact Points of the participating Member States shall notify any additions to the EU-wide list of shortage occupations within 3 months following the amendments to the Annex.

Or. en

**Amendment 127**

**Jan-Christoph Oetjen**

**Proposal for a regulation**

**Article 15 – paragraph 1 – subparagraph 4**

*Text proposed by the Commission*

The EU Talent Pool National Contact Points may notify to the EU Talent Pool Secretariat further additions to *and removals from* the EU-wide list of shortage occupations *maximum once a year*.

*Amendment*

The EU Talent Pool National Contact Points may notify to the EU Talent Pool Secretariat further additions to the EU-wide list of shortage occupations.

Or. en

**Amendment 128**

**Jan-Christoph Oetjen**

**Proposal for a regulation**

**Article 15 – paragraph 3**

*Text proposed by the Commission*

**3. The EU Talent Pool National Contact Points shall transfer to the EU Talent Pool IT platform only those job vacancies that correspond to the EU-wide list of shortage occupations taking into account the adjustments referred to in paragraph 1.**

*Amendment*

**deleted**

### **Amendment 129**

**Jan-Christoph Oetjen, Catherine Chabaud**

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

#### **Article 16 – paragraph 3**

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

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

##### *Amendment*

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

Or. en

### **Amendment 130**

**Jan-Christoph Oetjen, Catherine Chabaud**

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

#### **Article 16 – paragraph 4 a (new)**

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

##### *Amendment*

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

Or. en

### **Amendment 131**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

#### **Article 17 – paragraph 1 – subparagraph 2 – introductory part**



*Text proposed by the Commission*

The EU Talent Pool Secretariat, with the support of the EU Talent Pool National Contact Points, shall make available, on the EU Talent Pool IT platform, the following information:

*Amendment*

The EU Talent Pool Secretariat, with the support of the EU Talent Pool National Contact Points ***and the European External Action Service***, shall make available, on the EU Talent Pool IT platform, the following information:

Or. en

**Amendment 132**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

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

*Text proposed by the Commission*

(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;

*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 ***access to justice and*** redress mechanisms, ***and support organisations*** as well as information on living and working conditions in the participating Member States;

Or. en

**Amendment 133**

**Christian Sagartz**

**Proposal for a regulation**

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

*Text proposed by the Commission*

(a) information concerning ***recruitment and*** immigration procedures, recognition of qualifications and validation of skills, rights of third country nationals,

*Amendment*

(a) information concerning immigration procedures, recognition of qualifications and validation of skills, rights of third country nationals, including

including with regard to available redress mechanisms as well as information on living and working conditions in the participating Member States;

with regard to available redress mechanisms as well as information on living and working conditions in the participating Member States;

Or. en

**Amendment 134**  
**Christian Sagartz**

**Proposal for a regulation**  
**Article 17 – paragraph 2 – introductory part**

*Text proposed by the Commission*

2. Upon request from registered jobseekers from third countries and employers participating in the EU Talent Pool, the EU Talent Pool National Contact Points shall provide ***additional support, and post-selection assistance*** to registered jobseekers from third countries and employers participating in the EU Talent Pool, in particular with regard to:

*Amendment*

2. Upon request from registered jobseekers from third countries and employers participating in the EU Talent Pool, the EU Talent Pool National Contact Points shall provide ***sources of information*** to registered jobseekers from third countries and employers participating in the EU Talent Pool, in particular with regard to:

Or. en

**Amendment 135**  
**Christian Sagartz**

**Proposal for a regulation**  
**Article 17 – paragraph 2 – point b**

*Text proposed by the Commission*

(b) specific ***guidance and*** information on family reunification procedures and family members' rights;

*Amendment*

(b) specific information on family reunification procedures and family members' rights;

Or. en

**Amendment 136**  
**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan**

**Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Article 17 – paragraph 2 – point c**

*Text proposed by the Commission*

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

*Amendment*

(c) specific information on third-country nationals' rights and obligations including access to social benefits, health assistance, education, housing, recognition of qualifications and the complaint mechanism pursuant to Article 18, ***as well as information on best practices for managing remittances to reduce transaction costs under the concept of co-development;***

Or. en

**Amendment 137**

**Erik Marquardt**

on behalf of the Verts/ALE Group

**Proposal for a regulation**

**Article 17 – paragraph 2 – point c**

*Text proposed by the Commission*

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

*Amendment*

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

Or. en

**Amendment 138**

**Jan-Christoph Oetjen**

**Proposal for a regulation**

**Article 17 – paragraph 2 – point e**

*Text proposed by the Commission*

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

*Amendment*

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

Or. en

**Amendment 139**

**Erik Marquardt**

on behalf of the Verts/ALE Group

**Proposal for a regulation**

**Article 17 – paragraph 2 – point e**

*Text proposed by the Commission*

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

*Amendment*

(e) where available, the contact details of organisations, ***in particular trade unions, national labour inspectorates, legal aid services and non-governmental and diaspora organisations***, which offer post-recruitment assistance ***and rights and interests protection*** for third country nationals.

Or. en

**Amendment 140**

**Mónica Silvana González, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Article 17 – paragraph 2 – point e a (new)**

*Text proposed by the Commission*

*Amendment*

***(ea) information on assistance available to third country nationals that at the end of their working contract with an employer participating in the EU Talent Pool wish to stay in the Member State of reception;***

**Amendment 141**  
**Dominique Bilde**

**Proposal for a regulation**  
**Article 17 – paragraph 2 a (new)**

*Text proposed by the Commission*

*Amendment*

***2a. information on the reintegration programmes available in the country of origin and information on the needs of the labour market in the countries of origin, as well as on the opportunities available in said countries, especially as regards vocational training, potentially with an emphasis on any programmes that may be supported through the European Union’s development cooperation;***

Or. fr

**Amendment 142**  
**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

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

*Text proposed by the Commission*

*Amendment*

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

1. Participating Member States shall ensure that there are ***gender-responsive, fair, affordable 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).

Or. en

#### **Amendment 143**

**Erik Marquardt**

on behalf of the Verts/ALE Group

#### **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 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).

Or. en

#### **Amendment 144**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

#### **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 directly accessible complaint mechanism for registered jobseekers against unlawful recruitment as well as abusive employment practices, indicating the relevant institutional body or organisation they should refer to.***

Or. en

#### **Amendment 145**

**Bernhard Zimniok**

**Proposal for a regulation**  
**Article 19**

*Text proposed by the Commission*

*Amendment*

**Article 19**

**deleted**

***Accelerated immigration procedures***

***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.***

***2. The procedure referred to paragraph 1 may cover:***

***(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. en

**Amendment 146**  
**Bernhard Zimniok**

**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. en



**Amendment 147**  
**Jan-Christoph Oetjen, Catherine Chabaud**

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

*Text proposed by the Commission*

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.

*Amendment*

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

Or. en

**Amendment 148**  
**Bernhard Zimniok**

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

*Text proposed by the Commission*

2. ***The procedure referred to paragraph 1 may cover:***  
***(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.***

*Amendment*

***deleted***

Or. en

**Amendment 149**  
**Bernhard Zimniok**

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

*Text proposed by the Commission*

*Amendment*

**(a) the obtention of visas and residence permits for work purposes;**

***deleted***

Or. en

**Amendment 150**  
**Bernhard Zimniok**

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

*Text proposed by the Commission*

*Amendment*

**(b) the exemption from the principle of preference for Union citizens for job vacancies transferred to the EU Talent Pool IT platform.**

***deleted***

Or. en

**Amendment 151**  
**Jan-Christoph Oetjen, Catherine Chabaud**

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

*Text proposed by the Commission*

*Amendment*

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

Or. en

**Amendment 152**  
**Mónica Silvana González, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Article 20 – paragraph 1 – introductory part**

*Text proposed by the Commission*

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:

*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, ***gender, age and disability disaggregated*** data shall be gathered on:

Or. en

**Amendment 153**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation**

**Article 20 – paragraph 1 – point f a (new)**

*Text proposed by the Commission*

*Amendment*

***(fa) the impact of the regulation on developing countries through clear indicators that measure its impact on SDG 5 on gender equality, SDG 8 on decent work and economic growth and SDG 10 on reduced inequalities.***

Or. en

**Amendment 154**

**Jan-Christoph Oetjen, Catherine Chabaud**

**Proposal for a regulation**

**Article 20 – paragraph 1 – point f a (new)**

*Text proposed by the Commission*

*Amendment*

***(fa) the number and type of registered jobseekers from developing countries;***

Or. en

**Amendment 155**

**Jan-Christoph Oetjen, Catherine Chabaud**

**Proposal for a regulation**

**Article 20 – paragraph 1 – point f b (new)**

*Text proposed by the Commission*

*Amendment*

**(fb) the number and type of placements of jobseekers from developing countries facilitated via the EU Talent Pool.**

Or. en

**Amendment 156**

**Jan-Christoph Oetjen, Catherine Chabaud**

**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 surveys (at least in all the official languages of EU Member States as well as the official languages of the ten nationalities that have received the highest number of single permits within the EU) to employers and jobseekers on their evaluation of the suitability of the matching mechanism, duration and amount of recruitments facilitated through the EU Talent Pool, overall satisfaction with information provided and assistance during the process, and accessibility of the platform.**

Or. en

**Amendment 157**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan**

**Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation  
Article 20 – paragraph 3**

*Text proposed by the Commission*

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.

*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 **and the Delegations of the European Union.**

Or. en

**Amendment 158**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation  
Article 22 – paragraph 1**

*Text proposed by the Commission*

1. The Commission shall be assisted by a Committee established by this Regulation. That Committee shall be a committee within the meaning of Regulation (EU) No 182/2011.

*Amendment*

1. The Commission shall be assisted by a Committee established by this Regulation. That Committee shall be a committee within the meaning of Regulation (EU) No 182/2011 **and should include relevant civil society stakeholders.**

Or. en

**Amendment 159**

**Mónica Silvana González, Carlos Zorrinho, Karsten Lucke, Udo Bullmann, Juan Fernando López Aguilar, Mercedes Bresso**

**Proposal for a regulation  
Article 23 – paragraph 1**

*Text proposed by the Commission*

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

*Amendment*

1. By **31.12.2027** 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 participating third countries, especially SDG 5 on Gender Equality, SDG 8 on Decent Work and Economic Growth and SDG 10 on Reduced Inequalities.***

Or. en

#### **Amendment 160**

**Erik Marquardt**

on behalf of the Verts/ALE Group

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

#### **Article 23 – paragraph 1**

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

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

##### *Amendment*

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

Or. en