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NOTE

From:	General Secretariat of the Council
To:	Delegations
Subject:	Proposal for a Regulation of the European Parliament and of the Council establishing an EU Talent Pool – Four column table

Delegations will find attached the text of the four-column document for the above-mentioned proposal, containing the initial positions of the institutions.

Proposal for a
REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL
ESTABLISHING AN EU TALENT POOL

2023/0404(COD)

Draft
28-03-2025 at 12h03

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
Formula				
1	2023/0404 (COD)	2023/0404 (COD)	2023/0404 (COD)	
Proposal Title				
2	Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL ESTABLISHING AN EU TALENT POOL	Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL ESTABLISHING AN EU TALENT POOL	Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL ESTABLISHING AN EU TALENT POOL	
Formula				
3	THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,	THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,	THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,	
Citation 1				

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
4	Having regard to the Treaty on the Functioning of the European Union, and in particular Article 79(2), point (a), thereof,	Having regard to the Treaty on the Functioning of the European Union, and in particular Article 79(2), point (a), thereof,	Having regard to the Treaty on the Functioning of the European Union, and in particular Article 79(2), point (a), thereof,	
Citation 2				
5	Having regard to the proposal from the European Commission,	Having regard to the proposal from the European Commission,	Having regard to the proposal from the European Commission,	
Citation 3				
6	After transmission of the draft legislative act to the national parliaments,	After transmission of the draft legislative act to the national parliaments,	After transmission of the draft legislative act to the national parliaments,	
Citation 4				
7	Having regard to the opinion of the European Economic and Social Committee ¹ , 1. OJ C , , p .	Having regard to the opinion of the European Economic and Social Committee ¹ , 1. OJ C , , p .	Having regard to the opinion of the European Economic and Social Committee ¹ , 1. OJ C , , p .	
Citation 5				
8	Having regard to the opinion of the Committee of the Regions ¹ , 1. OJ C , , p .	Having regard to the opinion of the Committee of the Regions ¹ , 1. OJ C , , p .	Having regard to the opinion of the Committee of the Regions ¹ , 1. OJ C , , p .	
Citation 6				
9	Having regard to the opinion of the European Data Protection Supervisor ¹ , 1. OJ C , , p .	Having regard to the opinion of the European Data Protection Supervisor ¹ , 1. OJ C , , p .	Having regard to the opinion of the European Data Protection Supervisor ¹ , 1. OJ C , , p .	

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Citation 7				
10	Acting in accordance with the ordinary legislative procedure,	Acting in accordance with the ordinary legislative procedure,	Acting in accordance with the ordinary legislative procedure,	
Formula				
11	Whereas:	Whereas:	Whereas:	
Recital 1				
12	(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. <u>Skills of all levels are needed in order to address those shortages.</u> Extensive shortages in construction, healthcare <u>and care</u>, hospitality, transport, <u>agriculture</u>, 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 <u>further</u> 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 and digital transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges.	
Recital 2				

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13	(2) Addressing labour shortages requires a comprehensive approach at Union and national level, as a priority, better realising the full potential of groups with lower workers and jobseekers residing in the Union, particularly those underrepresented in the labour market participation or in vulnerable situations. That approach could include reskilling and upskilling the existing workforce in accordance with the objectives of the European Year of Skills, facilitating intra-EU labour mobility, including by making better use of Council Directive 2003/109/EC^{1a}, Directive (EU) 2021/1883 of the European Parliament and of the Council^{1b} and the EURES network, as well as improving pay and working conditions and the attractiveness of certain occupations. However, 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.	(2) Addressing labour shortages requires an ambitious and comprehensive approach at Union and national level, which includes, as a priority, better realising the full potential of groups with lower workers and jobseekers residing in the Union, particularly those underrepresented in the labour market participation or in vulnerable situations. That approach could include reskilling and upskilling the existing workforce in accordance with the objectives of the European Year of Skills, facilitating intra-EU labour mobility, including by making better use of Council Directive 2003/109/EC^{1a}, Directive (EU) 2021/1883 of the European Parliament and of the Council^{1b} and the EURES network, as well as improving pay and working conditions and the attractiveness of certain occupations. However, 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.	(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility including by making better use of the Council Directive 2003/109 and Directive 2021/1883 of the European Parliament and the Council as well as the EURES-network, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting 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.	

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	future labour and skills shortages. <u>According to Commission estimates, the population of the Union is projected to shrink significantly, from 451 million in 2022 to 406 million in 2050. Furthermore, the number of people of working age is projected to decline even more, from 264 million to 207 million.</u> Therefore, legal <u>and orderly</u> migration is key to complement those actions and must be part of the solution to <u>ensure the quality of welfare systems, competitiveness and sustained economic growth in the Union and to fully support the twigreen and digital</u> transition. <u>1a. Council Directive 2003/109/EC of 25 November 2003 concerning the status of third-country nationals who are long-term residents (OJ L 16, 23.1.2004, p. 44, ELI: http://data.europa.eu/eli/dir/2003/109/oj).</u> <u>1b. 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)</u>		
Recital 3			

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
14	(3) In order to facilitate international recruitment and provide opportunities for third-country nationals to work in EU-wide shortage occupations, an EU Talent Pool should be established in the form of a Union-wide platform that brings together and supports the matching of profiles of registered jobseekers from third countries residing outside the Union and job vacancies of employers established in the participating Member States.	(3) In order to <u>enhance the Union's attractiveness for talent from third countries</u> , facilitate <u>fair</u> international recruitment, <u>overcome labour and skills shortages</u> and provide opportunities for third-country nationals to work in EU-wide shortage occupations, an EU Talent Pool should be established in the form of a Union-wide platform that brings together and supports the matching of profiles of registered jobseekers from third countries residing outside the Union and job vacancies of <u>participating</u> employers established in the participating Member States.	(3) In order to facilitate international recruitment and provide opportunities for third-country nationals to work in EU-wide shortage occupations, 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 participating employers and other participating entities established in the participating Member States.	
Recital 3a				
14a		<u>(3a) The EU Talent Pool should contribute to achieving the United Nations' Sustainable Development Goals (SDGs), in particular Goal 8 to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all and Goal 10 to reduce inequality within and among countries. The implementation of this</u>		

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		<u>Regulation should comply with the principle of policy coherence for development, supporting the achievement of the SDGs in the Union and in third countries, as well as with the European Consensus on Development.</u>		
Recital 4				
15	(4) The Recommendation of the Commission on legal pathways to protection in the EU¹ encourages Member States to put in place and support complementary labour pathways for those in need of international protection². The EU Talent Pool could also support the operationalisation of the complementary pathways. 1. Commission Recommendation (EU) 2020/1364 of 23 September 2020 on legal pathways to protection in the EU: promoting resettlement, humanitarian admission and other complementary pathways. 2. “Complementary pathways” are safe and regulated avenues for persons in need of international protection that complement resettlement by providing lawful stay in a third country where their international protection needs are met. Complementary labour pathways enable persons in need of international protection to access existing labour migration pathways, utilise their skills, and help	(4) The<u>Commission</u> Recommendation of the Commission on legal pathways to protection in the EU (EU)¹ encourages Member States to put in place and support complementary labour pathways for those in need of international protection². <u>Similar recommendations have also been adopted by the European Parliament, for example, in the resolution of 20 May 2021 on new avenues for legal labour migration^{4a} and the resolution of 25 November 2021 with recommendations to the Commission on legal migration policy and law^{4b}.</u> The EU Talent Pool could also support the operationalisation of the complementary pathways. 1. Commission Recommendation (EU) 2020/1364 of 23 September 2020 on legal pathways to protection in the EU: promoting resettlement, humanitarian admission and other complementary pathways. 2. “Complementary pathways” are safe and regulated avenues for persons in need of international protection that complement resettlement by providing lawful stay in a third country where their international protection needs are met. Complementary labour pathways enable persons in need of international protection to access existing labour migration pathways, utilise their skills, and help	(4) The Recommendation of the Commission on legal pathways to protection in the EU¹ encourages Member States to put in place and support complementary labour pathways for those in need of international protection². The EU Talent Pool could also support the operationalisation of the complementary pathways. 1. Commission Recommendation (EU) 2020/1364 of 23 September 2020 on legal pathways to protection in the EU: promoting resettlement, humanitarian admission and other complementary pathways. 2. “Complementary pathways” are safe and regulated avenues for persons in need of international protection that complement resettlement by providing lawful stay in a third country where their international protection needs are met. Complementary labour pathways enable persons in need of international protection to access existing labour migration pathways, utilise their skills, and help	

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	address labour shortages in the receiving countries. See also: https://www.unhcr.org/complementary-pathways.html .	1. Commission Recommendation (EU) 2020/1364 of 23 September 2020 on legal pathways to protection in the EU: promoting resettlement, humanitarian admission and other complementary pathways. 2. “Complementary pathways” are safe and regulated avenues for persons in need of international protection that complement resettlement by providing lawful stay in a third country where their international protection needs are met. Complementary labour pathways enable persons in need of international protection to access existing labour migration pathways, utilise their skills, and help address labour shortages in the receiving countries. See also: https://www.unhcr.org/complementary-pathways.html. 4a. Resolution of the European Parliament of 20 May 2021 on new avenues for legal labour migration (OJ C 15, 12.1.2022, p. 196). 4b. Resolution of the European Parliament of 25 November 2021 with recommendations to the Commission on legal migration policy and law (OJ C 224, 8.6.2022, p. 69).	address labour shortages in the receiving countries. See also: https://www.unhcr.org/complementary-pathways.html .	
Recital 5				
16	(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	(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 third-country nationals in addition to the extent	(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	

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	domestic workforce and intra-EU mobility are not sufficient to achieve this objective. As a voluntary tool to facilitate international recruitment, the EU Talent Pool should offer additional support at Union level to interested Member States. To this end, complementarity and interoperability with existing national initiatives and platforms should be ensured. Member States' specific needs should be taken into account in the development of the EU Talent Pool in order to ensure the widest participation possible. Hence, 'Talent' is an encompassing term referring to the entire range of skills that might be needed by the Member States' labour markets.	the activation of the domestic workforce and intra-EU mobility are not sufficient <u>in order</u> to achieve this <u>that</u> 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, <u>while not replacing existing national structures</u> . Member States' specific needs <u>and initiatives</u> should be taken into account in the development of the EU Talent Pool in order to ensure the widest participation <u>most successful implementation</u> possible. Hence, 'talent' is an encompassing term referring to the entire range of skills, <u>competences and qualifications</u> that might be needed by the Member States' labour markets.	domestic workforce and intra-EU mobility are not sufficient to achieve this objective. As a voluntary tool to facilitate international recruitment, the EU Talent Pool should offer additional support at Union level to interested Member States. To this end, complementarity and interoperability with existing national and Union 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.	
Recital 6				
17	(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States,	(6) The EU Talent Pool aims at providing <u>free of charge</u> services <u>to jobseekers from third countries</u> <u>and</u> to employers that are <u>lawfully</u>	(6) The EU Talent Pool aims at providing services to participating employers and other participating entities that	

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	including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.	established <u>and that genuinely perform substantial economic activities</u> in the participating Member States, including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention <u>(No 181) concerning Private Employment Agencies of 1997 and Directive 2008/104/EC of the European Parliament and of the Council^{1a} 181 from 1997</u>. <u>1a. Directive 2008/104/EC of the European Parliament and of the Council of 19 November 2008 on temporary agency work (OJ L 327, 5.12.2008, p. 9).</u>	are established in the participating Member States. A participating employer is an employer whose job vacancies are made available on the EU Talent Pool IT Platform by the National Contact Point of the Member State where the employer is established. Once these vacancies are removed from the EU Talent Pool IT Platform, the employer will no longer be regarded as participating employer. Other participating entities may also be included in the EU Talent Pool. The concept of other participating entity refers to a temporary work agency, a, including private employment agencies, agency or a labour market intermediary, whose job vacancies have been made available on the EU Talent Pool IT Platform by the National Contact Point of the Member State where the other participating entity is established. Once these vacancies are removed from the EU Talent Pool IT Platform, the other entity will no longer be regarded as other participating entity. A temporary work agencies	

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		and labour market intermediaries as agency is to be understood as the term defined by the International Labour Organisation in Article 3, paragraph 1(b), of Directive 2008/104/EC of the European Parliament and of the Council. A private employment agency is to be understood as the term defined in the ILO Convention 181 from 1997.	
Recital 6a			
17a		(6a) Registered jobseekers from third countries are considered as selected for a job vacancy in the EU Talent Pool when they are being offered an employment which allows the jobseeker to enter into an employment relationship in the Member State participating in the EU Talent Pool where the participating employer or the other participating entity is established and where the jobseeker will normally work.	
Recital 7			
18	(7) The EU Talent Pool should also support the implementation of Talent Partnerships, which are one	(7) <u>Strong partnerships and bilateral cooperation with third countries are a precondition for</u>	(7) The EU Talent Pool should also support the implementation of Talent Partnerships, which and

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	of the key aspects of the external dimension of the Pact on Migration and Asylum¹ and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU². 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. 1. COM/2020/609 final. 2. COM/2022/657 final.	<u>effective migration schemes and facilitate the creation of mutual gains for the Union, its Member States and third countries.</u> The EU Talent Pool should also support the implementation of Talent Partnerships, <u>bilateral arrangements and national frameworks on skills development and validation in a third country</u>, which are one of the key aspects of the external dimension of the Pact on Migration and Asylum¹ and are operationalised in line with the Commission's communication <u>of the Commission of 27 April 2022</u> on attracting skills and talent to the EU². <u>In order too be successful and sustainable, Talent Partnerships should always support skills development in third countries and encourage circular migration in order to avoid brain drain from third-country nationals' countries of origin.</u> 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.	national frameworks on skills development and validation in a third country. Talent Partnerships are one of the key aspects of the external dimension of the Pact on Migration and Asylum¹ and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU². 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. 1. [1] COM/2020/609 final. 2. [2] COM/2022/657 final.	

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	1. COM/2020/609 final. 2. COM/2022/657 final.		
Recital 8			
(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities.	(8) In order to ensure that Member States' authorities are adequately represented in the EU Talent Pool Steering Group, participating Member States should appoint two representatives each, one from the employment authorities and one from the immigration authorities. <u><i>In addition, six representatives of the cross-industry social partner organisations at Union level should also be members of the EU Talent Pool Steering Group, as well as one expert appointed by the European Parliament as an observer. It should also be possible to invite representatives from Union bodies, offices and agencies, international organisations, third countries participating in Talent Partnerships and other relevant stakeholders to attend the meetings of the EU Talent Pool Steering Group. Such organisations and stakeholders could include the European Labour Authority, the European Centre for the Development of</i></u>	(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 field of employment authorities and one from the field of immigration authorities. Member States are encouraged to ensure that these representatives are complemented by two alternate members who will be able to represent them in their absence.	

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		<u>Vocational Training, the European Foundation for the Improvement of Living and Working Conditions, the European Training Foundation, the International Labour Organization, the International Organization for Migration, local and regional authorities and society organisations.</u>		
Recital 9				
20	(9) An EU Talent Pool IT platform should be developed by using existing Commission-owned IT infrastructure to the extent possible. The IT infrastructure developed in the framework of EURES could be partially re-used for the EU Talent Pool IT platform, including the single coordinated channel and the automated matching tool with relevant adaptations, including to duly take into account the 'EU Talent Partnership pass'.	(9) An EU Talent Pool IT platform should be developed by using existing Commission-owned IT infrastructure to the extent possible. The IT infrastructure developed in the framework of EURES could be partially re-used for the EU Talent Pool IT platform, including the single coordinated channel and the automated matching tool with relevant adaptations, including to duly take into account the 'EU Talent Partnership pass' . <u>The IT platform should be user-friendly and ensure intuitive navigation. It should also be easily accessible for persons with disabilities in accordance with Directives (EU) 2016/2102^{1a} and (EU) 2019/882^{1b}</u>	(9) An EU Talent Pool IT platform should be developed by using existing Commission-owned IT infrastructure to the extent possible. The IT infrastructure developed in the framework of EURES could be partially re-used for the EU Talent Pool IT platform, including the single coordinated channel and the automated matching tool with relevant adaptations, including to duly take into account the 'EU Talent Partnership pass' .	

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		<u>of the European Parliament and the Council.</u> <u>1a. Directive (EU) 2016/2102 of the European Parliament and of the Council of 26 October 2016 on the accessibility of the websites and mobile applications of public sector bodies (OJ L 327, 2.12.2016, p.1, ELI: http://data.europa.eu/eli/dir/2016/2102/oj).</u> <u>1b. Directive (EU) 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services (OJ L 151, 7.6. 2019, p. 70, ELI: http://data.europa.eu/eli/dir/2019/882/oj).</u>		
Recital 10				
21	(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.	(10) Synergies should be ensured, where appropriate <u>to the extent possible</u>, between the EU Talent Pool IT platform and other relevant instruments and services at Union level, including with regard to <u>facilitating</u> access to <u>valuable</u> training materials <u>resources</u> such as <u>those offered</u> by the EU Academy and the Interoperable Europe Academy <u>and skills profiling tools such as the EU Skills Profile Tool for Third-Country Nationals</u>. The EU Talent Pool IT platform should be quickly and regularly adapted to	(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.	

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		new practices in technology and provide state-of-the-art IT services by introducing <u>safe, bias-free and</u> innovative features and tools, <u>which will enhance the platform's functionality, user experience and ability to meet evolving needs of the labour market efficiently and effectively.</u>		
Recital 11	(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589¹ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, employers, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the employers,	(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589 <u>of the European Parliament and of the Council</u>¹ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, <u>registered</u> employers, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills offered by the	(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589¹ which provides for a standardised terminology for occupations, skills and competences and facilitates the transparency of skills and qualifications. The ESCO classification should support jobseekers from third countries, participating employers and other participating entities, and the EU Talent Pool National Contact Points in providing comparable information on work experiences, occupations covered by a vacancy, as well as the skills	
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	thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform. 1. Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: http://data.europa.eu/eli/reg/2016/589/oj).	<u>registered</u> jobseekers and required by the <u>registered</u> employers, thereby enabling a high-quality matching process. <u>In accordance with Commission Recommendation (EU) 2023/2611^{1a}, all types of qualifications and skills may be taken into account, such as vocational education and training, degrees, specific certificates ('micro-credentials') as well as skills and competences gained in non-formal and informal settings.</u> Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the	offered by the jobseekers and required by the participating employers and other participating entities, thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer transmission of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform. 1. [1] Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations	

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		purpose of automated matching through the common IT platform. 1. Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: http://data.europa.eu/eli/reg/2016/589/oj). <u>1a. Commission Recommendation (EU) 2023/2611 of 15 November 2023 on the recognition of qualifications of third-country nationals (OJ L, 2023/2611, 24.11.2023, ELI: http://data.europa.eu/eli/reco/2023/2611/oj).</u>	(EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1, ELI: http://data.europa.eu/eli/reg/2016/589/oj).	
23	(12) Tasks should be assigned to the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points to ensure the search and matching functions of the EU Talent Pool IT platform. These tasks should be considered as tasks carried out in the public interest for the performance of which it is necessary to process personal data, as referred to in Article 5(1), point (a) of Regulation (EU) 2018/1725¹, and Article 6(1), point (e) of Regulation (EU) 2016/679²,	(12) Tasks should be assigned to the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points to ensure the search and matching functions of the EU Talent Pool IT platform. These tasks should be considered as tasks carried out in the public interest for the performance of which it is necessary to process personal data, as referred to in Article 5(1), point (a) of Regulation (EU) 2018/1725¹, and Article 6(1), point (e) of Regulation (EU) 2016/679²,	(12) Tasks should be assigned to the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points to ensure the search and matching functions of the EU Talent Pool IT platform. These tasks should be considered as tasks carried out in the public interest for the performance of which it is necessary to process personal data, as referred to in Article 5(1), point (a) of Regulation (EU) 2018/1725¹, and Article 6(1), point (e) of Regulation (EU) 2016/679²,	

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	respectively. The processing of personal data, it should be carried out in compliance with Article 8 of the Charter of Fundamental Rights of the European Union, and Regulations (EU) 2018/1725 and (EU) 2016/679 of the European Parliament and of the Council. 1. Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: http://data.europa.eu/eli/reg/2018/1725/oj) 2. Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (OJ L 119, 4.5.2016, p. 1, ELI: http://data.europa.eu/eli/reg/2016/679/oj).	respectively. The processing of personal data, it should be carried out in compliance with Article 8 of the Charter of Fundamental Rights of the European Union, and Regulations (EU) 2018/1725 and (EU) 2016/679 of the European Parliament and of the Council. 1. Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: http://data.europa.eu/eli/reg/2018/1725/oj) 2. Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (OJ L 119, 4.5.2016, p. 1, ELI: http://data.europa.eu/eli/reg/2016/679/oj).	respectively. The processing of personal data, it should be carried out in compliance with Article 8 of the Charter of Fundamental Rights of the European Union, and Regulations (EU) 2018/1725 and (EU) 2016/679 of the European Parliament and of the Council. 1. Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: http://data.europa.eu/eli/reg/2018/1725/oj) 2. Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (OJ L 119, 4.5.2016, p. 1, ELI: http://data.europa.eu/eli/reg/2016/679/oj).	
Recital 13				
24	(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be limited to personal data necessary	(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be limited to personal data necessary	(13) The processing for the purpose of the search and matching functions of the EU Talent Pool IT platform should be limited to personal data necessary	

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	to identify the registered jobseekers from third countries and employers participating in the EU Talent Pool, to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725.	to identify the registered jobseekers from third countries and <u>registered</u> employers participating in the EU Talent Pool, to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725.	to identify the registered jobseekers from third countries and employers, participating in the EU Talent Pool and other participating entities , to enable the search and matching on the EU Talent Pool IT platform as well as for data collection to improve the functioning of the Talent Pool. This should not require processing any personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725.	
Recital 14				
25	(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	(14) Registered jobseekers from third countries <u>and registered employers</u> 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 <u>in the EU Talent Pool IT platform that have not been accessed for a period of one year should be automatically removed. Profiles of registered</u> employers participating in the EU Talent Pool IT platform that have	(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 participating employers and other participating entities 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	

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	research and statistical purposes including for the purpose of production and quality of European statistics.	not been used for a period of two years should be automatically removed. <u>A notification should be sent two months prior to the removal of any profile, allowing for a reasonable time for the owner of the profile to react.</u> 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. <u>Job vacancies should be removed from the EU Talent Pool IT platform once registered employers notify the successful completion of the recruitment.</u>	to be stored for research and statistical purposes including for the purpose of production and quality of European statistics.-	
Recital 15				
26	(15) Without prejudice to their obligation to inform data subjects about the processing of their personal data and their rights as data subjects in accordance with Articles 12 and 13 of Regulation (EU) 2016/679 and Articles 14 and 15 of Regulation (EU) 2018/1725, the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points should also inform registered jobseekers	(15) Without prejudice to their obligation to inform data subjects about the processing of their personal data and their rights as data subjects in accordance with Articles 12 and 13 of Regulation (EU) 2016/679 and Articles 14 and 15 of Regulation (EU) 2018/1725, the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points should also inform registered jobseekers	(15) Without prejudice to their obligation to inform data subjects about the processing of their personal data and their rights as data subjects in accordance with Articles 12 and 13 of Regulation (EU) 2016/679 and Articles 14 and 15 of Regulation (EU) 2018/1725, the EU Talent Pool Secretariat and the EU Talent Pool National Contact Points should also inform registered jobseekers	

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	and employers participating in the EU Talent Pool about their rights to technically restrict access to their personal data and to require, at any time, the deletion or modification of their personal data included in their profiles.	and <u>registered</u> employers participating in the EU Talent Pool about their rights to technically restrict access to their personal data and to require, at any time, the deletion or modification of their personal data included in their profiles.	and, participating employers and other participating in the EU Talent Pool entities about their rights to technically restrict access to their personal data and to require, at any time, the deletion or modification of their personal data included in their profiles.	
Recital 15a				
26a		<u>(15a) Employers from participating Member States wishing to register on the EU Talent Pool IT platform should be able to create a profile free of charge and provide all information required. The competent national authorities should carry out checks on employers before their profiles are transferred to the EU Talent Pool IT platform by the National Contact Points. Such checks should cover relevant administrative or judicial decisions to which the employer has been subject.</u>		
Recital 16				
27	(16) The EU Talent Pool should contribute to the objective of discouraging irregular migration including by facilitating access to	(16) The EU Talent Pool should contribute to the objective of discouraging irregular migration including by <u>addressing some of</u>	(16) The EU Talent Pool should contribute to the objective of discouraging irregular migration including by facilitating access to	

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	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 Council¹, 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. 1. 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, ELL: http://data.europa.eu/eli/dir/2008/115/oj).	<u>its root causes and</u> 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 Council¹, 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. <u>Clear</u> information should also be provided on the consequences for making a false declaration in this respect, <u>namely the removal of the jobseeker's profile from the EU Talent Pool IT platform and the suspension of access to the EU Talent Pool. The EU Talent Pool IT platform should include a clear explanation to jobseekers from third countries that</u>	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 Council¹, should not be allowed to register their profiles in the EU Talent Pool IT platform, given that they will not be permitted to enter and stay in the Union. To this end, jobseekers from third countries should be required, before registering their profiles in the EU Talent Pool, to declare that they are not currently subject to a refusal of entry or stay in a Member State or an entry ban to the territory of the Union. Information should also be provided on the consequences for making a false declaration in this respect, including on the deletion of the profiles of these jobseekers from the EU Talent Pool IT Platform. In addition, during the immigration procedures carried out by the Member States, necessary checks in relevant national and EU databases such as the	

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	<u>registration in the EU Talent Pool or selection for a job vacancy through the EU Talent Pool IT platform does not guarantee entry, or entry and stay, in the territory of the Member States.</u> 1. 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).	Schengen Information System, which contains alerts on third country nationals who are not entitled to enter or stay in the Schengen area, may be conducted. On the EU Talent Pool IT Platform, information should be provided that the registration in the EU Talent Pool by a jobseeker from third countries is not a guarantee that the security checks have been carried out. 1. [1] 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).	
Recital 16a			
27a	<u>(16a) Where a breach by a registered employer of the relevant law or practice referred to in this Regulation is notified to the EU Talent Pool National Contact Points by the authorities responsible for enforcing that relevant law and practice, the employer's access to the EU Talent Pool should be suspended</u>		

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		<u>and their job vacancies should be removed. The suspension should be lifted without delay once the relevant national authorities have notified the National Contact Points of the fact that the breach of the relevant law and practice has been remedied or once the employer concerned has demonstrated that it has been remedied.</u>		
Recital 17	(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹ profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location. 1. 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).	(17) Jobseekers from third countries wishing to register in the EU Talent Pool should <u>be able to</u> create a profile <u>via manual input, using the EU Skills Profile Tool for Third-Country Nationals or via the Europass¹ profile builder functionality in accordance with Decision (EU) 2018/646 of the European Parliament and of the Council¹</u> enabling <u>them</u> to create a free profile and report the<u>indicate their relevant skills, including language skills, qualifications, competences, specific certificates such as micro-credentials</u> and other experiences, <u>an upload relevant documents</u> in one secure online location.	(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹ profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location. 1. 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).	
28	(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹ profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location. 1. 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).	(17) Jobseekers from third countries wishing to register in the EU Talent Pool should <u>be able to</u> create a profile <u>via manual input, using the EU Skills Profile Tool for Third-Country Nationals or via the Europass¹ profile builder functionality in accordance with Decision (EU) 2018/646 of the European Parliament and of the Council¹</u> enabling <u>them</u> to create a free profile and report the<u>indicate their relevant skills, including language skills, qualifications, competences, specific certificates such as micro-credentials</u> and other experiences, <u>an upload relevant documents</u> in one secure online location.	(17) Jobseekers from third countries wishing to register in the EU Talent Pool should create a profile using the Europass¹ profile builder functionality enabling to create a free profile and report the relevant skills, qualifications, and other experiences in one secure online location. 1. 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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		1. 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).		
Recital 18				
29	(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.	(18) Where necessary, the recognition of qualifications and validation of skills <u>from formal and non-formal learning and work experiences, and of qualifications such as degrees, vocational education diplomas or specific certificates such as micro-credentials</u> of registered jobseekers from third countries should be conducted in the participating Member States upon request of the jobseeker or the <u>participating</u> 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 specific information should be provided by the EU Talent Pool National Contact Points to registered jobseekers from third countries	(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 the participating employer or other participating entity 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 specific information should be provided by the EU Talent Pool National Contact Points to registered jobseekers from third countries	

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		should be provided by the EU Talent Pool National Contact Points.	who have been selected for a job vacancy in the EU Talent Pool.	
Recital 19				
30	(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	(19) In the context of Talent Partnerships, <u>bilateral arrangements or national frameworks on skills development and validation in a third country</u>, nationals of selected third countries receive support for the development and validation of <u>skills</u> 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, <u>bilateral arrangements or national frameworks on skills development and validation in a third country</u> should be certified by the 'EU' Talent Partnership pass' which is visible in the context of the EU Talent Pool. <u>Registered</u> 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	(19) In the context of Talent Partnerships, nationals of selected third countries may receive support for the development and validation of skills in a framework endorsed by. This program of development and validation of skills can be financially supported by the European Union or can be part of a bilateral initiative or agreement of a Member States taking part in a State within the context of the Talent Partnership and partner countries Partnerships. Therefore, The skills developed or validated in the framework of a Talent Partnership should may be certified according to the conditions determined 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	

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	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.	encourage employers to offer a job placement in the Union. Member States, <i>in the framework of a Talent Partnership</i> , 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 <i>stakeholders</i> should support its deliver <i>delivery</i> , <i>as well as the provisions on comparability and recognition of qualifications</i> . The issuing of a 'EU' 'Talent Partnership pass' is without prejudice to European and national rules on access to regulated professions.	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. in which they are participating.	
Recital 19a				
30a			(19a) Jobseekers from third countries may also receive support through national frameworks on skills development and validation in a third country. These frameworks are financially supported by a Member State and/or by Union funding outside the context of a Talent Partnership. Regarding the recognition of skills acquired	

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			in a third country in the context of such a national framework, the national legislation of the respective Member State applies.	
Recital 20	(20) The list of third countries and Member States participating in Talent Partnerships should be published on the EU Talent Pool IT platform together with the relevant occupations targeted by each partnership.	(20) <u>The EU Talent Pool Secretariat should publish</u> the list of third countries and Member States participating in Talent Partnerships should be published on the EU Talent Pool IT platform together with the relevant occupations targeted by each partnership.	(20) The EU Talent Pool Secretariat should publish the list of third countries and Member States participating in Talent Partnerships on the EU Talent Pool IT platform . The EU Talent Pool Secretariat should be published also publish a list of national frameworks on skills development and validation in a third country, including the third countries taking part in these frameworks, and information about specific support provided in these frameworks, which participating Member States chose to link to the EU Talent Pool , on the EU Talent Pool IT platform together with the relevant occupations targeted by each partnership .	
31				
Recital 21	(21) In the context of a Talent Partnership, skills development and validation may be targeted to	(21) In the context of a Talent Partnership, skills development and validation may be targeted to	(21) In the context of a Talent Partnership, skills development and validation may be targeted to	
32				

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	the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, only employers established in one or more Member States participating in a Talent Partnership should be able, for a maximum period of one year, to search for registered jobseekers holding an 'EU Talent Partnership pass'. This possibility could, in particular, apply in cases where skills development was specifically targeted to the needs of a Member State. Information on whether this possibility is applied and in which cases should be provided on the EU Talent Pool IT platform, in order to inform registered jobseekers from third countries and employers participating in the EU Talent Pool. All employers participating in the EU Talent Pool may search the profiles of registered jobseekers holding an 'EU Talent	the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, only employers established in one or more Member States participating in a Talent Partnership should be able, for a maximum period of one year<u>six months</u>, 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	the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, only employers established in one or more Member States participating in a Talent Partnership should be able, for a maximum period of one year, to search for registered jobseekers holding an 'EU Talent Partnership pass'. This possibility could, in particular, apply in cases where skills development was specifically targeted to the needs of a Member State. Information on whether this possibility is applied and in which cases should be provided on the EU Talent Pool IT platform, in order to inform registered jobseekers from third countries and employers participating in the EU Talent Pool. All employers participating in the EU Talent Pool may search the profiles of registered jobseekers holding an 'EU Talent	

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	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.	'EU-a' 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.	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.	
Recital 21a				
32a			(21a) Jobseekers from third countries who have benefitted from specific support within the framework of a Talent Partnership or a national framework on skills development and validation in a third country should be able to link their profile in the EU Talent Pool to the Talent Partnership or the national framework. Their profiles should be flagged accordingly in the EU Talent Pool IT platform. Participating employers and other participating entities should be able to filter the profiles of registered jobseekers	

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		having participated in a Talent Partnership or in a national framework on skills development and validation in a third country. This could encourage participating employers and other participating entities to offer a job placement in the Union.	
Recital 22			
(22) The principles of the European Pillar of Social Rights should apply for all activities conducted in the context of the EU Talent Pool, in particular with regard to the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. In accordance with those principles, the EU Talent Pool should ensure quality employment.	(22) <u>The EU Talent Pool should support the creation of quality employment in the Union, in line with the principles of the European Pillar of Social Rights.</u> 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 <u>workers' rights and</u> working conditions, <u>pay</u>, minimum wages, access to social protection, <u>health care</u>, <u>vocational education and training</u>, <u>and protection of youth people at work and life-long learning</u>. In accordance with those principles, <u>and without prejudice to national law</u>, the EU Talent Pool should ensure quality employment. <u>The</u>	(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- should respect the right to fair and equal treatment with respect to working conditions, minimum wages, access to social protection, training, and protection of youth people at work. Also in line with their accordance with those principles of the European Pillar of Social Rights, the EU Talent Pool should ensure quality employment and fair competition.-	

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		<u>EU Talent Pool should also strive to promote the inclusion of persons with disabilities in accordance with the United Nations Convention on the Rights of Persons with Disabilities, the protection of young people at work as well as gender equality. Registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool should have access to equality bodies as established by Directive (EU) 2024/1500 of the European Parliament and of the Council^{1a} and Council Directive (EU) 2024/1499^{1b}.</u> <u>1a. Directive (EU) 2024/1500 of the European Parliament and of the Council of 14 May 2024 on standards for equality bodies in the field of equal treatment and equal opportunities between women and men in matters of employment and occupation, and amending Directives 2006/54/EC and 2010/41/EU (OJ L 2024/1500, 29.5.2024, ELI: http://data.europa.eu/eli/dir/2024/1500/oj).</u> <u>1b. Council Directive (EU) 2024/1499 of 7 May 2024 on standards for equality bodies in the field of equal treatment between persons irrespective of their racial or ethnic origin, equal treatment in matters of employment and occupation between persons irrespective of their</u>		

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		<i>religion or belief, disability, age or sexual orientation, equal treatment between women and men in matters of social security and in the access to and supply of goods and services, and amending Directives 2000/43/EC and 2004/113/EC (OJ L, 2024/1499, 29.5.2024, ELI: http://data.europa.eu/eli/dir/2024/1499/oj</i> <u>L</u>		
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 participating employers and other entities participating in the EU Talent Pool should provide to registered jobseekers from third	(23) The International Labour Organisation Organization (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, including the principle that workers are not to be charged directly or indirectly, in whole or in part, any recruitment fees or related costs. Accordingly, participation in the EU Talent Pool should be free of charge. In addition, employers shouldare required to 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	(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 and other entities participating or having participated in the EU Talent Pool 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 participating employers and other participating entities in accordance with Directive 2014/98/ 2024 /1233 ¹ , Directive 2014/36/EU ² , Directive 2021/1883/EU ³ , and Directive	
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	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/EC⁶ 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	accordance with Directive 2014/98⁴, Directive 2014/36/EU², (EU) 2024/1233¹, 2014/36/EU², Directive 2021/1883/EU³, and Directive 2016/801/EU⁴ <u>of the European Parliament and of the Council</u>. In accordance with Directive 2019/1152/EU⁵ <u>of the European Parliament and of the Council</u>, 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. 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. A participating employer or other participating entity 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. Participating employers and other participating entities should comply under all circumstances with Directive 96/71/EC⁶ as	2016/801/EU⁴. In accordance with Directive 2019/1152/EU⁵, participating employers and other participating entities should provide to registered jobseekers from third countries information in writing and in an easily 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. A participating employer or other participating entity 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. Participating employers and other participating entities should comply under all circumstances with Directive 96/71/EC⁶ as	

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	and habitually employed in another Member State. 1. 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). 2. 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). 3. 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). 4. 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).	Employers participating in the EU Talent Pool should comply with Directive 96/71/EC <u>of the European Parliament and of the Council</u>⁶ 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. Participating employers and other participating entities should also comply with the relevant case law, 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. 1. Directive 2011/98/EU (EU) 2024/1233 of the European Parliament and of the Council of 13 December 2011 24 April 2024 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 L₁, 2024/1233, 30.4.2024, 343, 23.12.2011, p. 1–9, ELI: http://data.europa.eu/eli/dir/2024/1233/oj). 2. 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	amended by Directive 2018/957 and Directive 2020/1057 when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established . Participating employers and other participating entities should also comply with the relevant case law, 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 the Member State of entrance and also take into account the relevant legislation of the host Member State. 1. [1] 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). 2. [2] 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	

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	5. 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). 6. 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).	workers OJ L 94, 28.3.2014, p. 375, ELI: http://data.europa.eu/eli/dir/2014/36/oj). 3. 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). 4. 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). 5. 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). 6. 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).	workers OJ L 94, 28.3.2014, p. 375, ELI: http://data.europa.eu/eli/dir/2014/36/oj). 3. [3] 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). 4. [4] 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). 5. [5] 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). 6. [6] 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).	
Recital 23a				
34a			(23a) Member States should ensure that all employers and	

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		other entities participating in the EU Talent Pool are in compliance with the relevant Union and national law and practice regarding third-country nationals' protection against unfair recruitment and inadequate working conditions as well as non-discrimination. The EU Talent Pool National Contact Point is responsible for refusing, suspending or withdrawing access to the EU Talent Pool IT Platform of those employers and other entities participating or having participated in case their breach of the relevant law and practice is notified to the EU Talent Pool National Contact Points. Member States should provide that temporary work agencies, labour market intermediaries and private employment agencies that have fulfilled their due diligence obligations regarding those aspects, as defined by national law, should not be suspended or withdrawn from the EU Talent Pool as a consequence of a breach of the relevant Union and national law and practice by an employer.	

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Recital 24	(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.	(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, as well as their availability . The list is generated by the automated matching tool of the EU Talent Pool IT platform <u>or, where jobseekers and employers agree to use them, by other matching algorithms run on the EU Talent Pool IT platform. The automated matching tool should avoid any bias or discrimination prohibited under Union or national law and should have in-built safeguards in that regard. Jobseekers from third countries should be able to indicate in which region or Member State they are interested in working.</u>	Such measures should take into account the specific circumstances of the Member State concerned.	
35			(24) In order to ensure high quality matching, registered jobseekers from third countries and participating employers and other Talent Pool entities 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.	

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Recital 24a				
35a			(24a) Participating employers and other participating entities should strive for thorough selection of candidates and an initial assessment of the jobseekers' profiles and qualifications and the assessment of the suitability of the jobseeker vis-à-vis the job vacancy, with respect of fair recruitment.	
Recital 25				
36	(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	(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 <u>and improving competitiveness</u> , 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	(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	

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	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.	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.	the specific needs of the national labour markets as well as migration policies 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. Member States may decide that adjustments to the list of EU-wide shortage occupations have to correspond to specific labour market needs at national or regional level. In case of specific regional labour market needs, Member States may decide that the EU Talent Pool National Contact Point is responsible for filtering the job vacancies so that they correspond to the relevant territorial dimension when they are made available on the EU Talent Pool IT Platform. 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	

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		Union citizens and, where applicable under national law, the examination of the labour market situation.	
Recital 26			
(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions and procedures for the participation in the EU Talent Pool.	(26) Participating Member States<u>In order to promote fair recruitment and strengthen transparency for jobseekers from third countries and for employers who wish to recruit from third countries, the EU Talent Pool Secretariat, with the support of the National Contact Points and the EU Talent Pool Steering Group,</u> should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, <u>especially small and medium-sized enterprises (SMEs)</u> in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions, <u>obligations</u> and procedures for the <u>registration and</u> participation in the EU Talent Pool <u>and should stress that its use is free of charge.</u>	(26) Participating Member States should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers and other entities interested in participating in the Talent Pool, 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. Participating Member States should provide information on the EU Talent Pool IT Platform as regards the types of entities that are allowed to make available job vacancies on the EU Talent Pool IT Platform.	

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Recital 27	(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 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 IT platform. Online information on support available to jobseekers in need of international protection who are in third countries should also be	(27) <u>In order to promote fair recruitment and strengthen transparency towards jobseekers from third countries</u>, the EU Talent Pool Secretariat, <u>with the support of the National Contact Points</u>, should ensure that easily accessible information <u>is available on the EU Talent Pool IT platform. That information should cover employment and</u> immigration procedures, recognition of qualifications and validation of skills, third country nationals' rights <u>and obligations</u>, 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 IT platform. Online information on support available to jobseekers in need of international protection who are in third countries should also be	(27) The EU Talent Pool Secretariat should ensure that easily accessible information on immigration procedures, recognition of qualifications and validation of skills, third country nationals' rights and obligations, living and working conditions as well as, available redress mechanisms for cases of labour exploitation and unfair recruitment practices, as well as support measures available in the context of complementary labour pathways to jobseekers in need of international protection who reside outside the Union, 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 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	

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		available on the EU Talent Pool IT platform. Support measures put in place by the Member States could <u>should</u> include specific information campaigns, support to obtain a travel document, and integration support upon arrival.	place by the Member States could include specific in this context should be able to refer to existing sources of information campaigns, support to obtain a travel document, and integration support upon arrival. at national level or at Union level.	
Recital 28				
39	(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.	(28) Information provided on the EU Talent Pool IT platform should be made available <u>in</u> at least none <u>of</u> the official languages of the participating Member States.	(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. The possibility of integration of mechanisms for automatically translating content in other languages in the EU Talent Pool IT platform may be examined by the EU Talent Pool Secretariat.	
Recital 28a				
39a		<u>(28a) To ensure the effective promotion and visibility of the EU Talent Pool among employers in the Union, the Commission should conduct comprehensive online and offline awareness-raising campaigns targeted at employers, in particular at SMEs.</u>		
Recital 29				

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40	(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.	(29) The Union 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. <u>With the support of the Commission and in cooperation with the EU Talent Pool Steering Group, Union delegations should conduct comprehensive communication and information campaigns in third countries to promote the EU Talent Pool and establish it as a global brand.</u>	(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.	
Recital 29a				
40a			(29a) Member States may decide that public employment services are part of the EU Talent Pool National Contact Point and that within the EU Talent Pool National Contact Point public employment services are responsible for making available job vacancies on the EU Talent Pool IT platform through the single coordinated channel. Where it concerns a job vacancy made publicly available by the public employment service and as a consequence was published	

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			on the EURES Portal, the EU Talent Pool National Contact Point may make available eligible job vacancies on the EU Talent Pool IT Platform on request of an employer or other entity interested in participating in the Talent Pool.	
Recital 30				
41	(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 language courses and	(30) <u>In order to ensure the successful integration and retention of jobseekers from third countries recruited in the EU Talent Pool, it is paramount that those jobseekers receive adequate opportunities and support.</u> Upon request from registered jobseekers from third countries and/or employers participating in the EU Talent Pool, the EU Talent Pool National Contact Points could<u>should</u> provide additional support. Additional<u>That</u> support should<u>could</u> 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 <u>in accordance with Union and national law and practice</u> such as	(30) Upon request fromThe EU Talent Pool National Contact Points should provide standardised specific information to registered jobseekers from third countries and employers participating who have been selected for a job vacancy in the EU Talent Pool, the EU Talent Pool National Contact Points could provide additional support.Additional support participating employers and other participating entities. Specific information 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,	

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	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.	access to social benefits, health assistance, education <u>and training</u>, and housing. Specific guidance and information may also be provided on family reunification procedures and family members' rights <u>and obligations</u>, and existing measures to facilitate <u>and encourage</u> integration in the host Member State such as language courses and vocational training. Such information should also include available <u>complaints and legal</u> 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.	education, and housing. Specific guidance and information may also should be provided on family reunification procedures and family members' rights, and existing measures to facilitate integration in the host Member State such as language courses and vocational training. Such information should also include available complaints and redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States. Registered jobseekers who have been selected for a job vacancy in the Talent Pool and are eligible for participation in a complementary labour pathway for those in need of international protection in that Member State, should benefit from specific information from the relevant EU Talent Pool National Contact Point including as regards obtaining a travel document and integration support upon arrival. The EU Talent Pool National Contact Points should provide information to participating employers and other participating in the EU	

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		Talent Pool entities on their rights and obligations relating to social security, active labour market measures, taxation, issues relating to work contracts, pension entitlements and health insurance.	
Recital 30a			
41a	<u>(30a) Member States may provide standardised specific information to registered jobseekers who have been selected for a job vacancy in the EU Talent Pool, including by referring to existing sources. In addition, the National Contact Points should be able to refer jobseekers to appropriate sources of information or the competent authorities concerned.</u>	(30a) Member States should provide standardised specific information to registered jobseekers who have been selected for a job vacancy in the EU Talent Pool, including by referring to existing sources. In addition, the National Contact Points, should be able to refer to the appropriate sources of information and/or the competent authorities.	
Recital 31			
42	(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	(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	

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	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.	immigration procedures in particular as regards the obtention of visas and residence permits for work purposes. <u>In order to reduce the burden of bureaucratic procedures and make recruitment procedures more effective for companies, participating Member States should put in place accelerated immigration procedures covering the non-application of the labour market test for job vacancies posted on the EU Talent Pool IT platform and the exemption from the principle of preference for Union citizens recognition of qualifications and skills of jobseekers from a third country developed or validated in the framework of an EU Talent Partnership, a bilateral arrangement or a national framework and certified by a 'Talent Partnership pass'.</u> The implementation of accelerated immigration procedures could<u>should</u> 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. <u>Nothing in this in Regulation</u>	immigration procedures in particular as regards the obtention of visas and the legislation and procedures, in accordance with national law, in view of obtaining a work permit and a residence permits permit in a Member State 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. This Regulation should furthermore not affect the right of Member States to determine volumes of admission of third-country nationals in accordance with Article 79(5) of the Treaty on the Functioning of the European Union (TFEU).	

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	<u>affects the right of Member States to determine volumes of admission of third-country nationals coming from third countries to their territory in order to seek work, in accordance with Article 79(5) Treaty on the Functioning of the European Union (TFEU).</u>		
Recital 31a			
42a		(31a) The main purpose of the EU Talent Pool is supporting the recruitment of registered jobseekers from third countries residing outside the Union and job vacancies of participating employers and other participating entities established in the participating Member States, Therefore, on the EU Talent Pool IT Platform the EU Talent Pool Secretariat should provide clear information that the registration in the EU Talent Pool by jobseekers from third countries and the selection for a job vacancy through the EU Talent Pool IT Platform is not a guarantee that following the selection process a work permit, a visa or a residence permit will be issued by the participating	

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			Member State in which the participating employer or other participating entity is established.	
Recital 31b				
42b			(31b) In addition, to make the recruitment of jobseekers from third countries residing outside the Union easier and faster for participating employers and other participating entities, participating Member States may put in place accelerated immigration procedures in particular as regards the issuance of visas and residence permits for work purposes and the exemption from the principle of preference for Union citizens and/or the requirements for checking the labour market situation. Practices regarding the implementation of these accelerated immigration procedures among the Member States could be exchanged in the context of the EU Talent Pool Steering Group.	
Recital 31c				
42c			(31c) In addition, to ensure fair mobility rules, taking into	

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			account the specific issue linked to the economic activity of the other participating entities, the Member States will be able to organize specific arrangements for monitoring the activity of the other participating entities, at the request of one or more Member States if required, and inspection services if necessary, in connection with the monitoring of mobile non-EU workers present on their territories.	
Recital 32				
43	(32) Since the objectives of this Regulation, namely the establishment of a Union-wide platform aimed at addressing labour shortages at Union level by facilitating the recruitment of third country nationals to work in EU-wide shortage occupations, cannot be sufficiently achieved by the Member States due to the lack of effective channels and the limited visibility at global level, but can rather, by reason of the scale of the action, be better achieved at Union level, the Union may adopt measures, in accordance with the principle of subsidiarity as set out	(32) Since the objectives of this Regulation, namely the establishment of a Union-wide platform aimed at addressing labour shortages at Union level by facilitating the recruitment of third country nationals to work in EU-wide shortage occupations, cannot be sufficiently achieved by the Member States due to the lack of effective channels and the limited visibility at global level, but can rather, by reason of the scale of the action, be better achieved at Union level, the Union may adopt measures, in accordance with the principle of subsidiarity as set out	(32) Since the objectives of this Regulation, namely the establishment of a Union-wide platform aimed at addressing labour shortages at Union level by facilitating the recruitment of third country nationals to work in EU-wide shortage occupations, cannot be sufficiently achieved by the Member States due to the lack of effective channels and the limited visibility at global level, but can rather, by reason of the scale of the action, be better achieved at Union level, the Union may adopt measures, in accordance with the principle of subsidiarity as set out	

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	in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality, as set out in that Article, this Regulation does not go beyond what is necessary in order to achieve those objectives.	in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality, as set out in that Article, this Regulation does not go beyond what is necessary in order to achieve those objectives.	in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality, as set out in that Article, this Regulation does not go beyond what is necessary in order to achieve those objectives.	
Recital 33				
44	(33) In order to fulfil the objectives of this Regulation of facilitating international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carries out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹. In particular, to ensure equal participation in the preparation of delegated acts, the	(33) In order to fulfil the objectives of this Regulation of facilitating international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations <u>and to supplement this Regulation by establishing technical standards for the adoption of the subcategories of personal data to be processed, responsibilities of data controllers, including rules governing the possible use of a data processor or processors, as well as rules on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to</u>	(33) In order to fulfil the objectives of this Regulation of facilitating fair international recruitment, the power to adopt acts in accordance with Article 290 of the Treaty on the Functioning of the European Union should be delegated to the Commission to amend this Regulation with regard to the Annex providing the list of EU-wide shortages occupations. It is of particular importance that the Commission carries out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹. In particular, to ensure equal participation in the preparation of delegated acts, the	

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	European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts. 1. Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI: http://data.europa.eu/eli/agree_interinstit/2016/512/oj).	<u>their personal data on the EU Talent Pool IT platform and to supplement this Regulation by laying down provisions concerning the integration into the EU Talent Pool IT platform of automatic matching algorithms provided by third parties and the functioning of those algorithms.</u> It is of particular importance that the Commission carries out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making¹. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts. 1. Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European	European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts. 1. [1] Interinstitutional Agreement between the European Parliament, the Council of the European Union and the European Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI: http://data.europa.eu/eli/agree_interinstit/2016/512/oj).	

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		Commission on Better Law-Making (OJ L 123, 12.5.2016, p. 1, ELI: http://data.europa.eu/eli/agree_interinsttit/2016/512/oj).		
Recital 34				
45	(34) In order to ensure uniform conditions for the implementation of this Regulation, implementing powers should be conferred on the Commission. Those powers should be exercised in accordance with Regulation (EU) No 182/2011 of the European Parliament and of the Council¹. 1. Regulation (EU) No 182/2011 of the European Parliament and of the Council of 16 February 2011 laying down the rules and general principles concerning mechanisms for control by Member States of the Commission's exercise of implementing powers (OJ L 55, 28.2.2011, p. 13, ELI: http://data.europa.eu/eli/reg/2011/182/oj).	(34) In order to ensure uniform conditions for the implementation of this Regulation, implementing powers should be conferred on the Commission. Those powers should be exercised in accordance with Regulation (EU) No 182/2011 of the European Parliament and of the Council¹. 1. Regulation (EU) No 182/2011 of the European Parliament and of the Council of 16 February 2011 laying down the rules and general principles concerning mechanisms for control by Member States of the Commission's exercise of implementing powers (OJ L 55, 28.2.2011, p. 13, ELI: http://data.europa.eu/eli/reg/2011/182/oj).	(34) In order to ensure uniform conditions for the implementation of this Regulation, implementing powers should be conferred on the Commission. Those powers should be exercised in accordance with Regulation (EU) No 182/2011 of the European Parliament and of the Council¹. 1. Regulation (EU) No 182/2011 of the European Parliament and of the Council of 16 February 2011 laying down the rules and general principles concerning mechanisms for control by Member States of the Commission's exercise of implementing powers (OJ L 55, 28.2.2011, p. 13, ELI: http://data.europa.eu/eli/reg/2011/182/oj).	
Recital 35				
46	(35) The advisory procedure should be used for the adoption of the templates for the format of the 'EU Talent Partnership pass'. The examination procedure should be used for the adoption and updating of the technical standards for the data exchange, data formats, job	(35) The advisory procedure should be used for the adoption of the templates for the format of the 'EU Talent Partnership pass'. The examination procedure should be used for the adoption and updating of the technical standards for the data exchange, data formats, job	(35) The advisory procedure should be used for the adoption of the templates for the format of the 'EU Talent Partnership pass'. The examination procedure should be used for the adoption and updating of the technical standards for the data exchange, data formats, job	

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	vacancies formats and profiles formats for jobseekers from third countries. The examination procedure should also be used for the adoption of technical standards for the adoption of the subcategories of personal data to be processed, responsibilities of data controllers, including rules governing the possible use of a data processor or processors, as well as on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform.	vacancies formats and profiles formats for jobseekers from third countries. The examination procedure should also be used for the adoption of technical standards for the adoption of the subcategories of personal data to be processed, responsibilities of data controllers, including rules governing the possible use of a data processor or processors, as well as on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform and employers.	vacancies formats and profiles formats for jobseekers from third countries. The examination procedure should also be used for the adoption of technical standards for the adoption of the subcategories of personal data to be processed, responsibilities of data controllers, including rules governing the possible use of a data processor or processors, as well as on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform.	
Recital 36				
47	(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.	(36) This Regulation respects the fundamental rights and observes the principles recognised by the Charter of Fundamental Rights of the European Union, <u>including the right of collective bargaining and action</u> , in accordance with Article 6 <u>of the Treaty on European Union (TEU)</u> FEU .	(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.	
Recital 37				
48	(37) Participating Member States should implement this Regulation	(37) Participating Member States should <u>are required to</u> implement	(37) Participating Member States should implement this Regulation	

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	in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age or sexual orientation. The respect of fair and just working conditions and the protection of young people at work should be ensured.	this Regulation in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age or sexual orientation. The respect of fair and just working conditions, and the protection of young people at work <u>and gender equality</u> should be ensured.	in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age or sexual orientation. The respect of fair and just working conditions and the protection of young people at work should be ensured.	
Recital 38				
49	(38) In accordance with Articles 1 and 2 of Protocol No 22 on the position of Denmark, annexed to the TEU and to the TFEU, Denmark is not taking part in the adoption of this Regulation and is not bound by it or subject to its application.	(38) In accordance with Articles 1 and 2 of Protocol No 22 on the position of Denmark, annexed to the TEU and to the TFEU, Denmark is not taking part in the adoption of this Regulation and is not bound by it or subject to its application.	(38) In accordance with Articles 1 and 2 of Protocol No 22 on the position of Denmark, annexed to the TEU and to the TFEU, Denmark is not taking part in the adoption of this Regulation and is not bound by it or subject to its application.	
Recital 39				
50	(39) In accordance with Articles 1 and 2 of Protocol No 21 on the position of the United Kingdom and Ireland in respect of the Area of Freedom, Security and Justice,	(39) In accordance with Articles 1 and 2 of Protocol No 21 on the position of the United Kingdom and Ireland in respect of the Area of Freedom, Security and Justice,	(39) In accordance with Articles 1 and 2 of Protocol No 21 on the position of the United Kingdom and Ireland in respect of the Area of Freedom, Security and Justice,	

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	annexed to the Treaty on European Union and to the Treaty on the Functioning of the European Union, and without prejudice to Article 4 of that Protocol, Ireland is not taking part in the adoption of this Regulation and is not bound by it or subject to its application.] OR [In accordance with Article 3 of Protocol No 21 on the position of the United Kingdom and Ireland in respect of the area of freedom, security and justice, annexed to the Treaty on European Union and to the Treaty on the Functioning of the European Union, Ireland has notified [, by letter of ...,] its wish to take part in the adoption and application of this Regulation].	annexed to the Treaty on European Union and to the Treaty on the Functioning of the European Union, and without prejudice to Article 4 of that Protocol, Ireland is not taking part in the adoption of this Regulation and is not bound by it or subject to its application.] OR [In accordance with Article 3 of Protocol No 21 on the position of the United Kingdom and Ireland in respect of the area of freedom, security and justice, annexed to the Treaty on European Union and to the Treaty on the Functioning of the European Union, Ireland has notified [, by letter of ...,] its wish to take part in the adoption and application of this Regulation].	annexed to the Treaty on European Union and to the Treaty on the Functioning of the European Union, and without prejudice to Article 4 of that Protocol, Ireland is not taking part in the adoption of this Regulation and is not bound by it or subject to its application.] OR [In accordance with Article 3 of Protocol No 21 on the position of the United Kingdom and Ireland in respect of the area of freedom, security and justice, annexed to the Treaty on European Union and to the Treaty on the Functioning of the European Union, Ireland has notified [, by letter of March 5 2024 ...,] its wish to take part in the adoption and application of this Regulation].	
Recital 39a				
50a		<i><u>(39a) The European Data Protection Supervisor was consulted in accordance with Article 42(1) of Regulation (EU) 2018/1725 of the European Parliament and of the Council¹ and delivered an opinion on 9 January 2024.</u></i>		

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	<u>1. Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: http://data.europa.eu/eli/req/2018/1725/oj)</u>		
Formula			
51	HAVE ADOPTED THIS REGULATION:	HAVE ADOPTED THIS REGULATION:	
CHAPTER I			
52	CHAPTER I GENERAL PROVISIONS	CHAPTER I GENERAL PROVISIONS	
Article 1			
53	Article 1 Subject matter	Article 1 Subject matter	
Article 1(1)			
54	1. This Regulation establishes an EU Talent Pool available to all Member States to facilitate recruitment of jobseekers from third countries residing outside the Union.	1. This Regulation establishes an EU Talent Pool available to all Member States to facilitate recruitment of jobseekers from third countries residing outside the Union.	

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		<u>(b) promote fair recruitment standards as set out in the ILO General Principles and Operational Guidelines on Fair Recruitment;</u> <u>(c) enhance the Union's ability to attract talent from outside the Union. to facilitate recruitment of jobseekers from third countries residing outside the Union.</u>		
Article 1(2)				
55	2. This Regulation lays down rules on:	2. This Regulation lays down rules on:	2. This Regulation lays down rules on:	
Article 1(2), point (a)				
56	(a) the authorities responsible for the management and functioning of the EU Talent Pool and the cooperation between them;	(a) the authorities responsible for the management and functioning of the EU Talent Pool and the cooperation between them;	(a) the authorities responsible for the management and functioning of the EU Talent Pool and the cooperation between them;	
Article 1(2), point (b)				
57	(b) the functioning of the EU Talent Pool IT platform and related support services;	(b) the functioning of the EU Talent Pool IT platform, <u>in compliance with the applicable standards on user-friendliness and accessibility</u> , and related support services, <u>including the provision of information</u> ;	(b) the functioning of the EU Talent Pool IT platform and related support services;	
Article 1(2), point (c)				

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58	(c) the conditions and procedures for the participation in the EU Talent Pool of jobseekers from third countries and employers;	(c) the conditions and procedures for the participation in the EU Talent Pool of jobseekers from third countries and employers;	(c) the conditions and procedures for the participation in the EU Talent Pool of jobseekers from third countries and employers and other entities;	
Article 1(2), point (d)				
59	(d) the facilitation of recruitment of jobseekers from third countries benefitting from a Talent Partnership.	(d) the facilitation of recruitment of jobseekers from third countries benefitting from a Talent Partnership <u>or a Member State framework on validation of skills and qualifications of third-country nationals;</u>	(d) the facilitation of recruitment of jobseekers from third countries benefitting from having benefitted from specific support within the framework of a Talent Partnership or a national framework on skills development and validation in a third country.	
Article 1(2), point (da)				
59a		<u>(da) the protection of the rights of registered jobseekers, jobseekers selected for a job vacancy in the EU Talent Pool and employers participating in the EU Talent Pool.</u>		
Article 2				
60	Article 2 Scope	Article 2 Scope	Article 2 Scope	
Article 2(1)				
61	1.This Regulation applies to jobseekers from third countries residing outside the Union and	1.This Regulation applies to jobseekers from third countries residing outside the Union <u>of all</u>	1.This Regulation applies to jobseekers from third countries residing outside the Union and	

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	employers established in the participating Member States.	<u>skills and qualifications levels</u> and employers established in the participating Member States.	participating employers and other participating entities established in the participating Member States.	
Article 2(1a)				
61a		<u>1a. This Regulation applies to job vacancies transferred to the EU Talent Pool IT platform to carry out work in the territory of a participating Member State where the employer is established and where the jobseeker will normally work.</u>		
Article 3				
62	Article 3 Participation	Article 3 Participation <u>of Member States</u>	Article 3 Participation and withdrawal	
Article 3(1)				
63	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.	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.	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 and indicate the types of entities allowed to make job vacancies available on the EU Talent Pool IT Platform. From the first day of participation, job vacancies of employers and other entities established in that	

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			Member State may be transferred to made available on the EU Talent Pool IT platform.	
Article 3(1a), first subparagraph				
63a			1a. A participating Member State may withdraw its participation from the EU Talent Pool at any time. It shall notify its decision to the Commission at the latest 6 months before the date from which it intends to withdraw.	
Article 3(1a), second subparagraph				
63b			From the date of notification, job vacancies of participating employers and other participating entities established in that Member State shall no longer be made available on the EU Talent Pool IT Platform.	
Article 3(1a), third subparagraph				
63c			The withdrawal of a Member State in the first two years of participation in the EU Talent Pool shall result in the net cancellation or recovery of all Union funding provided up to the withdrawal date. After the second year of participation, the withdrawal of a Member State	

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			shall result in the net cancellation or recovery of any Union funding already paid for any period after the withdrawal date in accordance with the applicable rules.	
	Article 3(2)			
64	2. Information on participating Member States shall be made publicly available on the EU Talent Pool IT platform.	2. Information on participating Member States shall be made publicly available on the EU Talent Pool IT platform.	2. Information on participating Member States shall be made publicly available on the EU Talent Pool IT platform.	
	Article 4			
65	Article 4 Definitions	Article 4 Definitions	Article 4 Definitions	
	Article 4(1)			
66	1. For the purposes of this Regulation, the following definitions shall apply:	1. For the purposes of this Regulation, the following definitions shall apply:	1. For the purposes of this Regulation, the following definitions shall apply:	
	Article 4(1), point (1)			
67	(1) ‘participating Member States’ means Member States participating in the EU Talent Pool;	(1) ‘participating Member States’ means Member States participating in the EU Talent Pool;	(1) ‘participating Member States’ means Member States participating in the EU Talent Pool;	
	Article 4(1), point (2)			
68	(2) ‘jobseeker from a third country’ means a person residing outside the Union who is not a citizen of the Union within the	(2) ‘jobseeker from a third country’ means a natural person residing outside the Union of legal age under national law who is not	(2) ‘jobseeker from a third country’ means a person residing outside the Union who is not a citizen of the Union within the	

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	meaning of Article 20(1) TFEU and is seeking employment in the Union;	a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union;	meaning of Article 20(1) TFEU and is seeking employment in the Union;	
Article 4(1), point (3)	(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;	(3) 'employer' means any natural person, or any legal entity, lawfully established in a participating Member State for whom or under the direction or supervision of whom the employment is undertaken as well as private employment agencies, temporary work agencies as defined by Directive 2008/104/EC and labour market intermediaries;	(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;	
69				
Article 4(1), point (3a)			(3a) 'participating employer' means an employer whose job vacancies are available on the EU Talent Pool IT Platform as transmitted by the National Contact Point of the Member State where the employer is established.	
69a				
Article 4(1), point (3b)			(3b) "other participating entity" means a temporary work agency, private employment agency or a labour market	
69b				

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			intermediary whose job vacancies are available on the EU Talent Pool IT Platform as transmitted by the National Contact Point of the Member State where the other participating entity is established.	
	Article 4(1), point (4)			
70	(4) 'profile' means the information provided by a jobseeker from a third country via a standard data format for the purpose of seeking an employment through the EU Talent Pool IT platform;	(4) 'profile' means the information provided by a jobseeker from a third country <u>by an employer</u> via a standard data format for the purpose of seeking an employment <u>or registration in the EU Talent Pool</u> through the EU Talent Pool IT platform;	(4) 'profile' means the information provided by a jobseeker from a third country via a standard data format for the purpose of seeking an employment through the EU Talent Pool IT platform;	
	Article 4(1), point (5)			
71	(5) 'single coordinated channel' means the IT service that is set up for the transmission of job vacancies from the participating Member States to the EU Talent Pool IT platform according to a uniform system and using the necessary technical infrastructure.	(5) 'single coordinated channel' means the IT service that is set up for the transmission of job vacancies from the participating Member States to the EU Talent Pool IT platform according to a uniform system and using the necessary technical infrastructure.	(5) 'single coordinated channel' means the IT service that is set up for the transmission of job vacancies from the participating Member States to the EU Talent Pool IT platform according to a uniform system and using the necessary technical infrastructure.	
	Article 4(1), point (5a)			
71a		<u>(a) 'job vacancy' means a paid post that is newly created, unoccupied, or about to become</u>	(5a) 'job vacancy' means an offer of employment which would allow the jobseeker who	

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		<u><i>vacant in the participating Member State where the employer is established and where the jobseeker will normally work for which the employer is taking active steps and is prepared to take further steps to find a suitable candidate from outside the enterprise concerned and which the employer intends to fill either immediately or within a specific period of time.</i></u>	has been selected to enter into an employment relationship in the participating Member State where the participating employer or the other participating entity is established and where the jobseeker will normally work;	
CHAPTER II				
72	CHAPTER II IT SYSTEM ARCHITECTURE	CHAPTER II IT SYSTEM ARCHITECTURE	CHAPTER II IT SYSTEM ARCHITECTURE	
Article 5				
73	Article 5 EU Talent Pool IT platform	Article 5 EU Talent Pool IT platform	Article 5 EU Talent Pool IT platform	
Article 5(1)				
74	1. The EU Talent Pool IT platform for facilitating recruitment of jobseekers from third countries is established.	1. The EU Talent Pool IT platform for facilitating recruitment of jobseekers from third countries is established. <u><i>The EU Talent Pool IT platform shall comply with the relevant accessibility standards set out in Directive (EU) 2016/2102 and the relevant accessibility requirements for services set out in Annex I to Directive (EU) 2019/882.</i></u>	1. The EU Talent Pool IT platform for facilitating recruitment of jobseekers from third countries is established.	

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Article 5(2)				
75	2. The EU Talent Pool IT platform shall be composed of:	2. The EU Talent Pool IT platform shall be composed of:	2. The EU Talent Pool IT platform shall be composed of:	
Article 5(2), point (a)				
76	(a) the single coordinated channel enabling participating Member States to transfer job vacancies to the EU Talent Pool database;	(a) the single coordinated channel enabling participating Member States to transfer job vacancies <u>and profiles of registered employers</u> to the EU Talent Pool database <u>through their National Contact Points</u> ;	(a) the single coordinated channel enabling participating Member States to transfer transmit job vacancies to the EU Talent Pool database;	
Article 5(2), point (b)				
77	(b) the technical infrastructure enabling the EU Talent Pool database to receive the job vacancies from the participating Member States;	(b) the technical infrastructure enabling the EU Talent Pool database to receive the job vacancies from the participating Member States;	(b) the technical infrastructure enabling the EU Talent Pool database to receive the job vacancies from the participating Member States;	
Article 5(2), point (c)				
78	(c) the technical infrastructure to collect and maintain the profiles of registered jobseekers from third countries;	(c) the technical infrastructure to collect and maintain the profiles of registered jobseekers from third countries <u>and of registered employers</u> ;	(c) the technical infrastructure to collect and maintain the profiles of registered jobseekers from third countries;	
Article 5(2), point (d)				
79	(d) the technical infrastructure to enable the EU Talent Pool National Contact Points, and employers participating in the EU Talent Pool to search for	(d) the technical infrastructure to enable the EU Talent Pool National Contact Points, and <u>registered</u> employers participating in the EU Talent Pool to search for	(d) the technical infrastructure to enable the EU Talent Pool National Contact Points, and participating employers and other participating in the EU	

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	registered jobseekers from third countries and the registered jobseekers to search for job vacancies;	registered jobseekers from third countries and the registered jobseekers to search for job vacancies;	Talent Pool entities to search for registered jobseekers from third countries and the registered jobseekers to search for job vacancies;	
Article 5(2), point (e)				
80	(e) the automated matching tool;	(e) the automated <u>default</u> matching tool <u>as well as the technical infrastructure to enable the use of third-party matching algorithms</u> ;	(e) the automated matching tool;	
Article 5(2), point (f)				
81	(f) the secure communication channel to enable registered jobseekers and employers participating in the EU Talent Pool to communicate within the EU Talent Pool IT platform.	(f) the secure communication channel to enable registered jobseekers and <u>registered</u> employers participating in the EU Talent Pool to communicate <u>and exchange documents</u> within the EU Talent Pool IT platform.	(f) the secure communication channel to enable registered jobseekers and participating employers and other participating in the EU Talent Pool entities to communicate within the EU Talent Pool IT platform.	
Article 5(2a)				
81a		<u>2a. The design and functioning of the EU Talent Pool IT platform shall ensure that the automated matching tool does not lead to unfair biases or discriminatory practices prohibited under Union or national law.</u>		
Article 5(3)				

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82	3.The Commission shall adopt, by means of implementing acts, the necessary technical standards for the data exchange, data formats including ESCO, job vacancies formats and profiles for jobseekers. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3).	3.The Commission shall adopt, by means of implementing acts, the necessary technical standards for the data exchange, data formats including ESCO, <u>Europass</u> , job vacancies formats and profiles for jobseekers <u>from third countries and registered employers</u> . Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3).	3.The Commission shall adopt, by means of implementing acts, the necessary technical standards for the data exchange, data formats including ESCO, job vacancies formats and profiles for jobseekers. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3).	
Article 5(4)				
83	4.Participating Member States and the EU Talent Pool Secretariat referred to in Article 8 shall ensure technical interoperability between national systems and the EU Talent Pool IT platform. The EU Talent Pool Secretariat shall ensure the interface with other relevant instruments and services offered at Union level, where appropriate.	4.Participating Member States and the EU Talent Pool Secretariat referred to in Article 8 shall ensure technical interoperability between national systems and the EU Talent Pool IT platform. The EU Talent Pool Secretariat shall ensure the interface with other relevant instruments and services offered at Union level, where appropriate.	4.Participating Member States and the EU Talent Pool Secretariat referred to in Article 8 shall ensure technical interoperability between national systems and the EU Talent Pool IT platform. The EU Talent Pool Secretariat shall ensure the interface with other relevant instruments and services offered at Union level, where appropriate.	
Article 6				
84	Article 6 Processing of personal data	Article 6 Processing of personal data	Article 6 Processing of personal data	
Article 6(1)				

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
85	1.The EU Talent Pool Secretariat may process personal data of registered jobseekers from third countries and those of employers participating in the EU Talent Pool only to the extent necessary for the performance of its tasks pursuant to Article 8. When processing personal data for this purpose, the EU Talent Pool Secretariat shall act as data controller, within the meaning of Article 3, point (8), of Regulation (EU) 2018/1725.	1.The EU Talent Pool Secretariat may process personal data of registered jobseekers from third countries and those of employers participating in the EU Talent Pool only to the extent necessary for the performance of its tasks pursuant to Article 8. When processing personal data for this purpose, the EU Talent Pool Secretariat shall act as data controller, within the meaning of Article 3, point (8), of Regulation (EU) 2018/1725.	1.The EU Talent Pool Secretariat may process personal data of registered jobseekers from third countries and those of participating employers and other participating in the EU Talent Pool-entities only to the extent necessary for the performance of its tasks pursuant to Article 8. When processing personal data for this purpose, the EU Talent Pool Secretariat shall act as data controller, within the meaning of Article 3, point (8), of Regulation (EU) 2018/1725.	
	Article 6(2)			
86	2.The EU Talent Pool National Contact Points may process personal data of employers participating in the EU Talent Pool and those of registered jobseekers from third countries only to the extent necessary for the performance of its tasks under Article 10. When processing personal data for this purpose, EU Talent Pool National Contact Points shall act as data controllers, within the meaning of Article 4, point 7 of Regulation (EU) 2016/679.	2.The EU Talent Pool National Contact Points may process personal data of employers participating in the EU Talent Pool and those of registered jobseekers from third countries only to the extent necessary for the performance of its tasks under Article 10. When processing personal data for this purpose, EU Talent Pool National Contact Points shall act as data controllers, within the meaning of Article 4, point 7 of Regulation (EU) 2016/679.	2.The EU Talent Pool National Contact Points may process personal data of participating employers and other participating in the EU Talent Pool-entities and those of registered jobseekers from third countries only to the extent necessary for the performance of its tasks under Article 10. When processing personal data for this purpose, EU Talent Pool National Contact Points shall act as data controllers, within the meaning of Article 4, point 7 of Regulation (EU) 2016/679.	
	Article 6(3)			

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87	3.Profiles of registered jobseekers from third countries shall include the name, surname, contact details, date of birth and nationality, information on academic and professional qualifications, work experience, other skills and language knowledge. Job vacancies of employers participating in the EU Talent Pool shall include the name, surname and contact details.	3.Profiles of registered jobseekers from third countries shall include the name, surname, contact details, date of birth and nationality <u>nationalities</u> , information on academic and professional qualifications, <u>volunteering or</u> work experience, other skills and language knowledge. Job <u>vacancies of employers</u> <u>Profiles of registered jobseekers may include additional information, such as their participating in the EU Talent Pool shall include the name, surname and contact details</u> <u>Member States of preference and their availability to start work.</u>	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 participating employers and other participating in the EU Talent Pool entities shall include the name, surname and contact details.	
Article 6(3a)				
87a		<u>3a. Profiles of employers participating in the EU Talent Pool registered on the platform shall include the employer's name, the contact details of the person responsible for recruitment, the company registration number, its sector of activity and a brief description of the employer's operations.</u>		
Article 6(4)				

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88	4.The EU Talent Pool Secretariat and the EU Talent Pool National Contact Points shall inform registered jobseekers from third countries and employers participating in the EU Talent Pool about the processing of their personal data and their rights as data subjects as well as about their rights under paragraphs 6 and 7.	4.The EU Talent Pool Secretariat and the EU Talent Pool National Contact Points shall inform registered jobseekers from third countries and <u>registered</u> employers participating in the EU Talent Pool about the processing of their personal data and their rights as data subjects as well as about their rights under paragraphs 6 and 7.	4.The EU Talent Pool Secretariat and the EU Talent Pool National Contact Points shall inform registered jobseekers from third countries and participating employers and other participating in the EU Talent Pool entities about the processing of their personal data and their rights as data subjects as well as about their rights under paragraphs 6 and 7.	
Article 6(5)				
89	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.	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 <u>and registered employers</u> shall have the right to choose from a number of technical options to <u>edit, delete or</u> restrict access to their personal data.	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.	
Article 6(6)				
90	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	6. Profiles of registered jobseekers from third countries <u>that have not been accessed for a period of one year and those of employers</u> that have not been accessed for a	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	

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	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.	period of two years from the registration of their profiles shall be removed or anonymised and no personal data shall be stored. One<u>The jobseekers or employers concerned shall be automatically notified one month prior that their profiles</u> are<u>shall be removed;</u> 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 if they are not accessed within that period.	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.	
Article 6(7)				
91	7. The EU Talent Pool Secretariat shall make the data of registered jobseekers from third countries and job vacancies of employers participating in the EU Talent Pool available for searches and matching on the EU Talent Pool IT platform.	7. The EU Talent Pool Secretariat shall make the data of registered jobseekers from third countries and <u>the profiles and</u> job vacancies of <u>registered</u> employers participating in the EU Talent Pool available for searches and matching on the EU Talent Pool IT platform.	7. The EU Talent Pool Secretariat shall make the data of registered jobseekers from third countries and job vacancies of participating employers and other participating in the EU Talent Pool entities available for searches and matching on the EU Talent Pool IT platform.	
Article 6(8)				
92	8. The data of registered jobseekers from third countries shall be accessible only to employers participating in the EU Talent Pool, and to the EU Talent Pool	8. The data of registered jobseekers from third countries shall be accessible only to <u>registered</u> employers participating in the EU Talent Pool, and to the EU Talent	8. The data of registered jobseekers from third countries shall be accessible only to participating employers and other participating in the EU Talent Pool entities , and	

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	National Contact Points. The data of employers participating in the EU Talent Pool shall be accessible to registered jobseekers from third countries, and to the EU Talent Pool National Contact Points.	Pool National Contact Points <u>and, where a jobseeker chooses to use them, to additional automatic matching algorithms</u> . The data of <u>registered</u> employers participating in the EU Talent Pool shall be accessible to registered jobseekers from third countries, and to the EU Talent Pool National Contact Points <u>and, where a participating employer chooses to use them, to additional automatic matching algorithms</u> .	to the EU Talent Pool National Contact Points. The data of participating employers and other participating in the EU Talent Pool entities shall be accessible to registered jobseekers from third countries, and to the EU Talent Pool National Contact Points.	
Article 6(8a)				
92a		<u>8a. Processing of the special categories of personal data referred to in Article 9 of Regulation (EU) 2016/679 and Article 10 of Regulation (EU) 2018/1725 for the purpose of searching and matching shall be prohibited.</u>		
Article 6(9)				
93	9. The Commission shall adopt, by means of implementing acts, further provisions on the personal data to be processed and included in the job vacancies and jobseekers' profiles formats, responsibilities of data controllers, including rules governing the	9. The Commission shall adopt by means of implementing acts; <u>delegated acts in accordance with Article 21 supplementing this Regulation by establishing</u> further provisions on the personal data to be processed and included in the job vacancies and <u>jobseekers' and</u>	9. The Commission shall adopt, by means of implementing acts, further provisions on the personal data to be processed and included in the job vacancies and jobseekers' profiles formats, responsibilities of data controllers, including rules governing the	

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	possible use of a data processor or processors, as well as on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3).	<u>employers'</u> profiles formats, responsibilities of data controllers, including rules governing the possible use of a data processor or processors, as well as on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3).	possible use of a data processor or processors, as well as on the conditions for accessing personal data and the option available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3).	
CHAPTER III				
94	CHAPTER III GOVERNANCE	CHAPTER III GOVERNANCE	CHAPTER III GOVERNANCE	
Article 7				
95	Article 7 Structure	Article 7 Structure	Article 7 Structure	
Article 7(1)				
96	1. The EU Talent Pool shall consist of:	1. The EU Talent Pool shall consist of:	1. The EU Talent Pool shall consist of:	
Article 7(1), point (a)				
97	(a) the EU Talent Pool Secretariat;	(a) the EU Talent Pool Secretariat;	(a) the EU Talent Pool Secretariat;	
Article 7(1), point (b)				
98	(b) the EU Talent Pool Steering Group;	(b) the EU Talent Pool Steering Group;	(b) the EU Talent Pool Steering Group;	

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Article 7(1), point (c)				
99	(c) the EU Talent Pool National Contact Points;	(c) the EU Talent Pool National Contact Points;	(c) the EU Talent Pool National Contact Points;	
Article 8				
100	Article 8 EU Talent Pool Secretariat	Article 8 EU Talent Pool Secretariat	Article 8 EU Talent Pool Secretariat	
Article 8(1)				
101	1. The Commission shall provide the EU Talent Pool Secretariat.	1. The Commission shall provide the EU Talent Pool Secretariat.	1. The Commission shall provide the EU Talent Pool Secretariat.	
Article 8(2)				
102	2. The Secretariat shall be responsible for:	2. The Secretariat shall be responsible for:	2. The Secretariat shall be responsible for:	
Article 8(2), point (a)				
103	(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;	(a) ensuring the overall management of the EU Talent Pool, including the planning and coordination of the activities of the EU Talent Pool;	
Article 8(2), point (b)				
104	(b) setting up and managing the EU Talent Pool IT platform and related IT services necessary for its functioning, in particular by using already available technical infrastructure at Union level where relevant;	(b) setting up and managing the EU Talent Pool IT platform and related IT services necessary for its functioning, in particular by using already available technical infrastructure at Union level where relevant;	(b) setting up and managing the EU Talent Pool IT platform and related IT services necessary for its functioning, in particular by using already available technical infrastructure at Union level where relevant;	
Article 8(2), point (c)				

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105	(c) publishing relevant information on the EU Talent Pool IT platform pursuant to Articles 3(3), Article 10(2), point (f), Article 12(5),(6) and (7), Article 14(2) and Article 15(2);	(c) publishing relevant information on the EU Talent Pool IT platform pursuant to Articles 3(3) <u>3(2)</u> , Article 10(2), point (f), Article 12(5),(6) and (7), Article 14(2) and , Article 15(2) <u>and Article 17</u> ;	(c) publishing relevant information on the EU Talent Pool IT platform pursuant to Articles 3(3) <u>3(2)</u> , Article 10(2), point (f), Article 12(5),(6) and (7) <u>12 (7)</u> , Article 14(2) and Article 15(2);	
Article 8(2), point (d)				
106	(d) preparing the meetings of the EU Talent Pool Steering Group;	(d) preparing the meetings of the EU Talent Pool Steering Group;	(d) preparing the meetings of the EU Talent Pool Steering Group;	
Article 8(2), point (e)				
107	(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;	(e) collecting relevant data for monitoring the performance of the EU Talent Pool pursuant to Article 20;	
Article 8(2), point (f)				
108	(f) convening regular meetings of the Network of the EU Talent Pool National Contact Points referred to in Article 10 to exchange information and best practices on the technical implementation at national level of this Regulation.	(f) convening regular meetings of the Network of the EU Talent Pool National Contact Points referred to in Article 10 to exchange information and best practices on the technical implementation at national level of this Regulation.	(f) convening regular meetings of the Network of the EU Talent Pool National Contact Points referred to in Article 10 to exchange information and best practices on the technical implementation at national level of this Regulation.	
Article 8a				
108a		<u>Article 8a</u> <u>Composition of the EU Talent Pool Steering Group</u>		
Article 8a(1)				

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108b		<u>1.The EU Talent Pool Steering Group is established.</u>		
Article 8a(2), first subparagraph				
108c		<u>2.The EU Talent Pool Steering Group shall be composed of the following members:</u>		
Article 8a(2), second subparagraph				
108d		<u>(a) two members from each participating Member State, including a representative of the migration authorities and a representative of the employment authorities;</u>		
Article 8a(2), third subparagraph				
108e		<u>(b) two members representing the Commission;</u>		
Article 8a(2), fourth subparagraph				
108f		<u>(c) six members representing cross-industry social partner organisations at Union level, with an equal representation of trade unions and employer organisations.</u>		
Article 8a(3)				
108g		<u>3.An expert of the European Parliament may be invited to attend the meetings of the EU Talent Pool Steering Group.</u>		

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Article 8a(4)			
108h	<u>4.Representatives of Union bodies, offices and agencies, representatives of international organisations, representatives of third countries participating in Talent Partnerships and other relevant stakeholders may be invited to attend the meetings of the EU Talent Pool Steering Group to present their views.</u>		
Article 8a(5)			
108i	<u>5.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.</u>		
Article 8a(6)			
108j	<u>6.The representatives referred to in paragraph 2, point (c), shall sign a written statement declaring that they are not in a situation of conflict of interest. The EU Talent Pool Secretariat shall publish those statements and updates to those statements on its website.</u>		
Article 9			

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109	Article 9 EU Talent Pool Steering Group	Article 9 <u>Functions of the EU Talent Pool</u> Steering Group	Article 9 EU Talent Pool Steering Group	
Article 9(1)				
110	1. The EU Talent Pool Steering Group is established. The EU Talent Pool Steering Group is responsible for:	1. The EU Talent Pool Steering Group is established. The EU Talent Pool Steering Group is responsible for:	1. The EU Talent Pool Steering Group is established. The EU Talent Pool Steering Group is responsible for:	
Article 9(1), point (a)				
111	(a) providing support to the EU Talent Pool Secretariat in the preparation of the list of EU-wide shortage occupations pursuant to Article 14;	(a) providing support to the EU Talent Pool Secretariat in the preparation of the list of EU-wide shortage occupations pursuant to Article 14;	(a) providing support to the EU Talent Pool Secretariat in the preparation of the list of EU-wide shortage occupations pursuant to Article 14;	
Article 9(1), point (ab)				
111a		<u>(aa) ensuring the exchange of best practices among Member States regarding the national adjustments to the list of EU-wide shortage occupations pursuant to Article 15;</u>	(ab) facilitating the exchange between the participating Member States regarding their adjustments to the list of EU-wide shortage occupations pursuant to Article 15 (1);	
Article 9(1), point (b)				
112	(b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool;	(b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool;	(b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool;	
Article 9(1), point (c)				

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113	(c) facilitating the gathering of data relevant for the monitoring activities of the EU Talent Pool referred to in Article 20;	(c) facilitating the gathering of data relevant for the monitoring activities of the EU Talent Pool referred to in Article 20, <u>including feedback data following the recruitment of registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool</u> ;	(c) facilitating the gathering of data relevant for the monitoring activities of the EU Talent Pool referred to in Article 20;	
Article 9(1), point (d)				
114	(d) discussing the implementation of accelerated immigration procedures to facilitate the recruitment of registered jobseekers from third countries pursuant to Article 19.	(d) discussing <u>and exchanging best practices regarding</u> the implementation of accelerated immigration procedures to facilitate the recruitment of registered jobseekers from third countries pursuant to Article 19 ⁴ ;	(d) discussing exchanging practices regarding the implementation of accelerated immigration procedures to facilitate the recruitment of registered jobseekers from third countries pursuant to Article 19.	
Article 9(1), point (da)				
114a		<u>(da) providing support to the Commission and the Union delegations in third countries and to international organisations pursuant to Article 17(3b).</u>		
Article 9(2)				
115	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	<i>deleted</i>	2. Only participating Member States shall be members of the EU Talent Pool Steering Group. Each participating Member State shall appoint two representatives, one expert in	

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	EU Talent Pool Steering Group as observers.		the field of employment and one expert in the field of immigration. Member States not participating in the EU Talent Pool may participate in the meetings of the EU Talent Pool Steering Group as observers.	
	Article 9(3)			
116	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.	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.	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.	
	Article 9(4)			
117	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.	<i>deleted</i>	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.	
	Article 10			

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118	Article 10 EU Talent Pool National Contact Points	Article 10 EU Talent Pool National Contact Points	Article 10 EU Talent Pool National Contact Points	
Article 10(1)				
119	1. Each participating Member State shall designate an EU Talent Pool National Contact Point. Participating Member States shall ensure that relevant authorities from the field of employment and immigration are appointed as the EU Talent Pool National Contact Points.	1. Each participating Member State shall designate an EU Talent Pool National Contact Point. Participating Member States shall ensure that relevant authorities from the field of employment and immigration are appointed as the <u>their</u> EU Talent Pool National Contact Points.	1. Each participating Member State shall designate an entity which shall act as its EU Talent Pool National Contact Point. Participating Member States shall ensure that the EU Talent Pool National Contact Point is composed of experts coming from relevant national authorities from the field of employment and immigration are appointed as . Where relevant, the EU Talent Pool National Contact Points Point may rely on other national competent authorities for the purpose of fulfilling the tasks set out in paragraph 2.	
Article 10(2)				
120	2. The EU Talent Pool National Contact Point shall be responsible for:	2. The EU Talent Pool National Contact Point shall be responsible for:	2. The EU Talent Pool National Contact Point shall be responsible for:	
Article 10(2), point (a)				
121	(a) facilitating the functioning of the EU Talent Pool IT platform at national level in accordance with Article 5;	(a) facilitating the functioning of the EU Talent Pool IT platform at national level in accordance with Article 5;	(a) facilitating the functioning of the EU Talent Pool IT platform at national level in accordance with Article 5;	

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Article 10(2), point (b)				
122	(b) transferring job vacancies to the EU Talent Pool IT platform through the single coordinated channel and facilitating the matching between registered jobseekers from third countries and employers participating in the EU Talent Pool;	(b) transferring <u>the employer profiles and</u> job vacancies <u>which fulfil the requirements laid out in Article 13</u> to the EU Talent Pool IT platform through the single coordinated channel and facilitating the matching between registered jobseekers from third countries and <u>registered</u> employers participating in the EU Talent Pool;	(b) transferring make available job vacancies to on the EU Talent Pool IT platform through the single coordinated channel and facilitating the matching between registered jobseekers from third countries and employers participating in the EU Talent Pool;	
Article 10(2), point (c)				
123	(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;	(c) notifying to the EU Talent Pool Secretariat <u>of</u> the national list of shortage occupations once a year <u>and every six months and of</u> any national adjustments to the list of EU-wide shortage occupations pursuant to Article 15;	(c) where applicable , notifying to the EU Talent Pool Secretariat the national list of shortage occupations once a year and any national any adjustments to the list of EU-wide shortage occupations pursuant to Article 15;	
Article 10(2), point (d)				
124	(d) keeping a registry of employers participating in the EU Talent Pool;	(d) keeping a registry of employers participating in the EU Talent Pool <u>based on the employer profiles registered on the EU Talent Pool IT platform;</u>	(d) keeping a registry of participating employers and other participating in the EU Talent Pool entities ;	
Article 10(2), point (e)				
125	(e) suspending the access of employers participating in the EU Talent Pool and removing their job	(e) suspending the access of employers participating in the EU Talent Pool and removing their	(e) refusing , suspending or withdrawing the access of employers participating in the EU	

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	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;	<u>profiles and</u> 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 <u>Union or national</u> law and practice;	Talent Pool and removing their job vacancies from the EU Talent Pool IT Platform of those employers and other entities participating or having participated in case of a their 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 and remove the related job vacancies from the EU Talent Pool IT Platform;	
Article 10(2), point (f)	(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;	(f) providing information to the EU Talent Pool Secretariat on <u>national procedures for recruitment</u> , immigration and recognition procedures at national level <u>level of qualifications</u> , including with regard to the implementation of the principle of preference for Union citizens <u>or any suspension thereof under accelerated immigration procedures pursuant to Article 19</u> , and relevant data for the monitoring of the EU Talent Pool as set out in Article 20;	(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 pursuant to Article 17 (1) and relevant data for the monitoring of the EU Talent Pool as set out in Article 20;	
126				
Article 10(2), point (g)				

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127	(g) providing information and support services to registered jobseekers from third countries and employers participating in the EU Talent Pool in accordance with Article 17.	(g) providing information and support services to registered jobseekers from third countries and employers participating in the EU Talent Pool in accordance with Article 17 (2) and in cooperation with social partners, local and regional authorities and, where applicable, organisations which offer post-recruitment assistance to third-country nationals.	(g) providing specific information and support services to registered jobseekers from third countries and employers participating who have been selected for a job vacancy in the EU Talent Pool and participating employers and other participating entities in accordance with Article 47(2).	
Article 10(3)				
128	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.	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.	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.	
CHAPTER IV				
129	CHAPTER IV REGISTRATION OF JOBSEEKERS FROM THIRD COUNTRIES AND PARTICIPATION OF EMPLOYERS IN THE EU TALENT POOL	CHAPTER IV REGISTRATION OF JOBSEEKERS FROM THIRD COUNTRIES AND PARTICIPATION OF EMPLOYERS IN THE EU TALENT POOL	CHAPTER IV REGISTRATION OF JOBSEEKERS FROM THIRD COUNTRIES AND PARTICIPATION OF EMPLOYERS AND OTHER ENTITIES IN THE EU TALENT POOL	

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Article 11	Article 11 Registration and access of jobseekers from third countries	Article 11 Registration and access of jobseekers from third countries	Article 11 Registration and access of jobseekers from third countries	
130	Article 11 Registration and access of jobseekers from third countries	Article 11 Registration and access of jobseekers from third countries	Article 11 Registration and access of jobseekers from third countries	
Article 11(1)				
131	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.	1. Jobseekers from third countries may create their profiles via the Europass profile builder in order who wish to register on the EU Talent Pool IT platform <u>shall be able to create their profiles via manual input, CV import, the EU Europass profile builder, the EU Skills Profile Tool for Third-Country Nationals or any other tool approved by the EU Talent Pool Secretariat.</u>	1. Jobseekers from third countries may shall create their profiles via the Europass profile builder in order to register on the EU Talent Pool IT platform.	
Article 11(2)				
132	2. Access to registering a profile in the EU talent Pool IT platform shall be limited to persons who expressly declare not to be subject to a judicial or administrative decision refusing the entry or stay in a Member State in accordance with its national law or an entry ban to the territory of the Union in accordance with Directive 2008/115/EC.	2. Access to registering a profile in the EU talent Pool IT platform shall be limited to persons who expressly declare not to be subject to a judicial or administrative decision refusing the entry or stay in a Member State in accordance with its national law or an entry ban to the territory of the Union in accordance with Directive 2008/115/EC.	2. Access to registering a profile in the EU talent Pool IT platform shall be limited to persons who expressly declare not to be subject to a judicial or administrative decision refusing the entry or stay in a Member State in accordance with its national law or an entry ban to the territory of the Union in accordance with Directive 2008/115/EC. Profiles of jobseekers who made a false declaration in this respect shall	

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			be deleted from the EU Talent Pool IT Platform.	
Article 11(2a)				
132a		<u>2a. Where an EU Talent Pool National Contact Point establishes that a jobseeker from a third country meets one of the criteria set out in paragraph 2, the National Contact Point shall remove that jobseeker's profile from the EU Talent Pool IT platform. That jobseeker may create a new profile once the decision or ban referred to in paragraph 2 no longer applies.</u>		
Article 11(2b)				
132b		<u>2b. Profiles of jobseekers who have made a false declaration with regard to the information referred to in paragraph 2 shall be removed from the EU Talent Pool IT platform.</u>		
Article 11(3)				
133	3.Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to employers participating in the EU Talent Pool.	3.Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to <u>registered</u> employers participating in the EU Talent Pool.	3.Profiles of jobseekers from third countries registered in the EU Talent Pool shall be visible to participating employers and other participating in the EU Talent Pool entities .	
Article 11(4)				

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134	4.Jobseekers from third countries registered in the EU Talent Pool IT platform may search for job vacancies.	4.Jobseekers from third countries registered in the EU Talent Pool IT platform may search for job vacancies.	4.Jobseekers from third countries registered in the EU Talent Pool IT platform may search for job vacancies.	
Article 12				
135	Article 12 Profile registration and access of jobseekers from third countries in the context of Talent Partnerships	Article 12 Profile registration and access of jobseekers from third countries in the context of <u>EU Talent Partnerships, bilateral arrangements or national frameworks on the development of skills and validation in a third country</u>	Article 12 Profile registration and access of jobseekers from third countries in the context of Talent Partnerships and national frameworks on skills development and validation in a third country	
Article 12(1)				
136	1.Participating Member States taking part in a Talent Partnership may decide to rely on the EU Talent Pool to facilitate the recruitment of jobseekers from that third country whose skills were developed or validated in the framework of that Talent Partnership and certified by an 'EU Talent Partnership pass'.	1.Participating Member States taking part in an <u>EU</u> Talent Partnership <u>or having in place bilateral arrangements with third countries or a national framework on skills development and validation in a third country</u> may decide to rely on the EU Talent Pool to facilitate the recruitment of jobseekers from that third country whose skills were developed or validated in the framework of that Talent Partnership and certified by an <u>EU</u> 'Talent Partnership pass'.	1.Participating Member States taking part in a Talent Partnership or implementing national frameworks on skills development and validation in a third country may decide to rely on the EU Talent Pool to facilitate the recruitment of jobseekers from that third country whose skills were developed or validated in the framework of that Talent Partnership and certified by an 'EU Talent Partnership pass'.	
Article 12(2)				

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137	2. Jobseekers from third countries who have received an 'EU Talent Partnership pass' certifying the skills developed or validated in the context of a Talent Partnership may register their profile in the EU Talent Pool IT platform linking their profiles to the 'EU Talent Partnership pass'.	2. Jobseekers from third countries who have received an 'EU-a Talent Partnership pass' certifying the skills developed or validated in the context of a Talent Partnership, a bilateral arrangement or a national framework on skills development and validation in a third country may register their profile in the EU Talent Pool IT platform linking their profiles to the 'EU' Talent Partnership pass'.	2. Jobseekers from third countries who have received an 'EU Talent Partnership pass' certifying the skills developed or validated in the context benefitted from specific support within the framework of a Talent Partnership may register link their profile to the Talent Partnership and indicate the skills developed and validated in that context. These profiles shall be flagged accordingly on the EU Talent Pool IT platform linking their profiles to the 'EU Talent Partnership pass'.	
Article 12(2a)				
137a		<u>2a. Jobseekers from a third country who have received a 'Talent Partnership pass' and who as a result of being selected for a job vacancy in the EU Talent Pool subsequently seek a permit for highly-qualified employment in accordance with Directive (EU) 2021/1883 shall automatically benefit from the provisions laid down in the second subparagraph of Article 11(1) and in Article 13(2) of that Directive.</u>		
Article 12(2b)				

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137b		<u>2b. Jobseekers from a third country who have received a ‘Talent Partnership pass’ and who as a result of being selected for a job vacancy in the EU Talent Pool subsequently seek a single permit in accordance with Directive (EU) 2024/1233 shall receive a decision on their application in accordance with Article 5(2) of that Directive. For the purpose of such applications for single permits, the provisions of Article 8(3) and (4) of that Directive shall not apply.</u>		
Article 12(3)				
138	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:	3. Jobseekers from third countries who benefitted from national frameworks on skills development and validation in a third country may link their profile to these frameworks and indicate the skills developed and validated in that context. These profilesThe ‘EU Talent Partnership pass’ shall be visibleflagged accordingly on the EU Talent Pool IT platform-and shall contain information on one or more of the following elements:.	
Article 12(3), point (a)				

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139	(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;	(a) the details of education and training obtained by the third country national participating in the EU Talent Partnership, bilateral arrangement or national framework , including the subject-matter of education the training, its duration and the type of skills obtained and their level;	(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;	
Article 12(3), point (b)				
140	(b) the qualification acquired and the skills of the third country national which have been validated in the context of the Talent Partnership, including to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;	(b) the qualification acquired and the skills of the third country national which have been validated in the context of the EU Talent Partnership, bilateral arrangement or national framework , including skills and competencies relating to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;	(b) the qualification acquired and the skills of the third country national which have been validated in the context of the Talent Partnership, including to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;	
Article 12(3), point (c)				
141	(c) any other information considered relevant for the purpose of the recruitment.	(c) any other information considered relevant for the purpose of the recruitment.	(c) any other information considered relevant for the purpose of the recruitment.	
Article 12(4)				
142	4. The Commission shall, by means of implementing acts, adopt templates for the format of the	4. The Commission shall, by means of implementing acts, adopt templates for the format of the	4. The Commission shall, by means of implementing acts, adopt templates for the format of the	

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	‘EU Talent Partnership pass’. These implementing acts shall be adopted in accordance with the advisory procedure referred to in Article 22(2).	‘EU’ Talent Partnership pass ² . These implementing acts shall be adopted in accordance with the advisory procedure referred to in Article 22(2).	‘EU Talent Partnership pass’. These implementing acts shall be adopted in accordance with the advisory procedure referred to in Article 22(2).	
Article 12(5)				
143	5. The conditions for the issuance of the ‘EU Talent Partnership pass’ shall be determined by the Member States in the framework of the Talent Partnership in which they are participating. The Commission shall publish information on those conditions on the EU Talent Pool IT platform.	5. The conditions for the issuance of the ‘EU’ Talent Partnership pass ² shall be determined by the Member States in the framework of the Talent Partnership in which they are participating <u>or in the context of the bilateral arrangement or the national framework those Member States have put in place</u> . The Commission shall publish information on those conditions on the EU Talent Pool IT platform.	5. The conditions for the issuance of the ‘EU Talent Partnership pass’ shall be determined by the Member States in the framework of the Talent Partnership in which they are participating. The Commission shall publish information on those conditions on the EU Talent Pool IT platform.	
Article 12(6)				
144	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	6. Participating Member States may decide, in the framework of the relevant <u>EU</u> Talent Partnership, to limit the visibility of profiles of registered jobseekers from third countries having obtained an ‘EU’ Talent Partnership pass ² , for a maximum period of one year <u>six months</u> , to employers established in one or more Member States taking part in that same Talent Partnership. The	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	

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	EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.	that same EU Talent Partnership. The EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.	EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.	
Article 12(7)				
145	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.	7. The list of third countries and participating Member States taking part in an EU Talent Partnership and the relevant occupations covered therein shall be published on the EU Talent Pool IT platform.	7. The list of third countries and participating Member States taking part in a Talent Partnership and the relevant occupations covered therein shall Partnership be published on the EU Talent Pool IT platform by the EU Talent Pool Secretariat. The EU Talent Pool Secretariat shall also publish a list of national frameworks on skills development and validation in a third country, including the third countries taking part in these frameworks and information about specific support provided in these frameworks, which participating Member States chose to link to the Talent Pool, on the EU Talent Pool IT platform.	
Article 13				
146	Article 13	Article 13	Article 13	

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	Participation of employers in the EU Talent Pool	<u>Registration and</u> participation of employers in the EU Talent Pool	Participation of employers and other entities in the EU Talent Pool	
Article 13(1)				
147	1. Employers interested in participating in the EU Talent Pool may request the EU Talent Pool National Contact Point in the Member State where they are established to transfer their job vacancies to the EU Talent Pool IT platform.	1. Employers interested in participating in the EU Talent Pool may shall request the EU Talent Pool National Contact Point in the Member State where they are established to transfer their <u>profiles and</u> job vacancies to the EU Talent Pool IT platform. <u>That request shall be facilitated through an add-on function within existing national job posting processes.</u>	1. Employers and other entities interested in participating in the EU Talent Pool may shall request the EU Talent Pool National Contact Point in the Member State where they are established to transfer make their job vacancies to available on the EU Talent Pool IT platform.	
Article 13(2)				
148	2. The EU Talent Pool National Contact Points shall transfer to the EU Talent Pool IT platform job vacancies that:	2. The EU Talent Pool National Contact Points shall transfer to the EU Talent Pool IT platform job vacancies that:	21a. The EU Talent Pool National Contact Points shall transfer to make available on the EU Talent Pool IT platform job vacancies that: fall within the list of EU-wide shortage occupations set in Article 14 and the adjustments to the list pursuant to Article 15(1) or those job vacancies which are relevant for the Talent Partnerships and the national frameworks on skills development and validation in a	

Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
Article 13(1a), second subparagraph		third country listed in the EU Talent Pool IT platform;	
148a		Making available job vacancies on the EU Talent Pool IT platform shall be without prejudice to the principle of preference for Union citizens and to the check of the labour market situation.	
Article 13(2), point (a)			
149	(a) fall within the list of EU-wide shortage occupations set in Article 14 and the national adjustments to the list pursuant to Article 15(1) or those job vacancies which are relevant for a Talent Partnership <u>or bilateral arrangements or national frameworks on skills development and validation in a third country listed in the EU Talent Pool IT platform</u> ;	(a) fall within the list of EU-wide shortage occupations set in Article 14 and the national adjustments to the list pursuant to Article 15(1) or those job vacancies which are relevant for a Talent Partnership;	
Article 13(2), point (b)			
150	(b) are open to the recruitment of jobseekers from third countries in accordance with the principle of preference for Union citizens, where applicable under national law.	(b) are open to the recruitment of jobseekers from third countries in accordance with the principle of preference for Union citizens, where applicable under national law.	

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		immigration procedures referred to in Article 19 apply;		
Article 13(2), point (ba)				
150a		(ba) include, at least, the following information: a link to the employers' profile in the EU Talent Pool IT platform, the identity of the employer who would engage in a direct employment relationship with the employee or on whose behalf the vacancy is posted, job title, type and duration of the contract, job description, regular place of work, working time and working hours, remuneration, paid leave and contact details.		
Article 13(3), first subparagraph				
151	3. 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	3. Employers participating in the EU Talent Pool shall comply with the relevant Union law and national law and practice, including applicable collective agreements , to ensure third-country nationals' right to freedom of association and collective bargaining , protection against unfair recruitment and inadequate working conditions as well as non-discrimination. Participating Member States may	3. Employers and other entities participating in the EU Talent Pool or having participated shall apply be in compliance with the relevant Union and national law and practice to ensure regarding 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	

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	national practices, collective agreements and the principles and guidelines set out by the International Labour Organisation, in compliance with Union law.	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, <u>such as the ILO General Principles and Operational Guidelines on Fair Recruitment</u> , in compliance with Union law. <u>The competent national authorities of Participating Member States are responsible to verify these conditions and the compliance with Union and national law of employers interested in participating in the EU Talent Pool.</u>	employers' and other entities' 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.	
Article 13(3), second subparagraph	Employers participating in the EU Talent Pool shall not charge fees to registered jobseekers from third countries for the purpose of the recruitment.	<u>The use of the Talent Pool shall be free of charge for jobseekers from third countries.</u> Employers participating in the EU Talent Pool shall not charge <u>any fees or related costs</u> to registered jobseekers from third countries for the purpose of the recruitment, <u>neither before nor after the completion of the recruitment process.</u>	Participating employers and other participating in the EU Talent Pool entities shall not charge fees to registered jobseekers from third countries for the purpose of the recruitment.	
152				

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Article 13(4)				
153	4. Job vacancies of employers participating in the EU Talent Pool shall be visible to registered jobseekers from third countries in the EU Talent Pool IT platform.	4. Job vacancies of employers participating in the EU Talent Pool shall be visible to registered jobseekers from third countries in the EU Talent Pool IT platform.	4. Job vacancies of participating employers and other entities in the EU Talent Pool shall be visible to registered jobseekers from third countries in the EU Talent Pool IT platform.	
Article 13(3a), second subparagraph				
153a			Job vacancies shall immediately cease to be visible in the EU Talent Pool IT platform in the case of:	
Article 13(3a), second subparagraph, point (a)				
153b			(a) A request made by the participating employer or other participating entity to the National Contact Point to remove any or all of their job vacancies that had been made available on the EU Talent Pool IT platform by the National Contact Points in application of Article 13(1);	
Article 13(3a), second subparagraph, point (b)				
153c			(b) A notification made by the participating employer or other participating entity to the National Contact Point that they have successfully completed the recruitment of a registered	

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
			jobseeker for a given job vacancy, in accordance with Article 13 (5);	
Article 13(3a), second subparagraph, point (c)				
153d			(c) Absence of a match with a registered jobseeker for a period of one year;	
Article 13(3a), second subparagraph, point (d)				
153e			(d) A notification to the Commission made by the Member State where that participating employer or other participating entity is established to withdraw its participation from the EU Talent Pool, in accordance with Article 3(1a). These vacancies shall cease to be visible at the latest from the date of withdrawal of that Member State;	
Article 13(3a), second subparagraph, point (e)				
153f			(e) A decision made by the National Contact Point to suspend or withdraw the access of a participating employer or other participating entity, and to remove any or all of their job vacancies from the EU Talent	

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	Article 13(3a), second subparagraph, point (f)		Pool IT platform, in accordance with Article 10 (2), point(e).	
153g			(f) Removal of the relevant occupations following adjustments to the EU-wide list of shortage occupations in accordance with article 15.	
	Article 13(4a)			
153h		<u>4a. Employers shall receive access to the EU Talent Pool IT platform as soon as their vacancies and profiles have been transferred to that platform by the National Contact Points. In the case of a group of companies, a company authorised to represent that group shall be able to access the EU Talent Pool IT platform also for the other companies of that group.</u>		
	Article 13(5)			
154	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	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	5. Participating employers and other Talent Pool entities 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	

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	profiles of those registered jobseekers and the fulfilled job vacancies shall automatically cease to be visible in the EU Talent Pool IT platform.	profiles of those registered jobseekers and the fulfilled job vacancies shall <u>subsequently</u> automatically cease to be visible in the EU Talent Pool IT platform. <u>Before the start of the employment contract, the employer shall provide the jobseekers with all the necessary information in accordance with Directive (EU) 2019/1152.</u>	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 in accordance with paragraph (4b).	
Article 13(6)				
155	6. The national authorities responsible for the relevant law and practice in the participating Member States shall immediately inform the EU Talent Pool National Contact Points on any breaches of the provisions of the relevant law and practice set out in paragraph 3 for the purposes of Article 10(2), point (e).	6. The national authorities responsible for the relevant law and practice in the participating Member States shall immediately inform the EU Talent Pool National Contact Points on any breaches of the provisions of the relevant law and practice set out in paragraph 3 for the purposes of Article 10(2), point (e).	6. The national authorities responsible for the relevant law and practice in the participating Member States shall immediately inform the EU Talent Pool National Contact Points on any breaches of the provisions of the relevant law and practice set out in paragraph 3 for the purposes of Article 10(2), point (e).	
Article 14				
156	Article 14 List of EU-wide shortage occupations	Article 14 List of EU-wide shortage occupations	Article 14 List of EU-wide shortage occupations	
Article 14(1), first subparagraph				
157	1. For the purpose of this Regulation, a list of EU-wide shortage occupations at the ISCO-	1. For the purpose of this Regulation, a list of EU-wide shortage occupations at the ISCO-	1. For the purpose of this Regulation, a list of EU-wide shortage occupations at the ISCO-	

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	08 4-digit level is set out in the Annex.	08 4-digit level is set out in the Annex.	08 4-digit level is set out in the Annex.	
Article 14(1), second subparagraph				
158	The Commission 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:	The Commission, <u>with the support of the EU Talent Pool Steering Group</u> , 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:	The Commission 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:	
Article 14(1), second subparagraph, point (a)				
159	(a) shortage occupations common to a significant number of participating Member States as notified to the EU Talent Pool Secretariat by the EU Talent Pool National Contact Points pursuant to Article 10(2)(c);	(a) shortage occupations common to a significant number of <u>three or more</u> participating Member States as notified to the EU Talent Pool Secretariat by the EU Talent Pool National Contact Points pursuant to Article 10(2)(c);	(a) shortage occupations common to a significant number of participating Member States as notified to the EU Talent Pool Secretariat by the EU Talent Pool National Contact Points pursuant to Article 10(2)(c);	
Article 14(1), second subparagraph, point (b)				
160	(b) occupations which contribute directly to the EU green and digital transitions and which are likely to grow in importance.	(b) occupations which contribute directly to the <u>Union's competitiveness and to the EU</u> green and digital transitions and <u>or</u> which are likely to grow in importance.	(b) occupations which contribute directly to the EU green and digital transitions and which are likely to grow in importance.	
Article 14(2)				
161	2. The EU Talent Pool Secretariat shall publish the list of the EU-	2. The EU Talent Pool Secretariat shall publish the list of the EU-	2. The EU Talent Pool Secretariat shall publish the list of the EU-	

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	wide shortage occupations on the EU Talent Pool IT platform.	wide shortage occupations on the EU Talent Pool IT platform.	wide shortage occupations on the EU Talent Pool IT platform.	
Article 15				
162	Article 15 National adjustments to the list of EU-wide shortage occupations	Article 15 National adjustments to the list of EU-wide shortage occupations	Article 15 National Adjustments to the list of EU-wide shortage occupations	
Article 15(1), first subparagraph				
163	1. 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.	1. 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 <u>at national or regional level or their objectives</u> . They may also decide to remove shortage occupations from the EU-wide list where those do not correspond to their specific labour market needs <u>at national or regional level or their objectives</u> . The country-specific adjustments shall only affect the matching of job vacancies in the Member State concerned.	1. 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 at national or regional level or their migration policy objectives . They may also decide to remove shortage occupations from the EU-wide list where those do not correspond to their specific labour market needs at national or regional level or their migration policy objectives . The country-specific adjustments shall only affect the matching of job vacancies in the Member State concerned.	
Article 15(1), second subparagraph				
164	The EU Talent Pool National Contact Points of the Member States notifying their participation in the EU Talent Pool pursuant to	The EU Talent Pool National Contact Points of the Member States notifying their participation in the EU Talent Pool pursuant to	The EU Talent Pool National Contact Points of the Member States notifying their participation in the EU Talent Pool pursuant to	

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
	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.	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.	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.	
	Article 15(1), third subparagraph			
165	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.	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.	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.	
	Article 15(1), fourth subparagraph			
166	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.	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 every six months .	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 every six months .	
	Article 15(2)			
167	2. The EU Talent Pool Secretariat shall publish the adjustments to list of EU-wide shortage occupations notified by the EU Talent Pool Contact Points on the EU Talent Pool IT platform.	2. The EU Talent Pool Secretariat shall publish the adjustments to list of EU-wide shortage occupations notified by the EU Talent Pool Contact Points on the EU Talent Pool IT platform.	2. The EU Talent Pool Secretariat shall publish the adjustments to list of EU-wide shortage occupations notified by the EU Talent Pool Contact Points on the EU Talent Pool IT platform.	
	Article 15(3)			

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168	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.	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 <u>to as established on the basis of</u> paragraph 1.	3.The EU Talent Pool National Contact Points shall transfer to make available on 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.	
Article 16				
169	Article 16 Search and matching	Article 16 Search and matching	Article 16 Search and matching	
Article 16(1)				
170	1. Employers participating in the EU Talent Pool IT platform may search for registered jobseekers from third countries in the EU Talent Pool IT platform.	1. <u>Registered</u> employers participating in the EU Talent Pool IT platform may search for <u>and match with</u> registered jobseekers from third countries in the EU Talent Pool IT platform.	1. Employers and other entities participating in the EU Talent Pool IT platform may search for registered jobseekers from third countries in the EU Talent Pool IT platform.	
Article 16(2)				
171	2. Employers participating in the EU Talent Pool may use a specific filter available on the EU Talent Pool IT platform to search for profiles of registered jobseekers having obtained an 'EU Talent Partnership pass'.	2. <u>Registered</u> employers participating in the EU Talent Pool may use a specific filter available on the EU Talent Pool IT platform to search for profiles of registered jobseekers having obtained an 'EU Talent Partnership pass' <u>or other recognition based on bilateral arrangements</u> .	2. Participating employers and other participating in the EU Talent Pool entities may use a specific filter filters available on the EU Talent Pool IT platform to search for profiles of registered jobseekers having obtained an benefitted from specific support within the framework of a Talent Partnership pass' or a	

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		national framework on skills development and validation in a third country .	
Article 16(3)			
172	3. Employers participating in the EU Talent Pool may access a list of suggested registered jobseekers' profiles generated by the automatic matching tool and based on the relevance of their skills, qualifications and work experiences for the job vacancy. 3. <u>Registered</u> employers participating in the EU Talent Pool may access a list of suggested registered jobseekers' profiles generated by the <u>default</u> automatic matching tool and, <u>where applicable, by automatic matching algorithms provided by third parties</u>, based on the relevance of their skills <u>and competences</u>, qualifications, and work experiences, <u>availability and other aspects relevant</u> for the job vacancy.	3. Participating employers and other participating in the EU Talent Pool entities 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.	
Article 16(4)			
173	4. Registered jobseekers from third countries may search for job vacancies in the EU Talent Pool and access a list of suggested relevant job vacancies generated by the automated matching tool. 4. Registered jobseekers from third countries may search for <u>and match with</u> job vacancies in the EU Talent Pool and access a list of suggested relevant job vacancies generated by the <u>default</u> automated matching tool <u>and, where applicable, by automatic matching algorithms provided by third parties</u>.	4. Registered jobseekers from third countries may search for job vacancies in the EU Talent Pool and access a list of suggested relevant job vacancies generated by the automated matching tool.	
Article 16(5)			

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173a			5.The functioning of the automatic matching tool shall be governed by the principles of non-discrimination, legality and fairness.	
Article 16(4a)				
173b		<u>4a. By 31 December 2027, the Commission shall submit a report to the European Parliament and the Council assessing the possibility of integrating into the EU Talent Pool IT platform automatic matching algorithms provided by third parties. On the basis of that report, the Commission is empowered to adopt delegated acts in accordance with Article 21 to supplement this Regulation by laying down provisions concerning the integration into the EU Talent Pool IT platform of automatic matching algorithms provided by third parties and the functioning of those algorithms.</u>		
Article 16(4b)				
173c		<u>4b. Before the deployment of the algorithms referred to in paragraph 4a, the EU Talent Pool Secretariat shall verify whether they comply with this</u>		

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
		<u>Regulation and with Union law on the protection of personal data. The Commission shall remain solely responsible for the operation of automatic matching algorithms provided by third parties within the framework of the EU Talent Pool IT platform and shall be the data controller in respect of the personal data processed by means of automatic matching algorithms provided by third parties. The use of automatic matching algorithms provided by third parties shall remain optional for registered employers and registered employees. The EU Talent Pool IT platform shall indicate which automatic matching algorithms are provided by third parties. Data accessed by automatic matching algorithms delivered by third parties shall be used only for the purposes of matching.</u>		
CHAPTER V				
174	CHAPTER V INFORMATION PROVISION, SUPPORT SERVICES AND ACCELERATED IMMIGRATION PROCEDURES	CHAPTER V INFORMATION PROVISION, SUPPORT SERVICES AND ACCELERATED IMMIGRATION PROCEDURES	CHAPTER V INFORMATION PROVISION, SUPPORT SERVICES FACILITATION OF COMPLAINTS AND	

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
			ACCELERATED IMMIGRATION PROCEDURES	
	Article 17			
175	Article 17 Information provision and support services	Article 17 Information provision and support services	Article 17 Information provision and support services	
	Article 17(1), first subparagraph			
176	1. Participating Member States shall make information concerning the EU Talent Pool and its functioning easily accessible.	1. Participating Member States shall make Information concerning <u>provided on</u> the EU Talent Pool <u>IT platform shall be made available free of charge, in a clear, comprehensive, user-friendly and non-discriminatory manner and in accordance with the relevant accessibility standards set out in Directive (EU) 2016/2102 and the relevant accessibility requirements for services set out in Annex I to Directive (EU) 2019/882</u> and its functioning easily accessible.	1. Participating Member States shall make information concerning the EU Talent Pool and its functioning easily accessible. Participating Member States shall make information easy accessible as regards the entities that are allowed to make available job vacancies on the EU Talent Pool IT Platform according to article 3(1).	
	Article 17(1), first subparagraph a			
176a		<u>The information on the EU Talent Pool IT platform shall be made available in at least one of the official languages of the participating Member States.</u>		
	Article 17(1), second subparagraph			

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177	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:	The EU Talent Pool Secretariat, with the support of the EU Talent Pool National Contact Points <u>and the EU Talent Pool Steering Group</u> , shall make available, on the EU Talent Pool IT platform, the following information:	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:	
Article 17(1), second subparagraph, point (a)				
178	(a) information concerning recruitment and immigration procedures, recognition of qualifications and validation of skills, rights of third country nationals, including with regard to available redress mechanisms as well as information on living and working conditions in the participating Member States;	(a) information concerning <u>on fair recruitment and immigration employment</u> procedures, <u>including on the</u> recognition of qualifications and validation of skills, rights of third country nationals, including with regard to available redress mechanisms as well as <u>information on living and working conditions in the participating Member States;</u>	(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;	
Article 17(1), second subparagraph, point (aa)				
178a		<u>(aa) information on immigration procedures, including the procedures for obtaining visas and residence permits for the purpose of work;</u>		
Article 17(1), second subparagraph, point (ab)				
178b		<u>(ab) information on the rights and obligations of third-country nationals, including with regard</u>		

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	<u>to access to justice and available redress mechanisms;</u>		
Article 17(1), second subparagraph, point (b)			
179	(b) clear explanation to jobseekers from third countries that if they 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, their entry into and stay on the territory of all the Member States shall be prohibited.	(b) clear explanation to jobseekers from third countries that if they 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, their entry into and stay on the territory of all the Member States shall be prohibited.	
Article 17(1), second subparagraph, point (ba)			
179a		(ba) clear explanation that the registration in the EU Talent Pool by jobseekers from third countries is not a guarantee that security checks have been carried out.	
Article 17(1), second subparagraph, point (bb)			
179b		(bb) clear explanation that the registration in the EU Talent Pool by jobseekers from third countries and the selection for a job vacancy through the EU Talent Pool IT Platform is no guarantee that following the selection process a work permit,	

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Article 17(1), second subparagraph, point (bc)		a visa or a residence permit will be issued by the participating Member State in which the participating employer or other participating entity is established.	
179c		(bc) clear explanation that participating employers and other participating entities shall not charge fees to registered jobseekers from third countries for the purpose of the recruitment.	
Article 17(1), second subparagraph, point (ba)			
179d	<u>(ba) a clear explanation that the use of the EU Talent Pool shall be free of charge and that employers are not to charge fees to jobseekers from third countries registered in the EU Talent Pool for the purpose of recruitment;</u>		
Article 17(1), second subparagraph, point (bb)			
179e	<u>(bb) a clear explanation to jobseekers from third countries that registration in the EU Talent Pool or selection for a job vacancy through the EU Talent Pool IT platform does not guarantee entry, or entry and</u>		

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Article 17(2)		<u>stay, in the territory of the Member States.</u>		
180	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:	2. Upon request from registered jobseekers from third countries who have been selected for a job vacancy and registered and employers participating in the EU Talent Pool, the relevant EU Talent Pool National Contact Points shall provide specific information , 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:	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 standardised specific information to registered jobseekers from third countries and employers participating who have been selected for a job vacancy in the EU Talent Pool, participating employers and other participating entities , in particular with regard to:	
Article 17(2), point (a)				
181	(a) specific information on national immigration procedures to obtain visas and residence permits for work purposes following the selection process;	(a) specific information on national immigration and security procedures to obtain visas and residence permits for work purposes following the selection process in the Member State concerned ;	(a) specific information on national immigration procedures to obtain visas and residence permits for work purposes following the selection process;	
Article 17(2), point (b)				
182	(b) specific guidance and information on family	(b) specific guidance and information on family	(b) specific guidance and information on family	

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	reunification procedures and family members' rights;	reunification procedures and family members' rights <u>and obligations</u> ;	reunification procedures and family members' rights;	
Article 17(2), point (c)				
183	(c) specific information on third-country nationals' rights and obligations including access to social benefits, health assistance, education, housing, recognition of qualifications and the complaint mechanism pursuant to Article 18;	(c) specific information on third-country nationals' rights and obligations including <u>with regard to working conditions, taxation</u> , access to social benefits, health assistance, education, housing, recognition of <u>skills and</u> <u>and redress</u> mechanism pursuant to Article 18;	(c) specific information on third-country nationals' rights and obligations including working conditions , access to social benefits, health assistance, education, housing, recognition of qualifications and available redress mechanisms and the complaint mechanism pursuant to Article 18;	
Article 17(2), point (d)				
184	(d) information available at national level to facilitate third-country nationals' integration in the host Member State such as language courses, vocational training and education as well as other integration measures;	(d) information available at national level to facilitate third-country nationals' integration <u>activities</u> in the host Member State such as language courses, vocational training and education as well as other integration measures;	(d) information available at national level to facilitate the facilitation of third-country nationals' integration in the host Member State such as language courses, vocational training and education as well as other integration measures;	
Article 17(2), point (e)				
185	(e) where available, the contact details of organisations which offer post-recruitment assistance for third country nationals.	(e) where available , the contact details of organisations which offer post-recruitment <u>support and</u> assistance for third-country <u>third-country</u> nationals, <u>such as trade</u>	(e) where available, and in accordance with national practice , the contact details of national competent organisations which offer post-recruitment	

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Article 17(2), point (ea)		<u>unions, employer associations and chambers of commerce;</u>	assistance for third country nationals.	
185a		<u>(ea) where relevant, disability-related support services and the provision of reasonable accommodation in accordance with Council Directive 2000/78/EC.</u>		
Article 17(2a)				
185b		<u>2a. The EU Talent Pool National Contact Points shall be responsible for updating, when necessary, the information referred to in paragraphs 1 and 2.</u>		
Article 17(3)				
186	3. Where relevant, the EU Talent Pool National Contact Points shall refer requests for information, guidance and support to other national competent authorities and, if applicable, other appropriate bodies at national level supporting the integration of third country nationals on the labour market.	3. Where relevant, the EU Talent Pool National Contact Points shall refer requests for information, guidance and support to other national competent authorities and, if applicable, other appropriate bodies at national level supporting the integration of third country nationals on the labour market.	3. Where relevant, the EU Talent Pool National Contact Points shall refer requests for information, guidance and support to other national competent authorities and, if applicable, other appropriate bodies at national level supporting the integration of third country nationals on the labour market.	
Article 17(3a)				
186a		<u>3a. Member States may provide standardised information to registered jobseekers from third</u>		

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		<u>countries who have been selected for a job vacancy in the EU Talent Pool, also by referring to existing sources of information.</u>		
Article 17(3b)				
186b		<u>3b. The Commission, in cooperation with the EU Talent Pool Steering Group, shall conduct online and offline awareness-raising campaigns targeted at employers, in particular at small and medium-sized enterprises (SMEs), to promote the EU Talent Pool. Those campaigns shall include information on fair recruitment standards as set out in the ILO General Principles and Operational Guidelines on Fair Recruitment.</u>		
Article 17(3c)				
186c		<u>3c. Union delegations in third countries and to international organisations, with the support of the Commission and in cooperation with the EU Talent Pool Steering Group, shall conduct comprehensive communication and information campaigns in third countries to</u>		

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Article 18		<u>promote the EU Talent Pool and establish it as a global brand.</u>		
187	Article 18 Facilitation of complaints	Article 18 Facilitation of complaints <u>and legal redress</u>	Article 18 Facilitation of complaints	
188	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, <u>in accordance with national law and practice</u> , that there are effective, <u>accessible and affordable</u> mechanisms through which registered jobseekers from third countries <u>or their representatives in accordance with national law</u> 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 effective mechanisms through which Registered jobseekers from third countries may lodge complaints in case of shall have the right to report to National Contact Points any breach by the employers and other entities participating in the EU Talent Pool and having participated of the obligations and conditions laid down in Article 13(3).	
Article 18(-1), second subparagraph				
188a			The National Contact Point shall refer the complaints to the competent national authorities.	
Article 18(2)				
189	2. Participating Member States shall make information concerning	2. Participating Member States shall make information concerning available <u>complaints and</u> redress	2. Participating Member States shall make information concerning	

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	available redress mechanisms easily accessible.	mechanisms easily accessible <u>and in a language that the claimants or their representatives can understand or can be reasonably expected to understand. That information shall include, in particular, the contact details of the competent authorities and of the organisations which offer post-recruitment support and assistance for third-country nationals.</u>	available redress mechanisms easily accessible.	
Article 18(2a)				
189a		<u>2a. Participating Member States shall ensure that registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool have the same access as nationals of that Member State to measures protecting against dismissal or other adverse treatment by the employer as a reaction to using the complaint and redress mechanisms referred to in this Article.</u>		
Article 18(2b)				
189b		<u>2b. Member States shall ensure that registered jobseekers from third countries who have been selected for a job vacancy in the</u>		

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		<u>EU Talent Pool have access to equality bodies as established by Directive (EU) 2024/1500 and Directive (EU) 2024/1499.</u>		
Article 18(2c)				
189c		<u>2c. The competent national authorities shall notify to the EU Talent Pool National Contact Points once a breach of the obligations and conditions laid down in Article 13(3) has been established. The EU Talent Pool National Contact Points shall suspend the access of an employer participating in the EU Talent Pool, and remove their profile and job vacancies from the EU Talent Pool IT platform, as soon as an established breach is notified.</u> <u>The suspension shall be lifted without delay once the relevant national authorities have notified the EU Talent Pool National Contact Points of the fact that the breach has been remedied or once the employer concerned has demonstrated that it has been remedied. In the event of a breach of Directives 2009/52/EC^{1a} or (EU) 2024/1712^{1b} of the</u>		

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
		European Parliament and of the Council, the employer shall be suspended from the EU Talent Pool indefinitely. 1a. Directive 2009/52/EC of the European Parliament and of the Council of 18 June 2009 providing for minimum standards on sanctions and measures against employers of illegally staying third-country nationals (OJ L 168, 30.6.2009, p. 24). 1b. Directive (EU) 2024/1712 of the European Parliament and of the Council of 13 June 2024 amending Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims (OJ L, 2024/1712, 24.6.2024, ELI: http://data.europa.eu/eli/dir/2024/1712/oj).		
Article 19				
190	Article 19 Accelerated immigration procedures	Article 19 Accelerated immigration procedures	Article 19 Accelerated immigration procedures	
Article 19(1)				
191	1. Participating Member States may decide to put in place accelerated immigration procedures to allow for a faster recruitment of registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool.	1. Participating Member States may decide to put in place accelerated immigration procedures to allow for a faster recruitment of registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool.	1. Participating Member States may, in accordance with national law , decide to put in place accelerated immigration procedures to allow for a faster recruitment of registered jobseekers from third countries	

Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
		who have been selected for a job vacancy in the EU Talent Pool.	
Article 19(2)			
192	2. The procedure accelerated immigration procedures referred to <u>in</u> paragraph 1 may cover:	2. The procedure referred to paragraph 1 may cover:	
Article 19(2), point (a)			
193	(a) the obtention of visas and residence permits for work purposes;	(a) the obtention of visas and residence permits for work purposes;	
Article 19(2), point (b)			
194	(b) the exemption from the principle of preference for Union citizens for job vacancies transferred to the EU Talent Pool IT platform.	(b) the exemption from the principle of preference for Union citizens for job vacancies transferred to the EU Talent Pool IT platform.	
Article 19(2a), first subparagraph			
194a		2a. Participating Member States shall put in place accelerated immigration procedures covering:	
Article 19(2a), second subparagraph			
194b		(a) the non-application of the labour market test after for job vacancies posted on have been transferred to the EU Talent Pool IT platform;	
Article 19(2a), third subparagraph			

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
194c		<u>(b) the recognition of qualifications and skills of jobseekers from a third country where those jobseekers skills were developed or validated in the framework of an EU Talent Partnership, a bilateral arrangement or a national framework and certified by a 'Talent Partnership pass'.</u>		
Article 19(2a), fourth subparagraph				
194d		<u>This paragraph is without prejudice to the possibility for participating Member States to perform labour market tests before job vacancies that correspond to shortage occupations are transferred to the EU Talent Pool IT platform, in accordance with this Regulation and national law.</u>		
CHAPTER VI				
195	CHAPTER VI FINAL PROVISIONS	CHAPTER VI FINAL PROVISIONS	CHAPTER VI FINAL PROVISIONS	
Article 20				
196	Article 20 Monitoring activities	Article 20 Monitoring activities <u>and feedback</u>	Article 20 Monitoring activities	
Article 20(1)				

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197	1.The performance of the EU Talent Pool shall be regularly monitored by the EU Talent Pool Secretariat in accordance with Article 8(2), point (e). In particular, data shall be gathered on:	1.The performance <u>and cost-effectiveness</u> 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, <u>gender-disaggregated</u> data shall be gathered on:	1.The performance of the EU Talent Pool shall be regularly monitored by the EU Talent Pool Secretariat in accordance with Article 8(2), point (e). In particular, data shall be gathered on:	
Article 20(1), point (a)				
198	(a) the number and type of profiles of registered jobseekers from third-countries registered in the EU Talent Pool IT platform;	(a) the number and type of profiles of registered jobseekers from third-countries registered in the EU Talent Pool IT platform;	(a) the number and type of profiles of registered jobseekers from third-countries registered in the EU Talent Pool IT platform;	
Article 20(1), point (aa)				
198a		<u>(aa) the number and type of profiles of employers registered in the EU Talent Pool IT platform;</u>		
Article 20(1), point (b)				
199	(b) the number and type of job vacancies transferred to the EU Talent Pool IT platform;	(b) the number and type of job vacancies transferred to the EU Talent Pool IT platform;	(b) the number and type of job vacancies transferred to made available on the EU Talent Pool IT platform;	
Article 20(1), point (c)				
200	(c) the number of visits on the EU Talent Pool IT platform;	(c) the number of visits on the EU Talent Pool IT platform;	(c) the number of visits on the EU Talent Pool IT platform;	
Article 20(1), point (d)				

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
201	(d) the number and type of job placements facilitated via the EU Talent Pool;	(d) the number and type of job placements facilitated via the EU Talent Pool;	(d) the number and type of job placements facilitated via the EU Talent Pool;	
Article 20(1), point (e)				
202	(e) the number of 'EU Talent Partnerships passes' issued;	(e) the number of 'EU Talent Partnerships passes' issued;	(e) the number of 'EU Talent Partnerships passes' issued;	
Article 20(1), point (f)				
203	(f) the number of placements facilitated via the EU Talent Pool in the context of the Talent Partnerships.	(f) the number of placements facilitated via the EU Talent Pool in the context of the <u>EU Talent Partnerships</u> ; <u>or national frameworks on skills development and validation in a third country</u> ;	(f) the number of job placements facilitated via the EU Talent Pool IT Platform in the context of the Talent Partnerships or national frameworks on skills development and validation in a third country .	
Article 20(1), point (fa)				
203a		<i>(fa) the number of profiles and job vacancies removed from the EU Talent Pool IT platform under Article 18(2c);</i>		
Article 20(1), point (fb)				
203b		<i>(fb) the levels of skills and qualifications of jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool, in order to assess the risk of brain drain.</i>		
Article 20(2)				

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204	2.The EU Talent Pool Secretariat shall set up the data collection according to the statistical concepts and definitions and exchange information and data with the Commission for the purpose of quality of data collected under this Regulation and the production and quality of European statistics.	2.The EU Talent Pool Secretariat shall set up the data collection according to the statistical concepts and definitions and exchange information and data with the Commission for the purpose of quality of data collected under this Regulation and the production and quality of European statistics.	2.The EU Talent Pool Secretariat shall set up the data collection according to the statistical concepts and definitions and exchange information and data with the Commission for the purpose of quality of data collected under this Regulation and the production and quality of European statistics.	
Article 20(3)				
205	3. The EU Talent Pool Secretariat shall gather the data referred to in paragraph 1 with the support of the EU Talent Pool National Contact Points and the EU Talent Pool Steering Group.	3. The EU Talent Pool Secretariat shall gather the data referred to in paragraph 1 with the support of the EU Talent Pool National Contact Points and the EU Talent Pool Steering Group.	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.	
Article 20(4)				
205a			4.The performance of the EU Talent Pool shall be regularly monitored by the EU Talent Pool Secretariat taking into account the feedback and experiences gathered among job seekers and participating employers and other participating entities.	
Article 20(3a)				
205b		<u>3a. The EU Talent Pool Secretariat shall publish, at least</u>		

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		<u>once a year, the data referred to in paragraph 1, anonymised in the case of personal data.</u>		
Article 20(3b)				
205c		<u>3b. The EU Talent Pool Secretariat, in cooperation with the EU Talent Pool National Contact Points, shall distribute anonymous surveys to employers, jobseekers and civil society organisations, in particular those working with third-country nationals and persons with disabilities, to gather their views on the suitability of the matching mechanism, their overall satisfaction with the assistance and information provided, the accessibility of the platform and ways to improve the functionality of the platform.</u>		
Article 21				
206	Article 21 Exercise of the delegation	Article 21 Exercise of the delegation	Article 21 Exercise of the delegation	
Article 21(1)				
207	1.The power to adopt delegated acts is conferred on the Commission subject to the conditions laid down in this Article.	1.The power to adopt delegated acts is conferred on the Commission subject to the conditions laid down in this Article.	1.The power to adopt delegated acts is conferred on the Commission subject to the conditions laid down in this Article.	

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
Article 21(2)				
208	2. The power to adopt delegated acts referred to in Article 14 shall be conferred on the Commission for a period of five years from the entry into force of this Regulation. The Commission shall draw up a report in respect of the delegation of power not later than nine months before the end of the five-year period. The delegation of power shall be tacitly extended for periods of an identical duration, unless the European Parliament or the Council opposes such an extension not later than three months before the end of each period.	2. The power to adopt delegated acts referred to in Article 6(9), Article 14(1) and Article 16(4a) shall be conferred on the Commission for a period of five years from the entry into force of this Regulation. The Commission shall draw up a report in respect of the delegation of power not later than nine months before the end of the five-year period. The delegation of power shall be tacitly extended for periods of an identical duration, unless the European Parliament or the Council opposes such an extension not later than three months before the end of each period.	2. The power to adopt delegated acts referred to in Article 14 shall be conferred on the Commission for a period of five years from the entry into force of this Regulation. The Commission shall draw up a report in respect of the delegation of power not later than nine months before the end of the five-year period. The delegation of power shall be tacitly extended for periods of an identical duration, unless the European Parliament or the Council opposes such an extension not later than three months before the end of each period.	
Article 21(3)				
209	3. The delegation of power referred to in Article 14, may be revoked at any time by the European Parliament or by the Council. A decision to revoke shall put an end to the delegation of the power specified in that decision. It shall take effect on the day following the publication of the decision in the Official Journal of the European Union or at a later date specified therein. It shall not affect	3. The delegation of power referred to in Article 6(9), Article 14(1) and Article 16(4a) may be revoked at any time by the European Parliament or by the Council. A decision to revoke shall put an end to the delegation of the power specified in that decision. It shall take effect on the day following the publication of the decision in the Official Journal of the European Union or at a later date specified therein.	3. The delegation of power referred to in Article 14, may be revoked at any time by the European Parliament or by the Council. A decision to revoke shall put an end to the delegation of the power specified in that decision. It shall take effect on the day following the publication of the decision in the Official Journal of the European Union or at a later date specified therein. It shall not affect	

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	the validity of any delegated acts already in force.	date specified therein. It shall not affect the validity of any delegated acts already in force.	the validity of any delegated acts already in force.	
Article 21(4)				
210	4. Before adopting a delegated act, the Commission shall consult experts designated by each Member State in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making.	4. Before adopting a delegated act, the Commission shall consult experts designated by each Member State in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making.	4. Before adopting a delegated act, the Commission shall consult experts designated by each Member State in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making.	
Article 21(5)				
211	5. As soon as it adopts a delegated act, the Commission shall notify it simultaneously to the European Parliament and to the Council.	5. As soon as it adopts a delegated act, the Commission shall notify it simultaneously to the European Parliament and to the Council.	5. As soon as it adopts a delegated act, the Commission shall notify it simultaneously to the European Parliament and to the Council.	
Article 21(6)				
212	6. A delegated act adopted pursuant to Article 14 shall enter into force only if no objection has been expressed either by the European Parliament or the Council within a period of two months of notification of that act to the European Parliament and the Council or if, before the expiry of that period, the European Parliament and the Council have both informed the Commission that they will not object. That	6. A delegated act adopted pursuant to Article 6(9) , Article 14(1) or Article 16(4a) shall enter into force only if no objection has been expressed either by the European Parliament or the Council within a period of two months of notification of that act to the European Parliament and the Council or if, before the expiry of that period, the European Parliament and the Council have both informed the Commission that they will not object. That	6. A delegated act adopted pursuant to Article 14 shall enter into force only if no objection has been expressed either by the European Parliament or the Council within a period of two months of notification of that act to the European Parliament and the Council or if, before the expiry of that period, the European Parliament and the Council have both informed the Commission that they will not object. That	

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
	period shall be extended by two months at the initiative of the European Parliament or the Council.	that they will not object. That period shall be extended by two months at the initiative of the European Parliament or the Council.	period shall be extended by two months at the initiative of the European Parliament or the Council.	
Article 22				
213	Article 22 Committee procedure	Article 22 Committee procedure	Article 22 Committee procedure	
Article 22(1)				
214	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.	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.	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.	
Article 22(2)				
215	2.Where reference is made to this paragraph, Article 4 of Regulation (EU) No 182/2011 shall apply.	2.Where reference is made to this paragraph, Article 4 of Regulation (EU) No 182/2011 shall apply.	2.Where reference is made to this paragraph, Article 4 of Regulation (EU) No 182/2011 shall apply.	
Article 22(3)				
216	3. Where reference is made to this paragraph, Article 5 of Regulation (EU) No 182/2011 shall apply.	3. Where reference is made to this paragraph, Article 5 of Regulation (EU) No 182/2011 shall apply.	3. Where reference is made to this paragraph, Article 5 of Regulation (EU) No 182/2011 shall apply.	
Article 23				
217	Article 23 Reporting	Article 23 Reporting	Article 23 Reporting	
Article 23(1)				

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
218	1. By 31.12.2031 and every five years thereafter, the Commission shall submit a report to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the application of this Regulation.	1. By 31.12.2031 31 December 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. <i>That report shall assess the effectiveness of this Regulation in addressing skills shortages and in attracting talent from third countries.</i>	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.	
Article 23(1), second subparagraph				
218a			The report shall, in particular, assess the effectiveness of this Regulation in addressing labour and skills shortages in participating Member States and the effectiveness of the recruitment process, including in terms of ensuring fair recruitment practices, and the respect of fair and just working conditions.	
Article 24				
219	Article 24 Entry into force	Article 24 Entry into force	Article 24 Entry into force	
Article 24(1)				

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
220	1.This Regulation shall enter into force on the twentieth day following that of its publication in the Official Journal of the European Union.	1.This Regulation shall enter into force on the twentieth day following that of its publication in the Official Journal of the European Union.	1.This Regulation shall enter into force on the twentieth day following that of its publication in the Official Journal of the European Union.	
Article 24(2)				
221	2.This Regulation shall be binding in its entirety and directly applicable in the participating Member States in accordance with the Treaties.	2.This Regulation shall be binding in its entirety and directly applicable in the participating Member States in accordance with the Treaties.	2.This Regulation shall be binding in its entirety and directly applicable in the participating Member States in accordance with the Treaties.	
Formula				
222	Done at Brussels,	Done at Brussels,	Done at Brussels,	
Formula				
223	For the European Parliament	For the European Parliament	For the European Parliament	
Formula				
224	The President	The President	The President	
Formula				
225	For the Council	For the Council	For the Council	
Formula				
226	The President	The President	The President	
Annex				
227	Annex List of EU-wide shortage occupations	Annex List of EU-wide shortage occupations	Annex List of EU-wide shortage occupations	
Annex, Table 1, Column 1, Row 1				

	Commission Proposal		EP Mandate		Council Mandate GA st10602/24		Draft Agreement	
228	ISCO code		ISCO code		ISCO code			
Annex, Table 1, Column 1, Row 2								
229	2142		2142		2142			
Annex, Table 1, Column 1, Row 3								
230	2151		2151		2151			
Annex, Table 1, Column 1, Row 4								
231	2211		2211		2211			
Annex, Table 1, Column 1, Row 5								
232	2212		2212		2212			
Annex, Table 1, Column 1, Row 6								
233	2221		2221		2221			
Annex, Table 1, Column 1, Row 7								
234	2411		2411		2411			
Annex, Table 1, Column 1, Row 8								
235	2511		2511		2511			
Annex, Table 1, Column 1, Row 9								
236	2512		2512		2512			
Annex, Table 1, Column 1, Row 10								
237	2513		2513		2513			
Annex, Table 1, Column 1, Row 11								
238	2514		2514		2514			
Annex, Table 1, Column 1, Row 12								

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
239	2519	2519	2519	
Annex, Table 1, Column 1, Row 13				
240	3113	3113	3113	
Annex, Table 1, Column 1, Row 14				
241	3221	3221	3221	
Annex, Table 1, Column 1, Row 15				
242	5120	5120	5120	
Annex, Table 1, Column 1, Row 16				
243	5131	5131	5131	
Annex, Table 1, Column 1, Row 17				
244	5321	5321	5321	
Annex, Table 1, Column 1, Row 18				
245	7112	7112	7112	
Annex, Table 1, Column 1, Row 19				
246	7114	7114	7114	
Annex, Table 1, Column 1, Row 20				
247	7115	7115	7115	
Annex, Table 1, Column 1, Row 21				
248	7121	7121	7121	
Annex, Table 1, Column 1, Row 22				
249	7123	7123	7123	
Annex, Table 1, Column 1, Row 23				

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
250	7126	7126	7126	
Annex, Table 1, Column 1, Row 24				
251	7127	7127	7127	
Annex, Table 1, Column 1, Row 25				
252	7212	7212	7212	
Annex, Table 1, Column 1, Row 26				
253	7213	7213	7213	
Annex, Table 1, Column 1, Row 27				
254	7214	7214	7214	
Annex, Table 1, Column 1, Row 28				
255	7223	7223	7223	
Annex, Table 1, Column 1, Row 29				
256	7231	7231	7231	
Annex, Table 1, Column 1, Row 30				
257	7233	7233	7233	
Annex, Table 1, Column 1, Row 31				
258	7411	7411	7411	
Annex, Table 1, Column 1, Row 32				
259	7412	7412	7412	
Annex, Table 1, Column 1, Row 33				
260	7511	7511	7511	
Annex, Table 1, Column 1, Row 34				

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
261	8331	8331	8331	
Annex, Table 1, Column 1, Row 35				
262	8332	8332	8332	
Annex, Table 1, Column 1, Row 36				
263	9112	9112	9112	
Annex, Table 1, Column 1, Row 37				
264	3119	3119	3119	
Annex, Table 1, Column 1, Row 38				
265	2143	2143	2143	
Annex, Table 1, Column 1, Row 39				
266	2133	2133	2133	
Annex, Table 1, Column 1, Row 40				
267	2145	2145	2145	
Annex, Table 1, Column 1, Row 41				
268	2144	2144	2144	
Annex, Table 1, Column 1, Row 42				
269	3115	3115	3115	
Annex, Table 1, Column 1, Row 43				
270	2141	2141	2141	
Annex, Table 1, Column 2, Row 1				
271	Occupation	Occupation	Occupation	
Annex, Table 1, Column 2, Row 2				

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
272	Civil engineers	Civil engineers	Civil engineers	
Annex, Table 1, Column 2, Row 3				
273	Electrical engineers	Electrical engineers	Electrical engineers	
Annex, Table 1, Column 2, Row 4				
274	Generalist medical practitioners	Generalist medical practitioners	Generalist medical practitioners	
Annex, Table 1, Column 2, Row 5				
275	Specialist medical practitioners	Specialist medical practitioners	Specialist medical practitioners	
Annex, Table 1, Column 2, Row 6				
276	Nursing professionals	Nursing professionals	Nursing professionals	
Annex, Table 1, Column 2, Row 7				
277	Accountants	Accountants	Accountants	
Annex, Table 1, Column 2, Row 8				
278	Systems analysts	Systems analysts	Systems analysts	
Annex, Table 1, Column 2, Row 9				
279	Software developers	Software developers	Software developers	
Annex, Table 1, Column 2, Row 10				
280	Web and multimedia developers	Web and multimedia developers	Web and multimedia developers	
Annex, Table 1, Column 2, Row 11				
281	Applications programmers	Applications programmers	Applications programmers	
Annex, Table 1, Column 2, Row 12				
282	Software and applications developers and analysts not elsewhere classified	Software and applications developers and analysts not elsewhere classified	Software and applications developers and analysts not elsewhere classified	

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
	Annex, Table 1, Column 2, Row 13			
283	Electrical engineering technicians	Electrical engineering technicians	Electrical engineering technicians	
	Annex, Table 1, Column 2, Row 14			
284	Nursing associate professionals	Nursing associate professionals	Nursing associate professionals	
	Annex, Table 1, Column 2, Row 15			
285	Cooks	Cooks	Cooks	
	Annex, Table 1, Column 2, Row 16			
286	Waiters	Waiters	Waiters	
	Annex, Table 1, Column 2, Row 17			
287	Health care assistants	Health care assistants	Health care assistants	
	Annex, Table 1, Column 2, Row 18			
288	Bricklayers and related workers	Bricklayers and related workers	Bricklayers and related workers	
	Annex, Table 1, Column 2, Row 19			
289	Concrete placers, concrete finishers and related workers	Concrete placers, concrete finishers and related workers	Concrete placers, concrete finishers and related workers	
	Annex, Table 1, Column 2, Row 20			
290	Carpenters and joiners	Carpenters and joiners	Carpenters and joiners	
	Annex, Table 1, Column 2, Row 21			
291	Roofers	Roofers	Roofers	
	Annex, Table 1, Column 2, Row 22			
292	Plasterers	Plasterers	Plasterers	
	Annex, Table 1, Column 2, Row 23			
293	Plumbers and pipe fitters	Plumbers and pipe fitters	Plumbers and pipe fitters	

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
	Annex, Table 1, Column 2, Row 24			
294	Air conditioning and refrigeration mechanics	Air conditioning and refrigeration mechanics	Air conditioning and refrigeration mechanics	
	Annex, Table 1, Column 2, Row 25			
295	Welders and flame cutters	Welders and flame cutters	Welders and flame cutters	
	Annex, Table 1, Column 2, Row 26			
296	Sheet-metal workers	Sheet-metal workers	Sheet-metal workers	
	Annex, Table 1, Column 2, Row 27			
297	Structural-metal preparers and erectors	Structural-metal preparers and erectors	Structural-metal preparers and erectors	
	Annex, Table 1, Column 2, Row 28			
298	Metal working machine tool setters and operators	Metal working machine tool setters and operators	Metal working machine tool setters and operators	
	Annex, Table 1, Column 2, Row 29			
299	Motor vehicle mechanics and repairers	Motor vehicle mechanics and repairers	Motor vehicle mechanics and repairers	
	Annex, Table 1, Column 2, Row 30			
300	Agricultural and industrial machinery mechanics and repairers	Agricultural and industrial machinery mechanics and repairers	Agricultural and industrial machinery mechanics and repairers	
	Annex, Table 1, Column 2, Row 31			
301	Building and related electricians	Building and related electricians	Building and related electricians	
	Annex, Table 1, Column 2, Row 32			
302	Electrical mechanics and fitters	Electrical mechanics and fitters	Electrical mechanics and fitters	
	Annex, Table 1, Column 2, Row 33			

	Commission Proposal	EP Mandate	Council Mandate GA st10602/24	Draft Agreement
303	Butchers, fishmongers, and related food preparers	Butchers, fishmongers, and related food preparers	Butchers, fishmongers, and related food preparers	
Annex, Table 1, Column 2, Row 34				
304	Bus and tram drivers	Bus and tram drivers	Bus and tram drivers	
Annex, Table 1, Column 2, Row 35				
305	Heavy truck and lorry drivers	Heavy truck and lorry drivers	Heavy truck and lorry drivers	
Annex, Table 1, Column 2, Row 36				
306	Cleaners and helpers in offices, hotels and other establishments	Cleaners and helpers in offices, hotels and other establishments	Cleaners and helpers in offices, hotels and other establishments	
Annex, Table 1, Column 2, Row 37				
307	Physical and engineering science technicians not elsewhere classified	Physical and engineering science technicians not elsewhere classified	Physical and engineering science technicians not elsewhere classified	
Annex, Table 1, Column 2, Row 38				
308	Environmental engineers	Environmental engineers	Environmental engineers	
Annex, Table 1, Column 2, Row 39				
309	Environmental protection professionals	Environmental protection professionals	Environmental protection professionals	
Annex, Table 1, Column 2, Row 40				
310	Chemical engineers	Chemical engineers	Chemical engineers	
Annex, Table 1, Column 2, Row 41				
311	Mechanical engineers	Mechanical engineers	Mechanical engineers	
Annex, Table 1, Column 2, Row 42				

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312	Mechanical engineering technicians	Mechanical engineering technicians	Mechanical engineering technicians	
Annex, Table 1, Column 2, Row 43				
313	Industrial and production engineers	Industrial and production engineers	Industrial and production engineers	
