
Labour migration: an EU Talent Pool to facilitate international recruitment

-
- A new platform to help match non-EU jobseekers living abroad with EU labour shortages
 -
- Vacancies would not guarantee residence permits or work visas
- MEPs propose changes to avoid discrimination and increase transparency
-

The EU Talent Pool should be open to workers of all qualification levels and ensure fair treatments of jobseekers, the Civil Liberties Committee agreed on Wednesday.

Today, MEPs in the Civil Liberties Committee backed the creation of an [EU Talent Pool](#), designed to make it easier to recruit non-EU nationals to jobs in sectors where there are shortages, through a dedicated digital platform that matches EU vacancies with jobseekers living abroad. Application of the new legislation would be optional for EU countries and would not affect their right to decide how many third-country workers to admit to their territory.

A fair recruitment process

MEPs adopted amendments to the proposal to ensure the application of fair recruitment standards, as set out in the [International Labour Organization's general principles](#), and that the platform is open to jobseekers “of all skills and qualification levels”. MEPs also want to make sure that the new tool does not lead to discriminatory practices and is free of charge for registered jobseekers.

Improved information on employers and jobseekers

Participating employers should provide details including: the person responsible for recruitment, the company registration number, and a brief description of their operations, argue MEPs. Vacancies should meanwhile include a job description, the place of work, working hours, remuneration and paid leave. MEPs also want to see more information in the profiles of jobseekers, such as their preferred EU country and when they are available, offering the possibility for them to certify their skills within the [EU Talent Partnerships](#) or via bilateral or national agreements.

Targeted communication campaigns

The Commission should promote the EU Talent Pool through awareness raising campaigns, both on and off-line, targeting SMEs in particular, recommend MEPs. They also suggest that EU delegations in third countries should do the same for potential jobseekers.

Quote

Rapporteur [Abir Al-Sahlani](#) (Renew, Sweden) said: “The EU is falling behind its competitors, partly because of labour shortages across our economy. Labour migration is one way to address these shortages and strengthen our competitiveness. The EU Talent Pool is a step in the right direction, by connecting the needs of our employers with workers from outside the EU. This is also a tool to create more safe and legal pathways to the EU. The result will be a Talent Pool platform that is user-friendly for all, with necessary checks on jobseekers and measures to ensure minimum safeguards against exploitation. There is also a strong link to the Talent Partnerships, reinforcing the connection between internal and external migration governance”.

Next steps

The draft rules were approved by 46 votes in favour, 25 against, and 2 abstentions. Once the report has been endorsed by Parliament as a whole during the April plenary session, talks with member states on the final shape of the bill can start.

Further information

[Compromise amendments](#)

[Procedure file](#)

[EPRS briefing: Proposal establishing an EU talent pool \(July 2024\)](#)

[Committee on Civil Liberties, Justice and Home Affairs](#)

Contacts

Polona TEDESKO

Press Officer

☎ (+32) 2 28 40731 (BXL)

📱 (+32) 470 884 282

✉ polona.tedesko@europarl.europa.eu

✉ libe-press@europarl.europa.eu
