

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

2023/0404(COD)

[Version for Trilogue on November 18, 2025]

17-11-2025 at 08h48

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
Formula				
1	2023/0404 (COD)	2023/0404 (COD)	2023/0404 (COD)	2023/0404 (COD) <small>Text Origin: Commission Proposal</small>
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	Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL ESTABLISHING AN EU TALENT POOL <small>Text Origin: Commission Proposal</small>
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,	THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION, <small>Text Origin: Commission Proposal</small>
Citation 1				
4	Having regard to the Treaty on the Functioning of the European Union,	Having regard to the Treaty on the Functioning of the European Union,	Having regard to the Treaty on the Functioning of the European Union,	Having regard to the Treaty on the Functioning of the European Union,

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	and in particular Article 79(2), point (a), thereof,	and in particular Article 79(2), point (a), thereof,	and in particular Article 79(2), point (a), thereof,	and in particular Article 79(2), point (a), thereof, Text Origin: Commission Proposal
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,	Having regard to the proposal from the European Commission, Text Origin: Commission Proposal
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,	After transmission of the draft legislative act to the national parliaments, Text Origin: Commission Proposal
Citation 4				
7	Having regard to the opinion of the European Economic and Social Committee ¹ , <u>1. OJ C , , p . .</u>	Having regard to the opinion of the European Economic and Social Committee ¹ , <u>1. OJ C , , p . .</u>	Having regard to the opinion of the European Economic and Social Committee ¹ , <u>1. OJ C , , p . .</u>	Having regard to the opinion of the European Economic and Social Committee ¹ , <u>1. OJ C , , p . .</u> Text Origin: Commission Proposal
Citation 5				
8	Having regard to the opinion of the Committee of the Regions ¹ , <u>1. OJ C , , p . .</u>	Having regard to the opinion of the Committee of the Regions ¹ , <u>1. OJ C , , p . .</u>	Having regard to the opinion of the Committee of the Regions ¹ , <u>1. OJ C , , p . .</u>	Having regard to the opinion of the Committee of the Regions ¹ , <u>1. OJ C , , p . .</u> Text Origin: Commission Proposal

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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. .	Having regard to the opinion of the European Data Protection Supervisor ¹ , 1. OJ C , , p. . Text Origin: Commission Proposal
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,	Acting in accordance with the ordinary legislative procedure, Text Origin: Commission Proposal
Formula				
11	Whereas:	Whereas:	Whereas:	Whereas: Text Origin: Commission Proposal
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	(1) The Union and individual Member States are facing <u>labour</u> 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	(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	(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 could be needed in order to address those shortages.</u> 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

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges.	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 further aggravate in the light of demographic challenges.	transitions. Labour shortages are expected to persist and potentially aggravate in the light of demographic challenges.	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				
13	(2) Addressing labour shortages requires a comprehensive approach at Union and national level which includes, as a priority, better realising the full potential of groups with lower labour market participation, reskilling and upskilling the existing workforce, facilitating intra-EU labour mobility, as well as improving working conditions and the attractiveness of certain occupations. Due to the current scale of the labour market shortages and the demographic trends, measures targeting the domestic and Union workforce alone are likely to be insufficient to address existing and future labour and skills shortages. Therefore, legal migration is key to complement those actions and must be part of the solution to fully support the twin transition.	(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^a, Directive (EU) 2021/1883 of the European Parliament and of the Council^b 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	(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	(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 labour market participation. 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 Directives (EU) 2024/1233^{1a} and 2021/1883^{1b} of the European Parliament and of the Council and by promoting the EURES network, as well as improving 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

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p>demographic trends, measures targeting the domestic and Union workforce alone are likely to will be insufficient to address existing and 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</u> fully support the the <u>green and digital</u> transition.</p> <p><u>Ia. 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>Ib. 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></p>	<p>solution to fully support the twin transition.</p>	<p>and skills shortages. <u>According to Commission estimates, the population of the Union is projected to shrink significantly.. Furthermore, the number of people of working age is projected to decline even more.</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</u> fully support the the <u>green and digital</u> transition.</p> <p><u>Ia. Directive (EU) 2024/1233 of the European Parliament and of the Council of 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 (recast) (OJ L, 2024/1233, 30.4.2024, ELI: http://data.europa.eu/eli/dir/2024/1233/oj).</u> <u>Ib. 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></p>
Recital 3				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC 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.	(3) In order to <u>enhance the attractiveness of the Union 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 <u>Union-wide</u> 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 <u>and other participating entities</u> established in the participating Member States. <u>The European Parliament called for the establishment of EU Talent Pool in its resolution of 25 November 2021 on legal migration policy and law^{1a}.</u> <u>1a. 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).</u>
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</u>		

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		<u>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 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	<p>(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.</p> <p>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</p>	<p>(4) The Commission Recommendation of the Commission on legal pathways to protection in the EU (EU) 2020/1364¹ 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</p>	<p>(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.</p> <p>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</p>	<p>(4) The Commission Recommendation of the Commission on legal pathways to protection in the EU (EU) 2020/1364^{1a} 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.</p> <p>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. 1a. Commission Recommendation (EU) 2020/1364 of 23 September 2020 on legal pathways to protection in the EU: promoting resettlement, humanitarian</p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	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 .	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 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).	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 .	admission and other complementary pathways (OJ L 317, 1.10.2020, p. 13, ELI: http://data.europa.eu/eli/reco/2020/1364/oj) . 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 .
	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 domestic workforce and intra-EU mobility are not sufficient to achieve this objective. As a	(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 the activation of the domestic workforce and intra-EU mobility are not sufficient in order to achieve	(5) The EU Talent Pool should aim at supporting participating Member States to address existing and future skills and labour shortages via the recruitment of third country nationals to the extent the activation of the domestic workforce and intra-EU mobility are not sufficient to achieve this objective. As a	(5) The EU Talent Pool should aim at supporting to support participating Member States to address in addressing existing and future skills and labour shortages via the recruitment of third country third-country nationals to the extent the activation of the domestic workforce and intra-EU

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	<p>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.</p>	<p>this that 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.</p>	<p>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.</p>	<p>mobility are not sufficient to achieve this that 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 that end, complementarity and interoperability <u>of the EU Talent Pool IT platform</u> with existing <u>Union and</u> 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 <u>and competences</u> that might be needed by the Member States' labour markets.</p>
	Recital 5a			
Y	16a			<p><u>(5a) Given the voluntary nature of the EU Talent Pool, participating Member States should also be able to withdraw their participation. For this purpose, Member States should notify their intention to withdraw to the EU Talent Pool Secretariat. In order to allow the EU Talent Pool Secretariat and the Member States to carry out all the</u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				<p><u>necessary technical and practical arrangements for the withdrawal as well as to ensure sufficient stability and predictability for the users, the withdrawal would take effect 9 months after the notification. From the date of the notification, no new vacancies of participating employers and other participating entities should be made available on the EU Talent Pool IT platform.</u></p> <p>Commission drafting suggestion following the ITM of 17 October 2025.</p>
Recital 6				
17	<p>(6) The EU Talent Pool aims at providing services to employers that are established in the participating Member States, including private employment agencies, temporary work agencies and labour market intermediaries as defined by the International Labour Organisation Convention 181 from 1997.</p>	<p>(6) The EU Talent Pool aims at providing <u>free of charge</u> services <u>to jobseekers from third countries</u> and to employers that are <u>lawfully established 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></p>	<p>(6) The EU Talent Pool aims at providing services to participating employers and other participating entities that 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</p>	<p>(6) The EU Talent Pool aims at providing to provide services to <u>jobseekers from third countries and to participating employers and other participating entities</u> that are <u>lawfully 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 EU Talent Pool 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</u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p><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></p>	<p>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 and labour market intermediaries 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.</p>	<p><u>also make use of 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 EU Talent Pool National Contact Point of the Member State where the other participating entity is established. For the purposes of this Regulation, an employer or other entity is to be considered to be lawfully established in a Member State where it pursues a genuine substantial economic activity in compliance with the national laws and administrative requirements of that Member State.</u> A temporary work agencies 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^{1a}. A private employment agency is to be understood as the term defined in the ILO Convention 181 from 1997.</p> <p><u>1a. Directive 2008/104/EC of the European Parliament and of the Council of 19 November 2008 on temporary agency work</u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				http://data.europa.eu/eli/dir/2008/104/oj .
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.	<u>(6a) Registered jobseekers from third countries are considered as selected for a job vacancy in the EU Talent Pool when they are being offered employment which allows them to enter into an employment relationship in the participating Member State where the participating employer or the other participating entity is lawfully established and where the jobseeker will normally work.</u>
Recital 7				
18	(7) The EU Talent Pool should also support the implementation of Talent Partnerships, which are one of the key aspects of the external dimension of the Pact on Migration and Asylum ¹ and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU ² . 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. <small>1. COM/2020/609 final. 2. COM/2022/657 final.</small>	(7) <u>Strong partnerships and bilateral cooperation with third countries are a precondition for 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 Asylum ¹ and are	(7) The EU Talent Pool should also support the implementation of Talent Partnerships, which and 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 Asylum ¹ and are operationalised in line with the Commission's Communication on attracting skills and talent to the EU ² . The participation of a Member State in the Talent Partnership should be without prejudice to their	(7) <u>Strong partnerships and bilateral cooperation with third countries contribute to effective migration management. Cooperation can be targeted at maximising the positive impact of migration and reducing the negative consequences for countries of origin, such as the risk of "brain drain", for example by facilitating circular migration.</u> The EU Talent Pool should also support the implementation of Talent Partnerships, which <u>bilateral arrangements and national frameworks on skills development</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p>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.</p> <p>1. COM/2020/609 final. 2. COM/2022/657 final.</p>	<p>decision on the participation in the EU Talent Pool.</p> <p>1. [1] COM/2020/609 final. 2. [2] COM/2022/657 final.</p>	<p><u>and validation in a third country. Talent Partnerships</u> 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 <u>of the Commission of 27 April 2022 entitled 'Attracting skills and talent to the EU'</u>.² 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.</p> <p>1. COM/2020/609 final. 2. COM/2022/657 final.</p>
Recital 8				
19	<p>(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.</p>	<p>(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>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</u></p>	<p>(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.</p>	<p>(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 <u>the being an expert in the field of employment and one in the field of migration. Member States are encouraged to ensure that those representatives are complemented by two alternate members who would be able to represent them in their absence. It should also be possible to invite representatives</u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		<i><u>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 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 civil society organisations.</u></i>		<i><u>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 to present their views. Such organisations and stakeholders could include, for example, the European Labour Authority, the European Centre for the Development of Vocational Training, the European Foundation for the Improvement of Living and Working Conditions, the European Training Foundation, ILO, the International Organization for Migration, local and regional authorities and one from the immigration authorities civil society organisations.</u></i>
	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	(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	(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	(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

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	duly take into account the ‘EU Talent Partnership pass’.	duly take into account the ‘EU Talent Partnership pass’ . <u><i>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} of the European Parliament and the Council.</i></u> <u><i>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).</i></u> <u><i>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).</i></u>	duly take into account the ‘EU Talent Partnership pass’.	<i>duly take into account the ‘EU Talent Partnership pass’</i> . <u><i>It is important that the EU Talent Partnership pass’ Pool IT platform ensures intuitive navigation and is user-friendly, as well as easily accessible for persons with disabilities in accordance with Directives (EU) 2016/2102^{1a} and (EU) 2019/882^{1b} of the European Parliament and the Council.</i></u> <u><i>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).</i></u> <u><i>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).</i></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	(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 by</u> the EU Academy and the Interoperable Europe Academy <u>and skills profiling tools such as the EU Skills Profile Tool</u>	(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	(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

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	by introducing innovative features and tools.	<u>for Third-Country Nationals.</u> 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 <u>safe, bias-free and innovative features and tools, which will enhance the platform's functionality, user experience and ability to meet evolving needs of the labour market efficiently and effectively.</u>	by introducing innovative features and tools.	by introducing innovative features and tools. <u>For this purpose, the Commission should conduct a feasibility study assessing the possibility of integrating multiple matching algorithms into the EU Talent Pool IT platform. In this comprehensive assessment, the Commission should duly explore budgetary implications, data protection risks and ensure compliance with the AI Act^{1a}. The results of the study should be presented to the EU Talent Pool Steering Group and inform the discussion on future developments of the EU Talent Pool.</u> <u>1a. Regulation (EU) 2024/1689 of the European Parliament and of the Council of 13 June 2024 laying down harmonised rules on artificial intelligence and amending Regulations (EC) No 300/2008, (EU) No 167/2013, (EU) No 168/2013, (EU) 2018/858, (EU) 2018/1139 and (EU) 2019/2144 and Directives 2014/90/EU, (EU) 2016/797 and (EU) 2020/1828 (Artificial Intelligence Act) (OJ L, 2024/1689, 12.7.2024, ELI: http://data.europa.eu/eli/reg/2024/1689/oj).</u> ITM 17/10.
	Recital 11			
22	(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of	(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of	(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of	(11) The format of jobseekers' profiles and job vacancies should be established using the existing European classification of

CLEAN	Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	<p>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 jobseekers and required by the employers, thereby enabling a high-quality matching process. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer of job vacancies to the EU Talent Pool IT platform. Member States not adopting the ESCO classification for national job vacancies, should produce mapping tables comparing the classification used in the national systems and the ESCO classification to allow interoperability. The mapping tables should be made available to the Commission and should be used for automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose</p>	<p>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 <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</p>	<p>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 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</p>	<p>occupations, skills, competencies and qualifications (ESCO) as foreseen in Regulation (EU) 2016/589¹ <u>of the European Parliament and of the Council</u>^{1a} 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>participating</u> employers, <u>and other participating entities</u>, and the EU Talent Pool National Contact Points in providing comparable information on work experiences <u>experience</u>, occupations covered by a vacancy, as well as the skills offered by the jobseekers and required by the <u>participating</u> employers <u>and other participating entities</u>, thereby enabling a high-quality matching process. <u>The Commission Recommendation (EU) 2023/2611^{1b} recommends that national procedures for recognition of skills should emphasise a person's full talent and potential. All types of qualifications and skills, 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></p>

CLEAN	Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	<p>of automated matching through the common IT platform.</p> <p>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).</p>	<p>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.</p> <p>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).</p> <p><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></p>	<p>automatic transcoding of information on job vacancies or jobseekers' profiles for the purpose of automated matching through the common IT platform.</p> <p>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 (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).</p>	<p><u>could be taken into account</u>. Where applicable, the EU Talent Pool National Contact Points should use the ESCO format for the transfer<u>transmission</u> 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.</p> <p><i>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).</i></p> <p><u>1a. 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,</u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				22.4.2016, p. 1, ELI: http://data.europa.eu/eli/reg/2016/589/oj . Ib. 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
Recital 12				
23	<p>(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, 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.</p> <p>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,</p>	<p>(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, 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.</p> <p>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,</p>	<p>(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, 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.</p> <p>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,</p>	<p>(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, 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.</p> <p>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,</p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	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).	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).	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).	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). Text Origin: Commission Proposal
	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 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.	(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 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.	(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 to identify the registered jobseekers from third countries and employers, participating in the EU Talent Pool employers 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.	(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 to identify the registered jobseekers from third countries and employers, participating in the EU Talent Pool employers 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.

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Council Mandate GA st10602/24
Recital 14				
25	<p>(14) Registered jobseekers from third countries should have the right to choose from a number of technical options to restrict the access to their personal data, for instance, by restricting access to their contact details. Profiles of registered jobseekers from third countries and employers participating in the EU Talent Pool IT platform that have not been used for a period of two years should be automatically removed. When profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes including for the purpose of production and quality of European statistics.</p>	<p>(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 <u>and in the EU Talent Pool IT platform that have not been accessed for a period of one year should be automatically removed.</u> Profiles of registered employers participating in the EU Talent Pool IT platform that have 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</u></p>	<p>(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 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 to be stored for research and statistical purposes including for the purpose of production and quality of European statistics.</p>	<p>(14) Registered jobseekers from third countries should have the right to choose from a number of technical options to <u>edit, delete or restrict the access to their personal data, for instance, by restricting access to their contact details.</u> Profiles of registered jobseekers from third countries and employers participating in the EU Talent Pool IT platform that have not been used <u>accessed by them</u> for a period of two years <u>one year should cease to be visible. A notification should be automatically removed sent one month prior to the removal of their profiles, allowing jobseekers reasonable time 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.</p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<u>employers notify the successful completion of the recruitment.</u>		
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 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.	(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 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.	(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 and , <u>participating employers and other participating in the EU Talent Pool entities</u> 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.	(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 and , <u>participating employers and other participating in the EU Talent Pool entities</u> 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. <small>Text Origin: Council Mandate GA st10602/24</small>
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</u>		To be deleted in line with the outcome of the trilogue of 15 July 2025.

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<u><i>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.</i></u>		
Recital 16				
27	(16) The EU Talent Pool should contribute to the objective of discouraging irregular migration including by facilitating access to existing legal pathways. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban in accordance with Directive 2008/115/EC of the European Parliament and of the Council ¹ , 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	(16) The EU Talent Pool should contribute to the objective of discouraging irregular migration including by <u><i>addressing some of its root causes and</i></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 Council ¹ , 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><i>Clear</i></u> information should	(16) The EU Talent Pool should contribute to the objective of discouraging irregular migration including by facilitating access to existing legal pathways. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban in accordance with Directive 2008/115/EC of the European Parliament and of the Council ¹ , 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	(16) The EU Talent Pool should contribute to the objective of discouraging irregular migration including by facilitating access to existing legal pathways. Jobseekers from third countries who are subject to a judicial or administrative decision refusing the entry or stay in a Member State or an entry ban <u><i>referred to</i></u> in <i>accordance with</i> Directive 2008/115/EC of the European Parliament and of the Council ¹ , 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 <i>refusal</i> <u><i>of national judicial or administrative decision refusing</i></u> entry or stay in a Member State or an entry ban <u><i>referred to in Directive</i></u>

CLEAN	Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	<p>consequences for making a false declaration in this respect.</p> <p>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).</p>	<p>also be provided on the consequences for making a false declaration in this respect, <u><i>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 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.</i></u></p> <p>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).</p>	<p>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 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.</p> <p>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).</p>	<p><u><i>2008/115/EC. Information should be provided on the EU Talent Pool IT platform to the jobseekers that if they are subject to such a ban, admission to the territory of the Union Member States is prohibited and, therefore, they should not create a profile on the EU Talent Pool IT platform.</i></u> Information should also be provided on the consequences for making a false declaration in this respect, <u><i>notably on the removal of the profiles of these jobseekers from the EU Talent Pool IT platform. During the immigration procedures carried out by the Member States, necessary checks in relevant national and EU databases such as the Schengen Information System may reveal that certain third country nationals are not entitled to enter or stay in the Schengen area. In cases where the national immigration authority issues a national decision rejecting the application for entry of a jobseeker based on an administrative decision refusing the entry or stay in a Member State or an entry ban referred to in Directive 2008/115/EC, and where the national immigration authority becomes aware that the jobseeker in question has been selected for a job vacancy through the EU Talent</i></u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				<p><u><i>Pool, it should transmit this information to EU Talent Pool National Contact Points for the purpose of the removal of the jobseeker profile from the EU Talent Pool IT platform. 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.</i></u></p> <p>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).</p>
Recital 16a				
27a		<p><u><i>(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 and their job vacancies should be removed. The suspension should be lifted without delay once the relevant national authorities have notified</i></u></p>		<p><u><i>(16a) To ensure that all participating employers and other participating entities comply with relevant Union and national law and practice regarding protection against unfair recruitment, inadequate working conditions, discrimination and adverse treatment, Member States can rely on already existing information on non-compliant employers and other entities. Moreover, the EU Talent Pool National Contact Points should keep a registry of</i></u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p><u><i>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.</i></u></p>		<p><u><i>non-compliant employers and other entities to enable an effective administration of the job vacancies that should eventually not be transmitted to EU Talent Pool IT platform. Participating Member States should also be able to introduce, in compliance with Union law, additional conditions for the employers' and other entities' participation in the EU Talent Pool in accordance with relevant national practices, collective agreements and the principles and guidelines set out by the International Labour Organisation, in compliance with Union law. Where applicable, the EU Talent Pool National Contact Points should be able to refuse access to the EU Talent Pool accordingly. For the purpose of transparency, the EU Talent Pool National Contact Points should share the registry of participating employers and other participating entities with the EU Talent Pool Steering Group. It is also important that the competent national authorities are able to identify participating employers and other participating entities in the individual Member State. To facilitate such identification and to ensure transparency, the registry of participating employers and other</i></u></p>

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
								<p><u>participating entities could be shared with relevant national authorities. To further strengthen transparency, the registry of participating employers and other participating entities could also be made publicly available to other interested stakeholders outside the EU Talent Pool Steering Group. Trade unions, non-governmental organisations and other stakeholders could also benefit from such transparency.</u></p> <p>ITM 03/11.</p> <p>Lines 27a, 27b, 34a, 34b to be regrouped together in the recitals.</p> <p>Commission drafting suggestion following the ITM of 17 October 2025: recitals in lines 27a and 34a should be deleted altogether.</p>
		Recital 16b						
y		27b						<p><u>(16b) Where a breach of relevant law and practice by a participating employer or other participating entity is notified to the EU Talent Pool National Contact Point by the competent national authorities, the access of the participating employer or other participating entity to the EU Talent Pool should be suspended and their job vacancies should be removed from</u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				<p><u>the EU Talent Pool IT Platform. The suspension should be lifted once the competent national authorities have notified the National Contact Point that the breach of the relevant law or practice has been remedied.</u></p> <p>ITM 17/10.</p>
Recital 17				
28	<p>(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.</p> <p>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).</p>	<p>(17) Jobseekers from third countries wishing to register in the EU Talent Pool should <u>be able to create a profile via manual input, using the EU Skills Profile Tool for Third-Country Nationals or via</u> the Europass^f profile builder functionality <u>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.</p> <p>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,</p>	<p>(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.</p> <p>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).</p>	<p>(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. <u>Other existing relevant tools at Union and national level could include a direct link to the CV module of the EU Talent Pool IT platform.</u></p> <p>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).</p> <p>See line 131.</p> <p>Text Origin: Commission Proposal</p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		ELI: http://data.europa.eu/eli/dec/2018/646/oj .		
Recital 18				
29	<p>(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.</p>	<p>(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 employer</u> 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.</p>	<p>(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 it should be provided by the EU Talent Pool National Contact Points to registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool.</p>	<p>(18) Where necessary, the recognition of qualifications and validation of skills <u>(whether from formal, non-formal or informal learning including work experiences)</u>, of registered jobseekers from third countries should be conducted in the participating Member States upon request of the jobseeker or the <u>the participating employer or other participating entity</u> 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 <u>specific information</u> it should be provided <u>by to registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool National Contact Points and to employers and other participating entities.</u></p>
Recital 19				

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
30	<p>(19) In the context of Talent Partnerships, nationals of selected third countries receive support for the development and validation of skills in a framework endorsed by Member States taking part in a Talent Partnership and partner countries. Therefore, the skills developed or validated in the framework of a Talent Partnership should be certified by the ‘EU Talent Partnership pass’ which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an ‘EU Talent Partnership pass’. This could encourage employers to offer a job placement in the Union. Member States, in the framework of a Talent Partnership, should determine the conditions for the issuing of the ‘EU Talent Partnership pass’ for the purpose of the EU Talent Pool, including whether a partner country’s national authority, an international organisation or other stakeholder should support its deliver. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national rules on access to regulated professions.</p>	<p>(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 skills in <u>skills in</u> 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 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</p>	<p>(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. 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 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</p>	<p>(19) In the context of Talent Partnerships, nationals of selected third countries <u>may</u> 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 <u>could</u> be certified <u>according to the conditions determined</u> by the ‘EU Talent Partnership pass’ which is visible in the context of the EU Talent Pool. Employers participating in the EU Talent Pool should be able to filter the profiles of registered jobseekers from third countries as to visualise those having obtained an ‘EU Talent Partnership pass’. This could encourage employers to offer a job placement in the Union. Member States, in the framework of a Talent Partnership, should determine the conditions for the issuing of the ‘EU Talent Partnership pass’ for the purpose of the EU Talent Pool, including whether a partner country’s national authority, an international organisation or other stakeholder should support its deliver <u>in which they are participating</u>. The issuing of a ‘EU Talent Partnership pass’ is without prejudice to European and national</p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p>international organisation or other stakeholder<u>stakeholders</u> should support its deliver<u>delivery, as well as the provisions on comparability and recognition of qualifications</u>. The issuing of a EU Talent Partnership pass is without prejudice to European and national rules on access to regulated professions.</p>	<p>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.</p>	<p>rules on access to regulated professions.</p> <p>TBD</p>
Recital 19a				
30a			<p>(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 in a third country in the context of such a national framework, the national legislation of the respective Member State applies.</p>	<p><u>(19a) Jobseekers from third countries can also receive support through bilateral arrangements and national frameworks on skills development and validation in a third country. Regarding the recognition of qualifications and validation of skills acquired in a third country in the context of such a bilateral arrangement or national framework, the national legislation of the respective Member State applies. Participating Member States taking part in a Talent Partnership, or having in place bilateral arrangements or national frameworks on skills development and validation, should be able to rely on the EU Talent Pool to facilitate the recruitment of jobseekers whose skills and competences were developed in the framework of that Talent Partnership, bilateral arrangement</u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				<u>or national framework on skills development and validation. To this end, the EU Talent Pool should ensure visibility on the IT platform by allowing registered jobseekers from third countries who have participated in such a programme in a third country to indicate in a 'flag' on their profiles the skills and competences developed therein. The 'flag' will be a visual cue to the employer that the jobseeker has participated in such a programme. The inclusion on jobseekers' profiles of a 'flag' is without prejudice to European and national rules on recognition of diplomas and professional qualifications or on access to regulated professions. The 'flag' is also without prejudice to entry and residence rights.</u>
	Recital 20			
31	(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,	(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. <u>The EU Talent Pool Secretariat should also publish a list of bilateral arrangements and national frameworks on skills</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
			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.	<u>development and validation in a third country, including the third countries taking part in those frameworks, and information about specific support provided in this context.</u>
Recital 21				
32	(21) In the context of a Talent Partnership, skills development and validation may be targeted to the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, 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	(21) In the context of a Talent Partnership, skills development and validation may be targeted to the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, only employers established in one or more Member States participating in a Talent Partnership should be able, for a maximum period of one year six months , 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	(21) In the context of a Talent Partnership, skills development and validation may be targeted to the job market of one or more participating Member States. Member States may contribute, also financially, to developing and implementing the support to skills development and validation offered in the context of a Talent Partnership. Therefore, if so decided by the Member States participating in the Talent Partnership, 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	TBD

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	<p>provided on the EU Talent Pool IT platform, in order to inform registered jobseekers from third countries and employers participating in the EU Talent Pool. All employers participating in the EU Talent Pool may search the profiles of registered jobseekers holding an ‘EU Talent Partnership pass’ after this period of time has elapsed. Jobseekers from third countries who received support under a Talent Partnership should always have the possibility to register in the EU Talent Pool as any other third country national, without having to declare the existence of an ‘EU Talent Partnership pass’ and so be able to apply for jobs in other Member States.</p>	<p>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 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.</p>	<p>provided on the EU Talent Pool IT platform, in order to inform registered jobseekers from third countries and employers participating in the EU Talent Pool. All employers participating in the EU Talent Pool may search the profiles of registered jobseekers holding an ‘EU Talent Partnership pass’ after this period of time has elapsed. Jobseekers from third countries who received support under a Talent Partnership should always have the possibility to register in the EU Talent Pool as any other third country national, without having to declare the existence of an ‘EU Talent Partnership pass’ and so be able to apply for jobs in other Member States.</p>	
	Recital 21a			
32a			<p>(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</p>	<p><u>(21a) Participating employers and other participating entities should be able to filter the profiles of registered jobseekers having participated in a Talent Partnership, bilateral arrangements and national frameworks 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.</u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
			IT platform. Participating employers and other participating entities should be able to filter the profiles of registered jobseekers 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.	TBD
Recital 22				
33	(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, vocational education and training, 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 EU Talent Pool should also</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 them in accordance with those principles of the European Pillar of Social Rights , the EU Talent Pool should ensure quality employment- and fair competition.	(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. <u>Also in line with the</u> in accordance with those principles <u>of the European Pillar of Social Rights</u> , the EU Talent Pool should ensure quality employment <u>and fair competition.</u> <u>Furthermore, it is important to ensure access to equality bodies in accordance with Directive (EU) 2024/1500 of the European Parliament and of the Council^{1a} and Council Directive (EU) 2024/1499^{1b} where applicable.</u>

CLEAN	Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p><u>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></p> <p><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></p> <p><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 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).</u></p>		<p><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></p> <p><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 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).</u></p> <p>Compromise proposal. DK PSY. Trilogue 24/09. Addition on trainees and apprentices ITM 03/11, DK PCY proposal</p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		ELI: http://data.europa.eu/eli/dir/2024/1499/oj		
Recital 23				
34	<p>(23) The International Labour Organisation (ILO) in its ‘General principles and operational guidelines for fair recruitment’ sets out a number of standards on adequate protection of jobseekers from third countries against unfair recruitment. Employers should comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹, Directive 2014/36/EU², Directive 2021/1883/EU³, and Directive 2016/801/EU⁴. In accordance with Directive 2019/1152/EU⁵, 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,</p>	<p>(23) The International Labour OrganisationOrganization (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, <u>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 should be required to</u> comply with applicable Union law and practice. Equal treatment of jobseekers from third countries with respect to nationals of the participating Member States should also be ensured by the employers in accordance with Directive 2011/98¹; Directive Directives (EU) 2024/1233¹, 2014/36/EU², Directive 2021/1883/EU³, and Directive 2016/801/EU⁴ of the European Parliament and of the Council. In accordance with Directive 2019/1152/EU⁵ <u>of the European Parliament and of the Council,</u></p>	<p>(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 2011/982024/1233 ¹, Directive 2014/36/EU², Directive 2021/1883/EU³, and Directive 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</p>	<p>(23) The International Labour Organisation (ILO)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 <u>and other entities participating or having participated in the EU Talent Pool</u> should comply with applicable Union law and practice. Equal treatment of between jobseekers from third countries with respect toand nationals of the participating Member States should also be ensured by the participating employers and other participating entities in accordance with Directive 2011/98¹; Directive Directives 2011/98/EU¹, 2014/36/EU², Directive 2021/1883/EU³, and Directive 2016/801/EU⁴ (EU) 2016/801³, (EU) 2021/1883⁴ and (EU) 2024/1233^{4a} of the European Parliament and of the Council. In accordance with Directive 2019/1152/EU(EU) 2019/1152 of the European Parliament and of the Council⁵, employers participating in the EU Talent Pool</p>

CLEAN	Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	<p>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 and habitually employed in another Member State.</p> <p>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).</p> <p>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</p>	<p>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 <u>habitual</u> 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 <u>or related costs</u>, nor prohibit a worker from taking up employment with other employers, outside the work schedule established with that employer, nor subject a worker to adverse treatment for doing so. Employers participating in the EU Talent Pool should comply with Directive 96/71/EC <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 such as the obligation that third country workers can only be posted to a Member State if they are legally</p>	<p>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. AA 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 in the EU Talent Pool entities should comply under all circumstances with Directive 96/71/EC⁶ as 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</p>	<p>should are to provide to registered jobseekers from third countries workers with 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 That 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. AA Additionally, in accordance with Directive (EU) 2023/970, employers are to provide jobseekers the information needed to enable informed and transparent pay negotiations. A participating employer or other participating entity should neither charge any recruitment fee fees or undisclosed costs nor prohibit a worker jobseeker from a third country 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 in the EU Talent Pool entities are to comply under all circumstances with Directives with Directive 96/71/EC⁶</p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	<p>OJ L 94, 28.3.2014, p. 375, ELI: http://data.europa.eu/eli/dir/2014/36/oj.</p> <p>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.</p> <p>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).</p> <p>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).</p> <p>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).</p>	<p>and habitually employed in another Member State.</p> <p>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 L, 2024/1233, 30.4.2024 343, 23.12.2011, p. 1-9, ELI: http://data.europa.eu/eli/dir/2024/1233/oj).</p> <p>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).</p> <p>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).</p> <p>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).</p> <p>5. Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable</p>	<p>entrance and also take into account the relevant legislation of the host Member State.</p> <p>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).</p> <p>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 workers OJ L 94, 28.3.2014, p. 375, ELI: http://data.europa.eu/eli/dir/2014/36/oj).</p> <p>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).</p> <p>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).</p> <p>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</p>	<p>as amended by Directive 2018/957 and 2020/1057^{6a} of the European Parliament and of the Council when posting workers in the framework of the provision of services, in particular with regard to the terms and conditions of employment thereby established in those Directives. Participating employers and other participating entities are also to comply with the obligations arising from the relevant case law, such as the obligation that third country workers nationals 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.</p> <p>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).</p> <p>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).</p>

CLEAN	Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p>working conditions in the European Union (OJ L 186, 11.7.2019, p. 105, ELI: http://data.europa.eu/eli/dir/2019/1152/oj).</p> <p>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).</p>	<p>(OJ L 186, 11.7.2019, p. 105, ELI: http://data.europa.eu/eli/dir/2019/1152/oj).</p> <p>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).</p>	<p>3. Directive (EU) 2021/18832016/801 of the European Parliament and of the Council of 20 October 202111 May 2016 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employmentpurposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (OJ L 132, 21.5.2016, p. 21 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)eu/eli/dir/2016/801/oj.</p> <p>4. Directive (EU) 2016/8012021/1883 of the European Parliament and of the Council of 11 May 201620 October 2021 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, trainingpurpose of highly qualified employment, voluntary service, pupil exchange schemes or educational projects and au pairing (recast) (OJ L 132, 21.5.2016, p. 21 and repealing Council Directive 2009/50/EC (OJ L 382, 28.10.2021, p. 1, ELI: http://data.europa.eu/eli/dir/2016/801/oj)eu/eli/dir/2021/1883/oj.</p> <p>4a. Directive (EU) 2024/1233 of the European Parliament and of the Council of 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 L, 2024/1233, 30.4.2024, ELI: http://data.europa.eu/eli/dir/2024/1233/oj)</p> <p>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).</p>

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
								<p>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).</p> <p><u>6a. Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012 (OJ L 249, 31.7.2020, p. 49, ELI: http://data.europa.eu/eli/dir/2020/1057/oj).</u></p>
		Recital 23a						
34a						<p>(23a) Member States should ensure that all employers and 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</p>		<p><u>(23a) Employers or other entities who have been permanently excluded or whose access to the EU Talent Pool IT Platform has been refused or suspended should not be able to make use of the EU Talent Pool IT platform, including through other participating entities. The National Contact Points, should ensure that the job vacancies of such employers or other entities are not made available on the EU Talent Pool IT platform. Before making a job vacancy available, the National Contact Points should check that the employer or other entity interested in participating in the EU Talent Pool is not recorded in the registry of employers who have</u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
			<p>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. Such measures should take into account the specific circumstances of the Member State concerned.</p>	<p><i><u>been permanently excluded or whose access to the EU Talent Pool has been refused or suspended to ensure that such employers or entities are not using the EU Talent Pool platform. When carrying out such checks, the National Contact Points should be able to also rely on existing information on non-compliant employers and other entities in accordance with national practice. Such information could also include lists established in accordance with Directives 2009/52/EC^{1a} and (EU) 2024/1712^{1b} of the European Parliament and of the Council. Verification on the basis of already existing information on non-compliant employers and other entities in the Member States could contribute to the effectiveness of the means to refuse the access to the EU Talent Pool for employers and other entities in breach of relevant Union and national law and practice from the first day of participation of a Member State in the EU Talent Pool. Member States should ensure that other participating entities which, in accordance with national law, have fulfilled their due diligence obligations regarding the compliance by the employers with</u></i></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				<p><u><i>the relevant Union and national law and practice on third-country nationals' protection against unfair recruitment, inadequate working conditions, discrimination and adverse treatment should not be excluded or have their access to the EU Talent Pool IT platform refused or suspended as a consequence of a breach of relevant Union and national law or practice by an employer.</i></u></p> <p><u><i>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, ELI: http://data.europa.eu/eli/dir/2009/52/oj).</i></u></p> <p><u><i>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).</i></u></p> <p>ITM 17/10.</p>
Recital 23b				
34b				<p><u><i>(23b) The EU Talent Pool Secretariat should regularly convene the Network of the EU Talent Pool National Contact Points (the 'Network') composed of the EU Talent Pool National Contact Points from each</i></u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				<p><u>participating Member State. The Network should serve as a mean to provide the opportunity to the EU Talent Pool National Contact Points to exchange information and best practices on the implementation of this Regulation, such as on the EU Talent Pool National Contact Points' practices when dealing with breaches of the obligations and conditions laid down in this Regulation by the employers and other entities participating in the EU Talent Pool.</u></p> <p>ITM 17/10.</p>
Recital 24				
35	<p>(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.</p>	<p>(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, <u>as well as their availability.</u> 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</u></p>	<p>(24) In order to ensure high quality matching, registered jobseekers from third countries and participating employers and other 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.</p>	<p>(24) In order to ensure high quality matching, registered jobseekers from third countries and <u>participating</u> employers <u>and other entities</u> should <u>be able to</u> access a list of suggested registered jobseekers' profiles and job vacancies based on the relevance of their skills, qualifications and work experiences <u>experience</u> for the job vacancy. The list is generated by the automated matching tool of the EU Talent Pool IT platform. <u>Jobseekers from third countries should also be able to indicate in which Member State they are interested in</u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		<u><i>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.</i></u>		<u><i>working, as well as their availability to start work. Information about a jobseeker's Member State of preference should not be used for the purpose of matching.</i></u>
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.	<u><i>(24a) Participating employers and other participating entities should aim to ensure a thorough selection of candidates and an initial assessment of the jobseekers' profiles and qualifications and an evaluation of the suitability of the jobseeker, in line with the principles of fair recruitment.</i></u>
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	(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,	(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	(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 ## <u>relevant</u> skills

CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
	<p>occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.</p>	<p>based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets and taking as a starting point the list of EU-wide shortage occupations set out in the Annex, participating Member States shall be allowed to notify to the EU Talent Pool Secretariat the addition or removal of specific shortage occupations. Such notifications should only impact the matches for job vacancies submitted by the respective Member State. Neither the list of EU-wide shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens.</p>	<p>occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets 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</p>	<p>levels, based on the most common shortage occupations in the Union and on the occupations with a direct contribution to the green and digital transitions, set out in the Annex to this Regulation. In order to adapt the job vacancies to the specific needs of the national labour markets <u>as well as migration policies</u> and taking as a starting point the list of EU-wide<u>Union-wide</u> 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. <u>Member States should be able to decide that adjustments to the list of Union-wide shortage occupations are necessary to correspond to specific labour market needs at national or regional level. In case of specific regional labour market needs, Member States should be able to 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.</u> Such notifications should only impact the matches for job vacancies submitted by the respective Member State. <u>It is</u></p>			

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
			principle of preference for Union citizens and, where applicable under national law, the examination of the labour market situation.	<u><i>important that</i></u> neither the list of EU-wide <u>Union-wide</u> shortage occupations nor the Member States' notifications should affect the principle of preference for Union citizens <u><i>and, where applicable under national law, the examination of the labour market situation.</i></u>
Recital 26				
37	(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) <u><i>Participating Member States</i></u> <u><i>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,</i></u> should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers, <u><i>especially small and medium-sized enterprises (SMEs)</i></u> in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions, <u><i>obligations</i></u> and procedures for the <u><i>registration and</i></u> participation in the EU Talent Pool <u><i>and should stress that its use is free of charge.</i></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.	(26) <u><i>Participating Member States</i></u> <u><i>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 EU Talent Pool National Contact Points and the EU Talent Pool Steering Group,</i></u> should make information concerning the EU Talent Pool and its functioning easily accessible to jobseekers from third countries and employers <u><i>and other entities interested in participating in the EU Talent Pool, including small and medium-sized enterprises (SMEs),</i></u> in particular with regard to information on the competent authorities in the participating Member States. Such information should include the conditions, <u><i>obligations</i></u> and procedures for

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				<p>he<u>as regards the registration and participation in the EU Talent Pool and should stress that its use is free of charge. Participating Member States should provide the Secretariat information as regards the types of entities that are allowed to make available job vacancies on the EU Talent Pool IT Platform in the Member State concerned.</u></p> <p>Compromise proposal. DK PSY. Trilogue 24/09.</p>
Recital 27				
38	<p>(27) The EU Talent Pool Secretariat should ensure that easily accessible information on immigration procedures, recognition of qualifications and validation of skills, third country nationals' rights, living and working conditions as well as available redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States is available on the EU Talent Pool IT platform. The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support</p>	<p>(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>on 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</p>	<p>(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</p>	<p>(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 EU Talent Pool 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>on 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, <u>as</u></p>

CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
	<p>available to jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States could include specific information campaigns, support to obtain a travel document, and integration support upon arrival.</p>		<p>available on the EU Talent Pool IT platform. The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States could should include specific information campaigns, support to obtain a travel document, and integration support upon arrival.</p>		<p>provide the relevant information with the EU Talent Pool Secretariat in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to jobseekers in need of international protection who are in third countries should also be available on the EU Talent Pool IT platform. Support measures put in place by the Member States could include specific 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.</p>		<p><u>well as support measures available on the EU Talent Pool IT platform in the context of complementary labour pathways to jobseekers in need of international protection who reside outside the Union.</u> The EU Talent Pool National Contact Points should provide the relevant information with the EU Talent Pool Secretariat <u>with the relevant information</u> in order to allow its publication on the EU Talent Pool IT platform. Online information on support available to jobseekers in need of international protection who are in third countries <u>National Contact Points should also be available able to refer to existing sources of information at Union or national level. It is important that</u> the EU Talent Pool IT platform. Support measures put in place by the Member States could include specific <u>Secretariat, in cooperation with the Union delegations, raises public awareness about the existence, objectives and functioning of the EU Talent Pool through communication activities and</u> information campaigns, <u>where possible and in light of the available resources. In order to ensure the success of these communication campaigns, it is also important that the EU Talent</u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				<p><u>Pool National Contact Points</u> provide support to obtain a travel document, and integration support upon arrival <u>the EU Talent Pool Secretariat in disseminating the relevant material within the participating Member States.</u></p> <p>Commission drafting suggestion following the ITM on 17 October 2025.</p>
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 in <u>one</u> of 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.	(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. <u>The possibility of integration of mechanisms for automatically translating content in other languages in the EU Talent Pool IT platform can be explored by the EU Talent Pool Secretariat.</u>
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>		ITM 17/10: see line 38.
Recital 29				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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.	(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 <u>on</u> the participating Member States. ITM 17/10. See line 38.
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 on the EURES Portal, the EU Talent Pool National Contact Point may make available eligible job	<u>(29a) It should be possible for Member States to decide that public employment services are part of their EU Talent Pool National Contact Point and are responsible for making available job vacancies on the EU Talent Pool IT platform through the single coordinated channel. Where a job vacancy is published on the EURES Portal, it should be possible, when applicable under national law, for the EU Talent Pool National Contact Points to make available job vacancies open to the recruitment of jobseekers from third countries on the EU Talent Pool IT Platform on request</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
			vacancies on the EU Talent Pool IT Platform on request of an employer or other entity interested in participating in the Talent Pool.	<u>of an employer or other entity interested in participating in the Talent Pool. The EU Talent Pool should not be used to recruit trainees and apprentices. Therefore, when making job vacancies available on the EU Talent Pool IT platform, the EU Talent Pool National Contact Points should not transmit job vacancies relating to categories of apprenticeships and traineeships.</u>
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 access to social benefits, health assistance, education, and housing. Specific guidance and information may also be provided on family reunification procedures and family members' rights, and existing measures to facilitate integration in the host Member State such as language courses and vocational training.	(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</u>	(30) Upon request from The 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,	(30) Upon request from Registered jobseekers from third countries and <u>who have been selected for a job vacancy,</u> employers participating in the EU Talent Pool, <u>and other participating entities should be provided with specific information by</u> the EU Talent Pool National Contact Points could provide additional support. <u>Additional support. The specific information</u> should include tailored information on relevant visas and residence permits for work purposes in the participating Member State including with regard to third country nationals' rights and obligations such as access to social benefits, health assistance, education, and housing. Specific guidance and information may <u>should</u> also be provided on

CLEAN	Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	<p>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.</p>	<p><u>practice</u> such as 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.</p>	<p>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 Talent Pool entities on their rights and obligations relating to social security, active labour market measures, taxation, issues</p>	<p>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 <u>complaints and</u> redress mechanisms for cases of labour exploitation and unfair recruitment practices in the participating Member States. <u>Such information should be available in clear and plain language, and include, in particular, the contact details of the competent authorities in accordance with national practice and, where available, of the organisations which offer post-recruitment support and assistance for third-country nationals. Registered jobseekers from third countries who have been selected for a job vacancy through the EU Talent Pool and are eligible for participation in a complementary labour pathway for those in need of international protection in a 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.</u> The EU Talent Pool National Contact Points should provide</p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
			relating to work contracts, pension entitlements and health insurance.	information to <u>participating</u> employers <u>and other</u> participating <u>in the EU Talent Pool entities</u> on their rights and obligations relating to social security, active labour market measures, taxation, issues relating to work contracts, pension entitlements and health insurance. Compromise proposal. COM. Trilogue 24/09.
Recital 30a				
Y	41a			<u>(30a) With regard to facilitation of complaints, such complaints should be handled in accordance with national law and practice. Complaints regarding participating employers and other participating entities who breach relevant Union and national law and practice should be handled through existing complaints mechanisms by the competent national authorities in accordance with national practice. Jobseekers should also be able to report breaches to the National Contact Points. Since National Contact Point are not able to handle breaches, they should forward the report to the relevant competent authorities.</u>
Recital 30b				
Y	41b			<u>(30b) For the purpose of ensuring transparency and predictability of</u>

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
								<p><u>the EU Talent Pool, the EU Talent Pool Secretariat, with the support of the EU Talent Pool National Contact Points, should make available on the EU Talent Pool IT platform, the information regarding Member States that have notified their withdrawal from the EU Talent Pool. Such information should be made publicly available on the EU Talent Pool IT platform without delay after the notification of withdrawal, and reasonably in advance before the job vacancies concerned are removed from the EU Talent Pool IT platform. In accordance with national practices, the EU Talent Pool National Contact Points should also inform the participating employers and other participating entities established in their Member State that their job vacancies will be removed from the EU Talent Pool IT platform.</u></p> <p>COM drafting suggestion. See line 63b.</p>
		Recital 30c						
y	41c			<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</u>		<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</u>		<u>(30c) National Contact Points should provide specific information to jobseekers from third countries who have been selected for a job vacancy through the EU Talent Pool, including by referring to existing sources of information. In</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p><u>Points should be able to refer jobseekers to appropriate sources of information or the competent authorities concerned.</u></p>	<p>addition, the National Contact Points, should be able to refer to the appropriate sources of information and/or the competent authorities.</p>	<p><u>addition, the EU Talent Pool National Contact Points should be able to provide information in an automated and standardised format, including by referring to the appropriate sources of information or to the competent authorities. Where relevant, the EU Talent Pool National Contact Points could also rely on other national competent authorities for the purpose of fulfilling the tasks set out in this Regulation.</u></p>
Recital 31				
42	<p>(31) To achieve the objective of this Regulation, the effective implementation of the EU legal migration acquis should be ensured. In addition, to make the recruitment of jobseekers from third countries residing outside the Union easier and faster for employers, participating Member States may put in place accelerated immigration procedures in particular as regards the obtention of visas and residence permits for work purposes and the exemption from the principle of preference for Union citizens. The implementation of accelerated immigration procedures could be discussed in the context of the EU Talent Pool Steering Group, notably in view of supporting the exchange</p>	<p>(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 <u>and for the jobseekers themselves</u>, participating Member States may put in place accelerated 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-</u></p>	<p>(31) To achieve the objective of this Regulation, the effective implementation application of the EU legal migration acquis acquis should be ensured. In addition, to make the recruitment of jobseekers from third countries residing outside the Union easier and faster for employers, participating Member States may put in place accelerated immigration procedures in particular as regards the obtention of visas and the legislation and procedures, in accordance with national law, in view of obtaining a work permit and a residence permit in a Member State for work purposes and the exemption from the principle of preference for Union citizens. The implementation of accelerated</p>	<p>(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 <u>Specific information provided to</u> jobseekers from third countries residing outside the Union easier and faster for employers, who have <u>been selected for a job vacancy and to</u> participating Member States may <u>put in place accelerated immigration</u> employers and other participating entities should include clear, detailed and comprehensive information on the relevant steps of the <u>procedures in</u> particular as regards the obtention of visas and <u>to be followed to obtain residence permits for work purposes and work permit in the</u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	of best practices among Member States.	<u>application of the labour market test for job vacancies posted on the EU Talent Pool IT platform</u> and the exemption from the principle of preference for Union citizens <u>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 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>	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).	<u>relevant Member State. For that purpose, such information should also include information on the applicable requirements</u> and the exemption from the principle of preference for Union citizens. The implementation of accelerated immigration procedures could be discussed in the context <u>relevant documentation to be submitted to the national competent authorities, including the contact details of the relevant competent authorities, in accordance with national practice and relying on already existing ways to contact the relevant competent authorities. It should be regularly updated by the EU Talent Pool National Contact Points, taking into account feedback provided by the users</u> of the EU Talent Pool Steering Group, notably in view of supporting the exchange of best practices among Member States <u>platform. The different options to provide specific standardised and automated information could be discussed within the Network of NCPs.</u> Compromise proposal. COM.
	Recital 31a			
Y	42a		(31a) The main purpose of the EU Talent Pool is supporting the recruitment of registered	<u>(31a) The main purpose of the EU Talent Pool is to support employers and other participating entities</u> Y

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
						<p>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 Member State in which the participating employer or other participating entity is established.</p>		<p><u><i>established in the participating Member States for the purpose of promoting and filling their job vacancies. Therefore, on the EU Talent Pool IT Platform the EU Talent Pool Secretariat should provide clear information that registration in the EU Talent Pool by jobseekers from third countries and selection for a job vacancy through the EU Talent Pool IT platform does not guarantee that a work permit, 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.</i></u></p>
		Recital 31b						
Y		42b						<p><u><i>(31b) This Regulation should not affect the right of Member States to determine volumes of admission of third-country nationals in accordance with Article 79(5) TFEU.</i></u></p>
		Recital 31c						
Y		42c				<p>(31b) In addition, to make the recruitment of jobseekers from third countries residing outside the Union easier and faster for</p>		<p><u><i>(31c) To make the recruitment of jobseekers from third countries residing outside the Union easier and faster for participating</i></u></p>

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
						<p>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.</p>		<p><u><i>employers and other participating entities, participating Member States may put in place simplified or accelerated immigration and recognition procedures. These national procedures may cover, in particular, the issuance of visas and residence permits for work purposes, the exemption from the principle of preference for Union citizens, the requirements for checking the labour market situation, and the recognition of qualifications and validation of skills, as well as the procedures laid down in Article 13(2) of Directive (EU) 2021/1883 and the possibility of not extending the period for assessing the application for a single permit as envisaged in Article 8(3) of Directive (EU) 2024/1233. 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.</i></u></p> <p>DK PSY compromise proposal following the ITM November 2025.</p>
		Recital 31d						
y		42d				(31c) In addition, to ensure fair mobility rules, taking into account the specific issue linked to the		<u><i>(31d) To ensure fair mobility rules, taking into account the specific issues linked to the economic</i></u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
			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.	<u><i>activity of the other participating entities, the Member States are able to organise 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 workers from third countries present on their territories.</i></u>
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 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	(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 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	(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 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	(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 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

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	necessary in order to achieve those objectives.	necessary in order to achieve those objectives.	necessary in order to achieve those objectives.	necessary in order to achieve those objectives. Text Origin: Commission Proposal
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-Making ¹ . 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.	(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 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</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-Making ¹ . 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.	(33) In order to fulfil the objectives of this Regulation of facilitating <u>fair</u> 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-Making ¹ . 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.

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	<p>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).</p>	<p><u>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.</p> <p>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).</p>	<p>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).</p>	<p>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).</p> <p>Text Origin: Council Mandate GA st10602/24</p>
	Recital 34			
6	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	(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	(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

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	<p>Regulation (EU) No 182/2011 of the European Parliament and of the Council¹.</p> <p>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).</p>	<p>Regulation (EU) No 182/2011 of the European Parliament and of the Council¹.</p> <p>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).</p>	<p>Regulation (EU) No 182/2011 of the European Parliament and of the Council¹.</p> <p>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).</p>	<p>Regulation (EU) No 182/2011 of the European Parliament and of the Council¹.</p> <p>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).</p> <p>Text Origin: Commission Proposal</p>
Recital 35				
46	<p>(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 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</p>	<p>(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 vacancies formats and profiles formats for jobseekers from third countries. <i>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</i></p>	<p>(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 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</p>	<p>(35) <i>The advisory procedure should be used for the adoption of the templates for the format of the 'EU Talent Partnership pass'</i>. The examination procedure should be used for the adoption and updating of the technical standards for the data exchange, data formats, job 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</p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform.	<i>available to registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform and employers.</i>	registered jobseekers to restrict the access to their personal data on the EU Talent Pool IT platform.	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> TEU .	(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 TEU.
Recital 37				
48	(37) Participating Member States should implement this Regulation in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age or sexual orientation. The respect of fair and just working conditions and the protection of young people at work should be ensured.	(37) Participating Member States should <u>are required to</u> implement this Regulation in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age or sexual orientation. The respect of fair and just working conditions, and the protection of young people at work <u>and gender equality</u> should be ensured.	(37) Participating Member States should implement this Regulation in full compliance with all EU Charter of Fundamental Rights obligations and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, religious or belief, political or any other opinions, membership of a national minority, property, birth, disability, age or sexual orientation. The respect of fair and just working conditions and the protection of young people at work should be ensured.	(37) Participating Member States should implement this Regulation in full compliance with all EU Charter of Fundamental Rights <u>the</u> obligations <u>set out in the Charter</u> and in particular without discrimination on the basis of sex, race, colour, ethnic or social origin, genetic features, languages, <u>religious language, religion</u> or belief, political or any other opinions <u>opinion</u> , 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.
Recital 38				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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.	(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. Text Origin: Commission Proposal
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, 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].	(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, 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].	(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, 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].	(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, 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 f, by letter of ... <u>March 5 2024</u> f its wish to take part in the adoption and application of this Regulationf.

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Council Mandate GA st10602/24
Recital 39a				
50a		<p><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></p> <p><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/reg/2018/1725/oj).</u></p>		<p><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></p> <p><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/reg/2018/1725/oj).</u></p> <p>Text Origin: EP Mandate</p>
Formula				
51	HAVE ADOPTED THIS REGULATION:	HAVE ADOPTED THIS REGULATION:	HAVE ADOPTED THIS REGULATION:	HAVE ADOPTED THIS REGULATION: Text Origin: Commission Proposal
CHAPTER I				
52	CHAPTER I GENERAL PROVISIONS	CHAPTER I GENERAL PROVISIONS	CHAPTER I GENERAL PROVISIONS	CHAPTER I GENERAL PROVISIONS

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Commission Proposal
Article 1				
53	Article 1 Subject matter	Article 1 Subject matter	Article 1 Subject matter	Article 1 Subject matter Text Origin: Commission Proposal
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. <u>in order to:</u> <u>(a) facilitate recruitment of jobseekers from third countries residing outside the Union of all skills and qualifications levels;</u> <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.</u>	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 <u>in order to:</u> <u>(a) facilitate recruitment of jobseekers from third countries residing outside the Union with relevant skills and qualifications levels to fill shortage occupations;</u> <u>(b) promote fair recruitment standards;</u> <u>(c) enhance the Union's ability to attract talent from outside the Union.</u> ITM 03/11 DK PCY compromise proposal
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:	2.This Regulation lays down rules on:

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Commission Proposal
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;	(a) the authorities responsible for the management and functioning of the EU Talent Pool and the cooperation between them; Text Origin: Commission Proposal
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;	(b) the functioning of the EU Talent Pool IT platform and related support services; Compromise proposal, DK PSY: the reference to 'user-friendliness' in the EP amendment will be moved to a recital. Trilogue 24/09. Text Origin: Commission Proposal
Article 1(2), point (c)				
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 ;	(c) the conditions and procedures for the participation in the EU Talent Pool of jobseekers from third countries and employers <u>and other entities</u> ; Text Origin: Council Mandate GA st10602/24
Article 1(2), point (d)				
59	(d) the facilitation of recruitment of jobseekers from third countries	(d) the facilitation of recruitment of jobseekers from third countries	(d) the facilitation of recruitment of jobseekers from third countries	(d) the facilitation of recruitment of jobseekers from third countries

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	benefitting from a Talent Partnership.	benefitting from a Talent Partnership or a Member State <u>framework on validation of skills and qualifications of third-country nationals;</u>	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.	benefitting from a Talent Partnership or a bilateral arrangement, or a national framework on the development of skills 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>		<u>(da) the protection of the rights of jobseekers, participating employers and other participating entities, for the purposes of this Regulation.</u> Text Origin: EP Mandate
Article 2				
60	Scope Article 2	Scope Article 2	Scope Article 2	Article 2 Scope Text Origin: Commission Proposal
Article 2(1)				
61	1.This Regulation applies to jobseekers from third countries residing outside the Union and employers established in the participating Member States.	1.This Regulation applies to jobseekers from third countries residing outside the Union <u>of all skills and qualifications levels</u> and employers established in the participating Member States.	1.This Regulation applies to jobseekers from third countries residing outside the Union and participating employers and other participating entities established in the participating Member States.	1.This Regulation applies to jobseekers from third countries residing outside the Union and <u>participating employers and other participating entities</u> established in the participating Member States. ITM 03/11, Compromise proposal from the DK PCY Text Origin: Council Mandate GA st10602/24
Article 2(1a)				

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
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>		EP AM dropped, agreed to address this issue in the definition of 'job vacancy' (cfr. row 71a).
Article 3				
62	Article 3 Participation	Article 3 Participation <u>of Member States</u>	Article 3 Participation and withdrawal	Article 3 Participation <u>and withdrawal of Member States</u> Trilogue 24/09. Text Origin: Council Mandate GA st10602/24
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 Member State may be transferred to made available on 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 <u>EU Talent Pool Secretariat</u> at the latest 9 months before the date from which it intends to participate <u>and indicate the types of entities allowed to make job vacancies available on the EU Talent Pool IT Platform.</u> From the first day of participation, job vacancies of employers <u>and other entities</u> established in that Member State may be transferred to <u>made available on</u> the EU Talent Pool IT platform.

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
								Trilogue 15/07. Text Origin: Council Mandate GA st10602/24
Article 3(1a), first subparagraph								
G		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.		<u>1a. A participating Member State may withdraw its participation from the EU Talent Pool. Participating Member States who intend to withdraw from the EU Talent Pool shall notify their decision to the EU Talent Pool Secretariat in June or in December each year.</u> Trilogue 24/09.
Article 3(1a), second subparagraph								
Y		63b						<u>The EU Talent Pool Secretariat, with the support of the EU Talent Pool National Contact Points, shall make available without delay on the EU Talent Pool IT platform the information regarding Member States that have notified their withdrawal from the EU Talent Pool.</u> Recital to be added (possibly after recital 30, line 41, on information). Trilogue 24/09. Commission drafting suggestion. Yellowed ITM 16/10.
Article 3(1a), third subparagraph								

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
63c				<p><u><i>The withdrawal will take effect 9 months after the notification.</i></u></p> <p>Trilogue 24/09. A recital will explain the rationale behind the 9-month notification period and the bi-annual notice. See line 16a.</p>
Article 3(1a), fourth subparagraph				
63d			<p>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.</p>	<p><u><i>From the date of notification, new 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. Job vacancies that are already available on the EU Talent Pool IT Platform shall be removed from the date on which withdrawal takes effect.</i></u></p> <p>Trilogue 24/09.</p>
Article 3(1a), fifth subparagraph				
63e			<p>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 shall result in the net cancellation or recovery of any Union funding already paid for any period after</p>	<p><u><i>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 relevant Union funding provided to the Member State up to the withdrawal date. After the second year of participation, the withdrawal of a Member State shall result in the net cancellation or recovery of any Union funding already provided to</i></u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
			the withdrawal date in accordance with the applicable rules.	<u>the Member States or any period after the withdrawal date comes into effect in accordance with the applicable rules.</u> Trilogue 24/09.
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.	2.Information on participating Member States shall be made publicly available on the EU Talent Pool IT platform. Text Origin: Commission Proposal
Article 4				
65	Article 4 Definitions	Article 4 Definitions	Article 4 Definitions	Article 4 Definitions Text Origin: Commission Proposal
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:	1.For the purposes of this Regulation, the following definitions shall apply: Text Origin: Commission Proposal
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;	(1) ‘participating Member States’ means Member States participating in the EU Talent Pool; Text Origin: Commission Proposal

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
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 meaning of Article 20(1) TFEU and is seeking employment in the Union;	(2) ‘jobseeker from a third country’ means a <u>natural</u> person residing outside the Union <u>of legal age under national law</u> who is not a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union;	(2) ‘jobseeker from a third country’ means a person residing outside the Union who is not a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union;	(2) ‘jobseeker from a third country’ means a <u>natural</u> person residing outside the Union <u>of age of majority under the national law or practice of the participating Member States</u> who is not a citizen of the Union within the meaning of Article 20(1) TFEU and is seeking employment in the Union;
Article 4(1), point (3)				
69	(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, <u>lawfully</u> established in a participating Member State <u>for whom or</u> under the direction or supervision of whom the employment is undertaken as well as private employment agencies, temporary work agencies <u>as defined by Directive 2008/104/EC</u> 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;	Trilogue on 15/07: Parliament drops its amendments on the definition of employer.
Article 4(1), point (a)				
69a			(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.	<u>(3a) ‘participating employer’ means an employer lawfully established in a participating Member State 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.</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				Trilogue on 15/07: Parliament accepts the Council's definition of employer, adding the notion of 'lawful establishment'. A recital will clarify this notion.
Article 4(1), point (b)				
69b			(3b) "other participating entity" means a temporary work agency, private employment agency or a labour market 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.	<u>(3b) 'other participating entity' means a temporary work agency, private employment agency or a labour market 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 lawfully established.</u> Trilogue on 15/07. There is already a reference to Directive 2008/104/EC in recital 6 (line 17).
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>or 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;	(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; Trilogue on 15/07: Parliament drops its amendments on employers' profiles. Text Origin: Commission Proposal
Article 4(1), point (5)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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.	(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. Text Origin: Commission Proposal
Article 4(1), point (c)				
71a		<u>(a) ‘job vacancy’ means a paid post that is newly created, unoccupied, or about to become 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.</u>	(5a) ‘job vacancy’ means an offer of employment which would allow the jobseeker who 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;	<u>(c) ‘job vacancy’ means an unoccupied paid position which would allow the jobseeker who 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.</u> TM 17/10. See addition to Article 13(2a) on traineeships (line 150b).
CHAPTER II				
72	CHAPTER II IT SYSTEM ARCHITECTURE	CHAPTER II IT SYSTEM ARCHITECTURE	CHAPTER II IT SYSTEM ARCHITECTURE	CHAPTER II IT SYSTEM ARCHITECTURE Text Origin: Commission Proposal
Article 5				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
73	Article 5 EU Talent Pool IT platform	Article 5 EU Talent Pool IT platform	Article 5 EU Talent Pool IT platform	Article 5 EU Talent Pool IT platform Text Origin: Commission Proposal
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>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.</u>	1.The EU Talent Pool IT platform for facilitating recruitment of jobseekers from third countries is established.	ITAM 26/06: EP AM will be a recital.
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:	2.The EU Talent Pool IT platform shall be composed of: Text Origin: Commission Proposal
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;	(a) the single coordinated channel enabling participating Member States to transfer transmit job vacancies to the EU Talent Pool database; Text Origin: Council Mandate GA st10602/24
Article 5(2), point (b)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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;	(b) the technical infrastructure enabling the EU Talent Pool database to receive the job vacancies from the participating Member States; Text Origin: Commission Proposal
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;	(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 registered jobseekers from third countries and the registered jobseekers to search for job vacancies;	(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 registered jobseekers from third countries and the registered jobseekers to search for job vacancies;	(d) the technical infrastructure to enable the EU Talent Pool National Contact Points, and participating employers and other participating in the EU Talent Pool entities to search for registered jobseekers from third countries and the registered jobseekers to search for job vacancies;	(d) the technical infrastructure to enable the EU Talent Pool National Contact Points, and <u>participating</u> employers <u>and other</u> participating <u>in the EU Talent Pool entities</u> to search for registered jobseekers from third countries and the registered jobseekers to search for job vacancies; Text Origin: Council Mandate GA st10602/24
Article 5(2), point (e)				
80	(e) the automated matching tool;	(e) the an 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;	(e) the automated matching tool; Trilogue 24 September. Text Origin: Commission Proposal
Article 5(2), point (f)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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 registered employers participating in the EU Talent Pool to communicate and exchange documents 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.	(f) the secure communication channel to enable registered jobseekers and participating employers and other participating in the EU Talent Pool entities to communicate and upload documents within the EU Talent Pool IT platform.
Article 5(2a)				
81a		<u><i>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.</i></u>		<u><i>2a. The functioning of the automatic matching tool shall be governed by the principles of non-discrimination, legality and fairness, and shall not result in unfair biases or practices prohibited under Union or national law.</i></u> Replaces CL AM in row 173a.
Article 5(2b)				
81b				<u><i>2b. The EU Talent Pool Secretariat shall conduct a feasibility study within two years following the launch of the EU Talent Pool IT platform, assessing the possibility of integrating multiple matching algorithms into the EU Talent Pool IT platform.</i></u> Trilogue 24/09. Commission drafting suggestion. Yellowed ITM 16/10. Reference to "budgetary implications" in recital 10 (line 21).
Article 5(3)				

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
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 formats 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 formats 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 formats 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, job vacancies formats <u>in line with Article 13(2a)</u> and profiles formats for jobseekers <u>from third countries in line with Articles 11 and 12</u> . Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 22(3). cfr. line 150b. ITM 03/11 Text Origin: EP Mandate
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.	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. Text Origin: Commission Proposal
Article 6				
84	Article 6 Processing of personal data	Article 6 Processing of personal data	Article 6 Processing of personal data	Article 6 Processing of personal data

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Commission Proposal
Article 6(1)				
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.	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. Text Origin: Council Mandate GA st10602/24
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	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

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
			Article 4, point 7 of Regulation (EU) 2016/679.	Article 4, point 7 of Regulation (EU) 2016/679. Text Origin: Council Mandate GA st10602/24
Article 6(3)				
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>or nationalities</u> , information on academic and professional qualifications, <u>volunteering or</u> work experience, other skills and language knowledge. Job vacancies of employers <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.	3.Profiles of registered jobseekers from third countries shall include the name, surname, contact details, date of birth and nationality <u>or nationalities</u> , information on academic and professional qualifications, <u>volunteering or</u> 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. Text Origin: EP Mandate
Article 6(3a)				
87a				<u>3a. In addition to the information included in the profiles under paragraph 3, profiles of registered jobseekers from third countries may include their availability to start work and their Member States of preference.</u> ITM 17/10.

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Not to be used for the purposes of matching; see new text in line 92b.
Article 6(3b)				
g	87b	<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>		Trilogue on 15/07: Parliament agrees to drop its amendments on employers' profiles.
Article 6(4)				
g	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. Text Origin: Council Mandate GA st10602/24
Article 6(5)				
y	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	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	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

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	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.	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.	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.	search and matching purposes. Registered jobseekers from third countries shall have the right to choose from a number of technical options to edit, delete or restrict access to their personal data. ITM 17/10. Text Origin: Commission Proposal
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 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.	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 period of two years from the registration of their profiles shall be removed or anonymised and no personal data shall be stored. Once <u>The jobseekers or employers concerned shall be automatically notified one month prior that their</u> profiles are <u>shall be</u> 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 if <u>they are not accessed within that period.</u>	6.Profiles of registered jobseekers from third countries that have not been accessed for a period of two years from the registration of their profiles shall be removed or anonymised and no personal data shall be stored. Once profiles are removed, a limited set of anonymised data could continue to be stored for research and statistical purposes as well as to extract data to improve the functioning of the EU Talent Pool.	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 <u>that have not been accessed for a period of one year</u> shall cease to be visible <u>be removed or anonymised</u> and no personal data shall be stored. <u>The jobseekers concerned shall be automatically notified one month prior that their profiles shall be removed if they are not accessed within that period.</u> 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. Text Origin: EP Mandate
Article 6(7)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
g	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 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.	7.The EU Talent Pool Secretariat shall make the data of registered jobseekers from third countries and job vacancies of <u>participating</u> employers <u>and other</u> participating in the EU Talent Pool <u>entities</u> available for searches and matching on the EU Talent Pool IT platform. Text Origin: Council Mandate GA st10602/24
Article 6(8)				
g	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 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.	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 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>	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 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.	8.The data of registered jobseekers from third countries shall be accessible only to <u>participating</u> employers <u>and other</u> participating in the EU Talent Pool <u>entities</u> , and to the EU Talent Pool National Contact Points. The data of <u>participating</u> employers <u>and other</u> participating in the EU Talent Pool <u>entities</u> shall be accessible to registered jobseekers from third countries, and to the EU Talent Pool National Contact Points. Trilogue 24 September. Text Origin: Council Mandate GA st10602/24
Article 6(8a)				
y	92a	<u>8a. Processing of the special categories of personal data referred to in Article 9 of Regulation (EU) 2016/679 and</u>		EP AM dropped, ITM 17/10.

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		<u>Article 10 of Regulation (EU) 2018/1725 for the purpose of searching and matching shall be prohibited.</u>		Text Origin: EP Mandate
Article 6(8b)				
y	92b			<u>8b. Processing of the Member State of preference referred to in paragraph 3a for the purpose of matching shall be prohibited.</u> ITM 17/10.
Article 6(9)				
g	93	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 jobseekers' <u>and 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).	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 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).	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 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). Text Origin: Commission Proposal

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
CHAPTER III				
94	CHAPTER III GOVERNANCE	CHAPTER III GOVERNANCE	CHAPTER III GOVERNANCE	CHAPTER III GOVERNANCE Text Origin: Commission Proposal
Article 7				
95	Structure Article 7	Structure Article 7	Structure Article 7	Article 7 Structure Text Origin: Commission Proposal
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:	1.The EU Talent Pool shall consist of: Text Origin: Commission Proposal
Article 7(1), point (a)				
97	(a) the EU Talent Pool Secretariat;	(a) the EU Talent Pool Secretariat;	(a) the EU Talent Pool Secretariat;	(a) the EU Talent Pool Secretariat; Text Origin: Commission Proposal
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;	(b) the EU Talent Pool Steering Group; Text Origin: Commission Proposal
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;	(c) the EU Talent Pool National Contact Points; Text Origin: Commission Proposal

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
Article 8				
100	Article 8 EU Talent Pool Secretariat	Article 8 EU Talent Pool Secretariat	Article 8 EU Talent Pool Secretariat	Article 8 EU Talent Pool Secretariat Text Origin: Commission Proposal
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.	1.The Commission shall provide the EU Talent Pool Secretariat. Text Origin: Commission Proposal
Article 8(1a), first subparagraph				
102	2.The Secretariat shall be responsible for:	2.The Secretariat shall be responsible for:	2.The Secretariat shall be responsible for:	2.The Secretariat shall be responsible for: Text Origin: Commission Proposal
Article 8(1a), first subparagraph, 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;	(a) ensuring the overall management of the EU Talent Pool, including the planning and coordination of the activities of the EU Talent Pool, <i>as well as raising public awareness about the tool through communication activities and information campaigns;</i> ITM 17/10. Text Origin: Commission Proposal
Article 8(1a), first subparagraph, point (b)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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;	(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; Text Origin: Commission Proposal
Article 8(1a), first subparagraph, point (c)				
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);	(c) publishing relevant information on the EU Talent Pool IT platform pursuant to Articles 3(3) <u>3(1), 3(2)</u> , Article 10(2), point (f), Article 12(5),(6) and (7) <u>12(4)</u> , Article 14(2) and Article 15(2) <u>and Article 17(1)</u> ; Replaces the CL amendment in line 176. Linked to the discussions on Talent Partnerships in Article 12.
Article 8(1a), first subparagraph, 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;	(d) preparing the meetings of the EU Talent Pool Steering Group; Text Origin: Commission Proposal
Article 8(1a), first subparagraph, 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;	(e) collecting relevant data for monitoring the performance of the EU Talent Pool pursuant to Article 20;

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Commission Proposal
Article 8(1a), first subparagraph, 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.	(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. Text Origin: Commission Proposal
Article 8(1a), second subparagraph				
108a				<u>The EU Talent Pool Secretariat shall provide the EU Talent Pool Steering Group, on a yearly basis, with the data referred to in Article 20(1) and (3a). Where such data contains personal data, it shall be anonymised.</u>
Article 8a				
108b		<u>Article 8a</u> <u>Composition of the EU Talent Pool Steering Group</u>		<u>Article 8a</u> <u>Composition of the EU Talent Pool Steering Group</u> Text Origin: EP Mandate
Article 8a(1)				
108c		<u>1. The EU Talent Pool Steering Group is established.</u>		<u>1. The EU Talent Pool Steering Group is established.</u> Text Origin: EP Mandate
Article 8a(2), first subparagraph				

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
108d				<u>2. The EU Talent Pool Steering Group shall be composed of the following members:</u>				<u>2. The EU Talent Pool Steering Group shall be composed of the following members:</u> Text Origin: EP Mandate
Article 8a(2), first subparagraph, point (a)								
108e				<u>(a) two members from each participating Member State, including a representative of the migration authorities and a representative of the employment authorities;</u>				<u>(a) two representatives from each participating Member State, one expert in the field of employment and one expert in the field of migration;</u>
Article 8a(2), first subparagraph, point (b)								
108f				<u>(b) two members representing the Commission;</u>				<u>(b) two members representing the Commission;</u>
Article 8a(2), first subparagraph, point (c)								
108g								<u>(c) six representatives of the cross-industry social partner organisations at Union level, with an equal representation of trade union and employer organisations.</u>
Article 8a(2), second subparagraph								
108h				<u>(c) six members representing cross-industry social partner organisations at Union level, with an equal representation of trade unions and employer organisations.</u>				<u>Only the members referred to in points (a) and (b) of the first subparagraph shall have the right to vote.</u>
Article 8a(3)								
108i				<u>3. An expert of the European Parliament may be invited to attend</u>				<u>3. An expert of the European Parliament may be invited to attend the meetings of the EU Talent Pool</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<u>the meetings of the EU Talent Pool Steering Group.</u>		<u>Steering Group. Additional representatives of the European Commission may also participate in the meeting of the EU Talent Pool Steering Group if required.</u> Second sentence is an addition suggested by the Commission.
Article 8a(4)				
108j		<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>		<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)				
108k		<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>		<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)				
108l		<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</u>		<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</u>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		<u>Pool Secretariat shall publish those statements and updates to those statements on its website.</u>		<u>Pool Secretariat shall publish those statements and updates to those statements on its website.</u>
Article 9				
109	Article 9 EU Talent Pool Steering Group	Article 9 <u>Functions of the</u> EU Talent Pool Steering Group	Article 9 EU Talent Pool Steering Group	Article 9 <u>Functions of the</u> EU Talent Pool Steering Group <small>Text Origin: EP Mandate</small>
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:	1. The EU Talent Pool Steering Group is established. The EU Talent Pool Steering Group is responsible for: <small>Text Origin: EP Mandate</small>
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;	(a) providing support to the EU Talent Pool Secretariat in the preparation of the list of EU-wide shortage occupations pursuant to Article 14; <small>Text Origin: Commission Proposal</small>
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);	<u>(aa) facilitating the exchange of best practices among the participating Member States regarding the national or regional adjustments to the list of EU-wide shortage occupations pursuant to Article 15 (1);</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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;	(b) providing support to the EU Talent Pool Secretariat in the planning and coordination of the activities of the EU Talent Pool; Text Origin: Commission Proposal
Article 9(1), point (c)				
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;	(c) facilitating the gathering of data relevant for the monitoring activities of the EU Talent Pool referred to in Article 20; Text Origin: Commission Proposal
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-;	(d) discussing <u>exchanging practices regarding</u> the implementation of accelerated immigration procedures to facilitate the recruitment of registered jobseekers from third countries pursuant to Article 19.	(d) discussing <u>exchanging practices regarding</u> 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>		<u>(da) providing support to the EU Talent Pool Secretariat pursuant to Article 17(3b).</u> Text Origin: EP Mandate
Article 9(2)				

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
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 EU Talent Pool Steering Group as observers.	<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 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.	<i>deleted, moved to Article 8a</i>
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.	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. <i>Text Origin: Commission Proposal</i>
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	<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	<i>deleted, moved to Article 8a</i>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	are not in a situation of conflict of interest.		are not in a situation of conflict of interest.	
Article 10				
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 EU Talent Pool National Contact Points Text Origin: Commission Proposal
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>to 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.	1. Each participating Member State shall designate an <u>entity which shall act as its</u> EU Talent Pool National Contact Point. Participating Member States shall ensure that <u>the EU Talent Pool National Contact Point is composed of experts coming from</u> relevant <u>national</u> authorities from the field of employment and immigration are appointed as . <u>Where relevant</u> , the EU Talent Pool National Contact Points <u>Point may rely on other national competent authorities for the purpose of fulfilling the tasks set out in paragraph 2.</u>
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:	2. The EU Talent Pool National Contact Point shall be responsible for: Text Origin: Commission Proposal

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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;	(a) facilitating the functioning of the EU Talent Pool IT platform at national level in accordance with Article 5; Text Origin: Commission Proposal
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;	(b) transferring making available job vacancies to <u>which fulfil the requirements laid out in Article 13(2) on</u> 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 (ba)				
122a				<u>(ba) removing from the EU Talent Pool IT platform job vacancies pursuant to Article 13 (4a) and jobseekers' profiles pursuant to Article 11(2) following the transmission of the relevant information by the competent national authorities;</u>
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	(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	(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	(c) <u>where applicable</u> , notifying to the EU Talent Pool Secretariat the <u>national list of shortage occupations once a year and any national</u> any adjustments to the

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	list of EU-wide shortage occupations pursuant to Article 15;	EU-wide shortage occupations pursuant to Article 15;	shortage occupations pursuant to Article 15;	list of EU-wide shortage occupations pursuant to Article 15; Text Origin: Council Mandate GA st10602/24
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 ;	(d) keeping a registry of employers ; <u>i) participating in employers and other participating entities</u> ; <u>ii) employers and other entities who have been permanently excluded or whose access to the EU Talent Pool; has been refused or suspended.</u> ITM 17/10.
Article 10(2), point (da)				
124a				<u>(da) carrying out a verification of the registry referred to in point (d) ii) before making a job vacancy available on the EU Talent Pool IT platform and refusing the access of employers or other entities interested in participating in the EU Talent Pool if they are recorded in the registry.</u> <u>For the purpose of this point, the National Contact Points may also rely on other existing information about established breaches under relevant Union and national law and practice.</u>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				ITM 17/10. Compromise proposal. DK PSY. Trilogue 24/09.
Article 10(2), point (db)				
124b				<p><u>(db) sharing the registry referred to in point (d)(i) with the EU Talent Pool Steering Group; that registry may also be shared with relevant national authorities.</u></p> <p><u>Member States may also make the registry referred to in point (d)(i) publicly available.</u></p> <p>ITM 03/11 DK PCY compromise proposal</p>
Article 10(2), point (e)				
125	(e) suspending the access of employers participating in the EU Talent Pool and removing their job vacancies from the EU Talent Pool IT platform in case of a breach of the relevant law and practice pursuant to Article 13(3) is notified to the EU Talent Pool National Contact Points by the relevant national authorities responsible for enforcing the relevant law and practice;	(e) suspending the access of employers participating in the EU Talent Pool and removing their <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;	(e) refusing, suspending or withdrawing the access of employers participating in the EU Talent Pool and removing their job vacancies from the EU Talent Pool IT Platform of those employers and other entities 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	(e) suspending the access of <u>excluding participating</u> employers <u>and other</u> participating in <u>entities or suspending their access to</u> the EU Talent Pool <u>IT platform,</u> and removing their <u>the related</u> job vacancies from the EU Talent Pool IT Platform in case of a breach of the relevant law and practice pursuant to <u>accordance with Article 13(3a) and</u> 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>13(3b);</u>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
			from the EU Talent Pool IT Platform;	ITM 17/10.
Article 10(2), point (f)				
126	(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 of <u>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;	(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 <u>pursuant to Article 17 (1)</u> and relevant data for the monitoring of the EU Talent Pool as set out in Article 20; Trilogue 24/09. Text Origin: Council Mandate GA st10602/24
Article 10(2), point (g)				
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) <u>and in cooperation with social partners, local and regional authorities and, where applicable, organisations which offer post-recruitment assistance to third-country nationals</u> .	(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 17 17(2).	(g) providing <u>specific</u> information and support services to registered jobseekers from third countries and employers participating <u>who have been selected for a job vacancy</u> in the EU Talent Pool <u>and participating employers and other participating entities</u> in accordance with Article 17 17(2). Trilogue 24/09. Text Origin: Council Mandate GA st10602/24
Article 10(3)				

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
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.	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. Text Origin: Commission Proposal
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	CHAPTER IV REGISTRATION OF JOBSEEKERS FROM THIRD COUNTRIES AND PARTICIPATION OF EMPLOYERS AND OTHER ENTITIES IN THE EU TALENT POOL Text Origin: Council Mandate GA st10602/24
Article 11				
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 Registration and access of jobseekers from third countries Text Origin: Commission Proposal
Article 11(1)				
131	1.Jobseekers from third countries may create their profiles via the	1.Jobseekers from third countries may <i>create their profiles via the</i>	1.Jobseekers from third countries may shall create their profiles via	1.Jobseekers from third countries may create their profiles via the

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	Europass profile builder in order to register on the EU Talent Pool IT platform.	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 Europass profile builder, the EU Skills Profile Tool for Third-Country Nationals or any other tool approved by the EU Talent Pool Secretariat.</u>	the Europass profile builder in order to register on the EU Talent Pool IT platform.	Europass profile builder in order to register on the EU Talent Pool IT platform. <u>Direct links to the EU Talent Pool IT platform may be placed on the websites of other existing relevant tools.</u> ITM 03/11. Text Origin: Council Mandate GA st10602/24
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 be deleted from the EU Talent Pool IT Platform.	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. <u>Profiles of jobseekers who made a false declaration in this respect shall be removed from the EU Talent Pool IT Platform.</u> <u>Jobseekers may create a new profile once the decision or ban no longer applies.</u>
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</u>		

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		<u>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)				
Y	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)				
G	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 . Text Origin: Council Mandate GA st10602/24
Article 11(4)				
G	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. Text Origin: Commission Proposal
Article 12				

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
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</u> Talent Partnerships, <u>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 Profile registration and access of jobseekers from third countries in the context of Talent Partnerships, <u>bilateral arrangements or national frameworks on the development of skills and validation in a third country</u>
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 EU 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 ‘EU a’ 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’.	1. Participating Member States taking part in <u>Jobseekers from third countries may indicate on their profiles that they have benefitted from specific support within the framework of</u> a Talent Partnership may decide to rely on the EU Talent Pool to facilitate the recruitment of jobseekers from that, <u>a bilateral arrangement or a national framework on skills development and validation in a</u> 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)				
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	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, <u>a</u>	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	2. Jobseekers from third countries who have received an ‘EU Talent Partnership pass’ certifying the skills <u>For the purpose of paragraph 1, a “flag” shall be</u> developed or

CLEAN	Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	<p>register their profile in the EU Talent Pool IT platform linking their profiles to the 'EU Talent Partnership pass'.</p>	<p><u><i>bilateral arrangement or a national framework on skills development and validation in a third country</i></u> may register their profile in the EU Talent Pool IT platform linking their profiles to the 'EU' Talent Partnership pass².</p>	<p>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'.</p>	<p>validated in the context of a Talent Partnership may register their profile in within the EU Talent Pool IT platform linking their profiles to <u><i>be integrated in the jobseeker profile in accordance with article 5(3).</i></u> <u><i>Jobseekers having indicated participation in one of the frameworks mentioned in paragraph 1, shall indicate in the "flag" the following information:</i></u> <u><i>(a) the name of the</i></u> the 'EU' Talent Partnership, <u><i>the bilateral arrangement or the national framework on skills development and validation in a third country;</i></u> <u><i>(b) the details of training followed by the third country national participating in the Talent Partnership, the bilateral arrangement or the national framework on skills development and validation in a third country, including its subject-matter, its duration and the type of skills developed, including relevant language skills;</i></u> <u><i>If available, documentation supporting this information may be attached to the jobseekers' profile in line with Article 5(2)</i></u> pass². <u><i>Jobseekers may also indicate any other information considered relevant for the purpose of the recruitment.</i></u></p>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				ITM 03/11 TBD, agreement that an enriched recital should be developed
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>		<u>3. The flag shall be visible on the jobseekers profile in the EU Talent Pool IT platform and it shall specify that the information referred to in paragraph 2 is provided for reference purposes only within the context of the EU Talent Pool, and that it does not amount to the formal recognition or validation of skills and qualifications that the jobseeker may have developed through participation in such frameworks.</u> Trilogue 24/09. ITM 03/11
Article 12(2b)				
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>		<u>4. A list of third countries and participating Member States taking part in a Talent Partnership shall 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</u>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Member States chose to link to the Talent Pool, on the EU Talent Pool IT platform. Trilogue 24/09. ITM 03/11
Article 12(3)				
Y	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 ² 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 profiles 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.	ITM 03/11
Article 12(3), point (a)				
Y	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 <u>EU Talent Partnership, bilateral arrangement or national framework</u> , 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;	ITM 03/11
Article 12(3), point (b)				
Y	140 (b) the qualification acquired and the skills of the third country national which have been validated	(b) the qualification acquired and the skills of the third country national which have been validated	(b) the qualification acquired and the skills of the third country national which have been validated	ITM 03/11

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	in the context of the Talent Partnership, including skills and competencies relating to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;	in the context of the <u>EU</u> Talent Partnership, <u>bilateral arrangement or national framework</u> , including skills and competencies relating to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;	in the context of the Talent Partnership, including skills and competencies relating to a specific occupation, language skills, or competencies facilitating their integration in one or more Member States;	
Article 12(3), point (c)				
Y	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.	ITM 03/11
Article 12(4)				
Y	142 4.The Commission shall, by means of implementing acts, adopt templates for the format of the ‘EU Talent Partnership pass’. These implementing acts shall be adopted in accordance with the advisory procedure referred to in Article 22(2).	4.The Commission shall, by means of implementing acts, adopt templates for the format of the ‘EU Talent Partnership pass ’ . These implementing acts shall be adopted in accordance with the advisory procedure referred to in Article 22(2).	4.The Commission shall, by means of implementing acts, adopt templates for the format of the ‘EU Talent Partnership pass’. These implementing acts shall be adopted in accordance with the advisory procedure referred to in Article 22(2).	ITM 03/11
Article 12(5)				
Y	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 ’ 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	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.	ITM 03/11

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		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 EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.	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’ , 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 <u>EU</u> Talent Partnership. The EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.	6.Participating Member States may decide, in the framework of the relevant Talent Partnership, to limit the visibility of profiles of registered jobseekers from third countries having obtained an ‘EU Talent Partnership pass’, for a maximum period of one year, to employers established in one or more Member States taking part in that same Talent Partnership. The EU Talent Pool Secretariat shall publish information on the application of this paragraph on the EU Talent Pool IT platform.	ITM 03/11
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 aan <u>EU</u> 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 <u>Partnership shall</u> 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	ITM 03/11

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
			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 Participation of employers in the EU Talent Pool	Article 13 <u>Registration and</u> participation of employers in the EU Talent Pool	Article 13 Participation of employers and other entities in the EU Talent Pool	Article 13 Participation of employers <u>and other entities</u> in the EU Talent Pool Text Origin: Council Mandate GA st10602/24
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 <u>shall</u> 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.	1. Employers <u>and other entities</u> interested in participating in the EU Talent Pool may <u>shall</u> request the EU Talent Pool National Contact Point in the Member State where they are established to transfer <u>make</u> their job vacancies to <u>available on</u> the EU Talent Pool IT platform. Compromise proposal. DK PSY. Trilogue 24/09. Text Origin: Council Mandate GA st10602/24
Article 13(1a)				
147a				<u>Only employers and other entities interested in participating in the EU Talent Pool that are not recorded in the registry referred to in Article 10(2) (d) ii) may have</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				<u>their job vacancies made available on the EU Talent Pool IT platform.</u> ITM 17/10. Compromise proposal. DK PSY. Trilogue 24/09.
Article 13(2)				
G	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 third country listed in the EU Talent Pool IT platform;	2.The EU Talent Pool National Contact Points shall transfer to make available on the EU Talent Pool IT platform job vacancies that:
Article 13(2), point (-a)				
Y	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.	To be moved to recital, ITM 03/11
Article 13(2), point (a)				
G	149 (a) fall within the list of EU-wide shortage occupations set in Article 14 and the national adjustments to	(a) fall within the list of EU-wide shortage occupations set in Article 14 and the national adjustments to	(a) fall within the list of EU-wide shortage occupations set in Article 14 and the national adjustments to	(a) fall within the list of EU-wide shortage occupations set in Article 14 and the national adjustments to

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	the list pursuant to Article 15(1) or those job vacancies which are relevant for a Talent Partnership;	the list pursuant to Article 15(1) or those job vacancies which are relevant for a <u>n EU</u> 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> ;	the list pursuant to Article 15(1) or those job vacancies which are relevant for a Talent Partnership;	the list pursuant to Article 15(1) or those job vacancies which are relevant for a <u>n EU</u> Talent Partnership, <u>bilateral arrangements or national frameworks on skills development and validation in a third country listed in the EU Talent Pool IT platform</u> ; ITM 03/11 DK PCY compromise proposal Text Origin: EP Mandate
	Article 13(2), point (b)			
y	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, <u>unless the accelerated immigration procedures referred to in Article 19 apply</u> ;	(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. ITM 03/11, DK PCY compromise proposal Text Origin: Commission Proposal
	Article 13(2), point (ba)			
g	150a	<u>(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</u>		EP AM replaced by text in lines 82 and 150b.

	CLEAN	Commission Proposal	VS.EC	EP Mandate	VS.EC	Council Mandate GA st10602/24	VS.EC	Draft Agreement
				<u>contract, job description, regular place of work, working time and working hours, remuneration, paid leave and contact details.</u>				
Article 13(2a)								
Y		150b						<u>2a. When making job vacancies available on the EU Talent Pool IT platform, the EU Talent Pool National Contact Points shall not transmit job vacancies relating to categories of apprenticeships and traineeships.</u> ITM 17/10.
Article 13(2b)								
G		150c						<u>2b. Job vacancies posted on the EU Talent Pool IT Platform shall include at least the following information:</u> <u>(a) the name and contact details of the employer who would engage in a direct employment relationship with the employee and of the other participating entities;</u> <u>(b) the job description;</u> <u>(c) the duration of the employment contract, and</u> <u>(e) the normal place of work.</u> Trilogue 15/07.

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
Article 13(2c)								
G	150d							<p><u>2c. In accordance with Article 5(3), the job vacancies posted on the EU Talent Pool IT Platform may include additional information, such as the initial pay or pay range offered.</u></p> <p>Trilogue 15/07.</p>
Article 13(2d)								
G	150e							<p><u>2d. In addition to the information provided in the job vacancy according to Article 13(3), the employers participating in the EU Talent Pool may provide additional information for the purpose of presenting their company to the jobseekers interested in their job vacancy or vacancies, including the company registration number, its sector of activity and a brief description of the employer's operations.</u></p> <p>Trilogue 15/07.</p>
Article 13(3)								
Y	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		3. Employers participating in the EU Talent Pool shall comply with the relevant Union <u>law</u> and national law and practice, <u>including applicable collective agreements</u> , to ensure third-country nationals' <u>right to freedom of association and collective bargaining</u> , protection		3. Employers and other entities participating in the EU Talent Pool or having participated shall comply be in compliance with the relevant Union and national law and practice to ensure regarding third-country nationals' protection against unfair recruitment and inadequate		3- <u>Participating</u> employers <u>and other</u> participating in the EU Talent Pool <u>entities</u> shall comply be in compliance with the relevant Union and national law and practice to ensure protecting third-country nationals' protection against unfair recruitment and , inadequate

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	Member States may introduce additional conditions for the employers' participation in the EU Talent Pool to ensure compliance with other relevant national practices, collective agreements and the principles and guidelines set out by the International Labour Organisation, in compliance with Union law.	against unfair recruitment and inadequate working conditions as well as non-discrimination. Participating Member States may introduce additional conditions for the employers' participation in the EU Talent Pool to ensure compliance with other relevant national practices, collective agreements and the principles and guidelines set out by the International Labour Organisation, <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>	working conditions as well as non-discrimination. Participating Member States may introduce additional conditions for the 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.	working conditions as well as , non-discrimination, <u>adverse treatment and trafficking in human beings, where applicable. Participating employers and other participating entities shall also be in compliance with the applicable collective agreements, protecting third-country nationals' right to freedom of association and collective bargaining.</u> Participating Member States may introduce additional conditions for the employers' <u>and other entities'</u> 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. ITM 17/10. Compromise proposal. DK PSY. Trilogue 24/09. Text Origin: EP Mandate
Article 13(3a)				
y	151a			<u>Where a competent national authority establishes that a participating employer or other participating entity does not comply with the obligations and</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				<p><u>conditions referred to in the paragraph 3, the competent national authority shall notify the relevant EU Talent Pool National Contact Point thereof.</u></p> <p><u>Upon receipt of the notification referred to in the first subparagraph, the EU Talent Pool National Contact Points shall suspend the access of the participating employer or other participating entity concerned to the EU Talent Pool IT platform and remove their job vacancies from that platform. Where the access to the EU Talent Pool IT platform of the participating employer or other participating entity concerned has been suspended, they shall not be allowed to make use of the EU Talent Pool IT platform, including through other participating entities.</u></p> <p><u>Where a competent national authority notifies the EU Talent Pool National Contact Point that the non-compliance of the employer or other entity concerned with the obligations and conditions referred to in the first subparagraph has been remedied, the relevant EU Talent Pool National Contact Point shall lift</u></p>

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
								<p><u>the suspension of that access to the EU Talent Pool IT platform.</u></p> <p>ITM 17/10. Moved here from line 189c.</p>
Article 13(3b)								
151b								<p><u>By way of derogation from paragraph 3a of this Article, Member States may decide to permanently exclude from the EU Talent Pool, participating employers and other participating entities, as well as employers and other entities interested in participating in the EU Talent Pool in case of offences referred to in Article 2, Article 3 and Article 18a of Directive 2011/36/EU^{1a} and in case of criminal offences related to the employment of illegally staying third-country nationals as laid down in Article 9 of Directive 2009/52/EC^b.</u></p> <p><u>Where an employer or other entity has been permanently excluded from participating in the EU Talent Pool, they shall not be allowed to make use of the EU Talent Pool IT Platform, including through other participating entities.</u></p> <p><u>1a. 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</u></p>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				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). 1b. 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). ITM 17/10. Moved to line 150b.
Article 13(3c)				
152	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 shall not charge fees to registered jobseekers from third countries for the purpose of the recruitment.	3c. Employers <u>The use of the Talent Pool shall be free of charge for jobseekers from third countries.</u> Participating <u>employers and other participating entities</u> in the EU Talent Pool shall not charge <u>any fees or undisclosed 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> Linked to recital 23 in line 34. ITM 17/10. Text Origin: EP Mandate
Article 13(4)				
153	4.Job vacancies of employers participating in the EU Talent Pool shall be visible to registered	4.Job vacancies of employers participating in the EU Talent Pool shall be visible to registered	4.Job vacancies of participating employers and other participating in the EU Talent Pool shall be visible to registered jobseekers	4.Job vacancies of <u>participating employers and other</u> participating in the EU Talent Pool shall be visible to registered jobseekers

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	jobseekers from third countries in the EU Talent Pool IT platform.	jobseekers from third countries in the EU Talent Pool IT platform.	from third countries in the EU Talent Pool IT platform.	from third countries in the EU Talent Pool IT platform. Text Origin: Council Mandate GA st10602/24
Article 13(4a)				
6	153a		Job vacancies shall immediately cease to be visible in the EU Talent Pool IT platform in the case of:	<u>4a. Job vacancies shall immediately cease to be visible in the EU Talent Pool IT platform in the case of:</u> Agreed to add a letter to Article 10 clarifying that one of the responsibilities of NCPs is to remove vacancies in accordance with Article 13. See line 122a. COM to suggest drafting. Text Origin: Council Mandate GA st10602/24
Article 13(4a), point (a)				
6	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);	<u>(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);</u> Text Origin: Council Mandate GA st10602/24
Article 13(4a), point (b)				

	CLEAN	Commission Proposal	VS.EC	EP Mandate	VS.EC	Council Mandate GA st10602/24	VS.EC	Draft Agreement
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 jobseeker for a given job vacancy, in accordance with Article 13 (5);		<u><i>(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 jobseeker for a given job vacancy, in accordance with Article 13 (5);</i></u> Text Origin: Council Mandate GA st10602/24
Article 13(4a), point (c)								
153d						(c) Absence of a match with a registered jobseeker for a period of one year;		<u><i>(c) absence of a match with a registered jobseeker for a period of one year;</i></u> Text Origin: Council Mandate GA st10602/24
Article 13(4a), 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;		<u><i>(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;</i></u> Text Origin: Council Mandate GA st10602/24
Article 13(4a), point (e)								

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
Y		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 Pool IT platform, in accordance with Article 10 (2), point(e).		<p><u>(e) a decision made by the National Contact Point to suspend or permanently exclude a participating employer or other participating entity, in accordance with Article 10(2), point(e).</u></p> <p>ITM 17/10.</p> <p>Text Origin: Council Mandate GA st10602/24</p>
Article 13(4a), point (f)								
G		153g				(f) Removal of the relevant occupations following adjustments to the EU-wide list of shortage occupations in accordance with article 15.		<p><u>(f) removal of the relevant occupations following adjustments to the EU-wide list of shortage occupations in accordance with Article 15.</u></p> <p>Text Origin: Council Mandate GA st10602/24</p>
Article 13(4b)								
Y		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>		ITM 03/11
Article 13(5)								

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
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 profiles of those registered jobseekers and the fulfilled job vacancies shall automatically cease to be visible in the EU Talent Pool IT platform.	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 <i>profiles of those registered jobseekers and the fulfilled job vacancies</i> shall <i>subsequently</i> automatically cease to be visible in the EU Talent Pool IT platform. <i>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.</i>	5. Participating employers and other participating in the EU 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 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).	5. <i>Participating</i> employers <i>and other participating in the EU Talent Pool entities</i> shall indicate, without undue delay, in the EU Talent Pool IT platform that they have successfully completed the recruitment of registered jobseekers from third countries for the given job vacancy. The profiles of those registered jobseekers and the fulfilled job vacancies shall automatically cease to be visible in the EU Talent Pool IT platform in accordance with paragraph (4b). Compromise proposal: DK PSY offers to move the EP amendment to a recital. Trilogue 24/09. Text Origin: Council Mandate GA st10602/24
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).	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). Text Origin: Commission Proposal
Article 14				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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 List of EU-wide shortage occupations Text Origin: Commission Proposal
Article 14(1), first subparagraph				
157	1.For the purpose of this Regulation, a list of EU-wide shortage occupations at the ISCO-08 4-digit level is set out in the Annex.	1.For the purpose of this Regulation, a list of EU-wide shortage occupations at the ISCO-08 4-digit level is set out in the Annex.	1.For the purpose of this Regulation, a list of EU-wide shortage occupations at the ISCO-08 4-digit level is set out in the Annex.	1.For the purpose of this Regulation, a list of EU-wide shortage occupations at the ISCO-08 4-digit level is set out in the Annex. Text Origin: Commission Proposal
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:	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);	(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); ITM 17/10.

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				Text Origin: Commission Proposal
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</u> EU 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.	(b) occupations which contribute directly to the <u>Union's competitiveness and to the</u> EU green and digital transitions and which are likely to grow in importance. ITM 17/10. CL will check. Text Origin: EP Mandate
Article 14(2)				
161	2.The EU Talent Pool Secretariat shall publish the list of the EU-wide shortage occupations on the EU Talent Pool IT platform.	2.The EU Talent Pool Secretariat shall publish the list of the EU-wide shortage occupations on the EU Talent Pool IT platform.	2.The EU Talent Pool Secretariat shall publish the list of the EU-wide shortage occupations on the EU Talent Pool IT platform.	2.The EU Talent Pool Secretariat shall publish the list of the EU-wide shortage occupations on the EU Talent Pool IT platform. Text Origin: Commission Proposal
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 National Adjustments to the list of EU-wide shortage occupations Text Origin: Council Mandate GA st10602/24
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	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</u>	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	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>and</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	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.	<u>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 to their objectives</u> . The country-specific adjustments shall only affect the matching of job vacancies in the Member State concerned.	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.	<u>the participating Member States' policy 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 to their policy objectives</u> . 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 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.	The EU Talent Pool National Contact Points of the Member States notifying their participation in the EU Talent Pool pursuant to Article 3 shall notify any additions to or removals from the EU-wide list of shortage occupations at the latest 3 months before joining the EU Talent Pool.	The EU Talent Pool National Contact Points of the Member States notifying their participation in the EU Talent Pool pursuant to Article 3 shall notify any additions to or removals from the EU-wide list of shortage occupations at the latest 3 months before joining the EU Talent Pool.	The EU Talent Pool National Contact Points of the Member States notifying their participation in the EU Talent Pool pursuant to Article 3 shall notify any additions to or removals from the EU-wide list of shortage occupations at the latest 3 months before joining the EU Talent Pool. <small>Text Origin: Commission Proposal</small>
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.	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.

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Commission Proposal
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 year <u>every six months</u> .	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 <u>every six months</u> .	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 <u>every six months</u> .
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.	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. Text Origin: Commission Proposal
Article 15(3)				
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 to in <u>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.	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 <u>pursuant to</u> paragraph 1.
Article 16				
169	Article 16 Search and matching	Article 16 Search and matching	Article 16 Search and matching	Article 16 Search and matching

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				Text Origin: Commission Proposal
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.	1. Employers <u>and other entities</u> 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. Text Origin: EP Mandate
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 'EU benefitted from specific support within the framework of a Talent Partnership pass² or a national framework on skills development and validation in a third country .	2. <u>Participating</u> employers <u>and other</u> participating in the EU Talent Pool <u>entities</u> may use a specific filter <u>filters</u> available on the EU Talent Pool IT platform to search for profiles of registered jobseekers having obtained an 'EU <u>benefitted from specific support within the framework of a Talent Partnership, a bilateral arrangement or a national framework on skills development and validation in a third country pass²</u> . Text Origin: Council Mandate GA st10602/24
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	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	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	3. employers participating in the EU Talent Pool <u>Participating employers and other participating entities</u> may access a list of suggested registered jobseekers' profiles

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	relevance of their skills, qualifications and work experiences for the job vacancy.	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.	matching tool and based on the relevance of their skills, qualifications and work experiences for the job vacancy.	generated by the automatic matching tool and based on the relevance of their skills <u>and competences</u> , qualifications and , work experiences <u>and availability</u> for the job vacancy. Trilogue 24/09. A reference to 'micro-credentials' will be included in a recital; see for example lines 22, 28, 29. Text Origin: EP Mandate
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.	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. Text Origin: Commission Proposal
Article 16(5)				
173a			5.The functioning of the automatic matching tool shall be governed by the principles of non-discrimination, legality and fairness.	CL AM dropped.
Article 16(4b)				
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</u>		Trilogue 24/09. Feasibility study. See line 81b.

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<u>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(4c)				
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 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</u>		Trilogue 24/09; EP AM dropped.

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<u><i>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.</i></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 ACCELERATED IMMIGRATION PROCEDURES	CHAPTER V INFORMATION PROVISION, SUPPORT SERVICES <u>FACILITATION OF COMPLAINTS</u> AND ACCELERATED IMMIGRATION PROCEDURES Trilogue 24/09. Text Origin: Council Mandate GA st10602/24
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 Information provision and support services Trilogue 24/09. Text Origin: Council Mandate GA st10602/24
Article 17(1), first subparagraph				
176	1.Participating Member States shall make information concerning the	1. Participating Member States shall make -Information	1.Participating Member States shall make information concerning the	1.Participating Member States shall make information concerning the

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	EU Talent Pool and its functioning easily accessible.	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.	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).	EU Talent Pool and its functioning easily accessible. <u>Accessibility for persons with disabilities to the information provided on the EU Talent Pool IT platform shall be ensured.</u> Recital to be added with a reference to the Directives in the EP mandate. CL AM to be replaced by small adjustments in lines 105 and 63.
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>		EP AM dropped.
Article 17(1), second subparagraph				
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:	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: Text Origin: Commission Proposal
Article 17(1), second subparagraph, point (a)				
178	(a) information concerning recruitment and immigration procedures, recognition of qualifications and validation of	(a) information concerning <u>on fair</u> recruitment and immigration <u>employment</u> procedures, <u>including on the</u>	(a) information concerning recruitment and immigration procedures, recognition of qualifications and validation of	(a) information concerning <u>on fair</u> recruitment and immigration <u>employment</u> procedures, <u>including on the</u>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	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;	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;	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;	recognition of qualifications and validation of skills, rights of third country nationals, including with regard to available redress mechanisms as well as information and on living and working conditions in the participating Member States; Text Origin: EP Mandate
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>		<u>(aa) information on immigration procedures, including the procedures for obtaining visas and residence permits for the purpose of work;</u> Text Origin: EP Mandate
Article 17(1), second subparagraph, point (ab)				
178b		<u>(ab) information on the rights and obligations of third-country nationals, including with regard to access to justice and available redress mechanisms;</u>		<u>(ab) information on the rights and obligations of third-country nationals, including with regard to access to available redress mechanisms in order to ensure effective access to justice;</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	(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	(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	(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

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	Council, their entry into and stay on the territory of all the Member States shall be prohibited.	Council, their entry into and stay on the territory of all the Member States shall be prohibited.	Council, their entry into and stay on the territory of all the Member States shall be prohibited.	Council, their entry into and stay on the territory of all the Member States shall be prohibited. Text Origin: Commission Proposal
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.	<u>(ba) a clear explanation that neither the registration in the EU Talent Pool by jobseekers from third countries, nor the inclusion on their profiles of the "flag" referred to in Article 12(2), nor the selection for a job vacancy through the EU Talent Pool IT Platform guarantee that entry to the territory of the Member States will be granted, that a work permit, a visa or a residence permit will be issued or that security checks have been carried out;</u>
Article 17(1), second subparagraph, point (bb)				
179b		<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>		<u>(bb) 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> Without prejudice to the discussions on costs related to recruitment. Text Origin: EP Mandate
Article 17(1), second subparagraph, point (bc)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
179c			(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, 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.	CL AM dropped.
Article 17(1), second subparagraph, point (bd)				
179d		<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 stay, in the territory of the Member States.</u>		EP AM dropped.
Article 17(1), second subparagraph, point (be)				
179e			(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.	CL AM dropped.
Article 17(2)				
180	2. Upon request from registered jobseekers from third countries and	2. Upon request from registered jobseekers from third countries <u>who</u>	2. Upon request from registered jobseekers from third countries and	2. Upon request from registered jobseekers from third countries and

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	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:	have been selected for a job vacancy and registered and employers participating in the EU Talent Pool, the <u>relevant</u> EU Talent Pool National Contact Points shall provide <u>specific information</u> , 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:	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:	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 <u>who have been selected for a job vacancy</u> and employers participating in the EU Talent Pool <u>and other participating entities with specific information</u> , in particular with regard to: Compromise proposal. DK PSY. Trilogue 24/09.
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 <u>and security</u> procedures to obtain visas and residence permits for work purposes following the selection process in <u>the Member State concerned</u> ;	(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 procedures to obtain visas and residence permits for work purposes, <u>including that security checks will be carried out</u> following the selection process;
Article 17(2), point (b)				
182	(b) specific guidance and information on family reunification procedures and family members' rights;	(b) specific guidance and information on family reunification procedures and family members' rights <u>and obligations</u> ;	(b) specific guidance and information on family reunification procedures and family members' rights;	(b) specific guidance and information on family reunification procedures and family members' rights <u>and obligations</u> ; Text Origin: EP Mandate
Article 17(2), point (c)				
183	(c) specific information on third-country nationals' rights and obligations including access to social benefits, health assistance,	(c) specific information on third-country nationals' rights and obligations including <u>with regard to working conditions, taxation</u> ,	(c) specific information on third-country nationals' rights and obligations including working conditions , access to social	(c) specific information on third-country nationals' rights and obligations including <u>with regard to working conditions, taxation</u> ,

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	education, housing, recognition of qualifications and the complaint mechanism pursuant to Article 18;	access to social benefits, health assistance, education, housing, recognition of <u>skills and and redress</u> mechanism pursuant to Article 18;	benefits, health assistance, education, housing, recognition of qualifications and available redress mechanisms and the complaint mechanism pursuant to Article 18;	access to social benefits, health assistance, education, housing, recognition of <u>skills and available and redress</u> mechanism pursuant to Article 18; Text Origin: EP Mandate
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;	(d) information available at national level <u>activities</u> to facilitate third-country nationals' <u>the integration of third country nationals</u> 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 assistance for third-country third-country nationals, such as trade unions, employer associations and chambers of commerce;</u>	(e) where available, and in accordance with national practice , the contact details of national competent organisations which offer post-recruitment assistance for third country nationals.	(e) <u>the contact details, in accordance with national practice, of the national competent employment and immigration authorities and,</u> where available, the contact details of <u>national competent</u> organisations which offer post-recruitment assistance for third-country <u>third-country</u> nationals, <u>such as trade unions, employer associations and chambers of commerce;</u> Compromise proposal. DK PSY. Trilogue 24/09.
Article 17(2), point (ea)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
185a		<u>(ea) where relevant, disability-related support services and the provision of reasonable accommodation in accordance with Council Directive 2000/78/EC.</u>		<u>(ea) where relevant, disability-related support services and the provision of reasonable accommodation in accordance with Council Directive 2000/78/EC.</u> Text Origin: EP Mandate
Article 17(2), point (eb)				
185b				<u>(eb) if applicable, the contact details of other appropriate bodies at national level supporting the integration of third country nationals on the labour market.</u> Compromise proposal. DK PSY. Trilogue 24/09.
Article 17(2a)				
185c		<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>		<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> Linked to NCP responsibilities in Article 10 (lines 126 and 127). Text Origin: EP Mandate
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	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	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	3. Where relevant, The EU Talent Pool National Contact Points shall refer requests for <u>may decide to provide the information referred to in paragraph 2 in an automated and standardised format, including</u>

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
	bodies at national level supporting the integration of third country nationals on the labour market.	bodies at national level supporting the integration of third country nationals on the labour market.	bodies at national level supporting the integration of third country nationals on the labour market.	<i>by referring to existing sources of information, guidance and by using the 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 of digital tools.</i> Compromise proposal. DK PSY. Trilogue 24/09.
Article 17(3a)				
G	186a	<u>3a. Member States may provide standardised information to registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool, also by referring to existing sources of information.</u>		Would be deleted. Compromise proposal. DK PSY. Trilogue 24/09.
Article 17(3b)				
Y	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</u>		ITM 17/10: moved to Article 8(2)(a) (line 103) and Recital 27 (line 38).

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		<u>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 promote the EU Talent Pool and establish it as a global brand.</u>		EP AM dropped; recital 29 agreed (line 40).
Article 18				
187	Article 18 Facilitation of complaints	Article 18 Facilitation of complaints <u>and legal redress</u>	Article 18 Facilitation of complaints	Article 18 Facilitation of complaints
Article 18(1)				
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 ease 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).	1. Participating Member States <u>Registered jobseekers</u> shall ensure that there are <u>have</u> effective mechanisms through which <u>in accordance with national law,</u> Registered jobseekers from third countries may <u>third-countries or their representatives shall have the right to report to the National Contact Points or to lodge</u> complaints <u>a complaint in accordance with national law to the competent national authorities</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				in case of <u>any</u> breach by the employers <u>and other entities</u> participating in the EU Talent Pool of the obligations and conditions laid down in Article 13(3). ITM 17/10.
Article 18(-1), first subparagraph				
188a			The National Contact Point shall refer the complaints to the competent national authorities.	<u>-1. The National Contact Point shall refer the reported breach to the competent national authorities.</u> Text Origin: Council Mandate GA st10602/24
Article 18(2)				
189	2.Participating Member States shall make information concerning available redress mechanisms easily accessible.	2.Participating Member States shall make information concerning available <u>complaints and</u> redress 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>	2.Participating Member States shall make information concerning available redress mechanisms easily accessible.	Deleted (EP wording moved to line 41). Compromise proposal. DK PSY. Trilogue 24/09.
Article 18(2a)				
189a		<u>2a. Participating Member States shall ensure that registered jobseekers from third countries who have been selected for a job</u>		Deleted (protection against 'adverse treatment' and inadequate working conditions in line 151 as well as recital

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
				<u><i>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.</i></u>				in line 34a). Compromise proposal. DK PSY. Trilogue 24/09.
Article 18(2b)								
		189b		<u><i>2b. Member States shall ensure that registered jobseekers from third countries who have been selected for a job vacancy in the EU Talent Pool have access to equality bodies as established by Directive (EU) 2024/1500 and Directive (EU) 2024/1499.</i></u>				Deleted (contained in recital 22, line 33). Compromise proposal. DK PSY. Trilogue 24/09.
Article 18(2c)								
		189c		<u><i>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.</i></u>				<u><i>2c. Where a competent national authority establishes that a participating employer or other participating entity does not comply with the obligations and conditions referred to in Article 13(3), the competent national authority shall notify the relevant EU Talent Pool National Contact Point thereof.</i></u> <u><i>Upon receipt of the notification referred to in the first subparagraph, the EU Talent Pool National Contact Points shall suspend the access of the</i></u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<p><u><i>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 European Parliament and of the Council, the employer shall be suspended from the EU Talent Pool indefinitely.</i></u></p> <p><u><i>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).</i></u></p> <p><u><i>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).</i></u></p>		<p><u><i>participating employer or other participating entity concerned to the EU Talent Pool IT Platform and remove their job vacancies from that platform. Where the access to the EU Talent Pool IT platform of the participating employer or other participating entity concerned has been suspended, they shall not be allowed to make use of the EU Talent Pool IT Platform, including through other participating entities.</i></u></p> <p><u><i>Where a competent national authority notifies the EU Talent Pool National Contact Point that the non-compliance of the employer or other entity concerned with the obligations and conditions referred to in Article 13(3) has been remedied, the relevant EU Talent Pool National Contact Point shall lift the suspension of that access to the EU Talent Pool IT platform.</i></u></p> <p>ITM 17/10. Moved to line 151a.</p>
Article 19				
6	190 Article 19 Accelerated immigration procedures	Article 19 Accelerated immigration procedures	Article 19 Accelerated immigration procedures	Article 19 Accelerated immigration procedures Text Origin: Commission Proposal

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
Article 19(1)				
G	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 who have been selected for a job vacancy in the EU Talent Pool. Trilogue 24/09. 'Enriched' recital to be drafted. Text Origin: Council Mandate GA st10602/24
Article 19(2)				
Y	192	2.The procedure referred to paragraph 1 may cover:	2.The procedure <u>accelerated immigration procedures</u> referred to <u>in</u> paragraph 1 may cover:	ITM 03/11
Article 19(2), point (a)				
Y	193	(a) the obtention of visas and residence permits for work purposes;	(a) the obtention of visas and residence permits for work purposes;	ITM 03/11
Article 19(2), point (b)				
Y	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.	ITM 03/11
Article 19(2a), first subparagraph				
Y	194a		<u>2a. Participating Member States shall put in place accelerated immigration procedures covering:</u>	ITM 03/11

	CLEAN	Commission Proposal	VS.EC	EP Mandate	VS.EC	Council Mandate GA st10602/24	VS.EC	Draft Agreement
Article 19(2a), second subparagraph								
Y		194b		<u>(a) the non-application of the labour market test after job vacancies have been transferred to the EU Talent Pool IT platform;</u>				ITM 03/11
Article 19(2a), third subparagraph								
Y		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>				ITM 03/11
Article 19(2a), fourth subparagraph								
Y		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>				ITM 03/11
CHAPTER VI								
G		195	CHAPTER VI FINAL PROVISIONS	CHAPTER VI FINAL PROVISIONS	CHAPTER VI FINAL PROVISIONS	CHAPTER VI FINAL PROVISIONS	CHAPTER VI FINAL PROVISIONS	Text Origin: Commission Proposal
Article 20								

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
196	Article 20 Monitoring activities	Article 20 Monitoring activities <u>and feedback</u>	Article 20 Monitoring activities	Article 20 Monitoring activities <u>and feedback</u> <small>Text Origin: EP Mandate</small>
Article 20(1)				
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:	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, data shall be gathered on: <small>Text Origin: EP Mandate</small>
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;	(a) the number and type of profiles of registered jobseekers from third-countries registered in the EU Talent Pool IT platform; <small>Text Origin: Commission Proposal</small>
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>		<u>(aa) the number and type of employers and other participating entities registered in the EU Talent Pool IT platform;</u> <small>In line with Trilogue 15/07. Trilogue 24/09.</small>
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	(b) the number and type of job vacancies transferred to <u>made</u>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
			available on the EU Talent Pool IT platform;	<u>available on</u> the EU Talent Pool IT platform; <small>Text Origin: Council Mandate GA st10602/24</small>
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;	(c) the number of visits on the EU Talent Pool IT platform; <small>Text Origin: Commission Proposal</small>
Article 20(1), point (d)				
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;	(d) the number and type of job placements facilitated via the EU Talent Pool; <small>Text Origin: Commission Proposal</small>
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;	(e) the number of 'EU Talent Partnerships passes' issued <u>profiles including the "flag" referred to in Article 12(2);</u>
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</u> Talent Partnerships: <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.	(f) the number of <u>job</u> placements facilitated via the EU Talent Pool <u>IT Platform</u> in the context of the <u>EU</u> Talent Partnerships <u>or national frameworks on skills development and validation in a third country.</u>
Article 20(1), point (fa)				
203a		<u>(fa) the number of profiles and job vacancies removed from the EU</u>		

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
		<u>Talent Pool IT platform under Article 18(2c);</u>		Compromise proposal, DK PSY: to be deleted (covered by the registry).
Article 20(1), point (fb)				
203b		<u>(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.</u>		<u>(fb)the levels of skills and qualifications of jobseekers from third countries who have been recruited in the EU Talent Pool.</u> The reference to the assessment of the risk of brain drain will be moved to a recital. Text Origin: EP Mandate
Article 20(2)				
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.	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. Text Origin: Commission Proposal
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.	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.

	CLEAN	Commission Proposal	VS.EC	EP Mandate	VS.EC	Council Mandate GA st10602/24	VS.EC	Draft Agreement
								Text Origin: Commission Proposal
Article 20(3a)								
	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.		<p><u>3a. 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 as well as civil society organisations, in particular those working with third-country nationals, including persons with disabilities.</u></p> <p>Replaces EP mandate in row 205c.</p>
Article 20(3b)								
	205b					<u>3a. The EU Talent Pool Secretariat shall publish, at least once a year, the data referred to in paragraph 1, anonymised in the case of personal data.</u>		EP amendment moved to row 113 (Functions of the EU Talent Pool Steering Group, paragraph 1, point c), with a reference to "once a year".
Article 20(3c)								
	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</u>		EP AM dropped, included in line 205a.

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
		<u>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 Exercise of the delegation Text Origin: Commission Proposal
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.	1.The power to adopt delegated acts is conferred on the Commission subject to the conditions laid down in this Article. Text Origin: Commission Proposal
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	2.The power to adopt delegated acts referred to in <u>Article 6(9)</u> , Article 14(1) and <u>Article 16(4a)</u> 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	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	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

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	opposes such an extension not later than three months before the end of each period.	European Parliament or the Council opposes such an extension not later than three months before the end of each period.	opposes such an extension not later than three months before the end of each period.	opposes such an extension not later than three months before the end of each period. Text Origin: Commission Proposal
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 the validity of any delegated acts already in force.	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. It shall not affect the validity of any delegated acts already in force.	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 the validity of any delegated acts already in force.	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 the validity of any delegated acts already in force. Text Origin: Commission Proposal
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.	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. Text Origin: Commission Proposal
Article 21(5)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
g	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. Text Origin: Commission Proposal
Article 21(6)				
y	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 period shall be extended by two months at the initiative of the European Parliament or the Council.	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 period shall be extended by two months at the initiative of the European Parliament or the Council.	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 period shall be extended by two months at the initiative of the European Parliament or the Council. Text Origin: Commission Proposal
Article 22				
g	213	Article 22 Committee procedure	Article 22 Committee procedure	Article 22 Committee procedure Text Origin: Commission Proposal
Article 22(1)				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
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.	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. Text Origin: Commission Proposal
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.	2.Where reference is made to this paragraph, Article 4 of Regulation (EU) No 182/2011 shall apply. Text Origin: Commission Proposal
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.	3.Where reference is made to this paragraph, Article 5 of Regulation (EU) No 182/2011 shall apply. Text Origin: Commission Proposal
Article 23				
217	Article 23 Reporting	Article 23 Reporting	Article 23 Reporting	Article 23 Reporting Text Origin: Commission Proposal
Article 23(1)				
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	1.By 31.12.2031 <u>31 December 2031</u> 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	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	1.By 31.12.2031 <u>31 December 2031</u> 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

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
	the Regions on the application of this Regulation.	Committee of the Regions on the application of this Regulation. <u>That report shall assess the effectiveness of this Regulation in addressing skills shortages and in attracting talent from third countries.</u>	the Regions on the application of this Regulation.	Committee of the Regions on the application of this Regulation.
Article 23(1a)				
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.	<u>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.</u>
Article 24				
219	Article 24 Entry into force	Article 24 Entry into force	Article 24 Entry into force	Article 24 Entry into force Text Origin: Commission Proposal
Article 24(1)				
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.	1.This Regulation shall enter into force on the twentieth day following that of its publication in the Official Journal of the European Union. Text Origin: Commission Proposal
Article 24(2)				

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
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 ^{all} 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,	Done at Brussels, Text Origin: Commission Proposal
Formula				
223	For the European Parliament	For the European Parliament	For the European Parliament	For the European Parliament Text Origin: Commission Proposal
Formula				
224	The President	The President	The President	The President Text Origin: Commission Proposal
Formula				
225	For the Council	For the Council	For the Council	For the Council Text Origin: Commission Proposal
Formula				
226	The President	The President	The President	The President Text Origin: Commission Proposal
Annex				
227	Annex List of EU-wide shortage occupations	Annex List of EU-wide shortage occupations	Annex List of EU-wide shortage occupations	Annex List of EU-wide shortage occupations

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 1				
228	ISCO code	ISCO code	ISCO code	Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 2				
229	2142	2142	2142	Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 3				
230	2151	2151	2151	Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 4				
231	2211	2211	2211	Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 5				
232	2212	2212	2212	Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 6				
233	2221	2221	2221	Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 7				

	CLEAN	Commission Proposal	VS.EC	EP Mandate	VS.EC	Council Mandate GA st10602/24	VS.EC	Draft Agreement
234		2411		2411		2411		2411 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 8								
235		2511		2511		2511		2511 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 9								
236		2512		2512		2512		2512 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 10								
237		2513		2513		2513		2513 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 11								
238		2514		2514		2514		2514 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 12								
239		2519		2519		2519		2519 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 13								
240		3113		3113		3113		3113 Text Origin: Commission Proposal

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
Annex, Table 1, Column 1, Row 14				
241	3221	3221	3221	3221 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 15				
242	5120	5120	5120	5120 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 16				
243	5131	5131	5131	5131 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 17				
244	5321	5321	5321	5321 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 18				
245	7112	7112	7112	7112 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 19				
246	7114	7114	7114	7114 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 20				
247	7115	7115	7115	7115

	CLEAN	Commission Proposal	VS.EC	EP Mandate	VS.EC	Council Mandate GA st10602/24	VS.EC	Draft Agreement
								Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 21								
248		7121		7121		7121		7121 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 22								
249		7123		7123		7123		7123 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 23								
250		7126		7126		7126		7126 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 24								
251		7127		7127		7127		7127 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 25								
252		7212		7212		7212		7212 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 26								
253		7213		7213		7213		7213 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 27								

	CLEAN	Commission Proposal	VS.EC	EP Mandate	VS.EC	Council Mandate GA st10602/24	VS.EC	Draft Agreement
254		7214		7214		7214		7214 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 28								
255		7223		7223		7223		7223 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 29								
256		7231		7231		7231		7231 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 30								
257		7233		7233		7233		7233 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 31								
258		7411		7411		7411		7411 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 32								
259		7412		7412		7412		7412 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 33								
260		7511		7511		7511		7511 Text Origin: Commission Proposal

	CLEAN	Commission Proposal	vs.EC	EP Mandate	vs.EC	Council Mandate GA st10602/24	vs.EC	Draft Agreement
Annex, Table 1, Column 1, Row 34								
261		8331		8331		8331		8331 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 35								
262		8332		8332		8332		8332 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 36								
263		9112		9112		9112		9112 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 37								
264		3119		3119		3119		3119 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 38								
265		2143		2143		2143		2143 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 39								
266		2133		2133		2133		2133 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 40								
267		2145		2145		2145		2145

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 41				
268	2144	2144	2144	2144 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 42				
269	3115	3115	3115	3115 Text Origin: Commission Proposal
Annex, Table 1, Column 1, Row 43				
270	2141	2141	2141	2141 Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 1				
271	Occupation	Occupation	Occupation	Occupation Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 2				
272	Civil engineers	Civil engineers	Civil engineers	Civil engineers Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 3				
273	Electrical engineers	Electrical engineers	Electrical engineers	Electrical engineers Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 4				

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
274	Generalist medical practitioners	Generalist medical practitioners	Generalist medical practitioners	Generalist medical practitioners <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 5				
275	Specialist medical practitioners	Specialist medical practitioners	Specialist medical practitioners	Specialist medical practitioners <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 6				
276	Nursing professionals	Nursing professionals	Nursing professionals	Nursing professionals <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 7				
277	Accountants	Accountants	Accountants	Accountants <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 8				
278	Systems analysts	Systems analysts	Systems analysts	Systems analysts <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 9				
279	Software developers	Software developers	Software developers	Software developers <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 10				
280	Web and multimedia developers	Web and multimedia developers	Web and multimedia developers	Web and multimedia developers <small>Text Origin: Commission Proposal</small>

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
Annex, Table 1, Column 2, Row 11				
281	Applications programmers	Applications programmers	Applications programmers	Applications programmers <small>Text Origin: Commission Proposal</small>
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	Software and applications developers and analysts not elsewhere classified <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 13				
283	Electrical engineering technicians	Electrical engineering technicians	Electrical engineering technicians	Electrical engineering technicians <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 14				
284	Nursing associate professionals	Nursing associate professionals	Nursing associate professionals	Nursing associate professionals <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 15				
285	Cooks	Cooks	Cooks	Cooks <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 16				
286	Waiters	Waiters	Waiters	Waiters <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 17				
287	Health care assistants	Health care assistants	Health care assistants	Health care assistants

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 18				
288	Bricklayers and related workers	Bricklayers and related workers	Bricklayers and related workers	Bricklayers and related workers Text Origin: Commission Proposal
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	Concrete placers, concrete finishers and related workers Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 20				
290	Carpenters and joiners	Carpenters and joiners	Carpenters and joiners	Carpenters and joiners Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 21				
291	Roofers	Roofers	Roofers	Roofers Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 22				
292	Plasterers	Plasterers	Plasterers	Plasterers Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 23				
293	Plumbers and pipe fitters	Plumbers and pipe fitters	Plumbers and pipe fitters	Plumbers and pipe fitters Text Origin: Commission Proposal

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC 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	Air conditioning and refrigeration mechanics <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 25				
295	Welders and flame cutters	Welders and flame cutters	Welders and flame cutters	Welders and flame cutters <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 26				
296	Sheet-metal workers	Sheet-metal workers	Sheet-metal workers	Sheet-metal workers <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 27				
297	Structural-metal preparers and erectors	Structural-metal preparers and erectors	Structural-metal preparers and erectors	Structural-metal preparers and erectors <small>Text Origin: Commission Proposal</small>
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	Metal working machine tool setters and operators <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 29				
299	Motor vehicle mechanics and repairers	Motor vehicle mechanics and repairers	Motor vehicle mechanics and repairers	Motor vehicle mechanics and repairers <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 30				

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
300	Agricultural and industrial machinery mechanics and repairers	Agricultural and industrial machinery mechanics and repairers	Agricultural and industrial machinery mechanics and repairers	Agricultural and industrial machinery mechanics and repairers <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 31				
301	Building and related electricians	Building and related electricians	Building and related electricians	Building and related electricians <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 32				
302	Electrical mechanics and fitters	Electrical mechanics and fitters	Electrical mechanics and fitters	Electrical mechanics and fitters <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 33				
303	Butchers, fishmongers, and related food preparers	Butchers, fishmongers, and related food preparers	Butchers, fishmongers, and related food preparers	Butchers, fishmongers, and related food preparers <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 34				
304	Bus and tram drivers	Bus and tram drivers	Bus and tram drivers	Bus and tram drivers <small>Text Origin: Commission Proposal</small>
Annex, Table 1, Column 2, Row 35				
305	Heavy truck and lorry drivers	Heavy truck and lorry drivers	Heavy truck and lorry drivers	Heavy truck and lorry drivers <small>Text Origin: Commission Proposal</small>
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	Cleaners and helpers in offices, hotels and other establishments

	CLEAN Commission Proposal	VS.EC EP Mandate	VS.EC Council Mandate GA st10602/24	VS.EC Draft Agreement
				Text Origin: Commission Proposal
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	Physical and engineering science technicians not elsewhere classified Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 38				
308	Environmental engineers	Environmental engineers	Environmental engineers	Environmental engineers Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 39				
309	Environmental protection professionals	Environmental protection professionals	Environmental protection professionals	Environmental protection professionals Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 40				
310	Chemical engineers	Chemical engineers	Chemical engineers	Chemical engineers Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 41				
311	Mechanical engineers	Mechanical engineers	Mechanical engineers	Mechanical engineers Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 42				
312	Mechanical engineering technicians	Mechanical engineering technicians	Mechanical engineering technicians	Mechanical engineering technicians

	CLEAN Commission Proposal	vs.EC EP Mandate	vs.EC Council Mandate GA st10602/24	vs.EC Draft Agreement
				Text Origin: Commission Proposal
Annex, Table 1, Column 2, Row 43				
313	Industrial and production engineers	Industrial and production engineers	Industrial and production engineers	Industrial and production engineers Text Origin: Commission Proposal