

EN

E-002371/2025

Answer given by Mr Brunner
on behalf of the European Commission
(10.9.2025)

The Commission proposal on the EU Talent Pool¹ aims at facilitating international recruitment of third country nationals residing outside the EU. It will be a voluntary tool for the Member States. It is part of the comprehensive approach to migration set out in the Pact on Migration and Asylum². The Commission does not impose any direct or indirect penalties under the Pact if a Member State decides not to participate in the EU Talent Pool.

The EU Talent Pool will be used only for job vacancies in sectors where there are shortage occupations that cannot be filled through European workforce, in line with the principle of preference for EU citizens. These areas are identified in the proposed regulation. EU citizens wishing to find a job in another Member State already have access to the wide range of services offered by the European Employment Services.

The existing national and EU legal frameworks determining the entry and residence conditions for third-country nationals for the purpose of work, study, family reunification or other reasons will continue to apply. In accordance with Article 79(5) of the Treaty on the Functioning of the European Union, the proposal does not affect Member States' competence to determine volumes of admission of third-country nationals coming from third countries to seek work.

¹ COM(2023) 716 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52023PC0716>.

² Communication from the Commission to the European Parliament, the council, the European Economic and Social Committee and the Committee of the Regions on a New Pact on Migration and Asylum, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:52020DC0609>.