

(English version)

**Question for written answer E-005050/25
to the Commission
Jean-Paul Garraud (Pfe)
(22 December 2025)**

Subject: Mass unemployment in the EU and the EU Talent Pool: is the Commission orchestrating wage competition against European citizens?

According to Eurostat, 13.351 million people were unemployed in the EU in October 2025, including 2.96 million young people. ⁽¹⁾

Eurostat figures also show that the EU issued 3.5 million first residence permits in 2024, of which 192 400 were issued to Indian citizens. ⁽²⁾

On 10 December 2025, the Commission confirmed that it was setting up the EU Talent Pool, a future European skills-matching platform between employers and jobseekers from third countries ⁽³⁾, with an EU office (the Gateway Office) in India designed to help applicants find legal employment in Europe ⁽⁴⁾.

In view of the above, can the Commission answer the following questions:

1. How does it justify this strategy at a time when 13 million Europeans are unemployed, and what measures is it taking to mobilise the European workforce as a matter of priority?
2. Will it publish an impact assessment by sector/Member State on the risk of social dumping, since the arrival of workers from outside Europe will put downward pressure on the wages and working conditions of EU citizens?
3. What safeguards (checks, inspections, penalties) are being considered to prevent exploitation, fraud and the circumvention of social rules via this EU Talent Pool and Gateway Office?

Submitted: 22.12.2025

**Answer given by Executive Vice-President Mînzatu on behalf of the European Commission
(12 February 2026)**

The EU's approach to addressing labour shortages starts with active support to employment, upskilling, reskilling, improving working conditions and intra-EU mobility ⁽¹⁾.

While the competence for employment policy lies primarily with Member States, the EU supports these efforts via instruments like the European Social Fund Plus, the Recovery and Resilience Facility and the European Semester.

The Commission promotes skills development through initiatives like the Union for Skills ⁽²⁾ and helps unemployed EU citizens access opportunities across the internal market via the EUROpean Employment Services network ⁽³⁾. Attracting talent from outside the EU is a part of this strategy.

The EU Talent Pool targets occupations that experience EU-wide labour shortages. The impact assessment ⁽⁴⁾ accompanying the proposal showed that this ensures complementarity of skills, enhances competitiveness and may result in a positive impact on wages. To address the need for ICT talent, the EU collaborates with India on the pilot European Legal Gateway Office.

The EU Talent Pool contains safeguards to minimise the risk of social dumping. Participating employers must comply with relevant EU and national law against unfair recruitment, inadequate working conditions and discrimination. Non-compliant employers are denied access or excluded from the platform.

The Legal Gateway Office pilot will promote ethical recruitment and the prevention of exploitation through awareness-raising campaigns, capacity building workshops to public and private recruitment agencies and educational consultants.

¹ <https://ec.europa.eu/eurostat/web/products-euro-indicators/w/3-02122025-bp>

² <https://ec.europa.eu/eurostat/web/products-eurostat-news/w/ddn-20250912-2?>

³ https://home-affairs.ec.europa.eu/policies/migration-and-asylum/legal-migration-and-resettlement/work/eu-talent-pool_en

⁴ https://ec.europa.eu/commission/presscorner/api/files/document/print/en/speech_25_3001/SPEECH_25_3001_EN.pdf

⁽¹⁾ https://ec.europa.eu/commission/presscorner/detail/en/ip_24_1507.

⁽²⁾ https://commission.europa.eu/topics/competitiveness/union-skills_en.

⁽³⁾ https://eures.europa.eu/index_en.

⁽⁴⁾ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52023SC0717>.