

# Procedure file

Basic information		
INI - Own-initiative procedure	<a href="#">2023/2044(INI)</a>	Procedure completed
Harnessing talent in Europe's regions		
Subject 4.15 Employment policy, action to combat unemployment		

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	 <a href="#">Regional Development</a>	 <a href="#">MAESTRE Cristina</a>	24/02/2023
		Shadow rapporteur	
		 <a href="#">MOTREANU Dan-Ştefan</a>	
		 <a href="#">TOLLERET Irène</a>	
		 <a href="#">D'AMATO Rosa</a>	
	 <a href="#">KIZILYÜREK Niyazi</a>		
	Committee for opinion	Rapporteur for opinion	Appointed
	 <a href="#">Employment and Social Affairs</a>	Chair on behalf of committee	01/03/2023
		 <a href="#">PÎSLARU Dragoş</a>	
	 <a href="#">Agriculture and Rural Development</a>		19/04/2023
		 <a href="#">LAURETI Camilla</a>	
European Commission	Commission DG <a href="#">Internal Market, Industry, Entrepreneurship and SMEs</a>	Commissioner BRETON Thierry	

Key events			
20/04/2023	Committee referral announced in Parliament		
24/10/2023	Vote in committee		
31/10/2023	Committee report tabled for plenary	<a href="#">A9-0325/2023</a>	Summary

21/11/2023	Debate in Parliament		
23/11/2023	Results of vote in Parliament		
23/11/2023	Decision by Parliament	<a href="#">T9-0439/2023</a>	Summary

### Technical information

Procedure reference	2023/2044(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Initiative
Legal basis	Rules of Procedure EP 55
Other legal basis	Rules of Procedure EP 165
Stage reached in procedure	Procedure completed
Committee dossier	REGI/9/11736

### Documentation gateway

Specific opinion		<a href="#">PE746.813</a>	26/04/2023	EP	
Committee draft report		<a href="#">PE750.006</a>	29/06/2023	EP	
Amendments tabled in committee		<a href="#">PE752.884</a>	13/09/2023	EP	
Committee opinion		<a href="#">PE746.914</a>	19/09/2023	EP	
Committee report tabled for plenary, single reading		<a href="#">A9-0325/2023</a>	31/10/2023	EP	Summary
Text adopted by Parliament, single reading		<a href="#">T9-0439/2023</a>	23/11/2023	EP	Summary
Commission response to text adopted in plenary		<a href="#">SP(2024)25</a>	22/03/2024	EC	

## Harnessing talent in Europe's regions

The Committee on Regional Development adopted the own-initiative report by Cristina MAESTRE MARTÍN DE ALMAGRO (S&D, ES) on harnessing talent in Europe's regions.

The report welcomed the Commission communication entitled Harnessing talent in Europe's regions, which is the first key deliverable of the European Year of Skills, and its overall objective of promoting, retaining and attracting talent to transform all regions into dynamic places.

### Rural proofing and OR reflex

Members called for cohesion policy to be provided with new budgetary resources in order to face future challenges. They believe that it is fundamental to implement the concept of rural proofing, which must include the assessment of the demographic impact, the proximity and accessibility of public services, the question of the creation of quality jobs, the impact on the educational and training framework and the gender impact on rural areas when developing Union policies. They stressed that the strategies and mechanisms presented by the Commission in its communication entitled Harnessing Talent in European Regions must adopt an OR reflex, meaning that the specific characteristics of the ORs should be systematically taken into account in EU initiatives, legislative proposals.

### European semester

The report welcomed the introduction of the do no harm to cohesion principle, which is defined as no action should hamper the convergence process or contribute to regional disparities. It called on the Commission to strengthen and develop this principle as part of the European Semester and to involve local and regional authorities at all stages of the procedures linked with the European Semester and its country-specific recommendations (CSRs).

Members called on the Commission to include in the country-specific recommendations an inventory of cohesion at NUTS 2 level in the Member States to monitor lagging regions level of convergence towards the EU average. Country-specific recommendations should set measurable and binding social objectives at territorial level.

### Regions in a talent development trap

The report called for the establishment of clear and objective criteria for defining regions that are or risk finding themselves in a talent

development trap. It urged the Commission and Member States to seriously address this challenge by setting regions in, or at risk of, a talent development trap as a core priority of their action and investment under cohesion policy. It underlined the need to include in the categorisation of regions at risk of falling into a development trap those deemed as less developed, as defined in Article 108(2) of the Common Provisions Regulation.

#### Talent booster mechanism

Members considered that policies developed under the Talent Booster Mechanism should focus on developing high-quality labour and formation markets, creating new job opportunities that offer attractive wages, ensuring decent living standards, supporting regions in attracting European funds, optimising public services and infrastructure, fostering economic diversification and creating attractive business environments and social cohesion in order to strengthen the economic competitiveness of the affected regions and the EU as a whole.

#### Combating the brain drain

The report encouraged Member States and local authorities to put in place policies and strategies to combat brain drain and bring back talent in the context of multi-level governance. It suggested involving all relevant stakeholders (public authorities, companies, universities, non-governmental organisations, etc.) in the development of the most appropriate tools, such as subsidies for employers hiring young talent and returning talent, allowances to cover return costs, and subsidies for launching entrepreneurial activity.

#### Financial support

Both the Commission and Member States should finance and promote projects for young peoples access to training, the creation of quality jobs, and guaranteed paid traineeships. Future Partnership Agreements should align specific priorities with demographic needs. While existing instruments provide financial support to regions at risk of a talent development trap, the creation of a dedicated Fund addressing brain drain is recommended for the new programming period.

The report underlines the central role of Member States and regional authorities in tackling gender inequalities from education to the workplace, and therefore called for additional financial support for regions with lower rates of participation by women in the labour market in order to promote equal opportunities.

The Commission and Member States are invited to finance and promote specific projects for the development of initiatives to ensure that young people, including those with fewer opportunities and from socially disadvantaged backgrounds, can access quality education and work-related training, with a particular focus on deficit or high-demand occupations.

#### Migration

Lastly, Members recalled the need to define an ambitious and sustainable policy on legal migration and integration at EU level. They stressed that it is essential to adopt a strategic approach to the integration of non-EU nationals as a potential driver of local growth and welcomes measures paving the way towards a more sustainable and inclusive approach to labour mobility.

## Harnessing talent in Europe's regions

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The European Parliament adopted by 401 votes to 39, with 109 abstentions, a resolution on harnessing talent in Europe's regions.

Parliament welcomed the Commission communication entitled Harnessing talent in Europe's regions, which is the first key deliverable of the European Year of Skills, and its overall objective of promoting, retaining and attracting talent to transform all regions into dynamic places.

#### Rural proofing and OR reflex

Members called for cohesion policy to be provided with new budgetary resources in order to face future challenges. They believe that it is fundamental to implement the concept of rural proofing, which must include the assessment of the demographic impact, the proximity and accessibility of public services, the question of the creation of quality jobs, the impact on the educational and training framework and the gender impact on rural areas when developing Union policies. They stressed that the strategies and mechanisms presented by the Commission in its communication entitled Harnessing Talent in European Regions must adopt an OR reflex, meaning that the specific characteristics of the ORs should be systematically taken into account in EU initiatives, legislative proposals.

The Commission is called on to propose a directive to ensure minimum quality standards, including rules on duration, fair remuneration and access to social protection for traineeships in the open labour market to ensure decent standards of living.

#### European semester

Parliament welcomed the introduction of the do no harm to cohesion principle, which is defined as no action should hamper the convergence process or contribute to regional disparities. It called on the Commission to strengthen and develop this principle as part of the European Semester and to involve local and regional authorities at all stages of the procedures linked with the European Semester and its country-specific recommendations (CSRs).

Members called on the Commission to include in the country-specific recommendations an inventory of cohesion at NUTS 2 level in the Member States to monitor lagging regions level of convergence towards the EU average. Country-specific recommendations should set measurable and binding social objectives at territorial level.

#### Regions in a talent development trap

According to Eurostat data, 46 EU regions, representing 16 % of the EU population, are currently in a talent development trap, whereas another 36 EU regions are at risk of falling into a talent development trap. Regions in a talent development trap face an accelerating decline in their working-age population, and a low and stagnant number of people with a tertiary education. Most of these regions are less developed.

Parliament called for the establishment of clear and objective criteria for defining regions that are or risk finding themselves in a talent development trap. It urged the Commission and Member States to seriously address this challenge by setting regions in, or at risk of, a talent

development trap as a core priority of their action and investment under cohesion policy. It underlined the need to include in the categorisation of regions at risk of falling into a development trap those deemed as less developed, as defined in Article 108(2) of the Common Provisions Regulation.

#### Talent booster mechanism

Members called on the Commission to establish a task force responsible for implementing the Talent Booster Mechanism. They considered that policies developed under the Talent Booster Mechanism should focus on developing high-quality labour and formation markets, creating new job opportunities that offer attractive wages, ensuring decent living standards, supporting regions in attracting European funds, optimising public services and infrastructure, fostering economic diversification and creating attractive business environments and social cohesion in order to strengthen the economic competitiveness of the affected regions and the EU as a whole.

#### Combating the brain drain

The resolution encouraged Member States and local authorities to put in place policies and strategies to combat brain drain and bring back talent in the context of multi-level governance. It suggested involving all relevant stakeholders (public authorities, companies, universities, non-governmental organisations, etc.) in the development of the most appropriate tools, such as subsidies for employers hiring young talent and returning talent, allowances to cover return costs, and subsidies for launching entrepreneurial activity. Members believe that incentives should be provided in order to ensure that decent affordable housing is available to prevent exoduses and for talented individuals who decide to return to their place of origin.

#### Financial support

Both the Commission and Member States should finance and promote projects for young peoples access to training, the creation of quality jobs, and guaranteed paid traineeships. Future Partnership Agreements should align specific priorities with demographic needs. While existing instruments provide financial support to regions at risk of a talent development trap, the creation of a dedicated Fund addressing brain drain is recommended for the new programming period.

Parliament underlined the central role of Member States and regional authorities in tackling gender inequalities from education to the workplace, and therefore called for additional financial support for regions with lower rates of participation by women in the labour market in order to promote equal opportunities.

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