

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

Key players			
European Parliament	<b>Committee responsible</b>	<b>Rapporteur</b>	<b>Appointed</b>
	<span>REGI</span> Regional Development	MAESTRE Cristina (S&D)	24/02/2023
		Shadow rapporteur MOTREANU Dan-Ștefan (EPP) TOLLERET Irène (Renew) D'AMATO Rosa (Greens/EFA) KIZILYÜREK Niyazi (The Left)	
	<b>Committee for opinion</b>	<b>Rapporteur for opinion</b>	<b>Appointed</b>
	<span>EMPL</span> Employment and Social Affairs	Chair on behalf of committee PÎSLARU Dragoș (Renew)	01/03/2023
	<span>AGRI</span> Agriculture and Rural Development	LAURETI Camilla (S&D)	19/04/2023
European Commission	<b>Commission DG</b>	<b>Commissioner</b>	
	Internal Market, Industry, Entrepreneurship and SMEs	BRETON Thierry	

Key events			
Date	Event	Reference	Summary
20/04/2023	Committee referral announced in Parliament		
24/10/2023	Vote in committee		
31/10/2023	Committee report tabled for plenary	A9-0325/2023	Summary

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

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

European Parliament

Document type	Committee	Reference	Date	Summary
Specific opinion	EMPL	PE746.813	26/04/2023	
Committee draft report		PE750.006	29/06/2023	
Amendments tabled in committee		PE752.884	13/09/2023	
Committee opinion	AGRI	PE746.914	19/09/2023	
Committee report tabled for plenary, single reading		A9-0325/2023	31/10/2023	Summary
Text adopted by Parliament, single reading		T9-0439/2023	23/11/2023	Summary

European Commission

Document type	Reference	Date	Summary
Commission response to text adopted in plenary	SP(2024)25	22/03/2024	

# Harnessing talent in Europe's regions

2023/2044(INI) - 31/10/2023 - Committee report tabled for plenary, single reading

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 people's 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**

2023/2044(INI) - 23/11/2023 - Text adopted by Parliament, single reading

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 people's 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.

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.