


Basic information	
<b>2024/0068(COD)</b> COD - Ordinary legislative procedure (ex-codecision procedure) Directive	Awaiting committee decision
Improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ('Traineeships Directive')  <b>Subject</b> 4.40.01 European area for education, training and lifelong learning 4.40.10 Youth 4.40.15 Vocational education and training	



Key players				
European Parliament	<b>Committee responsible</b>		<b>Rapporteur</b>	<b>Appointed</b>
	<b>EMPL</b> Employment and Social Affairs		HOMS GINEL Alicia (S&D)	03/10/2024
			Shadow rapporteur MARCZUJAJTIS-WALCZAK Jagna (EPP) DISDIER Mélanie (P/E) GEMMA Chiara (ECR) JOVEVA Irena (Renew) SCUDERI Benedetta (Greens/EFA)	
	<b>Former committee responsible</b>		<b>Former rapporteur</b>	<b>Appointed</b>
	<b>EMPL</b> Employment and Social Affairs			
	<b>Committee for opinion</b>		<b>Rapporteur for opinion</b>	<b>Appointed</b>
	<b>CULT</b> Culture and Education			
	<b>JURI</b> Legal Affairs		The committee decided not to give an opinion.	
	<b>Former committee for opinion</b>		<b>Former rapporteur for opinion</b>	<b>Appointed</b>
	<b>CULT</b> Culture and Education			

	JURI Legal Affairs		
Council of the European Union			
European Commission	Commission DG	Commissioner	
	Employment, Social Affairs and Inclusion	SCHMIT Nicolas	
European Economic and Social Committee			
European Committee of the Regions			

Key events			
Date	Event	Reference	Summary
20/03/2024	Legislative proposal published	COM(2024)0132 	Summary
13/11/2024	Committee referral announced in Parliament, 1st reading		

Forecasts	
25/06/2025	Vote scheduled in committee, 1st reading

Technical information	
Procedure reference	2024/0068(COD)
Procedure type	COD - Ordinary legislative procedure (ex-codecision procedure)
Nature of procedure	Legislation
Legislative instrument	Directive
Legal basis	Treaty on the Functioning of the EU TFEU 153-p1 Treaty on the Functioning of the EU TFEU 294-p7-ac Treaty on the Functioning of the EU TFEU 153-p2
Mandatory consultation of other institutions	<a href="#">European Economic and Social Committee</a> <a href="#">European Committee of the Regions</a>
Stage reached in procedure	Awaiting committee decision
Committee dossier	EMPL/10/00372

Documentation gateway			
European Commission			
Document type	Reference	Date	Summary
Legislative proposal	COM(2024)0132 	20/03/2024	Summary
Document attached to the procedure	SEC(2024)0097	21/03/2024	
Document attached to the procedure	SWD(2024)0068 	21/03/2024	

Document attached to the procedure	SWD(2024)0067	21/03/2024	
Document attached to the procedure	SWD(2024)0066 	21/03/2024	

### National parliaments

Document type	Parliament /Chamber	Reference	Date	Summary
Contribution	<span style="border: 1px solid red; padding: 2px;">PT_PARLIAMENT</span>	COM(2024)0132	21/06/2024	
Contribution	<span style="border: 1px solid red; padding: 2px;">IT_CHAMBER</span>	COM(2024)0132	26/06/2024	
Contribution	<span style="border: 1px solid red; padding: 2px;">IT_SENATE</span>	COM(2024)0132	05/07/2024	
Reasoned opinion	<span style="border: 1px solid red; padding: 2px;">SE_PARLIAMENT</span>	PE762.917	11/07/2024	
Contribution	<span style="border: 1px solid red; padding: 2px;">ES_PARLIAMENT</span>	COM(2024)0132	03/09/2024	

### Other institutions and bodies

Institution/body	Document type	Reference	Date	Summary
ESC	Economic and Social Committee: opinion, report	CES1418/2024	10/07/2024	
CofR	Committee of the Regions: opinion	CDR1795/2024	09/10/2024	

## Meetings with interest representatives published in line with the Rules of Procedure

### Rapporteurs, Shadow Rapporteurs and Committee Chairs

Name	Role	Committee	Date	Interest representatives
GEMMA Chiara	Shadow rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	05/12/2024	HOTREC, Hotels, Restaurants & Cafés in Europe
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	04/12/2024	DPR Mr. Arkadiusz Pluciski, Permanent Representation of Poland to the EU
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	04/12/2024	Joanna Helme, DPhil candidate in Labour Law, Trinity College, University of Oxford
JOVEVA Irena	Shadow rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	03/12/2024	European Youth Forum
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	28/11/2024	Permanent Representation of Portugal to the EU
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	27/11/2024	Joanna Helme, DPhil candidate in Labour Law, Trinity College, University of Oxford
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	26/11/2024	Permanent Representation of Bulgaria to the EU
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	25/11/2024	Permanent Representation of Poland to the EU
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	20/11/2024	Permanent Representation of Belgium to the EU
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	20/11/2024	Permanent Representation of Romania to the EU
HOMS GINEL Alicia	Rapporteur	<span style="border: 1px solid red; padding: 2px;">EMPL</span>	20/11/2024	Permanent Representation of Slovenia to the EU
HOMS GINEL				

Alicia	Rapporteur	EMPL	19/11/2024	Permanent Representation of Poland to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	13/11/2024	Prof Dr. Antonio Baylos, Francisco Trillo y Antonio García Muñoz, UCLM
HOMS GINEL Alicia	Rapporteur	EMPL	13/11/2024	Lucie Studnicná, President of the Workers' Group EESC
HOMS GINEL Alicia	Rapporteur	EMPL	13/11/2024	Ivailo Kalfin, Director Ejecutivo de Eurofound
HOMS GINEL Alicia	Rapporteur	EMPL	11/11/2024	Representación Permanente de España ante la UE
HOMS GINEL Alicia	Rapporteur	EMPL	17/10/2024	Permanent Representation of Poland to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	30/09/2024	EUROPEAN TRADE UNION CONFEDERATION European Youth Forum
HOMS GINEL Alicia	Rapporteur	EMPL	13/03/2024	Nicolas Schmit
HOMS GINEL Alicia	Rapporteur	EMPL	13/02/2024	EUROPEAN TRADE UNION CONFEDERATION

## Improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ('Traineeships Directive')

2024/0068(COD) - 20/03/2024 - Legislative proposal

**PURPOSE:** to improve and enforce working conditions of trainees and combating regular employment relationships disguised as traineeships (Traineeships Directive).

**PROPOSED ACT:** Directive of the European Parliament and of the Council.

**ROLE OF THE EUROPEAN PARLIAMENT:** the European Parliament decides in accordance with the ordinary legislative procedure and on an equal footing with the Council.

**BACKGROUND:** the EU's 2014 Quality Framework for Traineeships set out 21 quality principles to ensure high-quality learning and working conditions. In its 2023 evaluation of this Council Recommendation, the Commission found that it had a positive impact on the quality of traineeships in the EU. However, the Commission's evaluation also found room for improvement and both the Conference on the Future of Europe and the European Parliament called on the Commission to improve traineeships.

It is estimated that there are around 3.1 million trainees in the EU (among them 1.6 million paid trainees) and the demand for traineeships is expected to grow at least by 16% by 2030. According to a 2023 Eurobarometer survey, 78% of young Europeans did at least one traineeship and 68% said they found a job afterwards. 21% of respondents did a traineeship in another Member State, marking a significant increase since 2013 (9%).

Traineeships can provide an opportunity for young people to gain practical and professional experience, improve their skills and thereby facilitate their access to the labour market. They offer an opportunity for employers to attract, train and retain their staff. However, the value of a traineeship depends on its quality. A quality traineeship requires fair and transparent working conditions and adequate learning content. Moreover, inclusive traineeships can help provide opportunities for everyone to access the labour market, including young people in vulnerable situations.

The problematic and unlawful use of traineeships undermines the working conditions of trainees and regular workers and harms social fairness. It can also produce an uneven playing field between traineeship providers, which is a problem for businesses, including for small and medium-sized companies (SMEs). The use of non-compliant traineeships or regular employment relationships disguised as traineeships constitutes a cost-reduction measure for employers, which creates a situation of unfair competitive advantage compared to compliant employers. Unlawful traineeship arrangements, in particular those disguised as employment, are also a burden on public revenue through the loss of due social security contributions and tax payments.

**CONTENT:** the Commission proposes this directive with the aim of helping Member States improve and enforce good quality working conditions for trainees, as well as combat regular employment relationships disguised as traineeships. The proposed directive applies to trainees who have an employment relationship as defined by the law, collective agreements or practice in force in the Member States with consideration to the case-law of the Court of Justice, regardless of the type of traineeship.

Key elements of the proposed Directive include:

- the principle of non-discrimination, ensuring that trainees are treated equally in terms of working conditions, including pay, compared to regular employees, unless different treatment is justified on objective grounds, such as different tasks, lower responsibilities, work intensity or the weight of the learning and training component.

- ensuring traineeships are not used to disguise regular jobs, through controls and inspections, with Member States using duration as a possible aspect to assess whether this is the case, and by asking companies to share traineeships' numbers, durations and working conditions, allowing workers' representatives to engage on behalf of trainees to secure their rights;

- requiring Member States to ensure channels for trainees to report malpractice and poor working conditions;

- the right to redress requiring Member States to provide access to an effective and impartial dispute resolution mechanism and a right to redress, including adequate compensation, if a trainee's rights are infringed under the Directive or other EU law applicable to workers.