Basic information

2024/0068(COD) COD - Ordinary legislative procedure (ex-codecision procedure) Directive	Awaiting Parliament's position in 1st reading
Improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ('Traineeships Directive') **Subject** 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

Committee responsible	Rapporteur	Appointed
EMPL Employment and Social Affairs	HOMS GINEL Alicia (S&D)	03/10/2024
	Shadow rapporteur MARCZUŁAJTIS-WALCZAK Jagna (EPP) DISDIER Mélanie (PfE) GEMMA Chiara (ECR) JOVEVA Irena (Renew) SCUDERI Benedetta (Greens/EFA) MARTINS Catarina (The Left)	

Former committee responsible	Former rapporteur	Appointed
EMPL Employment and Social Affairs		

Committee for opinion	Rapporteur for opinion	Appointed
CULT Culture and Education	ZINGARETTI Nicola (S&D)	18/12/2024
JURI Legal Affairs	The committee decided not to give an opinion.	

Former committee for opinion	Former rapporteur for opinion	Appointed

	CULT 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		
23/09/2025	Vote in committee, 1st reading		
23/09/2025	Committee decision to open interinstitutional negotiations with report adopted in committee		
01/10/2025	Committee report tabled for plenary, 1st reading	A10-0174/2025	Summary
06/10/2025	Committee decision to enter into interinstitutional negotiations announced in plenary (Rule 72)		
08/10/2025	Committee decision to enter into interinstitutional negotiations confirmed by plenary (Rule 72)		

Technical information

Procedure reference	2024/0068(COD)
Procedure type	COD - Ordinary legislative procedure (ex-codecision procedure)
Procedure subtype	Legislation
Legislative instrument	Directive
Legal basis	Treaty on the Functioning of the European Union TFEU 153-p2 Treaty on the Functioning of the European Union TFEU 153-p1
Mandatory consultation of other institutions	European Economic and Social Committee European Committee of the Regions
Stage reached in procedure	Awaiting Parliament's position in 1st reading
Committee dossier	EMPL/10/00372

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee draft report		PE769.927	24/02/2025	
Amendments tabled in committee		PE771.927	27/03/2025	
Amendments tabled in committee		PE772.007	27/03/2025	
Committee opinion	CULT	PE767.866	08/04/2025	
Committee report tabled for plenary, 1st reading/single reading		A10-0174/2025	01/10/2025	Summary

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)0066	21/03/2024	
Document attached to the procedure	SWD(2024)0067	21/03/2024	
Document attached to the procedure	SWD(2024)0068	21/03/2024	

National parliaments

Document type	Parliament /Chamber	Reference	Date	Summary
Contribution	PT_PARLIAMENT	COM(2024)0132	21/06/2024	
Contribution	IT_CHAMBER	COM(2024)0132	26/06/2024	
Contribution	IT_SENATE	COM(2024)0132	05/07/2024	
Reasoned opinion	SE_PARLIAMENT	PE762.917	11/07/2024	
Contribution	ES_PARLIAMENT	COM(2024)0132	03/09/2024	

Other institutions and bodies

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

Additional information		
Source	**Document**	**Date**
European Parliament	Briefing	24/09/2024
European Commission	EUR-Lex	

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

Rapporteurs, Shadow Rapporteurs and Committee Chairs

Transparency				
Name	**Role**	**Committee**	**Date**	**Interest representatives**
HOMS GINEL Alicia	Rapporteur	EMPL	01/06/2026	Permanent Representation of Ireland to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	27/05/2026	Permanent Representation of Italy to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	26/05/2026	Permanent Representation of Belgium to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	19/05/2026	Permanent Representation of Austria to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	19/05/2026	Permanent Representation of Poland to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	13/05/2026	Permanent Representation of The Netherlands to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	13/05/2026	Permanent Representation of Germany to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	07/04/2026	European Youth Forum
HOMS GINEL Alicia	Rapporteur	EMPL	10/03/2026	Permanent Representation of The Netherlands to the European Union
HOMS GINEL Alicia	Rapporteur	EMPL	10/03/2026	Permanent Representation of France to the European Union
HOMS GINEL Alicia	Rapporteur	EMPL	25/02/2026	Permanent Representation of Poland to the European Union
HOMS GINEL Alicia	Rapporteur	EMPL	24/02/2026	Permanent Representation of Cyprus to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	20/01/2026	Permanent Representation of Cyprus to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	16/12/2025	European Confederation of Independent Trade Unions
HOMS GINEL Alicia	Rapporteur	EMPL	18/11/2025	Permanent Representation of Denmark to the EU Permanent Representation of Cyprus to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	16/10/2025	Permanent Representation of Cyprus to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	01/10/2025	Permanent Representation of Finland to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	17/09/2025	Permanent Representation of Germany to the EU

HOMS GINEL Alicia	Rapporteur	EMPL	15/09/2025	BUSINESSEUROPE
HOMS GINEL Alicia	Rapporteur	EMPL	15/09/2025	HOTREC, Hotels, Restaurants & Cafés in Europe
HOMS GINEL Alicia	Rapporteur	EMPL	11/09/2025	EUROPEAN TRADE UNION CONFEDERATION
HOMS GINEL Alicia	Rapporteur	EMPL	03/09/2025	Representación Permanente de España ante la UE
HOMS GINEL Alicia	Rapporteur	EMPL	15/07/2025	CEOE - Confederación Española de Organizaciones Empresariales
HOMS GINEL Alicia	Rapporteur	EMPL	16/04/2025	Organising Bureau of European School Student Unions
HOMS GINEL Alicia	Rapporteur	EMPL	08/04/2025	Council of European Employers of the Metal, Engineering and Technology-based Industries
HOMS GINEL Alicia	Rapporteur	EMPL	03/04/2025	BUSINESSEUROPE
ZINGARETTI Nicola	Rapporteur for opinion	CULT	25/03/2025	Organising Bureau of European School Student Unions Sindacato Pensionati Italiani CGIL CISL UIL ACLI Giovani Democratici
DISDIER Mélanie	Shadow rapporteur	EMPL	25/03/2025	Confédération des Petites et Moyennes Entreprises
HOMS GINEL Alicia	Rapporteur	EMPL	21/03/2025	Austrian Federal Chamber of Labour
HOMS GINEL Alicia	Rapporteur	EMPL	11/03/2025	Confederation of Danish Employers
GEMMA Chiara	Shadow rapporteur	EMPL	05/03/2025	CEEMET - European Tech & Industry Employers
HOMS GINEL Alicia	Rapporteur	EMPL	25/02/2025	Council of European Employers of the Metal, Engineering and Technology-based Industries
ZINGARETTI Nicola	Rapporteur for opinion	CULT	19/02/2025	Organising Bureau of European School Student Unions OBESSU
HOMS GINEL Alicia	Rapporteur	EMPL	19/02/2025	UNIÓN GENERAL DE TRABAJADORES DE ESPAÑA RUGE
HOMS GINEL Alicia	Rapporteur	EMPL	19/02/2025	Nicoletta MERLO, EESC
HOMS GINEL Alicia	Rapporteur	EMPL	11/02/2025	European Confederation of Independent Trade Unions
HOMS GINEL Alicia	Rapporteur	EMPL	04/02/2025	HOTREC, Hotels, Restaurants & Cafés in Europe
HOMS GINEL Alicia	Rapporteur	EMPL	29/01/2025	SMEunited aisbl
HOMS GINEL Alicia	Rapporteur	EMPL	29/01/2025	CEC European Managers - Confédération Européenne des Cadres
HOMS GINEL Alicia	Rapporteur	EMPL	29/01/2025	European Disability Forum
HOMS GINEL Alicia	Rapporteur	EMPL	28/01/2025	Max UEBE, Deputy Head of Cabinet of Executive Vice-President Roxana MINZATU
ZINGARETTI	Rapporteur for		22/01/2025	CISL CGIL

Nicola	opinion	CULT		UIL
ZINGARETTI Nicola	Rapporteur for opinion	CULT	22/01/2025	Associazione Italiana Giovani Avvocati Repubblica degli Stagisti Stagista Sfruttato Associazione
HOMS GINEL Alicia	Rapporteur	EMPL	21/01/2025	ERPA Sr. Oriol Escalas, Representación Permanente de España ante la UE
HOMS GINEL Alicia	Rapporteur	EMPL	15/01/2025	DG EMPL
HOMS GINEL Alicia	Rapporteur	EMPL	15/01/2025	EUROCADRES - THE COUNCIL OF EUROPEAN PROFESSIONAL AND MANAGERIAL STAFF
HOMS GINEL Alicia	Rapporteur	EMPL	14/01/2025	Permanent Representation of Denmark to the EU Permanent Representation of Sweden to the EU Permanent Representation of Finland to the EU
GEMMA Chiara	Shadow rapporteur	EMPL	05/12/2024	HOTREC, Hotels, Restaurants & Cafés in Europe
HOMS GINEL Alicia	Rapporteur	EMPL	04/12/2024	DPR Mr. Arkadiusz Pluciński, Permanent Representation of Poland to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	04/12/2024	Joanna Helme, DPhil candidate in Labour Law, Trinity College, University of Oxford
JOVEVA Irena	Shadow rapporteur	EMPL	03/12/2024	European Youth Forum
SCUDERI Benedetta	Shadow rapporteur	EMPL	03/12/2024	European Youth Forum
HOMS GINEL Alicia	Rapporteur	EMPL	28/11/2024	Permanent Representation of Portugal to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	27/11/2024	Joanna Helme, DPhil candidate in Labour Law, Trinity College, University of Oxford
HOMS GINEL Alicia	Rapporteur	EMPL	26/11/2024	Permanent Representation of Bulgaria to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	25/11/2024	Permanent Representation of Poland to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	20/11/2024	Permanent Representation of Belgium to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	20/11/2024	Permanent Representation of Romania to the EU
HOMS GINEL Alicia	Rapporteur	EMPL	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	Ivailo Kalfin, Director Ejecutivo de Eurofound
HOMS GINEL Alicia	Rapporteur	EMPL	13/11/2024	Lucie Studnicná, President of the Workers' Group EESC
HOMS GINEL Alicia	Rapporteur	EMPL	13/11/2024	Prof Dr. Antonio Baylos, Francisco Trillo y Antonio García Muñoz, UCLM
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

Other Members

Transparency		
Name	**Date**	**Interest representatives**
MARAN Pierfrancesco	25/03/2025	Associazioni cristiane lavoratori italiani Confederazione Generale Italiana del Lavoro Confederazione Italiana Sindacati Lavoratori Unione Italiana del Lavoro
WINZIG Angelika	14/03/2025	Deutsche Industrie- und Handelskammer
Ó RÍORDÁIN Aodhán	04/03/2025	Irish Congress of Trade Unions
VEDRENNE Marie-Pierre	26/02/2025	Mouvement des Entreprises de France

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

2024/0068(COD) - 01/10/2025 - Committee report tabled for plenary, 1st reading/single reading

The Committee on Employment and Social Affairs adopted a report by Alicia HOMS GINEL (S&D, ES) on the proposal for a directive of the European Parliament and of the Council improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships (‘Traineeships Directive’).

The committee responsible recommended that the European Parliament's position adopted at first reading under the ordinary legislative procedure should amend the proposal as follows:

Subject matter and scope

The proposed directive lays down a **common definition** of traineeships and establishes a framework of principles and measures to improve and enforce the working conditions of trainees, by providing for:

- the promotion of quality, transparent, and accessible traineeships that facilitate the transition from education to standard employment or access to a profession, through a significant learning and training component;

- measures to detect and combat: (i) practices that circumvent the purpose of traineeships; (ii) the use of standard employment relationships disguised as traineeships.

The directive will not apply to:

- traineeships that are integral to and a mandatory part of the curriculum of formal higher education or vocational education and training and that are undertaken solely for the purpose of obtaining academic or professional credits or apprenticeships.

Traineeship agreements

To ensure the presence of a significant learning and training component and decent working conditions for trainees, the report stressed that Member States should ensure that trainees are provided with a **written agreement** before the start of their traineeship, which sets out, *inter alia*:

- the **duration** of the traineeship;

- the **pay**, in accordance with national law, collective agreements or practice;

- the learning and training objectives agreed between the trainee and the traineeship provider;

- the arrangements for regular and **consistent mentorship** and evaluation to be carried out by the supervisor or mentor assigned for the duration of traineeship while guiding the trainee through the assigned tasks.

Principle of non-discrimination

Member States should ensure that, in respect of access to traineeships and the working conditions including pay, traineeships comply with the principle of non-discrimination. Appropriate measures should be taken to ensure that trainees with disabilities are not prevented from participating in traineeships, including by ensuring the accessibility and adaptability of the workplace and by providing reasonable accommodation, where needed.

Access to social protection

Regarding **health and safety at work**, Member States should ensure that trainees benefit from the same level of protection as other workers in the same establishment. The traineeship provider should provide additional safeguards, including tailored information, appropriate supervision, and training measures, taking into account the level of the trainee's professional experience and the nature of the tasks assigned.

Assessment of practices that circumvent the purpose of traineeships and the use of standard employment relationships disguised as traineeships

The report stated that in order to determine whether a traineeship comprises a standard employment relationship disguised as traineeship, competent authorities should make an overall assessment of all relevant factual elements and should consider in particular the **ratio of trainees** relative to the number of other workers in the same establishment.

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.