

Outcome Traineeship Directive – Council General Approach

On 19 June 2025, the Council has agreed its position (general approach) on a proposal for the Traineeships Directive.

The main goal of the future Directive is to improve and enforce working conditions for trainees and combat “false” traineeships, while taking into account Member States’ different systems.

Main outcome

Art. 1 – Subject matter

The Directive aims at:

- Improve and enforce the working conditions of trainees covered by this Directive
- Combat false traineeships.

HOTREC considers that this is a positive outcome. The scope of the Directive has been clarified and it does not cover open market traineeships (which only some Member States have).

Art.1 a - Scope

- Trainees who have an **employment contract** or who are in an **employment relationship as defined by the law, collective agreements or practice in force in the Member State**, with consideration to the case law of the Court of Justice, and **whose traineeship is not mandatory**
- Any person engaged in a **false traineeship** (HOTREC agrees with this approach)
- Traineeships that are carried out within the national framework of **education or training** are not included in the scope (positive outcome for HOTREC)

Art 3 – Non-discrimination

- Member States shall ensure that, in respect of working conditions, **including pay**, trainees **are not treated in a less favorable manner** than comparable employees, unless different treatment is justified on objective grounds, such as **different tasks, lower responsibilities, work intensity** or the higher weight of the learning and training component.

It is positive that different tasks/responsibilities/work intensity are taken into account. But the text implies that payment is part of the training.

- Member States may, if the national social partners jointly agree, give the social partners the option of upholding or concluding collective agreements establishing the objective grounds that are considered to justify a **different treatment** (positive that collective bargaining may derogate from the Directive, as HOTREC defended).

Art 4 – Measures to combat false traineeships: Member States shall provide for effective measures in accordance with national law or practice

Art 5 - Assessment of a false traineeship

In order to identify a false traineeship, competent authorities shall make an overall assessment of relevant factual elements, in accordance with national law or practice, including:

- The absence of a significant learning or training component;
- The excessive duration or multiple and/or consecutive purported traineeships with the same employer by the same person;
- The equivalent levels of tasks, responsibilities and intensity of work compared to comparable employees;

HOTREC considers that the paragraph was simplified and that the elements left are fair.

Conclusion

Overall, HOTREC considers that the present text is more positive when compared to the Commission proposal as the scope now refers to false traineeships only.

For info

Council General Approach – [full text](#)

Next steps:

- The European Parliament will reach its position
- After, both the European Parliament and the Council will agree on the text