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NOTE

From: General Secretariat of the Council
To: Delegations

Subject: Proposal for a COUNCIL RECOMMENDATION on a reinforced Quality Framework for Traineeships and replacing the Council Recommendation of 10 March 2014 on a Quality Framework for Traineeships

With a view of the meeting of the Social Questions Working Party on 3 June 2025, delegations will find attached a Presidency note on the Council Recommendation referred to in the subject.

Presidency's Note on the Council Recommendation on Traineeships**I. BACKGROUND**

The proposal for a reinforced Council Recommendation on traineeships forms part of a broader policy package presented by the European Commission in March 2024, alongside the proposal for a Traineeships Directive.

Whereas the Directive aims to establish binding minimum requirements for traineeships that qualify as employment relationships, the proposed Recommendation seeks to update and strengthen the existing 2014 Recommendation and, upon adoption, would replace it. It is also intended to offer complementary, non-binding guidance to enhance the overall quality and accessibility of traineeships across the EU.

Work on the Recommendation began under the Belgian Presidency, which facilitated an initial examination of the content and main elements of the proposal. This was followed by discussions under the Hungarian Presidency, which started work on a compromise text and gathered comments from Member States. While no formal position was reached, delegations broadly acknowledged the value of ensuring coherence between the Recommendation and the Directive.

II. STATE OF PLAY

Reflecting Member States' expectations to address the Directive and the accompanying Recommendation as a package, the Polish Presidency has focused its efforts on making tangible progress on the legislative proposal, with the objective of finding balanced compromise solutions and of laying the groundwork for a possible general approach.

While no further technical work has been undertaken on the Recommendation during this semester, the contributions made in earlier discussions – including those initiated under the Belgian and Hungarian Presidencies – remain a valuable basis for future consideration.

The meeting of the Social Questions Working Party on 2–3 June 2025 provides an opportunity to take stock of the current state of play and to reflect on the continuation of work under the Danish Presidency.

III. AIM OF THE DISCUSSION

In this context, the Presidency wishes to facilitate an exchange of views focused on the Council Recommendation on traineeships.

Delegations are invited to share their initial reflections on the possible direction for future work. The objective is not to reopen the text at this stage, but rather to explore how and when discussions could resume, once progress on the Directive allows.

Several delegations have expressed interest in treating both instruments as a package. This raises broader questions regarding the timing and sequencing of work on the Recommendation, especially in terms of how to combine work with the future steps of the legislative process of the Directive.

IV. GUIDING QUESTIONS

To facilitate the discussion, the Presidency invites delegations to reflect on the following points:

1. **What should the “package approach” mean in terms of timing?** Should detailed work on the Recommendation resume after the adoption of a General Approach on the Directive, or only once a political agreement is reached with the European Parliament?

2. **What does it mean to treat the Recommendation and the Directive as a package from a substantive perspective?** Which aspects should be consistent across both instruments?
3. **Which elements or issues in the draft Recommendation do you consider most important to guide future discussions?**

Member States are invited to reflect on these questions and intervene orally during the SQWP on 3 June. No written contributions are required at this stage. The input provided during the meeting on 3 June will help inform the preparatory work to be carried forward by the incoming Danish Presidency.
