Council of the European Union
General Secretariat

PUBLIC

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**WORKING DOCUMENT**

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| From:<br>To: | General Secretariat of the Council<br>Delegations |
| N° Cion doc.: | 8148/1/24 REV 1 + 8148/24 ADDs 1-5 |
| Subject: | Proposal for a DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ('Traineeships Directive') |

Delegations will find attached the room document on the above topic that was distributed at the meeting of the EPSCO Council on 19 June 2025.

**Room Document**

**19 June 2025**

**Proposal for the Directive on Traineeships**

PUBLIC

**(16b)** Traineeships carried out as part of active labour market policies should be excluded from the scope of ~~Chapters II and IV of~~ this Directive, due to their specific regulatory frameworks designed to achieve certain social and labour market objectives and because they are subject to public oversight within these frameworks.

*Article 1a*
*Scope*

1. For the purposes of Chapters II and IV, this Directive applies to 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.~~. and is not carried out as part of active labour market policies~~

1a. For the purposes of Chapter III, this Directive applies to any person engaged in a false traineeship.

2. This Directive shall not apply ~~neither~~ to traineeships that are carried out within the national framework of education or training nor to traineeships carried out as part of active labour market policies.