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OUTCOME OF PROCEEDINGS

From:	General Secretariat of the Council
To:	Delegations
No. prev. doc.:	9936/25
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') - <i>General approach</i> - <i>Statement by the ES delegation</i>

Delegations will find in the annex a statement by the ES delegation in relation to the abovementioned proposal.

**Spain's Statement - Proposal for a Directive on improving and enforcing working conditions
of trainees and combating regular employment relationships disguised as traineeships
(Traineeships Directive)**

Spain welcomed the proposal for a Directive presented by the European Commission in March 2024. That proposal responded to a clear diagnosis: too often, traineeships are being fraudulently used to disguise regular employment relationships, depriving individuals of rights and protection.

The proposal being submitted for approval today does not meet the minimum standards necessary to constitute a genuine European regulatory framework for quality traineeships. It falls short of the original objectives and risks entrenching the same abusive practices it seeks to eliminate.

The text presents an excessively narrow scope of application and weakens or removes key provisions on supervision, enforcement, and employer obligations—elements that were fundamental to the initial approach. Furthermore, it does not guarantee that non-employment traineeships are free from exploitation, nor does it fully prevent discriminatory treatment.

A European regulation on traineeships must contribute meaningfully to the integration of young people into the labour market. This early stage of their professional career should lead to quality training, rights, and real opportunities for stable employment—not to precarious work.

Spain will continue working to ensure that this Directive becomes a useful, ambitious, and coherent tool in line with the principles of the Social Europe and the European Pillar of Social Rights.