



2020/2005(INL)

02.05.2023

COMPROMISE AMENDMENTS 1-19 on Paragraphs

Draft report
Monica Semedo
(PE739.586v01-00)

with recommendations to the Commission on quality traineeships in the Union
(2020/2005(INL))

Compromise Amendment 1

Monica Semedo

Compromise amendment replacing Amendments **Left 79, Greens 80, SD 81, RE 78, EPP 82, EPP 83, EPP 84**

Motion for a resolution

Paragraph 1

Motion for a resolution

1. Highlights that traineeships are primarily a learning experience; calls on the Commission and the Member States to facilitate and improve access for young people to high-quality, paid and inclusive traineeships;

Amendment

1. Highlights that traineeships are primarily a learning experience ***that should not replace entry-level jobs***; calls on the Commission and the Member States, in close cooperation with social partners, to facilitate and improve access for young people to high-quality, paid, inclusive traineeships, ***particularly for those coming from vulnerable backgrounds to achieve the Union's objective of social cohesion and inclusion (Left 79, Greens 80, SD 81, RE 78, EPP 82, EPP 83, EPP 84)***;

Compromise Amendment 2

Monica Semedo

Compromise amendment replacing Amendments **EPP 90, RE 91**

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Highlights the need to tackle skills mismatches, while emphasising the potential added value ***in this regard*** for both employers and trainees; in this regard, highlights the need to offer traineeships in areas linked to skills needs ***of labour markets*** and future oriented sectors to overcome labour shortages in view of both the green and the digital transition;

Amendment

3. Highlights the need to ***properly educate and train young people for the needs of the labour market*** to tackle skills mismatches, while ***fulfilling their personal interests and*** emphasising the potential added value for both employers and trainees; in this regard, highlights the need to offer traineeships in areas linked to skills needs, ***labour shortages and*** future oriented sectors in view of both the green and the digital transition (***EPP 90, RE 91***);

Compromise Amendment 3

Monica Semedo

Compromise amendment replacing Amendments **Greens 98, Left 92, RE 99, SD 100**

Motion for a resolution
Paragraph 4

Motion for a resolution

4. Recalls that high-quality traineeships can play a valuable contribution in achieving the Union social targets by 2030, *as* having at least 60 % of all adults participating in training every year and having at least 78 % of people aged 20 to 64 who should be in employment;

Amendment

4. Recalls that high-quality traineeships can play a valuable contribution in achieving the Union social targets by 2030, *of* having at least 60 % of all adults participating in training every year and having at least 78 % of people aged 20 to 64 who should be in employment, *as well as reducing the NEETs rate to 9% through quality opportunities; the Agenda 2030 and including the SDGs 1, 4, 8, and 10 (Greens 98, Left 92, RE 99, SD 100);*

Compromise Amendment 4
Monica Semedo

Compromise amendment replacing Amendments **SD 108, Greens 109, Left 110**

Motion for a resolution
Paragraph 5

Motion for a resolution

5. Calls on the Commission to update the 2014 Council Recommendation;

Amendment

5. Calls on the Commission to update *and strengthen* the 2014 Council Recommendation *on Quality Framework for Traineeships and turn it into a stronger legislative instrument (Rapporteur, SD 108, Greens 109, Left 110);*

Compromise Amendment 5
Monica Semedo

Compromise amendment replacing Amendments **Greens 111, Left 112, SD 113, RE 124, Left 125, SD 126, Greens 127, Greens 129, SD 130, Left 131, EPP 121, EPP 132, RE 116, Greens 114, SD 115, Left 128**

Motion for a resolution
Paragraph 6 – introductory part

Motion for a resolution

6. Recognises that existing Quality Framework for Traineeships principles remain relevant in **supporting young people who undertake** high-quality traineeships; however, stresses that new principles must be added; calls on the Commission, therefore, to include the following additional principles in an updated Quality Framework for Traineeships:
- access to social protection by trainees in accordance with national schemes,
 - increased access to traineeships **by trainees with disabilities and trainees from other marginalised groups, using an intersectional approach,**
 - access to high-quality conditions for remote and hybrid traineeships, where applicable,
 - access to adequate mentorship and to the guidance of trained mentors;

Amendment

6. Recognises that existing Quality Framework for Traineeships principles remain relevant in **guiding employers to offer** high-quality traineeships; **takes note of the vulnerable position faced by young people in the labour market; stresses that new principles must be added to the QFT in order to improve the quality of traineeships and ease the transition of all young people from education into the labour market;** calls on the Commission, therefore, to include the following additional principles in an updated Quality Framework for Traineeships: **(Greens 111, Left 112, SD 113)**
- **access to adequate compensation in line with the cost of living (RE 116, Greens 114, SD 115, Left 128);**
 - access to social protection by trainees in accordance with national schemes,
 - increased access to traineeships **for trainees from vulnerable backgrounds, including** trainees with disabilities, **using an intersectional approach;**
 - **ensure accessible workplaces (EPP 121);**
 - that any remote part of a traineeship **complies with quality criteria**
 - **established clear learning objectives and** access to adequate mentorship and to the guidance of trained mentors **to ensure intergenerational transfers of skills (EPP 132);** (RE 124, Left 125, SD 126, Greens 127);
 - **establish, in cooperation with the national labour inspectorates and relevant authorities, channels to report malpractice and poor conditions during the traineeship**

period (Greens 129, SD 130, Left 131)

Compromise 6
Monica Semedo

Compromise amendment replacing Amendments **RE 146, Left 142, Greens 143, SD 144, RE 149**

Motion for a resolution
Paragraph 8

Motion for a resolution

8. Calls on the Commission to propose a directive to ensure adequate remuneration for traineeships in order to avoid exploitative practices;

Amendment

8. Calls on the Commission to propose a directive for open labour market traineeships, traineeships in the context of active labour market policies (ALMP) and traineeships that are a mandatory part of professional training to ensure minimum quality standards, including rules on duration, access to social protection in accordance with national law and practices as well as remuneration ensuring a decent standard of living (RE 146) as outlined in Annex I in order to avoid exploitative practices (Left 142, Greens 143, SD 144, RE 149);

Compromise Amendment 7
Monica Semedo

Compromise amendment replacing Amendments **EPP 156, Greens 151, Left 152, SD 153, RE 155, EPP 154**

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Reiterates the central role that the European Social Fund Plus (ESF+) and the Youth Guarantee can play in contributing to an increase in the number of high-

Amendment

9. Reiterates the central role that the European Social Fund Plus (ESF+), *the Recovery and Resilience Facility and its associated Scoreboard linking funding to*

quality traineeships; urges Member States, with the support of the Commission, to use all available resources in this area;

policies for the Next Generation, and the Youth Guarantee, can play in contributing to an increase in the number of high-quality traineeships ***including those that are accessible to disadvantaged groups (EPP 156)***; urges Member States, with the support of the Commission, to use all available resources in this area (***Greens 151, Left 152, SD 153, RE 155***); ***calls on the Member States to increase investment including through the ESF+ to support measures aimed at integrating disadvantaged youth (EPP 154)***;

Compromise Amendment 8

Monica Semedo

Compromise amendment replacing Amendments **EPP 162, SD 157, Left 158, Greens 159, RE 160, ECR 163**

Motion for a resolution

Paragraph 10

Motion for a resolution

10. Calls on the Member States to better utilise the ESF+ to help progression within education and training and transition to work, by supporting lifelong learning and employability with a view to facilitating full participation in society for all, and contributing to competitiveness¹⁴ ;

Amendment

10. Calls on the Member States to better utilise the ESF+ to help progression within education, training and transition to work, by supporting the development of skills and competences, including ***upskilling, reskilling, (EPP 162)*** lifelong learning and employability with a view to facilitating full participation in society for all, ***particularly those coming from a vulnerable background in order to ensure their access to equal opportunities*** and contributing to competitiveness¹⁴ (***SD 157, Left 158, Greens 159, RE 160***); ***Underlines the particular role of Erasmus+ in promoting intra-EU labour mobility for young trainees; (ECR 163)***;

¹⁴ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32021R1057&from=EN>

Compromise Amendment 9

Monica Semedo

Compromise amendment replacing Amendments **SD 165, Left 166, Greens 167, RE 168**

Motion for a resolution

Paragraph 11

Motion for a resolution

11. Calls on the Commission to raise awareness at national, regional and local level of available Union funds to ensure the accessibility by all to high-quality traineeships;

Amendment

11. Calls on the Commission to raise awareness at national, regional and local level of available Union funds to ensure the accessibility by all to high-quality traineeships, ***particularly those coming from a vulnerable background in order to ensure their access to equal opportunities (SD 165, Left 166, Greens 167, RE 168)***;

Compromise Amendment 10

Monica Semedo

Compromise amendment replacing Amendments **EPP 170, EPP 189, ECR 190**

Motion for a resolution

Paragraph 12

Motion for a resolution

12. Calls on the Commission to support the exchange of best practices between the Members States on high-quality traineeships; encourages Member States to provide guidance and assistance to employers, in particular microenterprises and small and medium sized-enterprises, to enable them to offer high-quality traineeships, and to offer incentives to employers that provide trainees a high-quality job placement after the successful completion of a traineeship;

Amendment

12. Calls on the Commission to support the exchange of best practices between the Members States in the area of high-quality traineeships ***that are accessible to all (EPP 170, EPP 189, ECR 190)***; encourages Member States to provide guidance and assistance to employers, in particular microenterprises and small and medium sized-enterprises, to enable them to offer high-quality traineeships, and to offer incentives to employers that provide trainees a high-quality job placement after the successful completion of a traineeship;

Compromise Amendment 11

Monica Semedo

Compromise amendment replacing Amendments **EPP 175, Left 171, Greens 172, SD 173, RE 174**

Motion for a resolution

Paragraph 13

Motion for a resolution

13. ***Welcomes the Commission proposal to make 2023 the European Year of Skills***; calls on the Commission to place particular attention on quality and paid traineeships during the European Year of Skills;

Amendment

13. Calls on the Commission to place particular attention on ***guaranteeing*** quality, ***accessible (EPP 175)*** and paid traineeships, ***particularly in the open labour market***, during the European Year of Skills ***as a follow-up to the European Year of Youth and in line with the Conference on the Future of Europe outcome document (Left 171, Greens 172, SD 173, RE 174)***;

Compromise Amendment 12

Monica Semedo

Compromise amendment replacing Amendments **Left 181, Greens 182, SD 183, RE 184**

Motion for a resolution

Paragraph 17

Motion for a resolution

17. Calls for more cooperation between all stakeholders involved, in particular education and vocational training providers, businesses, national, regional and local governments and involvement of social partners; suggests the creation of a European Alliance for Traineeships, similar to the European Alliance for Apprenticeships, uniting governments and key stakeholders with the aim of strengthening the quality and offer of traineeships across the Union, while promoting the mobility of trainees;

Amendment

17. Calls for more cooperation between all stakeholders involved, in particular education and ***public employment services***, traineeship providers including employers, national, regional and local governments and involvement of social partners, ***representatives of youth organisations and trainees***; suggests the creation of a European Alliance for Traineeships, similar to the European Alliance for Apprenticeships, uniting governments and key stakeholders with the aim of strengthening the quality and offer of traineeships across the Union, while promoting the mobility of trainees, ***notably by ensuring access to sufficient financial resources, including language courses (Left 181, Greens 182, SD 183, RE 184)***;

Compromise Amendment 13

Monica Semedo

Compromise amendment replacing Amendments **SD 185, Greens 186, Left 187**

Motion for a resolution

Paragraph 18

Motion for a resolution

18. Calls for the support of local pact for skills in cooperation with employment **agencies of local authorities** to ensure that traineeship help in closing the skills mismatch in the labour markets;

Amendment

18. Calls for the support of local pacts for skills in cooperation with **public** employment **services** and all relevant actors at local level to ensure that traineeships help in closing the skills mismatch in the labour markets (**SD 185, Greens 186, Left 187**);

Compromise Amendment 14

Monica Semedo

Compromise amendment replacing Amendments **Greens 192, Left 193, SD 194, RE 195**

Motion for a resolution

Paragraph 20

Motion for a resolution

20. Highlights that further data is needed in particular on: barriers that trainees face in obtaining a high-quality traineeship and ways of overcoming them; the effects of the **COVID-19 pandemic** on trainees; the challenges frequently faced when undertaking a traineeship and ways in which to overcome them; possible obstacles faced by employers when offering high-quality traineeships and ways in which to overcome them; the advantages and disadvantages of digital traineeships; the experiences of trainees with disabilities; obstacles to cross-border traineeships and ways in which to overcome them;

Amendment

20. Highlights that further data is needed in particular on: **statistics of unpaid traineeships and in which sectors the issue is more predominant**; barriers that trainees face in obtaining a high-quality traineeship and ways of overcoming them; the effects of the **recent socio-economic crises** on trainees; the challenges frequently faced when undertaking a traineeship and ways in which to overcome them; possible obstacles faced by employers when offering high-quality traineeships and ways in which to overcome them; the advantages and disadvantages of digital traineeships; the experiences of trainees with disabilities **as well as those coming from vulnerable backgrounds**; obstacles to cross-border traineeships and ways in which to

overcome them (*Greens 192, Left 193, SD 194, RE 195*);

Compromise Amendment 15

Monica Semedo

Compromise amendment replacing Amendments **Greens 196, Left 197, SD 198, RE 199**

Motion for a resolution

Paragraph 21

Motion for a resolution

21. Recalls that any discrimination based on grounds such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation must be prohibited; calls on the Member States to put in place specific measures to ensure this;

Amendment

21. Recalls that any discrimination based on grounds such as sex, race, colour, ***nationality***, ethnic or social ***and economic*** origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation must be prohibited; calls on the Member States to put in place specific measures to ensure this¹ (*Greens 196, Left 197, SD 198, RE 199*);

Compromise Amendment 16

Monica Semedo

Compromise amendment replacing Amendments **EPP 202, EPP 200, SD 204, Left 205, Greens 206, EPP 85, EPP 161, EPP 169, EPP 170**

Motion for a resolution

Paragraph 22

Motion for a resolution

22. Underlines that high-quality traineeships must be inclusive and accessible to all; stresses, in particular, the need to support persons with disabilities to have access to high-quality traineeships while ensuring an inclusive recruitment process; calls for a Union-wide definition of disability and an expansion of the European disability card to facilitate the mobility of persons with disabilities and

Amendment

22. Underlines that high-quality traineeships must be inclusive and accessible to all (EPP 170); stresses, in particular, the need to support persons with disabilities to have access to high-quality traineeships while ensuring an inclusive recruitment process and ***reducing barriers for people with disabilities*** (EPP 85, EPP 169, EPP 161); calls for a Union-wide definition of disability and calls on the

¹ Article 21 on Non-discrimination of the EU Charter of Fundamental Rights <http://fra.europa.eu/en/eu-charter/article/21-non-discrimination#:~:text=Any%20discrimination%20based%20on%20any,sexual%20orientation%20shall%20be%20prohibited.>

their ability to take up traineeship opportunities in other Member States; stresses the need for ***an accessible*** workplace ***for*** trainees with disabilities; calls for a revision of Council Directive 2000/78/EC¹⁵ to improve the article on reasonable accommodation in the workplace in line with the UN Convention on the Rights of Persons with Disabilities; calls for the unblocking of the adoption of a proposal for an anti-discrimination directive (COM(2008)0426); highlights the need for the unbundling of remuneration and disability support to allow for extra disability related costs for traineeships; highlights the importance of personal assistance to support persons with disabilities; calls for more cooperation between ***employers*** and the organisations representing people who are at greater risk of discrimination;

Commission to accelerate ***the introduction of the EU disability card (EPP 200)*** to facilitate the mobility of persons with disabilities and their ability to take up traineeship opportunities in other Member States; stresses the need for an accessible workplace ***adapted to the needs of*** trainees with ***different types of*** disabilities; calls for a revision of Council Directive 2000/78/EC¹⁵ to improve the article on reasonable accommodation in the workplace in line with the UN Convention on the Rights of Persons with Disabilities; calls for the unblocking of the adoption of a proposal for an anti-discrimination directive (COM(2008)0426); highlights the need for the unbundling of remuneration and disability support to allow for extra disability related costs for traineeships; highlights the importance of personal assistance to support persons with disabilities, ***with a view to supporting independent living (EPP 202)***; calls for more cooperation between ***social partners*** and the organisations representing people who are at greater risk of discrimination (***SD 204, Left 205, Greens 206***);

Compromise Amendment 17

Monica Semedo

Compromise amendment replacing Amendments **EPP 211, SD 212, Greens 213, Left 214, RE 215**

Motion for a resolution

Paragraph 25

Motion for a resolution

25. Calls on the Member States to encourage more cross-border traineeships; in this regard, highlights the potential of EURES as a traineeship-matching and placement tool; calls on the Commission to further develop EURES by providing clearer information as well as better guidance and placement services to interested trainees wishing to take advantage of cross-border mobility; calls on the Members States to promote EURES among, inter alia, traineeship providers,

Amendment

25. Calls on the Member States to encourage more cross-border traineeships; in this regard, highlights the potential of EURES as a traineeship-matching and placement tool; calls on the Commission to further develop EURES by providing clearer information, ***in formats that are accessible to people with different types of disabilities (EPP 211)***, as well as better guidance and placement services to interested trainees wishing to take advantage of cross-border mobility; calls

young people, unemployed people and recent graduates;

on the Members States to promote EURES among, inter alia, traineeship providers, young people, unemployed people and recent graduates; ***Calls on the European Commission and the Member States to facilitate the recognition and validation of knowledge, skills and competences acquired during the traineeship, in particular when it comes to cross-border recognition of skills (SD 212, Greens 213, Left 214, RE 215); Reiterates that traineeships are a valid work experience and should be recognised as such in recruitment processes; (RE 105, Greens 106, SD 107, Left 94)***

Compromise Amendment 18

Monica Semedo

Compromise amendment replacing Amendments RE 223, ***Greens 219, Left 220, SD 221,***

Motion for a resolution

Paragraph 26

Motion for a resolution

26. Requests that the Commission submit on the basis of Article 153(2)(b) TFEU in conjunction with Article 153(1)(b) TFEU, a proposal for a framework directive setting out minimum requirements for adequate remuneration for traineeships, following the recommendations set out in Annex I hereto;

Amendment

26. Requests that the Commission submit on the basis of Article 153(2)(b) TFEU in conjunction with Article 153(1)(b) TFEU, a proposal for a framework Directive ***on Quality Traineeships*** setting out minimum requirements for ***quality standards and adequate remuneration for open labour market traineeships, traineeships in the context of active labour market policies (ALMP) and traineeships that are a mandatory part of professional training*** (RE 223), following the recommendations set out in Annex I hereto; (***Greens 219, Left 220, SD 221***)

Compromise Amendment 19

Monica Semedo

Compromise amendment replacing Amendments Left 225, Greens 226, SD 227

Motion for a resolution

Paragraph 27

Motion for a resolution

27. Requests that the Commission submit a proposal to update the 2014 Council Recommendation on the basis of Article 292 TFEU, in conjunction with Articles 153 and 166 TFEU, following the recommendations set out in Annex II hereto;

Amendment

27. Requests that the Commission submit a proposal **for a Decision of the European Parliament and of the Council on a Quality Framework for Traineeships** on the basis of Article **166(4)** TFEU, following the recommendations set out in Annex II hereto **for traineeships undertaken with the aim of obtaining educational qualifications; (Left 225, Greens 226, SD 227)**