

# Pay Rise Campaign - Briefing Paper

## Young people in traineeships

Traineeships are supposed to ease the path from education to work, and should have a strong training or learning element. In reality, they are often used to supply cheap, or even unpaid, labour. Some 61% of university graduates across Europe have undertaken at least one traineeship. Some do provide useful training, and some are combined with study. However, only 20% pay enough to cover basic living costs, sinking to 12% in Spain, and only 27% lead to an offer of employment. Traineeships too often amount to an unpaid probationary period which ends in nothing because the trainee is replaced with another trainee.

### Background on traineeships

A specific form of precarious work for young people is the misuse of traineeships – either because they are used as cheap labour (as a substitute for a worker on a regular contract) or not paid.

A European Commission study in 2013, based on interviews with 12,921 young people, found that 46% had undertaken at least one traineeship, as had 61% of graduates.

They can be short, with training, but they often amount to an unpaid, or badly paid trial period. The number of young people taking a traineeship after completing their studies varies between countries, but comprised a majority in Spain, Slovenia and Croatia.

Only 27% move into a job, while 23% are offered another traineeship. Only 40% are paid, and of those only 46% are paid enough to cover basic living costs. In Spain, only 29% among the 42% who received payment said it was enough to live on. In 10 EU countries, trainees said their pay did not cover their living expenses: Belgium, Germany, Greece, Spain, France, Luxembourg, Hungary, the Netherlands, Poland and Croatia.

## Percentage of those interviewed in 2013 who had undertaken a traineeship

	At least one traineeship	At least one after completing studies
EU27	46	33
Belgium	64	23
Bulgaria	36	49
Czech Republic	9	25
Denmark	38	15
Germany	74	38
Estonia	52	11
Ireland	20	53
Greece	28	42
Spain	35	67
France	73	19
Italy	31	42
Cyprus	79	17
Latvia	15	21
Lithuania	8	46
Luxembourg	65	21
Hungary	45	22
Malta	12	45
Netherlands	79	12
Austria	53	39
Poland	24	36
Portugal	38	56
Romania	10	27
Slovenia	29	68
Slovakia	8	38
Finland	66	17
Sweden	30	27
United Kingdom	56	28
Croatia	22	60

Flash Eurobarometer 378,

[https://data.europa.eu/euodp/en/data/dataset/S1091\\_378](https://data.europa.eu/euodp/en/data/dataset/S1091_378)

Percentage of those interviewed in 2013 who had undertaken a traineeship with compensation

	Received compensation	Of which, sufficient for basic living costs
EU27	40	46
Belgium	19	38
Bulgaria	42	57
Czech Republic	61	70
Denmark	31	69
Germany	38	39
Estonia	50	62
Ireland	65	75
Greece	57	38
Spain	42	29
France	39	42
Italy	30	53
Cyprus	29	51
Latvia	61	67
Lithuania	67	62
Luxembourg	44	44
Hungary	43	45
Malta	54	67
Netherlands	57	32
Austria	69	64
Poland	70	30
Portugal	36	58
Romania	55	56
Slovenia	81	69
Slovakia	51	64
Finland	46	70
Sweden	46	61
United Kingdom	29	68
Croatia	48	48

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**For more information:**

ETUC pay rise campaign [www.payrise.eu](http://www.payrise.eu)

How to achieve a pay rise <http://payrise.eu/how-to-achieve-a-pay-rise/>  
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