



▶ Record of Proceedings

5B

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Report of the Standard-Setting Committee on Apprenticeships

Contents

	Page
Introduction	3
Opening statements	4
Consideration of the proposed Recommendation.....	8
Title.....	8
Preamble.....	8
Part I. Definitions, scope and means of implementation	15
Part II. Regulatory framework for quality apprenticeships	19
Part III. Apprenticeship agreement	35
Part IV. Equality and diversity in quality apprenticeships	43
Part V. Promotion of quality apprenticeships.....	47
Part VI. International, regional and national cooperation for quality apprenticeships	61
Adoption of the final text	63
Closing statements	63

Introduction

1. At its first sitting the Committee elected its Officers and reporter as follows:

Chairperson: Mr Luis Claudino de Oliveira (Government member, Portugal)

Vice-Chairpersons: Mr Blaise Matthey (Employer member, Switzerland)
Ms Amanda Brown (Worker member, United Kingdom of Great Britain and Northern Ireland)

Reporter: Mr Muhammad Ali (Government member, Indonesia)

2. At its fourth sitting the Committee appointed the members of the Drafting Committee ¹ as follows:

Government members: Mr Mohamed Charaf Eddine Boudiaf (Algeria)
Ms Musonda Ulaya (Zambia)
Mr Alfredo Novales Bilbao (Spain)

Employer members: Ms Siham Saidi (France)
Ms Veronica Sanchez (Argentina)
assisted by Mr Amadou Sako, and Ms Stéphanie Winet, IOE

Worker members: Ms Marilia Agostinho Mendes (Switzerland)
Ms Corinne Savart-Debergue (France)
Mr Nelis Jaspers (Belgium)
assisted by Ms Maria Tsirantonaki and Ms Monica Tepfer, ITUC

3. The Committee held 13 sittings.

4. The Chairperson, in opening the first sitting of the Committee, recalled the work that had been accomplished prior to the 111th Session of the International Labour Conference, which had resulted in the production by the Office of the report before it, entitled *Quality apprenticeships* (ILC.111/Report IV(2)), containing (i) a summary of the observations made by governments and employers' and workers' organizations on the proposed text of the Recommendation that had been prepared by the Office following the first discussion on the topic held during the 110th Session (2022) of the Conference; and (ii) the proposed text of the Recommendation concerning quality apprenticeships that took into account those observations. The Standard-Setting Committee on Apprenticeships would produce two outputs: the Recommendation proposed for adoption to the Conference and the report containing the summary of its deliberations.

¹ Pursuant to article 9 of the Standing Orders of the International Labour Conference, the Drafting Committee reviews the drafting of any instrument referred to it in accordance with the Standing Orders or by special decision of the Conference, and ensures agreement between the texts of such instrument in the official languages of the Conference. The Drafting Committee also advises on drafting questions that may be referred to it by the Conference or a committee in the course of the examination of any such instrument.

Opening statements

5. The Worker Vice-Chairperson said that the key ingredients for each provision of the Recommendation had been agreed upon the previous year. Her group's goal was for the Recommendation to properly reflect the key elements of quality apprenticeships: high-quality off-the-job education, expert on-the-job training, a robust framework of rights and protections for apprentices, clarity on the complementary responsibilities of all actors involved, and ongoing monitoring and review to ensure that the system achieved its aims. Good quality apprenticeships paved the way for better lives through further learning, freely chosen occupations and decent work.
6. It was, however, crucial to acknowledge that many apprentices faced a very different reality, experiencing substandard training and inadequate remuneration, are denied the support of unions and are exposed to safety risks. Employers had a key role to play in ensuring good conditions for apprentices that led to a decent future, with non-discriminatory access, adequate remuneration and a safe and healthy work environment free from violence and harassment. Governments should put in place the necessary legislation, supervision and enforcement to encourage, promote and guarantee exemplary apprenticeships.
7. The Recommendation needed to provide guidance to countries with high levels of informality, to those with large young populations and those lacking effective apprenticeship systems, but also to those with long-standing apprenticeship systems that needed upgrading, for example in light of the need for skills to achieve a just transition towards a carbon-neutral economy. Strong technical and vocational education and training (TVET) institutions were required, supported by a national competent authority and strong international cooperation. Globally, effective legal frameworks, social dialogue and monitoring were needed.
8. The Recommendation needed to set out an agreed universal vision of what a high-quality apprenticeship system must include, with provisions that could be adapted by governments to different national contexts, in consultation with the social partners. The groundwork had been laid in the first discussion, with agreement reached, among other things, on the central role of the social partners, the importance of a written contract for apprentices and the inclusion of measures to support the transition from informality to formality. While certain issues remained to be agreed upon, she was confident that it would be possible to create a robust international labour standard that would contribute to a fair, inclusive and secure future of work.
9. The Employer Vice-Chairperson underlined the importance of apprenticeships to his group, given their strong linkage to skills and human capital development. Quality apprenticeships were beneficial to all – governments, employers, workers and society as a whole. The role of apprenticeships went beyond the simple transfer of workplace cultures and skills from one generation to the next, serving as an ideal means to upgrade and reskill the workforce, hence minimizing labour market inefficiencies and supply-side constraints in a rapidly changing world of work. The Recommendation should reflect those overwhelmingly positive roles of apprenticeships, promoting them through strong incentive mechanisms for learners, employers and intermediaries and conducive policy and legal environments. The proposed Recommendation was balanced and comprehensive, and captured all the important aspects of apprenticeships in widely varying institutional, legal and developmental contexts.
10. With a view to being positive, practical and pragmatic, the amendments to be introduced by the Employers' group would focus on four issues: promotion, mindset change, incentives for companies and intermediaries. Promoting apprenticeships was critical given the decline in their numbers in several countries. The image and reputation of apprenticeship systems and apprentices had to be enhanced, and the associated social stigma in some countries, whereby

apprenticeships were perceived as a “last resort” option for learning, removed. This required a change in mindsets, by creating wider awareness of the “triple benefits” of apprenticeships for the apprentice, the enterprise and the community. Incentives for companies, especially micro, small and medium-sized enterprises (MSMEs), were needed to offset the costs of apprenticeships especially in their early stages. The role of recruitment/placement agencies and training centres as intermediaries for the identification and recruitment of motivated apprentices had to be recognized in the Recommendation. Such intermediaries also contributed to the ongoing training and development of apprentices, serving a crucial feedback function between employers and apprentices to ensure that the needs and expectations of both were met. Further amendments to be proposed by the Employers’ group addressed the promotion of digital skills, social skills and how to achieve results through international cooperation.

11. The Government member of Sweden, speaking on behalf of the European Union (EU) and its Member States,² said that Albania, Bosnia and Herzegovina, North Macedonia, Montenegro, Serbia, Türkiye, Georgia, Iceland and Norway, aligned themselves with his statement. He said that a new instrument on quality apprenticeships would be timely as they had a pivotal role to play in tackling unemployment, especially among young people, and in enabling fair green and digital transitions. Tripartite consensus had been reached on the type of instrument, its scope and main provisions and the second discussion was an opportunity to address outstanding questions.
12. Regarding the definition of apprenticeships, and whether it should be broadened to encompass non-formal learning, he believed that qualifications acquired through apprenticeships should be recognized and distinguished from other types of training and that necessitated the inclusion of a “school” element. The existing definition would not prevent Member States from taking the specificities of their national economies into account; in that regard, the language of Paragraph 27 could be further improved.
13. The Government member of Oman, speaking on behalf of the countries of the Cooperation Council for the Arab States of the Gulf (GCC), highlighted the need for a more comprehensive framework for apprenticeships, which would provide a conducive environment for training and practical learning in different contexts. That would contribute to a more consistent system of rights and policies leading to a closer match between training opportunities and the skills requirements of the labour market. A set of legislative and incentive policies, as well as institutional measures were required. A new standard providing a guiding framework for Member States at varying stages of organization and development of their apprenticeship programmes would represent a valuable means to improve the training offered at the national level, including with respect to the challenge posed by the informal economy. It was important to take into account the needs of marginalized and vulnerable groups and promote non-discrimination, while ensuring the full integration of women in training to improve their access to the labour market.
14. The Government member of Chile, speaking on behalf of the group of Latin America and the Caribbean countries (GRULAC), noted that guidelines for the design of public policies on quality apprenticeships would result in an increase in employability and formality in the world of work, especially for disadvantaged groups.

² Unless otherwise specified, all statements made by Government members on behalf of regional groups or intergovernmental organizations are reported as having been made on behalf of all Governments members of the group or organization in question who are Members of the ILO and are attending the Conference.

15. The Government member of Kenya, speaking on behalf of the Africa group, noted the existence of different forms of work-based learning, of which apprenticeship was just one. While the Recommendation should focus on quality apprenticeships, other types of work-based learning including traineeships were also critical in the evolving context of digital transformations and other world of work trends. He requested that the Office develop proposals for the Governing Body regarding the modalities, provision and conditions of traineeships and other forms of work-based learning, including through the organization of a tripartite meeting of experts.
16. The Government member of Argentina noted that the Committee had already reached important agreements during the first discussion, including on the definition of apprenticeships, which would facilitate the acquisition by apprentices of the skills needed to enter and remain in the labour market. Social dialogue was an important tool to guarantee a debate, which would lead to a Recommendation that would address the needs of vulnerable population groups and strengthen systems for the recognition of prior learning through tripartite structures, which were essential for the protection of workers' rights and the promotion of competitive enterprises. The text should put greater emphasis on the need to strengthen workers' and employers' organizations, including to support the transition to the formal economy, and contain a more precise definition of intermediaries.
17. The Government member of Australia said that the Recommendation should be flexible enough to accommodate the wide variety of national laws and practice regarding quality apprenticeship systems, including with respect to the transition to the formal economy in certain Member States. The Recommendation should also provide meaningful normative guidance on protection of the rights of apprentices; in that respect, the Committee might reconsider the text of Paragraph 22 regarding apprentices who could have been subject to discrimination, violence or harassment at work, in line with the principles underlying the Violence and Harassment Convention, 2019 (No. 190).
18. The Government member of Canada noted the importance of recognizing the broad differences in the concept of apprenticeship and the variation in the quality of training around the world. Despite variations in labour laws and social and labour protection across jurisdictions, the fundamental principles and rights at work of apprentices, including freedom of association and the right to collective bargaining, should be protected everywhere.
19. The Government member of China highlighted the importance of strengthening coordination and cooperation between the ILO and other relevant international institutions.
20. The Government member of Denmark said that she was representing young people and explained that quality apprenticeships for youth were essential to build a sustainable world, with better infrastructure, greener energy and cleaner water supplies. She urged the inclusion of young apprentices in the discussion because they were aware of the gaps in apprenticeship systems and of the issues that needed to be solved through intergenerational cooperation.
21. The Government member of Honduras noted that the first discussion had shaped a very balanced text. Quality apprenticeships could help fill gaps in the world of work while respecting the differences between Member States' customs and traditions. The Recommendation should provide a framework that could be adapted as required, allowing for flexible pathways for apprentices into jobs in the face of rapidly changing labour markets. It should also be adaptable to new trends of digitalization and new forms of work.

22. The Government member of Indonesia underlined the need for flexibility for Member States to regulate apprenticeships in accordance with their domestic needs. Intermediaries should be formal institutions in order to ensure the quality of the training provided.
23. The Government member of the Islamic Republic of Iran said that the views and ideas expressed in the discussion would shape the global ambition on quality apprenticeships and noted the importance of social dialogue in achieving the goal of decent work and productive employment.
24. The Government member of Japan, while recognizing the need to improve the quality of apprenticeships, said that the training of skilled workers in the form of apprenticeships was not carried out under his country's legal system and that the Recommendation should allow each country to adapt its measures in accordance with national circumstances.
25. The Government member of Mozambique said that the Recommendation should apply to all sectors of economic activity, including the informal sector, and should address the recognition of prior learning, including that undertaken in the informal economy, as well as the provision of bridging courses.
26. The Government member of Senegal acknowledged the value of apprenticeships in meeting labour market demands, socio-economic integration and vocational training. Strengthened cooperation and knowledge-sharing between Member States was needed, and tripartite social dialogue would once again demonstrate its value in the promotion of apprenticeships.
27. The Government member of Switzerland said that quality vocational training systems were essential for countries to tackle the technological, ecological and social transformations under way in the world. The Recommendation should emphasize the role of the social partners in the formulation and implementation of policies, frameworks, systems and programmes on apprenticeships. It should allow Member States to create a conducive environment for quality apprenticeships, taking account of the needs of both businesses and apprentices. Private sector engagement in apprenticeships should be driven by the long-term benefits it provided rather than by financial incentives from the government. It was nonetheless important for governments to minimize the administrative burden and provide organizational support to enterprises.
28. The Government member of the United Kingdom of Great Britain and Northern Ireland stressed the need for flexibility in responding to the skills needs of individuals and employers, while acknowledging the importance of establishing common standards as the foundation for apprenticeship programmes. Apprenticeships had a transformative impact on individuals' lives and led to sustained employment and improved career earnings for apprentices while generating the skills needed by businesses, thereby contributing to productivity and economic growth. The Recommendation should highlight support for disadvantaged people and those under-represented in the labour market for whom apprenticeships could offer a means to secure sustainable employment and facilitate career progression.
29. The Government member of the United States of America recognized the role of skills development, including apprenticeships, in responding to changing labour market demands and recovering from the pandemic. The involvement of the social partners and educational and workplace institutions in apprenticeship systems was crucial. Such systems should deliver both quality and equity for all communities, including underserved and under-represented groups. The Recommendation should be adaptable to national contexts and Member States' priorities, while assisting the ILO to deliver effective technical assistance to constituents.

30. The Government member of Burkina Faso outlined efforts made in his country to promote apprenticeships. It was important to take measures to ensure that apprentices who had completed their training did not enter the informal economy but rather contributed their acquired skills to formal workshops or service structures.
31. The Employer Vice-Chairperson emphasized the importance of achieving a balanced instrument on apprenticeships that enjoyed the full support of the tripartite constituents and incorporated both regulatory and promotional approaches. Equality of opportunity was crucial, as highlighted by the Workers' group, and should apply equally to MSMEs, which were significant sources of employment but faced challenges to attract and retain apprentices; incentives and promotional approaches were therefore crucial to strengthen the apprenticeship ecosystem.
32. The Worker Vice-Chairperson called for equity and for the voices of apprentices to be heard in the discussions. There was a clear ambition among all constituents to create a strong instrument that would give clarity for the further development of high-quality apprenticeships at national level, containing robust provisions to guarantee high standards of education and protection for apprentices' working conditions. Any stigma surrounding apprenticeships must be removed so that potential apprentices and their families viewed them as an option of choice. The Workers' group would work to resolve the remaining issues and to strengthen the clarity and applicability of the instrument. She confirmed that the important issue of the protection of trainees required separate and specific consideration, and was beyond the scope of work of the Committee.
33. The Government representative of Saudi Arabia supported the statement of the GCC. He highlighted the importance of the Recommendation to support progress on decent work and productivity in the framework of national policies and plans, including those being developed in his country.

Consideration of the proposed Recommendation ³

Title

34. As there were no amendments to the title of the proposed Recommendation, it was adopted.

Preamble

First preambular paragraph

A.21

35. The Worker Vice-Chairperson introduced an amendment to add "the development of quality apprenticeships that provide opportunities for" after "requiring". The purpose was to introduce at the beginning of the instrument the notion of quality apprenticeships, the opportunities to reskill and upskill provided by quality apprenticeships and the shared responsibility of governments, workers and employers regarding lifelong learning, reskilling and upskilling as set out in the Human Resource Development Recommendation, 2004 (No. 195).

³ The proposed text was included in [pages 57–61 of Report IV\(2\)](#). All the proposed amendments received can be found on the [Committee's web page](#).

36. The Employer Vice-Chairperson and the Government members of Argentina, Oman, speaking on behalf of the GCC, and Sweden, speaking on behalf of the EU and its Member States, supported the amendment.
37. The Government member of Kenya, speaking on behalf of the Africa group, introduced a subamendment to replace “development” with “enhancement”, because the word “development” seemed to assume that quality apprenticeships did not exist already.
38. The Worker Vice-Chairperson did not support the subamendment as term “development” could be considered to encompass “enhancement” and this term was too narrow.
39. The Employer Vice-Chairperson agreed with the Workers’ group and the subamendment was withdrawn.
40. The amendment was adopted.

A.12

41. The Government member of Sweden, speaking on behalf the EU Member States, proposed to add the word “skill” before “reskill and upskill” to align with the text of Paragraph 26.
42. The Employer Vice-Chairperson supported the amendment.
43. The Worker Vice-Chairperson and the Government member of Oman, speaking on behalf of the GCC, supported the amendment.
44. The amendment was adopted.

A.24

45. The Worker Vice-Chairperson introduced an amendment to delete “continuously” at the end of the Paragraph since the ongoing nature of reskilling and upskilling was already implied.
46. The Employer Vice-Chairperson did not support the amendment as the term “continuously” was relevant to the mindset of lifelong learning.
47. The Government members of the Islamic Republic of Iran, Argentina, speaking on behalf of GRULAC, Ghana, Niger, Sweden, speaking on behalf of the EU and its Member States, and the United States, supported the amendment.
48. The Government members of Oman, speaking on behalf of the GCC, Brazil, Colombia and Kenya, speaking on behalf of the Africa group, did not support the amendment.
49. The Government member of the United States explained that the term “continuously” was redundant and would be picked up implicitly in a subsequent paragraph that discussed the importance of lifelong learning.
50. The Worker Vice-Chairperson withdrew the amendment.
51. The first preambular paragraph was adopted as amended.

Second preambular paragraph

A.6

52. The Worker Vice-Chairperson withdrew the amendment to delete the term “continuous” considering the discussion of the first preambular paragraph.
53. The second preambular paragraph was adopted with no amendments.

Third preambular paragraph

A.27 and A.13

54. The Worker Vice-Chairperson introduced an amendment (A.27) to add “the right to” before “quality education for all”. She explained that the purpose was to align with the resolution concerning skills and lifelong learning adopted by the Conference at its 109th Session (2021) and the ILO Centenary Declaration for the Future of Work, 2019, as well as other international instruments.
55. The amendment of the Workers’ group was discussed with an amendment introduced by the Government member of Sweden (A.13), speaking on behalf of the EU Member States, to add “and training” after “education”. She did not support the amendment by the Workers’ group because she considered that preambular paragraphs should focus on the importance of issues rather than actions.
56. The Employer Vice-Chairperson did not support the amendment of the Workers’ group because, while the right to quality education was widely accepted, the same could not be said for lifelong learning. He supported the amendment proposed by the EU Member States, which would align the text with the language used in Paragraph 1.
57. The Government member of Oman, speaking on behalf of the GCC, did not support the amendment of the Workers’ group and supported the amendment by the EU Member States.
58. The Government member of Argentina, speaking on behalf of GRULAC, supported both amendments.
59. The Government member of Kenya, speaking on behalf of the Africa group, and the Government member of the Islamic Republic of Iran did not support the amendment by the Workers’ group.
60. The Worker Vice-Chairperson withdrew amendment A.27 and supported the amendment by the EU Member States.
61. Amendment A.13 was adopted.

A.28

62. The Worker Vice-Chairperson introduced an amendment to insert “and access to quality” before “effective lifelong learning”.
63. The Employer Vice-Chairperson supported the amendment.
64. The Government member of Sweden, speaking on behalf of the EU and its Member States, did not support the amendment as preambular paragraphs should focus on issues rather than actions.
65. The Government members of Argentina, speaking on behalf of GRULAC, Brazil, Colombia and the Islamic Republic of Iran supported the amendment.
66. The Government member of Oman, speaking on behalf of the GCC, did not support the amendment.
67. The Government member of Kenya sought clarification on keeping both the term “access” and “openness”.
68. The Government member of Sweden, speaking on behalf of the EU and its Member States, expressed her group’s flexibility on the amendment.

69. The amendment was adopted.

A.29

70. The Worker Vice-Chairperson introduced an amendment to replace “and openness to lifelong learning” with “opportunities for all”. The focus of the preamble was to ensure that workers could take advantage of the opportunities. Having openness was of no value unless there were opportunities.
71. The Employer Vice-Chairperson disagreed with the proposed deletion of “openness to lifelong learning”, which was an important recognition of a mindset towards embracing lifelong learning. He added that the term “openness” was also included in the resolution concerning skills and lifelong learning (2021).
72. The Government member of the Islamic Republic of Iran did not support the amendment as the word “access” already implied opportunities.
73. The Government members of Brazil, Cameroon and Sweden, speaking on behalf of the EU and its Member States, supported the amendment.
74. The Government member of Kenya, speaking on behalf of the Africa group, proposed a subamendment to end the sentence after “effective lifelong learning”, dropping the suggested text “opportunities for all”.
75. The Worker Vice-Chairperson and the Government members of Guinea, Algeria, the Islamic Republic of Iran, Mali, Senegal, Sweden, speaking on behalf of the EU and its Member States, and Türkiye, supported the subamendment.
76. The Government member of Brazil did not support the subamendment.
77. The Employer Vice-Chairperson re-emphasized the importance of openness to lifelong learning, especially in the context of a just transition, but supported the text as subamended.
78. The amendment was adopted as subamended.
79. The third preambular paragraph was adopted as amended.

New preambular paragraph after the third preambular paragraph

A.8

80. The Worker Vice-Chairperson introduced an amendment to include a new paragraph following the third preambular paragraph to read “Recalling that all human beings have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity”. She stated the importance of recalling the principles set out in the ILO Constitution whereby material and spiritual well-being were considered together in the promotion of social justice.
81. The Employer Vice-Chairperson and the Government member of Congo did not support the amendment as similar text was already stipulated in the Declaration of Philadelphia. If a provision of that Declaration was to be cited, it should be cited in full.
82. The Government members of Argentina, speaking on behalf of GRULAC, Colombia, South Sudan, Sweden, speaking on behalf of the EU and its Member States, and the United States supported the amendment.
83. The Employer Vice-Chairperson regretted the repetition and inconsistency of the wording but accepted the amended text in the spirit of consensus.

84. The amendment was adopted.

Fourth preambular paragraph

A.14

85. The Government member of Sweden, speaking on behalf of the EU Member States introduced an amendment to delete “further opportunities for” before “decent work”, stating that it was weakening the text.
86. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of the Islamic Republic of Iran and Kenya, speaking on behalf of Africa group, supported the amendment.
87. The amendment was adopted.

A.2

88. The Government member of the United States introduced an amendment to replace “current” before “challenges” with “employment and labour market”, stating that the Recommendation should address ongoing and future challenges.
89. The Worker Vice-Chairperson supported the deletion of “current” but did not support the inclusion of “employment and labour markets” as it would narrow the scope of the preambular paragraph.
90. The Employer Vice-Chairperson and the Government members of Kenya, speaking on behalf of Africa group, and the United Kingdom supported the amendment.
91. The Worker Vice-Chairperson proposed to substitute “employment and labour market” with “world of work”.
92. The Employer Vice-Chairperson preferred the original proposal, but could support the subamendment.
93. The Government members of Brazil, Canada, Islamic Republic of Iran, Kenya, speaking on behalf of the Africa group, Niger, Sweden, speaking on behalf of the EU and its Member States, and the United States supported the subamendment.
94. The amendment was adopted as subamended.
95. The fourth preambular paragraph was adopted as amended.

Fifth preambular paragraph

A.25 and A.22

96. The Worker Vice-Chairperson proposed two amendments: to move the word “also” (A.22) and to insert the words “the promotion and development of” before “quality apprenticeships” to highlight the areas of action required to effectuate quality apprenticeships (A.25).
97. The Employer Vice-Chairperson agreed to move “also” and proposed to subamend the other amendment by adding “and delivery” after “development” so the text would read “promotion, development and delivery of”.
98. The Worker Vice-Chairperson and the Government member of Kenya, speaking on behalf of the Africa group, supported the subamendment.

99. The Government members of the Islamic Republic of Iran, Oman, speaking on behalf of the GCC, Sweden, speaking on behalf of the EU and its Member States, and the United States supported the subamendment.
100. Amendment A.22 was adopted and amendment A.25 was adopted as subamended.

A.26

101. The Worker Vice-Chairperson introduced an amendment so the text would read “the creation of decent jobs” to better align with the Decent Work Agenda.
102. The Employer Vice-Chairperson and the Government members of Algeria, Argentina, speaking on behalf of GRULAC, Brazil, Burkina Faso, Canada, Colombia, Ghana, Mali, South Sudan, Sweden, speaking on behalf of the EU and its Member States, and the United States, supported the amendment.
103. The amendment was adopted.
104. The fifth preambular paragraph was adopted as amended.

Sixth preambular paragraph

A.4

105. The Government member of the United States, speaking also on behalf of the Government member of Canada, introduced an amendment to insert “violence and harassment” after “free from discrimination”. Preventing violence and harassment against apprentices was critical for successful apprenticeship programmes.
106. The Employer Vice-Chairperson said that although he was not opposed to the amendment, it was not necessary given the coverage of the topic in the Convention No. 190.
107. The Worker Vice-Chairperson supported the amendment, given the vulnerability of apprentices who were often young and new to the workplace.
108. The Government members of Australia, Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf of the group of GRULAC, Oman, speaking on behalf of the GCC, and the Islamic Republic of Iran, supported the amendment.
109. The Employer Vice-Chairperson highlighted that a reference to preventing violence and harassment was already included in Paragraph 22, but his group could accept the amendment.
110. The amendment was adopted.

A.20 and A.23

111. The Government member of the United States, speaking also on behalf of the Government members of Australia and Türkiye, introduced an amendment to delete “and balance” after “gender equality” and another amendment to replace “and balance” with “and social inclusion”. The terms “social inclusion” were more relevant as the intent was to promote access and inclusion across apprenticeship programmes.
112. The Worker Vice-Chairperson supported both amendments and explained that the concept of balance was included within gender equality.
113. The Employer Vice-Chairperson said that he would support the amendments if there was widespread support in the Committee.

114. The Government member of Sweden, speaking on behalf of the EU Member States, proposed a subamendment so that the text would read: “promote gender equality and balance, to advance social inclusion and diversity”.
115. The Government member of Kenya, speaking on behalf of the Africa group, did not support the subamendment. The terms “inclusive” and “free from discrimination” already contained in the paragraph were sufficient.
116. The Government member of Argentina, speaking on behalf of the GRULAC countries, proposed, to retain “gender equality” but not “balance” and “social inclusion”.
117. The Government member of Brazil said that she supported the subamendment proposed by GRULAC, but suggested replacing “equality” with “equity”, as the term “equity” in Spanish covered the concepts of equality and balance. The Government member of the United States seconded the proposal to use the terms “gender equity”.
118. The Employer Vice-Chairperson said that common practice was to use “gender equality”. Equity had another meaning that was not pertinent to the Paragraph.
119. The Government member of the Islamic Republic of Iran supported the inclusion of “equity” and “social inclusion”.
120. The Government member of Uganda said that he supported the use of “gender equality” rather than “gender equity” and also supported the position of the Africa group, since the term “inclusive” was already contained in the paragraph and did not need to be repeated. He proposed retaining the Office text and did not support the subamendments. However, he supported deleting “and balance”.
121. The Government member of Ireland said that while gender equality referred to equal rights and entitlements, gender balance referred to representation and she supported the original text.
122. The Government member of the United States stated that social inclusion was encompassed by the original text and that the term “equity” covered equality and balance. Therefore, he supported the inclusion of “to promote gender equity” instead of “and social inclusion”.
123. The Government member of Sweden, speaking on behalf of the EU and its Member States, and the Worker Vice-Chairperson supported “gender equality” rather than “gender equity”.
124. The Government members of the United States, Brazil, and Oman, speaking on behalf of the GCC countries, could accept the use of “gender equality”.
125. The Government member of Argentina, speaking on behalf of GRULAC countries, said that she could support deleting “and balance” and not inserting “and social inclusion”.
126. Amendment A.20 was adopted, and amendment A.23 was adopted as subamended.
127. The sixth preambular paragraph was adopted as amended.

Seventh and eighth preambular paragraphs

128. As there were no amendments to the seventh and eighth preambular paragraphs, they were adopted.

Ninth preambular paragraph

A.10

129. The Worker Vice-Chairperson introduced an amendment to include “the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as amended in 2022,” before the reference to the ILO Centenary Declaration for the Future of Work, 2019.
130. The Employer Vice-Chairperson said that if a reference to multinational enterprises were to be added, it would be important to refer to small and medium-sized enterprises (SMEs). He therefore proposed to include the words “and the Conclusions concerning the promotion of sustainable enterprises adopted in 2007”, which encompassed all kinds of enterprises in relation to apprenticeships and would broaden the scope of the text.
131. The Worker Vice-Chairperson supported the subamendment.
132. The Government member of the Central African Republic supported the amendment as subamended and proposed a further subamendment to include reference to the informal sector, which accounted for a significant proportion of employment in Africa. The Government members of Mali and Burkina Faso seconded the subamendment, as did the Government member of Cameroon arguing that national enterprises that were not SMEs needed to be included.
133. The subamendment was withdrawn due to lack of support.
134. The amendment was adopted as subamended by the Employers’ group.
135. The ninth preambular paragraph was adopted as amended.

Tenth, eleventh and twelfth preambular paragraphs

136. As there were no amendments to the tenth, eleventh and twelfth preambular paragraphs, they were adopted.
137. The Preamble was adopted as amended.

Part I. Definitions, scope and means of implementation

138. As there were no amendments to the title of Part I, it was adopted.

Paragraph 1, chapeau

139. As there were no amendments to the introductory sentence of Paragraph 1, it was adopted.

Paragraph 1(a)

A.1

140. The Government member of China, speaking also on behalf of the Government member of the Islamic Republic of Iran, introduced an amendment to replace “any” with “a particular” before “form of education”. She explained that apprenticeships was a specific form of education and training, and thus the word “any” was inappropriate.
141. The Worker Vice-Chairperson said that, although acknowledging the specificities of apprenticeships, she preferred the original text because the rest of the Paragraph clearly set out the conditions for education and training as applied to apprenticeships.

142. The Employer Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, Kenya, speaking on behalf of the Africa group, and Oman, speaking on behalf of the GCC countries, did not support the amendment.
143. The Government member of China reiterated the fact that that education and training had a broad meaning, while apprenticeships involved a specific type of education and training.
144. The Employer Vice-Chairperson proposed to delete “particular” so that the text would read “as a form of education and training”.
145. The Worker Vice-Chairperson and the Government members of the Islamic Republic of Iran, Brazil, Ghana and Sweden, speaking on behalf of the EU and its Member States, supported the subamendment.
146. The amendment was adopted as subamended.

A.18

147. The Government member of Canada, speaking also on behalf of the Government member of the United States, introduced an amendment to insert “or skilled trade” after “occupation” and subamended it to read “including skilled trades”, as “or” could be seen as being exclusive.
148. The Employer Vice-Chairperson proposed a subamendment to retain only the addition of “skilled” before “occupation”, so that the text would read: “to work in a skilled occupation”.
149. The Worker Vice-Chairperson did not support the subamendments as the term “skilled” seemed to complicate the meaning of the text, and asked the secretariat to clarify the meaning of “occupation”.
150. The deputy representative of the Secretary-General explained that, as discussed the previous year, the term “occupation” was understood to include skilled trades.
151. The Employer Vice-Chairperson withdrew his subamendment in light of the explanation and said that he supported the text as amended by the Government members of Canada and the United States.
152. The Government members of the Islamic Republic of Iran, Sweden, speaking on behalf of the EU and its Member States, and Australia, supported the amendment.
153. The Government member of Oman, speaking on behalf of the GCC countries, did not support the amendment. The word “competencies”, which was already in the text covered the concept of skilled trades.
154. The Worker Vice-Chairperson and the Government members of Türkiye, Kenya, speaking on behalf of the Africa group, Uganda, Brazil, Namibia, Barbados and Zimbabwe did not support the amendment.
155. The Employer Vice-Chairperson expressed flexibility.
156. The Government member of Canada, speaking also on behalf of the Government member of the United States, withdrew the amendment.
157. Paragraph 1, clause (a) was adopted as amended.

Paragraph 1(b)

A.17

- 158.** The Government member of the United States, speaking also on behalf of the Government member of Norway, introduced an amendment to delete “other than the host enterprise or educational institution”, in order to avoid excluding enterprises or institutions that may serve as hosts. In some countries, educational institutions served as intermediaries.
- 159.** The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of the Islamic Republic of Iran, Sweden, speaking on behalf of the EU and its Member States, Senegal, Kenya, speaking on behalf of the Africa group, Niger and Argentina, speaking on behalf of GRULAC, did not support the amendment, citing the need for clarity and precision as found in the original text.
- 160.** The Government member of Indonesia supported the amendment, as the nature of intermediaries in delivering apprenticeships varied across countries, and in some countries educational institutions acted as intermediaries.
- 161.** The Worker Vice-Chairperson asked the secretariat to clarify if her group’s understanding was correct that the original text would not exclude educational institutions from regulatory systems in cases where they acted as intermediaries.
- 162.** The deputy representative of the Secretary-General confirmed that the Workers’ group’s understanding was correct and further clarified that while educational institutions could play the role of intermediaries, the text under discussion referred specifically to host enterprises or host educational institutions.
- 163.** In light of the clarification, the Worker Vice-Chairperson preferred to keep the original text and the Government member of the United States withdrew the amendment.

A.15

- 164.** The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment to insert “and training” before “institution” to align the text with the definition in Paragraph 1(a).
- 165.** The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Senegal, Kenya, speaking on behalf of the Africa group, and Oman, speaking on behalf of the GCC countries, supported the amendment.
- 166.** The amendment was adopted.

A.11

- 167.** The Worker Vice-Chairperson introduced an amendment to replace “assists in the provision, coordination or support of an apprenticeship” with “provides, coordinates or supports an apprenticeship”. The purpose was to cover all activities conducted by intermediaries.
- 168.** The Employer Vice-Chairperson supported the amendment, as it made the wording more precise.
- 169.** The Government member of Uganda did not support the amendment because it placed intermediaries at the same level as host enterprises and educational institutions in their role as providers of apprenticeships. The Government member of Sweden, speaking on behalf of the EU and its Member States, did not support the amendment as it changed the

responsibilities of intermediaries. The Government member of Brazil did not support the amendment because removing “assists” was upgrading intermediaries as necessary actors. The Government member of Argentina, speaking on behalf of GRULAC, did not support the amendment as the role of intermediaries was to assist, not to provide apprenticeships.

170. The Worker Vice-Chairperson explained that there existed intermediaries who also played an active role in coordinating apprenticeships and the Employer Vice-Chairperson agreed that intermediaries could have different roles including as providers of apprenticeships.
171. The Government member of Senegal preferred the original wording as it was clearer in French. The Government member of the Islamic Republic of Iran also preferred the original text since intermediaries could not provide apprenticeships by themselves. The Government member of Kenya did not support the amendment because the original wording was clearer in describing the different levels of responsibility and also the Government member of Niger did not support the amendment, since an intermediary was understood to be an entity assisting in the provision and coordination of apprenticeships.
172. The Employer Vice-Chairperson proposed a subamendment to move “supports” before “provides or coordinates an apprenticeship”, to emphasize that supporting was the primary role of an intermediary.
173. The Government member of Uganda did not support the subamendment because it was important to distinguish the role of host enterprises and educational institutions in providing training from the role of intermediaries in assisting in the provision of such training.
174. The Worker Vice-Chairperson explained that the intention was to include intermediaries within the regulatory framework and asked the secretariat to clarify if “assists in” would also cover instances where intermediaries played an active role.
175. The deputy representative of the Secretary-General explained that “assists in” indicated the primary role of intermediaries. Since intermediaries provided also other types of support, the Office could come back with some alternative wording for further consideration.
176. When resuming the discussion at a later sitting, the Worker Vice-Chairperson introduced a subamendment for the text after “educational” to read “coordinates, supports and assists in the provision of an apprenticeship”. The purpose was to reflect the relevance of intermediaries in supporting the main institutions in apprenticeship, and to differentiate intermediaries from host enterprises or education and training institutions who coordinated, supported or assisted in the provision of an apprenticeship.
177. The Employer Vice-Chairperson and the Government members of the United Kingdom, Burkina Faso, Brazil, Colombia, Guinea, South Sudan, the Central African Republic, Oman, speaking on behalf of the GCC countries and Sweden, speaking on behalf of the EU and its Member States, supported the subamendment.
178. The Government member of Kenya, speaking on behalf of the Africa group, also supported the subamendment as it reflected the role of intermediaries in supporting and assisting in the provision of apprenticeship and it acknowledged the role of primary facilitators. The Government members of Senegal and Niger asked the Drafting Committee to ensure that the English and French versions would be consistent in stating that intermediaries did not directly coordinate, but supported coordination.
179. The amendment was adopted.
180. Paragraph 1, clause (b) was adopted as amended.

Paragraph 1(c)

181. As there were no amendments to clause (c), it was adopted.

Paragraph 1(d)

A.16

182. The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment to replace “professionals” with “personnel”, to ensure consistency with Paragraph 10(d).

183. The Employer Vice-Chairperson supported the amendment.

184. The Worker Vice-Chairperson asked the secretariat to clarify if Paragraph 10(d) referred to “qualified professionals” or to “personnel” as assessors of prior learning.

185. The Government member of Kenya, speaking on behalf of the Africa group, supported the amendment since “professional” already meant “qualified”.

186. The deputy representative of the Secretary-General confirmed that Paragraph 10(d) referred to “qualified personnel”, which included assessors.

187. The Worker Vice-Chairperson and the Government members of Argentina, speaking on behalf of GRULAC, and the Government member of the Islamic Republic of Iran, supported the amendment as “personnel” was more appropriate.

188. The Government member of Cameroon did not support the amendment, noting that “personnel” could be confused with “staff member” and that an external expert could also be called to assess prior learning.

189. The amendment was adopted.

190. Paragraph 1, clause (d) was adopted as amended.

191. Paragraph 1 was adopted as amended.

Paragraphs 2, 3 and 4

192. As there were no amendments to Paragraphs 2, 3 and 4 they were adopted.

193. Part I was adopted as amended.

Part II. Regulatory framework for quality apprenticeships**Title**

194. As there were no amendments to the title of Part II, it was adopted.

Paragraph 5

195. As there were no amendments to Paragraph 5, it was adopted.

Paragraph 6

A.47

196. The Government member of Australia, speaking also on behalf of the Government members of Canada, Switzerland and the United States, introduced an amendment to replace “a

regulatory framework” with “regulatory frameworks” in order to ensure a broader coverage, because, in some countries (such as Australia) apprenticeships were regulated at several levels – federal, state and territorial.

197. The Employer Vice-Chairperson supported the amendment and sought clarification as to whether it would cover countries with a single regulatory framework. The Government member of Australia confirmed that it would.
198. The Worker Vice-Chairperson and the Government members of Kenya, speaking on behalf of the Africa group, and Argentina, speaking on behalf of GRULAC, supported the amendment.
199. The amendment was adopted.
200. Paragraph 6 was adopted as amended.

Paragraph 7

A.43

201. The Worker Vice-Chairperson introduced an amendment to add “public” before “authorities”. This would make explicit what was implicit in the original text, that the authorities were public and worked in the public interest. It could also refer to private bodies which had been granted the power to regulate apprenticeships under national law or regulation.
202. The Employer Vice-Chairperson and the Government members of Türkiye, Oman, speaking on behalf of the GCC, the Islamic Republic of Iran, Sweden, speaking on behalf of the EU and its Member States, the Democratic Republic of the Congo, Kenya, speaking on behalf of the Africa group, Indonesia, the Philippines, and Zimbabwe supported the amendment.
203. The Government member of Argentina, speaking on behalf of GRULAC, supported the amendment. “Public” and “state” authorities were not necessarily the same thing. The former could be a tripartite body, in which employers and workers were represented.
204. The amendment was adopted.

A.46

205. The Government member of Norway, speaking also on behalf of Australia, withdrew an amendment to replace “represented” by “consulted” given the clarification provided in discussion of the previous amendment.
206. Paragraph 7 was adopted as amended.

Paragraph 8

207. As there were no amendments to Paragraph 8, it was adopted.

Paragraph 9, chapeau

A.36

208. The Employer Vice-Chairperson introduced an amendment to add “and setting out key parameters for an apprenticeship programme” after “quality apprenticeships”. That would reinforce the notion of quality apprenticeships and provide greater clarity.
209. The Worker Vice-Chairperson did not support the amendment as the clauses of Paragraphs 9 and 10 listed many parameters and so there was no need to insert such details in the chapeau.

210. The Government member of the Islamic Republic of Iran did not support the amendment.
211. The Government member of Sweden, speaking on behalf of the EU Member States, proposed a subamendment to delete “programme” because apprenticeship programmes did not exist in every country.
212. The Employer Vice-Chairperson and the Government member of the United States supported the subamendment.
213. The Government member of Kenya, speaking on behalf of the Africa group, did not support the amendment because the parameters to be taken in account were already included in the text of the Recommendation.
214. The Government member of Argentina, speaking on behalf of GRULAC, supported the amendment as the authorities should set out the basic requirements for apprenticeships. Her Government could also support the subamendment. The Government member of Brazil also supported the subamendment.
215. The Government members of Oman, speaking on behalf of the GCC countries, and Uganda, and the Worker Vice-Chairperson did not support the amendment.
216. In the absence of sufficient support, the subamendment was not adopted. Given the lack of consensus, the Employer Vice-Chairperson withdrew the amendment.
217. The introductory sentence of Paragraph 9 was adopted without amendment.

Paragraph 9, clauses (a) to (f)

218. As there were no amendments to clauses (a) to (f), they were adopted.

Paragraph 10, chapeau

A.44

219. The Worker Vice-Chairperson introduced an amendment to add “in consultation with representative employers’ and workers’ organizations” with the purpose of acknowledging the important work undertaken within those organizations and the value added of their involvement in measures supporting quality apprenticeships.
220. The Employer Vice-Chairperson supported the amendment, adding that there should be a regular practice of consultations.
221. The Government members of Australia, Cameroon, Canada, the Islamic Republic of Iran, Oman, speaking on behalf of the GCC countries, Sweden, speaking on behalf of the EU and its Member States, the United States and Zimbabwe supported the amendment.
222. In response to a question from the Government member of Kenya, the deputy representative of the Secretary-General clarified that the term “Members” referred to “Member States”. With the clarification, the Government member of Kenya, speaking on behalf of the Africa group, supported the amendment.
223. The Government member of Brazil, while supporting the amendment, asked the Drafting Committee to ensure the best placement of the new phrase.
224. The amendment was adopted.

A.45

- 225.** The Worker Vice-Chairperson proposed an amendment to delete the text “having regard to national circumstances”. The Workers’ group appreciated that the purpose of the Recommendation was to provide guidance through non-binding provisions to help governments develop and improve national apprenticeship systems. As Paragraph 3 already specified that Member States would give effect to the Recommendation in accordance with their national laws and practices, those words were superfluous in the chapeau of Paragraph 10. For her group it was extremely important to delete that text in order to ensure that there would be no doubt that the ambitions set out in the Recommendation endorsed a framework for high-quality apprenticeships that included the protection of apprentices’ rights. She asked the Legal Adviser to clarify the implications of the reference to “national circumstances” in particular in Paragraphs 10 and 13, and the implications of that text on the application of the fundamental Conventions mentioned in Paragraph 10.
- 226.** The Legal Adviser explained that as Recommendations, unlike Conventions, were aspirational documents providing authoritative policy guidance that did not create legally binding obligations, references to national circumstances in individual clauses were unnecessary and indeed could cause confusion. When giving effect to the provisions of the Recommendation, Members would necessarily take into account, among other things, their national circumstances, specificities and conditions. Therefore, references such as “taking due account of national circumstances”, “adopting measures tailored to national circumstances” or “measures suitable to national circumstances” were expressions of general relevance and applicability and should not be limited to specific clauses. As much as such references in Conventions might be understandable out of a legitimate concern that the obligations arising from ratification might otherwise be stringent, and also in the hope that qualified language might increase the chances of the Convention being widely ratified, that logic did not apply with respect to Recommendations. He noted that in most cases such references were of little added value and that was also the case with other qualifiers that commonly found their way into normative texts often at the expense of overall quality and clarity (for example “as far as reasonably practicable”). Therefore, as a matter of good drafting practice and economy of text, drafters should use the expression “having regard to national circumstances” only when absolutely needed. He also observed that by only including such qualifiers in some clauses, it might be inferred that they were not applicable to others. Finally, in response to the concern that the reference to national circumstances in Paragraph 10 would subject the implementation of fundamental Conventions to national circumstances, he noted that a Recommendation could not modify or reduce the scope or nature of existing legal obligations under ratified ILO fundamental Conventions. It would be unfortunate, and it would unnecessarily add a degree of confusion and uncertainty if the reference to national circumstances were to be seen as compromising or undermining core labour standards. In any case, qualified language in a Recommendation could not be drawn upon for the purpose of circumventing or interpreting restrictively binding provisions of Conventions.
- 227.** The Employer Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, Canada, Norway, Colombia, New Zealand, Australia, Oman, speaking on behalf of the GCC countries, Kenya, speaking on behalf of the Africa group, and Zambia supported the amendment.
- 228.** The amendment was adopted.
- 229.** The introductory sentence of Paragraph 10 was adopted as amended.

Paragraph 10(a), (b) and (c)

230. As there were no amendments to clauses (a), (b) and (c), they were adopted.

New clause in Paragraph 10

A.48

231. The Worker Vice-Chairperson introduced an amendment to insert a new clause reading “the responsibilities of the apprentices, employers, educational and training institutions, and intermediaries;”. This was to ensure coherence with subsequent provisions, especially Paragraphs 17 and 18, which covered individual agreements, and would provide a general framework for such responsibilities.

232. The Employer Vice-Chairperson, the Government members of the Philippines, Colombia, Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf of GRULAC, Oman, speaking on behalf of the GCC countries, and Kenya, speaking on behalf of the Africa group, supported the amendment.

233. The amendment was adopted.

Paragraph 10(d)

234. As there were no amendments to clause (d), it was adopted.

Paragraph 10(e)

A.49, A.60

235. The Government member of the United States, speaking also on behalf of Canada, introduced an amendment (A.60) to insert, after “workplace”, “with a view to ensuring that apprenticeships are not used to undermine protections and benefits ordinarily accorded to incumbent workers, and”.

236. The Worker Vice-Chairperson introduced an amendment (A.49) to add “avoid the replacement of workers and to” before “promote”, to avoid the risk of apprenticeships being used as a source of cheap or unpaid labour.

237. The Employer Vice-Chairperson did not support either amendment, because the clause already noted the need to ensure an appropriate balance between apprentices and workers. The amendment proposed by the Workers’ group would lead to the imposition of new bureaucratic controls on enterprises and discourage them from engaging in apprenticeship programmes, and was unnecessary given the lack of widespread abuse in that area.

238. The Government members of the Islamic Republic of Iran, Argentina, speaking on behalf of GRULAC, Australia, Colombia, Malaysia and New Zealand supported both amendments.

239. The Government member of Sweden, speaking behalf of the EU and its Member States, supported only the amendment proposed by the Workers’ group, as it was more concise.

240. The Government members of Oman, speaking on behalf of the GCC countries, the Philippines, and Kenya, speaking on behalf of the Africa group, did not support either amendment.

241. The Employer Vice-Chairperson recalled that during the previous year’s discussion similar proposals had failed to garner support. The addition of the proposed texts would discourage enterprises from taking on apprentices, thereby worsening the shortage of apprentices in most countries.

- 242.** The Government member of the United States said that the proposed text on protection and benefits (A.60) would benefit not only apprentices but also workers and employers and would not create additional bureaucracy. It would provide a balanced approach suitable for an aspirational instrument. He supported the amendment introduced by the Workers' group.
- 243.** The Worker Vice-Chairperson supported the amendment proposed by the Government members of the United States and Canada.
- 244.** The Government member of Argentina, speaking on behalf of GRULAC, said that the amendments were appropriate to the clause, while promotional aspects of apprenticeships would be dealt with in other paragraphs.
- 245.** The Government member of the United States, seconded by the Government member of Canada, proposed a subamendment so that the text after "workplace" would read "with a view to ensuring a successful programme and adequate supervision".
- 246.** The Employer Vice-Chairperson proposed to add, after "workplace", "to ensure the quality of training, and to ensure that both apprentices and workers are not at a disadvantage".
- 247.** The Worker Vice-Chairperson and the Government member of Argentina supported the subamendment by the Government members of the United States and Canada but not that of the Employers' group.
- 248.** The Government members of Brazil, Chile, Colombia, Kenya, speaking on behalf of the Africa group, Sweden, speaking on behalf of the EU and its Member States, Türkiye and the United Kingdom supported A.60 as subamended by the Government member of the United States as well as the amendment of the Workers' group.
- 249.** The Employer Vice-Chairperson withdrew his subamendment and supported the subamendment proposed by the Government member of the United States, but did not support the amendment of the Workers' group.
- 250.** The Government member of the Islamic Republic of Iran did not support the amendment of the Workers' group (A.49).
- 251.** The amendment of the Government members of the United States and Canada was adopted as subamended and the amendments of the Workers' group was adopted.
- 252.** Paragraph 10, clause (e) was adopted as amended.

Paragraph 10(f)

- 253.** As there were no amendments to clause (f), it was adopted.

Paragraph 10(g)

A.34

- 254.** The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment to replace "should" with "may". The word "should" implied that an apprenticeship must be shortened if an apprentice made good progress, but in some cases the term of an apprenticeship was fixed, so "may" was more appropriate.
- 255.** The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of the Democratic Republic of the Congo, Argentina, speaking on behalf of GRULAC, Canada, New Zealand, Spain, the Philippines, Kenya, speaking on behalf of the Africa group, Malaysia and Oman, speaking on behalf of the GCC countries, supported the amendment.

256. The amendment was adopted.

257. Paragraph 10, clause (g) was adopted as amended.

Paragraph 10(h), (i) and(j)

258. As there were no amendments to clauses (h), (i) and(j), they were adopted.

Paragraph 10(k)

A.39

259. The Government member of Canada, speaking also on behalf of the United States, introduced an amendment to add “instructors” after “teachers” to ensure consistency with other clauses of the Recommendation.

260. The Worker Vice-Chairperson supported the amendment.

261. The Employer Vice-Chairperson proposed as a subamendment to add “and other experts involved in apprenticeships”, as proposed in another amendment submitted by the Worker’s group (A.50).

262. The Worker Vice-Chairperson supported the subamendment and withdrew her group’s related amendment.

263. The Government members of Canada, the United States, Sweden, speaking on behalf of the EU and its Member States, the Islamic Republic of Iran, Kenya, speaking on behalf of the Africa group, the United Kingdom, Senegal, Argentina, speaking on behalf of GRULAC, and Oman, speaking on behalf of the GCC countries, supported the subamendment.

264. The amendment was adopted as subamended.

265. Paragraph 10, clause (k) was adopted as amended.

Paragraph 10(l), (m) and (n)

266. As there were no amendments to clauses (l), (m) and(n), they were adopted.

267. Paragraph 10 was adopted as amended.

Paragraph 11

A.30

268. The Government member of China, speaking also on behalf of the Islamic Republic of Iran, introduced an amendment to add “that are consistent with national laws and regulations” after “measures”. The purpose was to make the provision more flexible and inclusive by taking into account different national circumstances. For instance in China, apprentices could work in only one enterprise, not in several.

269. The Worker Vice-Chairperson and the Employer Vice-Chairperson did not support the amendment as Paragraph 3 of the Recommendation already provided for variations in national laws and regulations.

270. The Government members of Sweden, speaking on behalf of the EU and its Member States, Kenya, speaking on behalf of the Africa group, Canada and the Democratic Republic of the Congo did not support the amendment.

271. The amendment was withdrawn.

A.73

272. The Government member of Argentina, speaking on behalf of GRULAC, introduced an amendment to add a new sentence at the end of the Paragraph: “The total duration of such an apprenticeship should not exceed the maximum time established in national standards”.

273. The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government member of Kenya, speaking on behalf of the Africa group, did not support the amendment because the issue of the duration of apprenticeships was addressed elsewhere in the Recommendation.

274. The Government member of the Bolivarian Republic of Venezuela explained the importance of indicating a time limit for apprenticeships as, due to rotations between several enterprises, some individuals could spend prolonged periods as apprentices and be subject to different conditions than other workers in the same enterprise.

275. The Government members of Sweden, speaking on behalf of the EU and its Member States, and the United Kingdom did not support the amendment, noting that extensions of apprenticeships were needed in some cases due to mitigating circumstances.

276. The Government member of Oman, speaking on behalf of the GCC countries, did not support the amendment, stating that each country should have autonomy to set regulations governing the duration of apprenticeships.

277. The Government member of the Democratic Republic of the Congo did not support the amendment, as the requirement for a fair and transparent process was addressed in Paragraph 11.

278. The Government member of Burkina Faso did not support the amendment as the issue of duration was addressed in the provisions of the Recommendation concerning the apprenticeship contract.

279. The Government members of Senegal and Guinea did not support the amendment for similar reasons as previous speakers.

280. The amendment was withdrawn.

281. Paragraph 11 was adopted.

New title before Paragraph 12 and proposal to move Paragraphs 14, 15 and 16

A.63

282. The Worker Vice-Chairperson introduced an amendment to insert the new title “Protection of apprentices” before Paragraph 12. The idea was to improve the structure of the Recommendation by creating a new part composed of Paragraphs 12 and 13, which were distinct from the other Paragraphs in Part II. They focused specifically on the concerns of apprentices, demonstrated that their views had been listened to and emphasized that governments and the social partners would take appropriate action at the national level.

283. The Employer Vice-Chairperson and the Government members of Argentina, speaking on behalf of GRULAC, Australia, Canada, Colombia, Kenya, speaking on behalf of the Africa group, the Philippines, Sweden, speaking on behalf of the EU and its Member States, the United Kingdom and the United States supported the amendment.

284. The amendment was adopted and therefore the new title was adopted.

A.64

- 285.** The Worker Vice-Chairperson introduced an amendment to move Paragraphs 14, 15 and 16 between Paragraphs 11 and 12.
- 286.** The Employer Vice-Chairperson and the Government members of Sweden, speaking on behalf the EU and its Member States, and Kenya, speaking on behalf of the Africa group, supported the amendment.
- 287.** The amendment was adopted.

Paragraph 12

A.51

- 288.** The Worker Vice-Chairperson introduced an amendment to replace the words “in relation to” by “specific to”. Apprentices, being young and new entrants to the labour market, were confronted by specific issues different from those faced by workers at large, for example with respect to the protection of their right to freedom of association. The intention was to advocate for the implementation of specific measures to address those issues and to underscore the importance of targeted action to address apprentices’ needs with respect to the fundamental principles and rights at work.
- 289.** The Employer Vice-Chairperson did not support the amendment. He noted that it was crucial to protect the fundamental principles and rights at work of all workers, not only apprentices; the words “in relation to” provided that broader perspective.
- 290.** The Government member of the Islamic Republic of Iran did not support the amendment, noting that the nature of the specific measures needed was not clear.
- 291.** The Government members of Sweden, speaking on behalf the EU and its Member States, Oman, speaking on behalf of the GCC countries, and Kenya, speaking on behalf of the Africa group, did not support the amendment. They stated that it risked lowering the standard and was potentially limiting. It might even imply, in certain jurisdictions, that apprentices’ access to fundamental principles and rights at work could be limited.
- 292.** The Worker Vice-Chairperson said her intention was certainly not to restrict apprentices’ fundamental rights at work but rather to ensure that specific efforts would be made to raise their awareness of those rights, in line with the provisions in Paragraph 25.
- 293.** The Government members of Guinea, Ethiopia and Cameroon did not support the amendment.
- 294.** The amendment was withdrawn.
- 295.** Paragraph 12 was adopted without amendment.

Paragraph 13, chapeau

A.52

- 296.** The Worker Vice-Chairperson introduced an amendment to delete “having regard to national circumstances”, in line with previously adopted text.
- 297.** The Employer Vice-Chairperson and the Government members of Canada, New Zealand, Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf

of GRULAC, Australia, the Philippines, Oman, speaking on behalf of the GCC countries, and Kenya, speaking on behalf of the Africa group, supported the amendment.

298. The amendment was adopted.

299. Another amendment (A.53) submitted by the Workers' group to add "as a minimum" at the end of the clause was withdrawn and the introductory sentence of Paragraph 13 was adopted as amended.

Paragraph 13(a), (b), (c) and (d)

300. As there were no amendments to clauses (a), (b), (c) and (d), they were adopted.

Paragraph 13(e)

A.61

301. The Government member of Switzerland, speaking also on behalf of the United States, introduced an amendment to delete the word "leave" and to add "/or" after "and". The flexibility thus introduced to the text would be in keeping with the diverse situations in countries around the world.

302. The Employer Vice-Chairperson supported the amendment and said that adding "/or" would take into account different national circumstances.

303. The Government members of Sweden, speaking on behalf of the EU and its Member States, the Islamic Republic of Iran, Brazil and Kenya, speaking on behalf of the Africa group, did not support the amendment, as the original text referred more accurately to the different types of leave.

304. The amendment was withdrawn and clause (e) was adopted without amendment.

Paragraph 13(f)

305. As there were no amendments to clause (f), it was adopted.

New clause after (f)

A.37

306. The Government member of the United States, speaking also on behalf of Canada, introduced an amendment to add a new clause to read: "are afforded freedom of association and the effective recognition of the right to collective bargaining". While the existing text explicitly referred to other fundamental principles, there was no direct reference to freedom of association and collective bargaining.

307. The Employer Vice-Chairperson proposed a subamendment to add "where applicable", after "freedom of association and "as some apprentices were students, and as such, they did not have the right to collective bargaining.

308. The Worker Vice-Chairperson supported the amendment but not the subamendment, because the discussion dealt with apprentices who were in the workplace, whether or not they were students; therefore, it was important to ensure that they were afforded freedom of association and the right to collective bargaining.

309. The Government member of the Philippines supported the amendment as subamended given the differences among jurisdictions. In some cases, there was no employment relationship

between employers and apprentices and thus the right to be part of a union and to collective bargaining might not be applicable.

310. The Government members of the Islamic Republic of Iran, Türkiye and Indonesia also supported the amendment as subamended.
311. The Government members of Brazil, Argentina, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU and its Member States, the Democratic Republic of the Congo, Australia and Norway supported the amendment without the subamendment.
312. The Government member of Kenya, speaking on behalf of the Africa group, supported the amendment, noting its consistency with the text of Part IV.
313. The Employer Vice-Chairperson, noting the lack of an employment agreement between employers and apprentices in some jurisdictions, asked the secretariat to clarify whether that issue was relevant to the text under discussion.
314. The deputy representative of the Secretary-General draw the attention of the Committee to Paragraph 12, which referred to fundamental principles and rights at work, and the definition of an apprenticeship in Paragraph 1(a) as “a form of education or training which is governed by an apprenticeship agreement”.
315. The Government member of Malaysia, seconded by the Government member of Türkiye, proposed a further subamendment to move the words “where applicable” to before “freedom of association” since that right was not afforded to apprentices in all jurisdictions.
316. The Worker Vice-Chairperson did not support the further subamendment. Freedom of association was not restricted to those in an employment relationship but applied to all those in the workplace, as had been confirmed on numerous occasions by the Committee of Freedom of Association and as enshrined in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).
317. The Employer Vice-Chairperson agreed with the Worker Vice-Chairperson and thus did not support the further subamendment. The Government member of the United States did not support either subamendment and pointed out that the term “effective” provided flexibility. The Government members of the Islamic Republic of Iran and Brazil supported the subamendment but not the further subamendment.
318. The Government members of Canada, Argentina, speaking on behalf of GRULAC, and China reiterated their support for the amendment and did not support either subamendment.
319. The Government member of Sweden, speaking on behalf of the EU and its Member States, also reiterated her support for the amendment without subamendment. She suggested that the words “where applicable” were similar to “having regard to national circumstances” and thus not required.
320. The subamendment proposed by the Government member of Malaysia was not adopted.
321. The Employer Vice-Chairperson said that while he did not withdraw his subamendment, he could accept that the majority was in favour of the amendment as originally formulated. The subamendment proposed by the Employers’ group was not adopted.
322. The amendment was adopted.

Paragraph 13(g) and (h)

323. As there were no amendments to clauses(g) and (h), they were adopted.

Paragraph 13(i)

A.54

- 324.** The Worker Vice-Chairperson introduced an amendment to add “easy” before “access”. The amendment drew on the text of Article 10(b) of Convention No. 190 and its purpose was to ensure that access to the mechanism would be straightforward, clear and approachable for apprentices, who were often inexperienced.
- 325.** The Employer Vice-Chairperson said one option could be to reproduce exactly the same text of Convention No. 190 in the Recommendation, but he found the addition of the word redundant.
- 326.** The Government member of Argentina, speaking on behalf of GRULAC, supported the amendment.
- 327.** The Government members of the Islamic Republic of Iran, Sweden, speaking on behalf of the EU and its Member States, the Philippines, Oman, speaking on behalf of the GCC countries, India, and Türkiye did not support the amendment as they considered “easy” to be superfluous. In addition, “access” was mentioned in other parts of the Recommendation without the qualifier “easy”.
- 328.** The amendment was withdrawn.

A.55 and A.56

- 329.** The Worker Vice-Chairperson introduced two amendments so that the text would read: “have access to appropriate and effective remedies and complaints and safe, fair and effective dispute resolution mechanisms”. The addition of “appropriate” would underline that the system should meet the particular needs of apprentices; “remedies” would allow for apprentices’ issues to be effectively and promptly resolved at the workplace before they escalated into disputes; “safe” was needed to protect apprentices from possible retaliation if they made a complaint; “fair” was self-explanatory; and “effective” meant that the mechanisms would deliver a good solution to the problem.
- 330.** The Employer Vice-Chairperson did not support the first amendment, because “effective” already encapsulated the notion of “appropriate” and the clause as amended did not read well. He initially had no objection to the addition of “remedies”, but he preferred the original text.
- 331.** The Government member of Sweden, speaking on behalf of the EU and its Member States, did not support the amendment.
- 332.** The Government member of the United States agreed with the spirit of the amendments and proposed a subamendment, seconded by the Islamic Republic of Iran, that read: “have access to dispute resolution mechanisms that are safe and fair, and appropriate and effective remedies.”
- 333.** The Government members of Oman, speaking on behalf of the GCC countries, and Türkiye did not support the amendment as subamended.
- 334.** The Government member of Australia supported the amendment as subamended.
- 335.** The Worker Vice-Chairperson supported the subamendment.
- 336.** The Employer Vice-Chairperson, and the Government members of Sweden, speaking on behalf of the EU and its Member States, Oman, speaking on behalf of the GCC countries, Türkiye, Brazil and Kenya, speaking on behalf of the Africa group, did not support the amendment or the subamendment, preferring the original text.

- 337.** The Government member of Brazil acknowledged the good intentions behind the amendment but thought that the provisions in Article 10(b) of Convention No. 190 were specific to that context and did not necessarily correspond to the situation of apprentices. Their introduction into the Recommendation would complicate rather than clarify the text.
- 338.** The Government member of Kenya, speaking on behalf of the Africa group, did not support the subamendment. Acknowledging the good intentions behind the proposal, the group could have accepted to add “remedies”, but given the lack of support, they agreed to keep the original text.
- 339.** The subamendment and the two amendments were withdrawn and Paragraph 13, clause (i) was adopted without amendment.

Insert a new clause after (i)

A.57

- 340.** The Worker Vice-Chairperson proposed an amendment to introduce new clause to read “are entitled to protection of personal data”. With new technologies and advanced data collection, the protection of personal data was a key issue that would become even more important in the future, as highlighted in the report of the ILO Global Commission on the Future of Work, *Work for a brighter future*, 2019.
- 341.** The Employer Vice-Chairperson and the Government members of the Islamic Republic of Iran, Australia, the Philippines, Canada, China, Sweden, speaking on behalf of the EU and its Member States, Kenya, speaking on behalf of the Africa group, Oman, speaking on behalf of the GCC countries, and Brazil supported the amendment
- 342.** The amendment was adopted.
- 343.** Paragraph 13 was adopted as amended.

Paragraph 14, chapeau and clause (a)

- 344.** As there were no amendments to the introductory sentence and clause (a), they were adopted.

Paragraph 14(b)

A.31

- 345.** The Government member of China, also speaking on behalf of the Islamic Republic of Iran, introduced an amendment to add “and on-the-job” before “training” at the end of the clause. The purpose was to allow greater flexibility for educational and training institutions to provide on-the-job training, as was the case in China and other countries.
- 346.** The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of Oman, speaking on behalf of the GCC countries, Thailand, Brazil, the United States, the Democratic Republic of the Congo, Burkina Faso, South Sudan, Algeria, Mali, Ethiopia, Ghana and Cameroon supported the amendment, as it reflected the reality in many countries.
- 347.** The amendment was adopted.
- 348.** Paragraph 14, clause (b) was adopted as amended.

Paragraph 14(c)

A.58

- 349.** The Worker Vice-Chairperson introduced a subamendment to the amendment so the text would read “Intermediaries may coordinate, support or assist in the provision of apprenticeships” in order to ensure consistency with language used in other Paragraphs.
- 350.** The Employer Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, and Kenya, speaking on behalf of the Africa group, supported the subamendment.
- 351.** The Government member of the Islamic Republic of Iran did not support the subamendment.
- 352.** The amendment was adopted as subamended.
- 353.** Paragraph 14, clause (c) was adopted as amended.
- 354.** Paragraph 14 was adopted as amended.

Paragraph 15

A.42

- 355.** The Government member of Argentina, speaking on behalf of GRULAC, introduced an amendment to insert, after “employers’ and workers’ organizations”, the text “so that they can participate in the design, execution, monitoring and evaluation systems, policies, programmes and frameworks for quality apprenticeships. In addition, they should take measures to increase the technical competencies of teachers”. The aim was to distinguish between the roles of governments and the social partners regarding the processes and frameworks for quality apprenticeships, on the one hand, and the roles of teachers, trainers and experts on the other hand.
- 356.** The Worker Vice-Chairperson pointed out that most of the proposed new text was contained elsewhere in the Recommendation, and proposed a subamendment to insert only the words “and to increase the technical competencies of”.
- 357.** The Employer Vice-Chairperson supported the amendment as subamended.
- 358.** The Government member of Argentina, speaking on behalf of GRULAC, reiterated that her group’s intention had been to draw a distinction between the role of the social partners and that of teachers, trainers and other experts. However, acknowledging that most of their proposed new text existed elsewhere in the instrument she could accept the subamendment.
- 359.** The Government member of Sweden, speaking on behalf of the EU and its Member States, supported the amendment as subamended.
- 360.** The Government member of Uganda said that teachers, trainers and other experts required more than strictly “technical” competencies; for example, they also needed pedagogical skills. He therefore preferred the original text which offered a broader scope.
- 361.** The Government members of Oman, speaking on behalf of the GCC countries, and the Islamic Republic of Iran supported the amendment as subamended.
- 362.** The Government members of Burkina Faso and Sweden, speaking on behalf of the EU and its Member States, supported retention of the original text proposed by the Office.

- 363. The Worker Vice-Chairperson proposed a further subamendment to delete “technical” before “competencies”.
- 364. The Employer Vice-Chairperson and the Government members of Canada, Argentina, speaking on behalf of GRULAC, Uganda, Colombia and Sweden, speaking on behalf of the EU and its Member States, supported the further subamendment.
- 365. The amendment was adopted as subamended.

A.59

- 366. The Worker Vice-Chairperson introduced an amendment to add “educational and training institutions” after “workers’ organizations”. These institutions were the backbone of training and needed the support of government agencies and other institutions. Their inclusion would strengthen the virtual triangle of regulation, monitoring and support and ensure that apprentices would complete their courses and eventually do their jobs of choice.
- 367. The Employer Vice-Chairperson and the Government members of Canada, Switzerland, the United States, Australia, Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf of GRULAC, Kenya, speaking on behalf of the Africa group, and Oman, speaking on behalf of the GCC countries, supported the amendment.
- 368. The amendment was adopted.

A.62

- 369. The Government member of Switzerland, speaking also on behalf of Norway and the United States, introduced an amendment to add “host enterprises” after “workers’ organizations”. The Paragraph referred to measures to continuously improve the capacity of actors involved in apprenticeships and adding training enterprises to the actors who could benefit from those measures would help improve the training on offer.
- 370. The Employer Vice-Chairperson supported the amendment because host enterprises played a key role in countries with a strong apprenticeship system. The Government member of Canada also supported the amendment.
- 371. The Worker Vice-Chairperson asked for clarification, as host enterprises were already covered under Paragraph 25. The Government member of Switzerland explained that it was relevant to add host enterprises under Paragraph 15 since it listed all actors who could benefit from capacity-building. The Employer Vice-Chairperson explained that Paragraph 15 was about enterprises having the capacity of hosting apprentices, while Paragraph 25 focused on the promotion of quality apprenticeships. Following the explanations, the Workers’ group did not support the amendment.
- 372. The Government members of Sweden, speaking on behalf of the EU and its Member States, Oman, speaking on behalf of the GCC countries, Argentina, speaking on behalf of GRULAC, and Türkiye did not support the amendment because it overlapped with Paragraph 25 and the purpose of the addition remained unclear.
- 373. The Government member of the Islamic Republic of Iran asked for further clarification on the purpose of adding “host enterprises”. The Government member of the United States replied that when referring to the apprenticeship system, all actors inside that system should be strengthened.
- 374. The Government members of the Philippines and Zimbabwe supported the amendment.

- 375.** The Worker Vice-Chairperson said that the sentence read as if only teachers, in-company trainers, and other experts were involved in apprenticeships, while all actors should be involved. The Government members of Argentina, speaking on behalf of GRULAC, and the Central African Republic said that there was a general agreement that all the stakeholders should be involved but the issue was that they did not have the same role within the system.
- 376.** The Government member of Switzerland, seconded by the Government member of the United States, proposed a subamendment to add “foster the organizational and training capacity of host enterprises”.
- 377.** The Worker Vice-Chairperson introduced another subamendment to replace “foster the organizational and training capacity” by “strengthen the training capacity” in order to focus specifically on the training rather than broader organizational capacity of host enterprises.
- 378.** The Employer Vice-Chairperson, and the Government members of Canada, Türkiye, Switzerland, the United States, Norway, Sweden, speaking on behalf of the EU and its Member States, Kenya, speaking on behalf of the Africa group and Oman, speaking on behalf of the GCC countries, supported the amendment as subamended.
- 379.** The Government member of Argentina, speaking on behalf of GRULAC, expressed some confusion and the Government member of Türkiye pointed out that the word “strengthen” was used twice in the Paragraph.
- 380.** The Government member of Australia, seconded by the Government member of Türkiye, proposed to present the Paragraph as a chapeau plus three clauses that would read:
- “Members should take measures to:
- (a) continuously develop and strengthen the capacity of government agencies, employers’ and workers’ organizations, and educational and training institutions;
 - (b) strengthen the training capacity of host enterprises; and
 - (c) increase the competencies of teachers, instructors and in-company trainers and other experts involved in apprenticeships.”
- 381.** The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of Brazil, Canada, the Islamic Republic of Iran, New Zealand, Sweden, speaking on behalf of the EU and its Member States, Switzerland and the United States supported the proposal.
- 382.** The Government of Kenya, speaking on behalf of the Africa group, proposed to move “continuously” to the chapeau and the Committee agreed.
- 383.** The amendment was adopted as subamended.

A.40

- 384.** The Government member of Canada, also speaking on behalf of the Government member of the United States, introduced an amendment to add “instructors and” after “teachers”, as it was necessary to acknowledge the role of instructors in apprenticeships.
- 385.** The Worker Vice-Chairperson, the Employer Vice-Chairperson, and the Government members of Ethiopia and Argentina, speaking on behalf of GRULAC, supported the amendment.
- 386.** The amendment was adopted.

A.32

- 387.** The Government member of China introduced an amendment to add “, including promoting innovations to enhance the quality of learning materials and methods, curricula and digital learning resources.” The Recommendation was about quality apprenticeships and the objective of the amendment was to be more specific on how to pursue quality.
- 388.** The Employer Vice-Chairperson said that they shared the same view. Learning methods were changing continuously, thus innovation and its correlation to learning materials and methods was important.
- 389.** The Worker Vice-Chairperson did not support the amendment, as Paragraph 25 already covered the matter. The Government member of the Islamic Republic of Iran noted that Paragraph 25 briefly covered innovation and that subject could be developed further.
- 390.** The Government member of Kenya, speaking on behalf of the Africa group, supported the amendment with some reservations since it could be limiting to list all the ways to develop the capacities of all entities involved. The Government member of Argentina, speaking on behalf of GRULAC, supported the idea behind the amendment but indicated that the Paragraph had become too broad and needed to be refined.
- 391.** The Government members of the United Kingdom, Senegal, Oman, speaking on behalf of GCC countries, Kenya, speaking on behalf of the Africa group, Guinea, Sweden, speaking on behalf of the EU and its Member States, Brazil and Niger, did not support the amendment.
- 392.** The amendment was not adopted.
- 393.** Paragraph 15 was adopted as amended.

Paragraph 16

- 394.** An amendment (A.41) submitted by the Government members of Canada and Norway to replace “competent” with “responsible” was withdrawn.

A.35

- 395.** The Employer Vice-Chairperson introduced an amendment to add “and improve” after “to adapt” in relation to apprenticeship systems and programmes, as the Recommendation was about quality apprenticeships and monitoring and evaluation should be used for improvements.
- 396.** The Worker Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, the United States, Oman, speaking on behalf of the GCC countries, Argentina, speaking on behalf of GRULAC, the Islamic Republic of Iran and Zimbabwe supported the amendment.
- 397.** The amendment was adopted.
- 398.** Paragraph 16 was adopted as amended.
- 399.** Part II was adopted as amended.

Part III. Apprenticeship agreement**Title**

- 400.** As there were no amendments to the title, it was adopted.

Paragraph 17

A.124

401. The Government member of Kenya, speaking on behalf of the Africa group, introduced an amendment to replace “an” with “a host”, before “enterprise” and to replace “or” with “and”, before “training institution”, to maintain consistency with Paragraphs 1(b) and 15.
402. The Employer Vice-Chairperson and the Government members of Argentina, speaking on behalf of GRULAC, Oman, speaking on behalf of the GCC countries, and Indonesia, agreed to the wording “a host enterprise” but did not support replacing “or” by “and” because in their countries educational institutions and training institutions were different.
403. The Worker Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, and the Islamic Republic of Iran supported the amendment.
404. The Government member of Kenya, speaking on behalf of the Africa group, agreed to keep “or”.
405. The amendment was adopted as subamended.

A.96

406. The Government member of the Islamic Republic of Iran, speaking also on behalf of the Government member of China, introduced an amendment to invert the order of the words “public institution” and “educational or training organization” to make the formulation of the paragraph more encompassing.
407. The Worker Vice-Chairperson, the Employer Vice-Chairperson, and the Government members of Argentina, speaking on behalf of GRULAC, Kenya speaking on behalf of the Africa group, Sweden, speaking on behalf of the EU and its Member States, Cameroon, Canada, Ghana and Switzerland did not support the amendment, as the original text was clearer.
408. The Government member of Oman, speaking on behalf of the GCC countries, supported the amendment since the proposed formulation enabled flexibility to involve a public or private institution.
409. The amendment was not adopted.
410. Paragraph 17 was adopted as amended.

Paragraph 18, chapeau

A.115

411. The Government member of Kenya, speaking on behalf of the Africa group, introduced an amendment to replace “an” with “this model”.
412. The Worker Vice-Chairperson and the Employer Vice-Chairperson did not support the amendment because the Paragraph referred to apprenticeship agreements for individuals, not to a model agreement.
413. The amendment was withdrawn and the introductory sentence of Paragraph 18 was adopted without amendment.

Paragraph 18(a)

414. As there was no amendment to clause (a), it was adopted.

New clauses after (a)

A.112

415. The Worker Vice-Chairperson introduced an amendment to add a new clause that would read “specifies where the apprentice will be working and where the training will be provided”, to clarify that the apprenticeship could take place across a number of host enterprises.
416. The Employer Vice-Chairperson introduced a subamendment to replace “apprentice” with “apprenticeship” and “be working” with “primarily take place”.
417. The Worker Vice-Chairperson reiterated that there could be more than one place where the apprenticeship could take place and proposed to delete “primarily”.
418. The Employer Vice-Chairperson and the Government members of the United States and of the Islamic Republic of Iran supported deleting “primarily”.
419. The Government member of Uganda, speaking on behalf of the Africa group, proposed a further subamendment to use the wording “off-the-job and on-the-job” in place of “apprenticeship will take place and where the” to keep consistency with the agreed definition of apprenticeship.
420. The Worker Vice-Chairperson supported the subamendment by the Africa group.
421. The Employer Vice-Chairperson and the Government members of Oman, speaking on behalf of the GCC countries, the United States and Türkiye did not support the subamendment by the Africa group, because off-the-job and on-the-job training did not cover the whole spectrum of training.
422. The Government member of Argentina, speaking on behalf of GRULAC, proposed a further subamendment to replace “training” with “apprenticeship”.
423. The Employer Vice-Chairperson and the Government member of the United States did not support the further subamendment because apprenticeships were not limited to off-the-job and on-the-job training.
424. The Government member of Brazil, speaking on behalf of GRULAC, supported the text as subamended by the Employers’ group, but without the word “primarily”.
425. The Government member of Sweden, speaking on behalf of the EU Member States, proposed to delete “and where the training will be provided”.
426. The Worker Vice-Chairperson, the Employer Vice-Chairperson, the Government members of Uganda, speaking on behalf of the Africa group, Oman, speaking on behalf of the GCC countries, Argentina, speaking on behalf of GRULAC, Jamaica, Canada, Switzerland, the United States and Norway supported the subamendment proposed by the EU Member States, as it encompassed both on-the-job and off-the job training.
427. The amendment was adopted as subamended.

A.81

428. The Government member of the United States, speaking also on behalf of the Government member of Türkiye, introduced an amendment to insert a new clause that would read “does not contain any provision that operates to unduly restrict an apprentice’s labour market mobility after the apprenticeship has concluded;” While there could be agreements between apprentices and employers to continue into employment after the conclusion of an

apprenticeship, such agreements should not unduly restrict labour market mobility, as that would have adverse effects on labour markets.

429. The Employer Vice-Chairperson introduced a subamendment to delete the word “unduly” because once the apprenticeship was completed, there was no obligation for apprentices to stay within an enterprise.
430. The Worker Vice-Chairperson supported the amendment as subamended as there had been cases where apprentices had been requested to repay the employer or had been subject to other restrictions if they had wanted to leave the enterprise after the end of the apprenticeship.
431. The Government member of Sweden, speaking on behalf of the EU Member States, proposed a further subamendment to remove “after the apprenticeship has concluded”, since there should not be restrictions on mobility during the apprenticeship.
432. The Government member of the United States did not support the subamendment proposed by the Employers’ group because removing the word “unduly” could have been read as not providing for the possibility to sign any agreement at all once the apprenticeship had ended. He did not support the subamendment by the EU Member States because the intention had been to focus on what would happen after an apprenticeship had been concluded.
433. The Employer Vice-Chairperson withdrew his subamendment and did not support the proposal to remove “after the apprenticeship has concluded”, because while an apprenticeship agreement was ongoing, it was not permissible to switch from one company to another without obtaining prior consent.
434. The Government member of the United States and Government member of Iran preferred the original amendment.
435. The Government member of Iraq did not support the original amendment as he supported granting apprentices freedom after the conclusion of their apprenticeship and welcomed the conclusion of an agreement between the employer and the apprentice.
436. The Government member of Kenya, speaking on behalf of the Africa group, introduced a further subamendment to replace “operates to unduly restrict an apprentice’s labour market mobility” with “infringes an apprentice’s freedom of choice of employment after the apprenticeship has concluded”. The aim was to ensure that apprentices were granted the right to freely choose their employment after their apprenticeship agreement had concluded in line with the Employment Policy Convention, 1964 (No.122).
437. The Worker Vice-Chairperson supported the further subamendment.
438. The Employer Vice-Chairperson and the Government members of Argentina, speaking on behalf of GRULAC, Oman, speaking on behalf of the GCC countries, the Islamic Republic of Iran, Brazil and Guinea preferred the original amendment.
439. In response to the question raised by the Government member of Uganda concerning the fact that the language used in Convention No. 122 was more broadly understood than “labour mobility”, the deputy representative of the Secretary-General clarified that Articles 1 and 2 of Convention No.122, recognized the importance of providing workers with the right to freely choose their employment but did not specify conditions for apprenticeships. While the term “labour mobility” was not frequently used in conjunction with the general principle of freedom of choice of employment, it was often used by the Office and ought to be understood as promoting the freedom of workers when choosing employment.

- 440.** The Government representative of Uganda, speaking on behalf of the Africa group, introduced another subamendment to replace “labour market mobility” with “right to freely-choose employment”, to improve clarity. He also asked for clarifications regarding the use of the word “unduly” in relation to the right of a former apprentice to freely choose employment.
- 441.** The Government members of Sweden, speaking on behalf of the EU and its Member States, and Senegal supported the subamendment. The Worker Vice-Chairperson and the Employer Vice-Chairperson did not support it.
- 442.** The Government member of the United States explained that if the word “unduly” was deleted, this would prohibit any agreements to continue work after the end of the apprenticeship.
- 443.** The Worker Vice-Chairperson explained that the purpose was to leave a choice on whether to enter an agreement to continue working after the end of the apprenticeship and proposed to add “opportunities for” before “labour market mobility” and to delete the word “unduly”.
- 444.** The Employer Vice-Chairperson and the Government members of Argentina, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU and its Member States, Kenya, speaking on behalf of the Africa group, the United States and Türkiye supported the subamendment by the Workers’ group.
- 445.** The amendment was adopted as subamended.

Paragraph 18(b)

A.114

- 446.** The Worker Vice-Chairperson proposed an amendment to delete “in accordance with national laws and regulations”.
- 447.** The Employer Vice-Chairperson and the Government members of Canada, Argentina, speaking on behalf of GRULAC, Oman, speaking on behalf of the GCC countries, and Kenya, speaking on behalf of the Africa group, supported the amendment.
- 448.** The amendment was adopted.
- 449.** An amendment (A.113) to insert “and collective bargaining in clause (b) was withdrawn and clause (b) was adopted as amended.

Paragraph 18(c) and (d)

- 450.** As there were no amendments to clauses (c) and (d), they were adopted.

New clause after (d)

A.111

- 451.** The Worker Vice-Chairperson proposed an amendment to insert a new clause to read “is signed before the apprenticeship begins” with the purpose of avoiding situations where apprentices would begin assignments prematurely without a signed agreement and potentially face conflict.
- 452.** The Employer Vice-Chairperson subamended the text to read “is signed at the beginning of the apprenticeship” in order to convey additional flexibility.

453. The Worker Vice-Chairperson and the Government members of Argentina, speaking on behalf of GRULAC, the United Kingdom, Sweden, speaking on behalf of the EU and its Member States, and Ghana supported the subamendment.

454. The amendment was adopted as subamended.

Paragraph 18(e)

A.95

455. The Government member of the Republic of Korea, seconded by the Government members of Thailand and New Zealand, proposed an amendment to add “or signed by the apprentice, with the consent of a parent, guardian or legal representative” with the purpose of covering alternative contexts that would apply to the hiring of minors and ensure the extension of protections accordingly.

456. The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of the Islamic Republic of Iran, Australia, Thailand, Oman, speaking on behalf of the GCC countries, Kenya, speaking on behalf of the Africa group, Ghana and the United States supported the amendment.

457. The amendment was adopted.

A.84

458. The Employer Vice-Chairperson proposed an amendment to strengthen the authority of the clause through the deletion of “may be”.

459. The Worker Vice-Chairperson and the Government members of the United States, the Islamic Republic of Iran, Oman, speaking on behalf of the GCC countries, Sweden, speaking on behalf of the EU and its Member States, and Kenya, speaking on behalf of the Africa group, supported the amendment.

460. The amendment was adopted.

461. Paragraph 18, clause (e) was adopted as amended.

New clauses after (e)

A.75

462. The Government member of China, seconded by the Government member of the Islamic Republic of Iran, proposed an amendment to insert a clause to read “contains provisions on the protection of the apprentice’s personal data and privacy” as a further reminder of the importance of protecting the personal privacy of apprentices.

463. The Government members of the Democratic Republic of the Congo, Sweden, speaking on behalf of the EU and its Member States, Türkiye, Argentina, speaking on behalf of GRULAC, Oman, speaking on behalf of the GCC countries, and the United Kingdom did not support the amendment, because the issue of protection of data was covered by Paragraph 13 of the Recommendation.

464. Having heard the position of Government members, the Worker Vice-Chairperson and the Employer Vice-Chairperson did not support the amendment.

465. The amendment was not adopted.

A.80

- 466.** The Government member of Thailand, seconded by the Government member of Indonesia, proposed an amendment to add a new clause to read “contains provisions related to intellectual property rights, in order for apprentices to receive proper credit or benefits for their creations during the period of apprenticeships”. The purpose of the clause was to ensure that the intellectual property of apprentices be protected, especially in situations where national circumstances might negate such rights.
- 467.** The Employer Vice-Chairperson did not support the amendment. He argued that it did not fit well in the paragraph and was context-specific and could serve to discourage companies from hiring apprentices.
- 468.** The Worker Vice-Chairperson and the Government members of the Democratic Republic of the Congo and Sweden, speaking on behalf of the EU and its Member States, did not support the amendment.
- 469.** The amendment was not adopted.
- 470.** Paragraph 18 was adopted as amended.

Paragraph 19

A.110

- 471.** The Government member of Kenya, speaking on behalf of the Africa group, proposed an amendment to move Paragraph 19 before Paragraph 18.
- 472.** The Worker Vice-Chairperson emphasized that if intention was for Paragraph 18 to provide guidance on the requirements of an acceptable apprenticeship agreement and Paragraph 19 to outline the criterion of an ideal apprenticeship agreement, she could support the amendment.
- 473.** The Employer Vice-Chairperson and the Government members of the Islamic Republic of Iran and Sweden, speaking on behalf of the EU and its Member States, did not support the amendment.
- 474.** The Government member of Senegal supported the amendment since it would seem appropriate to introduce first the elements of a model apprenticeship agreement.
- 475.** The amendment was withdrawn.

A.86

- 476.** The Employer Vice-Chairperson proposed an amendment to add “and continuously improve” after “develop” with the purpose of emphasizing that the aspiration behind the word “development” was to make better.
- 477.** The Worker Vice-Chairperson and the Government members of Türkiye and Argentina, speaking on behalf of GRULAC, did not support the amendment because the continuous improvement of the model was already implied.
- 478.** The Government member of Oman, speaking on behalf of the GCC countries, supported the amendment.
- 479.** The Employer Vice-Chairperson introduced a subamendment to change “continuously” to “regularly”. The Worker Vice-Chairperson did not support the subamendment.

- 480.** The Government member of Japan, seconded by the Government member of the Islamic Republic of Iran, proposed another subamendment to insert “and update” after “develop”. The Employer Vice-Chairperson and the Worker Vice-Chairperson supported the subamendment.
- 481.** The Government member of Cameroon questioned how the concept of continuous improvement would be measured and did not support the subamendment. The Government members of Kenya, speaking on behalf of the Africa group, Argentina, speaking on behalf of GRULAC, the United Kingdom and Sweden, speaking on behalf of the EU and its Member States, did not support the amendment or the subamendment.
- 482.** The subamendments and the amendment were withdrawn.

A.117

- 483.** The Worker Vice-Chairperson proposed an amendment to introduce “in consultation with representative employers’ and workers’ organization” to emphasize that consultation was at the heart of the process for developing model apprenticeship agreements.
- 484.** The Employer Vice-Chairperson and the Government members of the Islamic Republic of Iran, Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf of GRULAC, Australia, Canada, Kenya, speaking on behalf of the Africa group, and Ghana supported the amendment.
- 485.** The amendment was adopted.

A.85

- 486.** The Employer Vice-Chairperson introduced an amendment to put “model apprenticeship agreements” in the plural. This was necessary to acknowledge the potential that a multitude of models could exist to address specific situations and that was not a one-size-fits-all approach.
- 487.** The Government members of the Islamic Republic of Iran, Ghana, Gabon, Nigeria and the Democratic Republic of the Congo did not support the amendment, preferring to keep the idea of having one model.
- 488.** The Government members of the United States, Switzerland, Oman, speaking on behalf of the GCC countries, Kenya, speaking on behalf of the Africa group, the United Kingdom and Argentina, speaking on behalf of GRULAC, stated their flexibility on the matter and willingness to accept the amendment.
- 489.** The Government member of Brazil sought clarification on whether the idea of plural model agreements would clash with the facilitation of uniformity prescribed in the Paragraph.
- 490.** The Employer Vice-Chairperson explained that the idea of plural model agreements was to have uniform and consistent model agreements within one sector, but different across sectors. The important point was to avoid rigidity. He proposed a subamendment to insert “a sector model apprenticeship agreement” after “develop”.
- 491.** The Worker Vice-Chairperson suggested the wording “occupation specific” used in Paragraph 10 as a possible alternative. The Employers’ group agreed.
- 492.** The Employer Vice-Chairperson withdrew the subamendment and the amendment on the understanding that there was clear consensus in the committee about the fact that the word “model” in singular did not mean that several models could not exist in practice.

A.97

- 493. The Government member of the Islamic Republic of Iran, speaking also on behalf of the Government member of China, introduced an amendment to insert “standardized” before “model apprenticeship”. Implementing a single model apprenticeship agreement would promote consistency, uniformity and compliance.
- 494. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf of GRULAC, the Democratic Republic of the Congo, Australia and Switzerland preferred to keep the original text.
- 495. The amendment was not adopted.
- 496. Paragraph 19 was adopted as amended.
- 497. Part III was adopted as amended.

Part IV. Equality and diversity in quality apprenticeships

Title

- 498. As there were no amendments to the title of Part IV, it was adopted.

Paragraph 20

A.127

- 499. The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment to delete “having regard to national circumstances”, in line with the decisions taken on Paragraphs 10 and 13.
- 500. The Employer Vice-Chairperson, the Worker Vice-Chairperson, and the Government members of the Islamic Republic of Iran, Canada, Oman, speaking on behalf of the GCC countries, Australia, the Islamic Republic of Iran, Argentina, speaking on behalf of GRULAC, and Ghana supported the amendment.
- 501. The amendment was adopted.

A.98

- 502. The Government member of the Islamic Republic of Iran, speaking also on behalf of the Government member of China, introduced an amendment to replace “to promote equality” with “to have equal opportunities, fair distribution”, to improve the clarity of the text.
- 503. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, Australia, Nigeria and Canada did not support the amendment.
- 504. The amendment was not adopted.

A.118

- 505. The Government member of Kenya, speaking on behalf of the Africa group, introduced an amendment to delete “and social inclusion”, and to add “and” before “diversity”. This would ensure consistency with the text of the Preamble.

- 506. The Employer Vice-Chairperson said that his group preferred to retain the text that had been agreed upon during the first discussion the previous year.
- 507. The Worker Vice-Chairperson preferred to retain the original text, as apprenticeships were an important route to social inclusion for many people.
- 508. The Government members of Argentina, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU and its Member States, the Islamic Republic of Iran and the United Kingdom also preferred the original text.
- 509. The amendment was withdrawn.

A.130

- 510. The Government member of Australia, speaking also on behalf of the Government members of Türkiye and Canada, introduced an amendment for the text after “person” to read “belonging to one or more vulnerable groups or groups in situations of vulnerability”. That would better align with Convention No. 190 and would make clear that individuals who are not inherently vulnerable can find themselves in vulnerable situations.
- 511. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of the United Kingdom, Sweden, speaking on behalf of the EU and its Member States, the United States, Argentina, speaking on behalf of GRULAC, supported the amendment.
- 512. The amendment was adopted.
- 513. Paragraph 20 was adopted as amended.

Paragraph 21

A.82

- 514. The Government member of the United States, speaking also on behalf of the Government member of the United Kingdom, introduced an amendment to replace “balance” with “social inclusion”. The aim was not to achieve balance in the number of apprentices but to ensure that apprenticeships were inclusive. The use of “social inclusion” would also be in line with text of the Preamble.
- 515. The Worker Vice-Chairperson preferred the original text. The clause under discussion should retain its focus on gender. Balance referred to both access and the way in which apprenticeships developed in terms of the workforce. Given that there was gender segregation in various trades and occupations, the original wording was correct. The Government member of Sweden, speaking on behalf of the EU and its Member States, agreed and did not support the amendment.
- 516. The Government member of Uganda, on behalf of the Africa group, said that the original text was preferable, as social inclusion was adequately dealt with in Paragraph 20. It was appropriate to emphasize gender equality and balance in Paragraph 21. The Government member of the Islamic Republic of Iran and the Employer Vice-Chairperson also supported the original text.
- 517. The amendment was withdrawn.

A.126

- 518.** The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment to replace “including” with “as well as”. Access was not an aspect of apprenticeships but a separate issue.
- 519.** The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Canada, the Islamic Republic of Iran and Argentina, speaking on behalf of GRULAC, supported the amendment.
- 520.** The Government member of Oman, speaking on behalf of the GCC countries, preferred the original text and the Government member of Uganda, speaking on behalf of the Africa group, expressed doubt about the meaning of the proposed text.
- 521.** The Government member of Ireland and the Government member of Sweden, speaking on behalf of the EU and its Member States, said that it was important to make clear that gender equality and balance in access to apprenticeships was a separate matter from gender equality and balance in apprenticeships.
- 522.** The Government member of the United States proposed as a subamendment to use the wording “in all aspects of apprenticeships, including in access to”.
- 523.** The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Australia, Oman, speaking on behalf of the GCC countries, the Democratic Republic of the Congo, the Islamic Republic of Iran, Niger, Argentina, speaking on behalf of GRULAC, Uganda, speaking on behalf of the Africa group, and Sweden, speaking on behalf of the EU and its Member States, supported the amendment as subamended.
- 524.** The amendment was adopted as subamended.
- 525.** Paragraph 21 was adopted as amended.

Paragraph 22

A.133 and A.119

- 526.** The Government member of Australia, speaking also on behalf of the Government members of Canada, New Zealand and the United States, introduced an amendment (A.133) to insert “and eliminate any” before “discrimination”, and add “and provide access to appropriate and effective remedies” at the end of the Paragraph. The intention was to better align the text with Convention No. 190 and to underline the notion that discrimination, violence and harassment took many forms, all of which required elimination and not just prevention. It was also necessary to establish pathways for apprentices to seek remedies in case of discrimination, violence or harassment.
- 527.** The Worker Vice-Chairperson introduced an amendment (A.119), also in line with Convention No. 190, to insert “and combat” before “discrimination”.
- 528.** The Government members of the United Kingdom and Uganda, speaking on behalf of the Africa group, supported the insertion of “eliminate” but not of “combat”.
- 529.** The Employer Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf of GRULAC, and Oman, speaking on behalf of the GCC countries, supported inserting either “eliminate any” or “combat”.
- 530.** The amendment of the Workers’ group was withdrawn.

- 531.** The Employer Vice-Chairperson did not support the insertion of the phrase “and provide access to appropriate and effective remedies” because, in relation to Paragraph 13(i) on access to a complaints and dispute resolution mechanism, the Committee had decided not to include reference to remedies.
- 532.** The Worker Vice-Chairperson supported the amendment which was relevant given that apprentices who were subject to violence and harassment or discrimination required specific remedies.
- 533.** The Government member of Algeria, speaking on behalf of the Africa group, proposed a subamendment to add “national” before “remedies”.
- 534.** The Employer Vice-Chairperson, and the Government members of Sweden, speaking on behalf of the EU and its Member States, Australia, Canada, Argentina, speaking on behalf of GRULAC, and the United States supported the amendment that was in line with Convention No. 190, but did not support the subamendment of the Africa group. The subamendment was not adopted.
- 535.** The amendment was adopted.

A.125

- 536.** The Government member of Uganda, speaking on behalf of the Africa group, introduced an amendment to insert “and exploitation” after “harassment” to underscore that apprentices should not suffer exploitation.
- 537.** The Worker Vice-Chairperson supported the amendment but without removing “and” between “violence” and “harassment” because those terms belonged together, in line with Convention No. 190.
- 538.** The Employer Vice-Chairperson and the Government members of the United States, New Zealand, Canada, Oman, speaking on behalf of the GCC countries, Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf of GRULAC, the United Kingdom, Australia, the Islamic Republic of Iran, Indonesia and the Central African Republic supported the amendment as subamended, acknowledging the need to prevent the exploitation of apprentices.
- 539.** The amendment was adopted as subamended.
- 540.** Paragraph 22 was adopted as amended.

Paragraph 23

A.100

- 541.** The Government member of the Islamic Republic of Iran, speaking also on behalf of the Government member of China, introduced an amendment to add “in order to have access to full, productive and freely-chosen employment” at the end of the Paragraph in order to strengthen the text.
- 542.** The Worker Vice-Chairperson proposed a subamendment to replace “in order to have access to” by “ensuring”.
- 543.** The Employer Vice-Chairperson, and the Government members of Argentina, speaking on behalf of GRULAC, and Sweden, speaking on behalf of the EU and its Member States, supported the subamendment.

- 544. The Government member of Uganda, speaking on behalf of the Africa group, proposed a further subamendment to replace “ensuring” by “in order to promote” because he believed it was not possible in practice to ensure full, productive and freely chosen employment for all.
- 545. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Türkiye and the United States supported the further subamendment.
- 546. The amendment was adopted as subamended.
- 547. Paragraph 23 was adopted as amended.

Paragraph 24

A.87

- 548. The Employer Vice-Chairperson introduced an amendment to add, at the end of the Paragraph “that provides access to social protection”. When workers moved from the informal to the formal economy, and from insecure to secure forms of work, they should benefit from social protection.
- 549. The Worker Vice-Chairperson supported the mention of social protection but proposed a subamendment to state instead “that is decent and provides access to social and labour protection”, as it was necessary also to acknowledge the need for labour protection.
- 550. The Employer Vice-Chairperson argued that the concept of social protection encompassed labour protection.
- 551. The Worker Vice-Chairperson rectified her proposal to read “social security and labour protection” in line with the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022.
- 552. The Government members of the Islamic Republic of Iran, Australia, New Zealand, the United States, Canada, Argentina, speaking on behalf of GRULAC, and Sweden, speaking on behalf of the EU and its Member States supported the subamendment.
- 553. The Government member of Uganda, speaking on behalf of the Africa group, did not support the subamendment because social security and labour protection resulted in decent work and not vice versa. He requested assistance from the secretariat to ensure that correct language would be used.
- 554. The deputy representative of the Secretary-General confirmed that in the Social Justice Declaration, social protection covered social security and labour protection.
- 555. The amendment was adopted as subamended.
- 556. Paragraph 24 was adopted as amended.
- 557. Part IV was adopted as amended.

Part V. Promotion of quality apprenticeships

Title

- 558. As there was no amendment to the title of Part V, it was adopted.

Paragraph 25, chapeau and clauses (a), (b) and (c)

- 559.** As there were no amendments to the introductory sentence of Paragraph 25 and to clauses(a), (b) and (c), they were adopted.

Paragraph 25(d)

A.102

- 560.** The Government member of China, speaking also on behalf of the Government member of the Islamic Republic of Iran, introduced an amendment to insert at the start of the Paragraph, “revitalizing labour market institutions for fair outcomes by”. That would explain the purpose of developing and maintaining robust mechanisms.
- 561.** The Worker Vice-Chairperson, the Employer Vice-Chairperson, and the Government members of Argentina, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU and its Member States, Kenya, speaking on behalf of the Africa group, and Oman, speaking on behalf of the GCC countries, did not support the amendment because it would introduce a new idea beyond the scope of the work of the Committee. Revitalizing labour market institutions was relevant to all workers and not just apprenticeships and developing labour market information systems was just one of many ways to revitalize labour market institutions.
- 562.** The amendment was not adopted.

A.106

- 563.** The Government member of Chile, speaking on behalf of GRULAC, introduced an amendment to insert “and anticipation” before “systems”. He explained that the concept of anticipation was broad and captured both labour demand and supply.
- 564.** The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government member of Sweden, speaking on behalf of the EU and its Member States, supported the amendment.
- 565.** The Government member of Kenya, speaking on behalf of the Africa group, did not support the amendment as labour market information systems included anticipation.
- 566.** In response to the Government member of the Islamic Republic of Iran about the meaning of “anticipation”, the Government member of Chile suggested to add “skills” before “anticipation”.
- 567.** The Worker Vice-Chairperson supported the subamendment.
- 568.** The Government members of Oman, speaking on behalf of the GCC countries, the Islamic Republic of Iran, Norway and Indonesia did not support the amendment or subamendment.
- 569.** The subamendment and the amendment were withdrawn.

Paragraph 25(e)

- 570.** As there were no amendments to clause (e) of Paragraph 25, it was adopted.

Paragraph 25(f)

A.88

- 571.** The Employer Vice-Chairperson introduced an amendment to add, at the end of the Paragraph, “to enterprises, in particular micro, small and medium-sized enterprises”. The aim was to address all enterprises, with an emphasis on micro, small and medium-sized enterprises

(MSMEs), which played a key role in promoting quality apprenticeships. Incentives and support services could include outreach to under-represented populations, updated training curricula, delivery of quality training, enhanced mentorship and coaching of apprentices and collection and sharing of performance data.

- 572.** The Worker Vice-Chairperson did not support the amendment. The original text had a broader scope, which could encompass incentives and support services for apprentices as well as for enterprises. For example, some countries provided apprentices with incentives such as vouchers for childcare, transportation, tools, cost-sharing and tax exemptions. Her group could accept the additional text if it was subamended to add “to apprentices and” before “enterprises”.
- 573.** The Employer Vice-Chairperson and the Government member of the Islamic Republic of Iran supported the subamendment.
- 574.** The Government member of the United States sought clarification as to whether “enterprises” covered education and training institutions and non-profit organizations that supported apprentices.
- 575.** The Government member of the United Kingdom supported the amendment but not the subamendment.
- 576.** The Worker Vice-Chairperson withdrew the subamendment and the Government members of Argentina, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU and its Member States, Oman, speaking on behalf of the GCC countries, Indonesia and Kenya, speaking on behalf of the Africa group, preferred the original text. All actors involved in the apprenticeship system should receive incentives and support services and that was provided for in the Office text.
- 577.** The Employer Vice-Chairperson preferred the amended text because the Office text did not identify the intended beneficiaries of the incentives and support services.
- 578.** The deputy representative of the Secretary-General explained that the intention of the clause was to create a supportive environment for apprenticeships through the provision of comprehensive support services and incentives, both financial and non-financial, to all the players involved in the apprenticeship system.
- 579.** The Employer Vice-Chairperson withdrew the amendment, noting that the clause applied to MSMEs as well as to other stakeholders.

A.104

- 580.** The Government member of the United Kingdom, also speaking on behalf of the Government member of Türkiye, introduced an amendment to add “where necessary” at the end of the clause, to provide greater flexibility to target regions or groups where support was most needed.
- 581.** The Employer Vice-Chairperson supported the amendment.
- 582.** The Worker Vice-Chairperson, and the Government members of Argentina, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU and its Member States, Oman, speaking on behalf of the GCC countries, did not support the amendment.
- 583.** The Government member of the United Kingdom, seconded by the Government member of Türkiye, proposed a subamendment to replace “necessary” by “appropriate”.

- 584.** The Worker Vice-Chairperson, and the Government members of Kenya, speaking on behalf of the Africa group, and Sweden, speaking on behalf of the EU and its Member States, did not support the amendment as subamended.
- 585.** The subamendment and the amendment were withdrawn.
- 586.** Paragraph 25(f) was adopted without amendment.

New clause after (f)

A.121

- 587.** The Worker Vice-Chairperson introduced an amendment to add a new clause after (f) to read: “developing robust mechanisms, including data collection, on apprentice retention and non-completion, to assess the effectiveness of financing models and incentive schemes in creating sustainable apprenticeships”. Research by the Workers’ group had revealed that financial arrangements for apprenticeships sometimes had unintended and undesirable consequences, such as apprentices being let go once financial incentives were discontinued. The purpose of the amendment was to guard against such problems and ensure that public funding resulted in quality apprenticeships. She subamended the proposed text by adding “and destination” after “non-completion”.
- 588.** The Employer Vice-Chairperson supported the amendment as subamended. However, to clarify that data collection was the responsibility of governments, he proposed to add “by public authorities” after “data collection” and to replace “sustainable apprenticeships” by “sustainable apprenticeship systems”, because it was the system that needed to be sustainable over time in the face of changing conditions.
- 589.** The Worker Vice-Chairperson supported the addition of “by public authorities” but proposed to replace “public” with “the competent”. She did not support including the word “systems” because the idea was that apprenticeships should be successful. She proposed to insert “successful” instead of “sustainable”.
- 590.** The Employer Vice-Chairperson supported the two subamendments by the Workers’ group.
- 591.** The Government member of the United States, seconded by the Government members of Türkiye and Argentina, speaking on behalf of GRULAC, proposed to replace “destination” by “placement”, to add “and success of apprenticeships” after “effectiveness” and to delete “of financing models and incentive schemes in creating successful apprenticeships”.
- 592.** The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of the Islamic Republic of Iran, Kenya, speaking on behalf of the Africa group, and Sweden, speaking on behalf of the EU and its Member States, did not support the subamendment. Financing models and incentive schemes were the specific focus of the amendment. Provision for the more general review of apprenticeship systems was included in Paragraphs 16 and 25(d).
- 593.** The Government member of Sweden, speaking on behalf of the EU and its Member States, proposed to add “monitoring” after “robust”, and to replace “successful” by “quality”.
- 594.** The Government member of Canada, seconded by the Government member of the United States, proposed to replace “placement” by “completion”, given the difficulty of monitoring placements.
- 595.** The Government members of Uganda, speaking on behalf of the Africa group, Türkiye and Oman, speaking on behalf of the GCC countries, did not support the amendment or

subamendments. Paragraph 16 adequately addressed monitoring and evaluation while Paragraph 25(d) covered data collection. The quality of delivery was more important than financing mechanisms.

596. The Worker Vice-Chairperson reiterated that the new clause focused specifically on financing mechanisms, as some countries were trying out different financing models that were not always successful. Careful monitoring was needed to ensure that public funds were used to the best effect. Her group supported the subamendment by the Government member of Canada.
597. The Employer Vice-Chairperson and the Government members of Argentina, speaking on behalf of GRULAC, the United States and Sweden, speaking on behalf of the EU and its Member States, supported the amendment as subamended.
598. The Government member of Uganda, speaking on behalf of the Africa group, reiterated disagreement with the amendment. Caution was needed when inserting new text that had not been rigorously scrutinized by experts.
599. The amendment was adopted as subamended.

Paragraph 25(g)

600. As there were no amendments to clause (g), it was adopted.

New clause before (h)

A.89

601. The Employer Vice-Chairperson proposed an amendment to add a new clause to read “providing incentives and support to employers’ and workers’ organizations when involved in apprenticeships” as a reminder of the necessity to put sufficient incentives in place to ensure functioning tripartism in the establishment of successful apprenticeship systems.
602. The Worker Vice-Chairperson proposed to add “in the development of” before “apprenticeships”.
603. The Employer Vice-Chairperson and the Government member of the United States supported the subamendment.
604. The Government members of Sweden, speaking on behalf of the EU and its Member States, Oman, speaking on behalf of the GCC countries, Argentina, speaking on behalf of GRULAC, Türkiye and the Islamic Republic of Iran did not support the amendment or the subamendment.
605. The Government member of Kenya, speaking on behalf of the Africa group, pointed out that the new clause would lead to confusion with similar text in clause (f).
606. In response to a question from the Employer Vice-Chairperson, the deputy representative of the Secretary-General clarified that clause (f) included support to be provided to workers’ and employers’ organizations.
607. The amendment was withdrawn.

Paragraph 25(h)

A.122

- 608.** The Worker Vice-Chairperson proposed an amendment for the clause to read “supporting, where appropriate, intermediaries that coordinate, support and assist in the provision of apprenticeships”. The intention was to make the language clearer, to move beyond simply encouraging States to promote the involvement of intermediaries and emphasize the importance of providing active support when intermediaries exist.
- 609.** The Employer Vice-Chairperson proposed to add “encouraging” before “supporting” and to delete “where appropriate” which would safeguard the importance of active support while acknowledging the need for flexibility and contextual appropriateness.
- 610.** The Worker Vice-Chairperson and the Government members of Türkiye, Indonesia, Sweden, speaking on behalf of the EU and its Member States, and the United States did not support the subamendment.
- 611.** The Government members of the United Kingdom, the Islamic Republic of Iran, the Democratic Republic of the Congo, the Bolivarian Republic of Venezuela, and Argentina, speaking on behalf of GRULAC, supported the subamendment.
- 612.** The Employer Vice-Chairperson proposed to delete “encouraging” if there was consensus to remove the phrase “where appropriate”.
- 613.** The Worker Vice-Chairperson and the Government members of Kenya, speaking on behalf of the Africa group, and Türkiye preferred to keep “where appropriate”.
- 614.** The Employer Vice-Chairperson withdrew the subamendments and the amendment was adopted.
- 615.** Paragraph 25, clause (h) was adopted.

Paragraph 25(i)

A.90

- 616.** The Employer Vice-Chairperson proposed an amendment to insert “in all sectors” after “and employers”.
- 617.** The Worker Vice-Chairperson and the Government members of the Islamic Republic of Iran, Oman, speaking on behalf of the GCC countries, Cameroon and the Democratic Republic of the Congo did not support the amendment.
- 618.** The Government members of Sweden, speaking on behalf of the EU and its Member States, Argentina, speaking on behalf of GRULAC, and Indonesia supported the amendment.
- 619.** In response to a question from the Employer Vice-Chairperson, the deputy representative of the Secretary-General explained that the text was intended to apply to all sectors, enterprises and workers.
- 620.** The amendment was withdrawn and Paragraph 25, clause (i) was adopted without amendment.

Paragraph 25(j)

A.105

621. The Government member of the United Kingdom, speaking also on behalf of the Government members of Australia and the United States, introduced an amendment to delete “in promotional campaigns” with the purpose to make the clause less prescriptive and to broaden the means through which information dissemination could take place.
622. The Worker Vice-Chairperson did not support the amendment, as she found it helpful to spell out a promotional campaign as a concrete step in the text.
623. The Employer Vice-Chairperson and the Government members of Türkiye, Argentina, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU and its Member States, and Kenya, speaking on behalf of the Africa group, supported the amendment.
624. The amendment was adopted.
625. Paragraph 25, clause (j) was adopted as amended.

Paragraph 25(k)

A.131

626. The Government member of the United Kingdom, speaking also on behalf of the Government member of Australia, proposed to widen pathways of apprenticeship programmes by amending the text to read “ensuring that there are established routes into apprenticeships, including from pre-apprenticeship programmes, which support increasing the participation of persons belonging to one or more vulnerable groups or groups in situations of vulnerability.”
627. The Employer Vice-Chairperson proposed to subamend the text to read “ensuring that there are established routes into apprenticeships, including from needs-based pre-apprenticeship programmes with links to apprenticeships, which support increasing the participation of persons belonging to one or more vulnerable groups or groups in situations of vulnerability”.
628. The Worker Vice-Chairperson and the Government members of Canada, Argentina, speaking on behalf of GRULAC, and Sweden, speaking on behalf of the EU and its Member States, supported the subamendment.
629. The Government member of the United States supported the amendment and the addition of “with links to apprenticeships” as proposed in the subamendment but believed that “needs-based” would not be necessary.
630. The Government members of Kenya, speaking on behalf of the Africa group, and Oman, speaking on behalf of the GCC countries, did not support the amendment, finding the original text to be more flexible and concise.
631. The Worker Vice-Chairperson, and the Government members of Australia and New Zealand supported the addition of “needs-based” as proposed in the subamendment but not the addition of “with links to apprenticeships”.
632. The Government member of Uganda did not support the amendment nor the subamendment. One should not pre-suppose the existence of pre-apprenticeship programmes that were not linked to apprenticeship programmes.
633. The Government member of Türkiye, seconded by the Government member of Kenya, speaking on behalf of the Africa group, proposed a subamendment for the text to read

“establishing needs-based pre-apprenticeships programmes with a focus on increasing the participation of persons belonging to one or more vulnerable groups or groups in situations of vulnerability”.

- 634.** The Government members of the United Kingdom and Oman, speaking on behalf of the GCC countries, did not support the subamendment proposed by the Government member of Türkiye.
- 635.** In response to a question from the Employer Vice-Chairperson, the deputy representative of the Secretary-General explained that pre-apprenticeship programmes were designed to ensure the link to apprenticeship programmes, even if sometimes the intention were not achieved. The term “needs-based” referred to the specific needs of apprentices in vulnerable situations and had been adopted after extensive discussion at the 110th Session of the Conference.
- 636.** The Employer Vice-Chairperson withdrew the proposal to include “with links to apprenticeships” and supported the subamendment of the Government member of Türkiye.
- 637.** The Worker Vice-Chairperson and the Government members of the United States, Argentina, speaking on behalf of GRULAC, and Sweden, speaking on behalf of the EU and its Member States supported the subamendment of the Government member of Türkiye.
- 638.** The amendment was adopted as subamended.
- 639.** An amendment (A.91) was withdrawn.

A.83

- 640.** The Government member of the United States, speaking also on behalf of the Government member of Australia, proposed to insert “retention and placement” after “participation” to add focus on all steps of the apprenticeship process.
- 641.** The Worker Vice-Chairperson and the Employer Vice-Chairperson supported the amendment.
- 642.** The Government member of Canada, seconded by the Government member of the United States, proposed to replace “placement” with “completion” in line with previously used text.
- 643.** The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of the Islamic Republic of Iran, and Oman, speaking on behalf of the GCC countries, supported the subamendment.
- 644.** The Government member of New Zealand, seconded by the Government member of Brazil, proposed to subamend the phrase to read “retention and completion of apprenticeships by persons”.
- 645.** The Government members of Canada and the United States supported the further subamendment.
- 646.** The amendment was adopted as subamended.
- 647.** Paragraph 25, clause (k) was adopted as amended.

Paragraph 25(l)

A.76

648. The Government member of China, seconded by the Government member of the Islamic Republic of Iran, introduced an amendment to delete the word “higher” because the reference to higher education was not suitable in the context of apprenticeships.
649. The Employer Vice-Chairperson introduced a subamendment to replace “higher” with “other”, to place all sorts of education at the same level and open the same opportunities to those who had completed apprenticeships as well as higher, academic, professional and applied science education.
650. The Worker Vice-Chairperson and the Government member of Argentina, speaking on behalf of GRULAC, supported the subamendment since it was useful to keep the meaning broad.
651. The Government members of Kenya, speaking on behalf of the Africa group, and the Islamic Republic of Iran, supported the amendment but not the subamendment.
652. The Government member of Sweden, speaking on behalf of the EU Member States, introduced another subamendment to add “including higher education” after “other education”.
653. The Government member of the Brazil asked if “other education” included higher education. The deputy representative of the Secretary-General explained that while “other education” did not have a set definition, “higher education”, according to the United Nations Educational, Scientific, and Cultural Organization (UNESCO), referred to all types of education (such as academic, professional, technical, artistic, pedagogical, long-distance learning) provided by universities, technological institutes, teacher training colleges and so on, that generally concerned students who had completed the secondary education and whose educational objective was the acquisition of a title, grade, certificate, or diploma of higher education.
654. The Government member of Switzerland supported the subamendment proposed by the EU Member States as it was important to create bridges between apprenticeships and higher education.
655. The Government member the Islamic Republic of Iran did not support the further subamendment.
656. The Government members of Oman, speaking on behalf of the GCC countries and of Kenya, speaking on behalf of the Africa group, preferred the original text, which already included the word “higher”.
657. The Worker Vice-Chairperson did not support the further subamendment and reiterated her support for the amendment, since apprentices might pursue higher or lower levels of education after their apprenticeships.
658. The Government member of Canada supported the subamendment introduced by the Employers’ group, because the word “higher” could have suggested that other education opportunities were lesser. He believed that the Recommendation should promote apprenticeships as the first choice of people, not as something of a lower level.
659. The Worker Vice-Chairperson and the Government members of Canada, Türkiye, the United States, Australia, Argentina, speaking on behalf of GRULAC, supported the subamendment proposed by the Employers’ group.
660. The amendment was adopted as subamended.

661. Paragraph 25, clause (l) was adopted as amended.

Paragraph 25(m)

662. As there were no amendments to clause (m), it was adopted.

New clause after (m)

A.132

663. The Worker Vice-Chairperson introduced an amendment to add a clause reading: “developing and supporting a system of mentorships in apprenticeship programmes”, to highlight the role played by mentors in helping apprentices understand the workplace.
664. The Employer Vice-Chairperson introduced a subamendment to add “encouraging” before “developing”, to emphasize the importance of promoting mentorships.
665. The Worker Vice-Chairperson and the Government members of the Islamic Republic of Iran and Canada supported the subamendment.
666. The Government member of the Bolivarian Republic of Venezuela asked for clarification on the term “system”, for example, if the mentorship system should be provided by the training institution or by the enterprise.
667. The Worker Vice-Chairperson explained that the intention was to promote mentorships based on a systemic approach. Mentorships could be provided by either host enterprises or educational and training institutions.
668. The Government member of Kenya, speaking on behalf of the Africa group, introduced a further subamendment to delete “a system of” before “mentorships”.
669. The Worker Vice-Chairperson and the Government member of Argentina, speaking on behalf of GRULAC did not support the further subamendment by the Africa group.
670. The Government member of Türkiye supported the subamendment by the Africa group and the Employer Vice-Chairperson remained flexible.
671. The Government member of the United States, seconded by the Government member of Türkiye, proposed to replace “a system of” with “the inclusion of” before “mentorships”.
672. The Worker Vice-Chairperson and the Employer Vice-Chairperson supported the subamendment.
673. The Government member of Uganda, speaking on behalf of the Africa group, asked for a clarification regarding the distinction between the terms “mentor” and “in-house trainer”, to ensure consistency.
674. The Government member of Algeria, seconded by the Government members of Mali and the Democratic Republic of the Congo, proposed to bring the word “developing” before “supporting and encouraging” to keep a logical sequence across the actions.
675. The Worker Vice-Chairperson did not support the subamendment by Algeria and also asked for clarification on the roles of mentors and trainers.
676. The deputy representative of the Secretary-General explained that trainers provided technical training, while mentors did not provide technical training and gave a broader type of support.

- 677.** The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of the United States, Türkiye and South Sudan, supported the subamendment proposed by the Government member of Algeria.
- 678.** The amendment was adopted as subamended by the Employers' group and the Government member of the United States and Algeria.

Paragraph 25(n)

- 679.** As there were no amendments to clause (n), it was adopted.

New clause after (n)

A.107

- 680.** The Government member of Brazil, speaking on behalf of GRULAC, introduced an amendment to add a clause reading: "promoting apprenticeships centred on the green economy and a just transition, with a view to disseminating knowledge and skills oriented towards the future of work".
- 681.** The Employer Vice-Chairperson proposed to replace "centred on" with "in fields related to", to encompass all relevant sectors.
- 682.** The Worker Vice-Chairperson and the Government members of Saudi Arabia, speaking on behalf of the GCC countries, Sweden, speaking on behalf of the EU and its Member States, Brazil, speaking on behalf of GRULAC, Canada, Australia, the United States, the Democratic Republic of the Congo and the Islamic Republic of Iran, supported the amendment as subamended.
- 683.** The Government members of Algeria and Mali indicated that the word dissemination applied to knowledge, but not necessarily to skills. The Government member of Cameroon, seconded by the Government member of Mali, introduced a subamendment to delete ",with a view to disseminating knowledge and skills oriented towards the future of work".
- 684.** The Employer Vice-Chairperson and the Government members of the Islamic Republic of Iran and Türkiye did not support the later subamendment, which was withdrawn.
- 685.** The amendment was adopted as subamended by the Employers' group
- 686.** Paragraph 25 was adopted as amended.

Paragraph 26

A.92

- 687.** The Employer Vice-Chairperson introduced an amendment to add ",including digital, core and social skills" at the end of the Paragraph, as those were important for the labour market and were mentioned in the resolution concerning skills and lifelong learning adopted by the Conference at its 109th Session (2021).
- 688.** The Worker Vice-Chairperson introduced a subamendment to add ", including core skills" at the end of the Paragraph, as that formulation was more encompassing and thus better reflected the core skills set out in the resolution.
- 689.** The Employer Vice-Chairperson and the Government members of Saudi Arabia, speaking on behalf of the GCC countries, Argentina, speaking on behalf of GRULAC, Kenya, speaking on

behalf of the Africa group, the Islamic Republic of Iran, Canada and the United Kingdom, supported the subamendment.

690. The amendment was adopted as subamended.

A.103

691. The Government member of the Islamic Republic of Iran, speaking also on behalf of the Government member of China, introduced an amendment to add “to protect them over a life cycle” at the end of the Paragraph to emphasize the importance of promoting a culture of lifelong learning.

692. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, Kenya, speaking on behalf of the Africa group, Saudi Arabia, speaking on behalf of the GCC countries, Canada, Australia and the United Kingdom did not support the amendment, as the original text was clearer. The feasibility of protecting over a lifecycle was questionable.

693. The amendment was withdrawn.

694. Paragraph 26 was adopted as amended.

Paragraph 27, chapeau

A.108

695. The Government member of Argentina, speaking on behalf of GRULAC, introduced an amendment to insert the words “of workers” after “transition” in order to clarify who was transitioning from the informal to the formal economy.

696. The Employer Vice-Chairperson supported the amendment.

697. The Worker Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, Türkiye, Oman, speaking on behalf of the GCC countries, Kenya, speaking on behalf of the Africa group, and Indonesia did not support the amendment since the transition from the informal to the formal economy was broader than just the transition of workers.

698. The amendment was withdrawn.

699. The introductory sentence of Paragraph 27 was adopted without amendment.

Paragraph 27(a)

A.77

700. The Government member of China, speaking also on behalf of the Government member of the Islamic Republic of Iran, introduced an amendment to insert “and medium-sized” after “small” to ensure consistency in the wording of the text, including with the Preamble and clauses (f) and (i) of Paragraph 25.

701. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Türkiye, Argentina, speaking on behalf of GRULAC, Indonesia, Oman, speaking on behalf of GCC countries, and Kenya speaking on behalf of the Africa group, supported the amendment.

702. The amendment was adopted.

703. Paragraph 27, clause (a), was adopted as amended.

Paragraph 27(b)

A.79

- 704.** The Government member of China, seconded by the Employer Vice-Chairperson, introduced an amendment to add “learning opportunities, including” after “access to” to ensure consistency of the text, including with the definition of apprenticeships in Paragraph 1(a).
- 705.** The Worker Vice-Chairperson and the Government members of Sweden, speaking on behalf of the EU and its Member States, Oman, speaking on behalf of the GCC countries, Argentina, speaking on behalf of GRULAC, Canada and Kenya, speaking on behalf of the Africa group, did not support the amendment. The clause under discussion should retain its emphasis on off-the-job learning.
- 706.** The amendment was withdrawn.
- 707.** Paragraph 27, clause (b), was adopted without amendment.

Paragraph 27(c)

A.109

- 708.** The Government member of Argentina, speaking on behalf of GRULAC, introduced an amendment to include at the beginning of the paragraph the words “prioritize the” and to replace the words “strengthen the capacity” with “strengthening of the capacities”.
- 709.** The Worker Vice-Chairperson, the Government members of Sweden, speaking on behalf of the EU and its Member States, Oman, speaking on behalf of the GCC countries, the Islamic Republic of Iran and Kenya, speaking on behalf of the Africa group, did not support the amendment because there was no need to prioritize capacity-strengthening of the associations mentioned in the clause over other areas.
- 710.** The amendment was withdrawn.

A.78

- 711.** The Government member of China, speaking also on behalf of the Government member of the Islamic Republic of Iran, introduced an amendment to insert “and medium-sized” after “small”.
- 712.** The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of Oman, speaking on behalf of GCC countries, Kenya, speaking on behalf of the Africa group, and Argentina, speaking on behalf of GRULAC, supported the amendment.
- 713.** The amendment was adopted.
- 714.** Paragraph 27, clause (c), was adopted as amended.

Paragraph 27(d)

A.123

- 715.** The Worker Vice-Chairperson introduced an amendment to add at the beginning of the clause the words “adopt a process to” to provide important guidance on the need to establish a process for recognizing prior learning.

716. The Employer Vice-Chairperson and the Government members of the Islamic Republic of Iran, Oman, speaking on behalf of the GCC countries, Kenya, speaking on behalf of the Africa group, the United States, Indonesia and Colombia supported the amendment.

717. The amendment was adopted.

A.116

718. The Government member of Argentina, speaking on behalf of GRULAC, introduced an amendment for the clause to read “recognize experience and prior learning, regardless of the manner and context in which they were acquired, through skills assessment and certification processes and encourage the provision of bridging courses, promoting the transition to formality. Workers’ and employers’ organizations should participate actively in this recognition”. To avoid repetition following the adoption of A.123, she subamended the proposed text to read “establish procedures to formally recognize relevant knowledge, skills and competencies acquired in the informal economy or elsewhere in life and encourage the provision of bridging courses”.

719. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Oman, speaking on behalf of the GCC countries, and Kenya, speaking on behalf of the Africa group, did not support the amendment as subamended.

720. The amendment was not adopted.

A.134

721. The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment to insert “relevant” before “prior learning” and “knowledge and competences” after. This would provide broader language that encompassed other forms of knowledge and competencies, in order to promote apprentices’ access to formal education and training, including quality apprenticeships.

722. The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of the United States and the Islamic Republic of Iran supported the amendment.

723. The Government member of Kenya, speaking on behalf of the Africa group, did not support the amendment. He proposed to remove the word “knowledge” as the term “competencies” included knowledge.

724. The Government member of Sweden, speaking on behalf of the EU and its Member States, did not support the subamendment proposed by the Africa group.

725. The Government member of Uganda, speaking on behalf of the Africa group, said that, after further consultations, his group preferred the original text because the amendment would cause conceptual confusion since “prior learning” included knowledge and competencies that were acquired either through experience, study or being taught. Therefore, his group withdrew the subamendment.

726. In response to a request by the Government member of the Islamic Republic of Iran, the deputy representative of the Secretary-General drew the Committee’s attention to Paragraph 1(d), which defined the recognition of prior learning as a “process, undertaken by qualified professionals, of identifying, documenting, assessing and certifying a person’s competencies, acquired through formal, non-formal or informal learning, based on established qualification standards”.

- 727.** The Government members of Türkiye and Oman, speaking on behalf of the GCC countries, did not support the amendment.
- 728.** The Government member of the United Kingdom proposed a subamendment for the clause to read: “adopt a process to recognize relevant prior learning, including when acquired in the informal economy, and encourage the provision of bridging courses”.
- 729.** The Government members of the United States, Argentina, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU and its Member States, Canada, Türkiye, the Islamic Republic of Iran, Oman, speaking on behalf of the GCC countries, the Worker Vice-Chairperson and the Employer Vice-Chairperson supported the subamendment.
- 730.** The amendment was adopted as subamended.

A.135

- 731.** The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment to replace the word “the” before “informal” with “a non-formal or”, and to replace “economy” with “way”. That would align the text with the definition of prior learning in Paragraph 1(d).
- 732.** The Worker Vice-Chairperson said that a specific mention of the informal economy was preferable.
- 733.** The Employer Vice-Chairperson asked the secretariat for clarification of the necessity of adding “non-formal”. The deputy representative of the Secretary-General recalled that the definition of recognition of prior learning in Paragraph 1(d), included formal, non-formal or informal learning.
- 734.** The Worker Vice-Chairperson and the Government members of Kenya, speaking on behalf of the Africa group, and Oman, speaking on behalf of the GCC countries, did not support the amendment.
- 735.** The amendment was withdrawn.
- 736.** Paragraph 27, clause (d), was adopted as amended.
- 737.** Paragraph 27 was adopted as amended.
- 738.** Part V of the Recommendation was adopted as amended.

Part VI. International, regional and national cooperation for quality apprenticeships

Title

- 739.** As there were no amendments to the title of Part VI, it was adopted.

Paragraph 28, chapeau and clauses (a) and (b)

- 740.** As there were no amendments to the introductory sentence or clauses (a) and (b), they were adopted.

New clause after (b)

A.93

- 741.** The Employer Vice-Chairperson introduced an amendment to insert a new clause after clause (b) reading: “build effective partnerships to promote quality apprenticeship

programmes, including through tripartite national, sectoral or occupational skills bodies, global and regional alliances and apprenticeship networks". The aim was to provide a broader meaning of cooperation at the regional, national and international levels and to include a reference to partnerships, which were important in sharing knowledge and experience and building networks among all stakeholders.

- 742.** The Government member of Oman, speaking on behalf of the GCC countries, proposed a subamendment to replace "bodies" with "authorities".
- 743.** The Employer Vice-Chairperson explained that the term "bodies" had already been agreed in Paragraph 25(c). It was broader than "public authorities" as it covered all relevant stakeholders.
- 744.** The subamendment was withdrawn.
- 745.** The Worker Vice-Chairperson and the Government members of the United States, the Islamic Republic of Iran, Argentina, speaking on behalf of GRULAC, and Kenya, speaking on behalf of the Africa group, Sweden, speaking on behalf of the EU and its Member States, Canada and Switzerland supported the amendment.
- 746.** The amendment was adopted.

New clause before (c)

A.94

- 747.** The Employer Vice-Chairperson introduced an amendment to insert a new clause reading: "promote effective outreach and recruitment, such as international or regional study tours and exchange programmes". The aim was to promote international exchanges and hence learning from others' experiences in order to strengthen apprenticeship programmes. He subamended the proposed text by removing "and recruitment" after "outreach".
- 748.** The Government members of the Islamic Republic of Iran, Oman, speaking on behalf of the GCC countries and the United States, supported the amendment as subamended.
- 749.** The Worker Vice-Chairperson and the Government members of the United Kingdom and Uganda, speaking on behalf of the Africa group, did not support the amendment or the subamendment as the topic had been covered elsewhere in the text.
- 750.** The Government member of Argentina, speaking on behalf of GRULAC, did not support the subamendment as it was not an operational concept and hence was not suitable for a Recommendation.
- 751.** The Employer Vice-Chairperson withdrew the subamendment and the amendment, acknowledging that the Committee felt that the importance of information exchange was covered in previous Paragraphs.

Paragraph 28(c)

- 752.** As there were no amendments to clause (c), it was adopted.
- 753.** Paragraph 28 was adopted as amended.
- 754.** Part VI was adopted as amended.

Adoption of the final text

- 755.** Following the preparation of the final text by the Drafting Committee,⁴ the Committee approved the Recommendation part by part and as a whole.

Closing statements

- 756.** In their closing statements, all speakers expressed gratitude to the Chairperson for his able leadership and to the secretariat for its organization of the process and clarity in responding to questions. They also thanked the Government members, the Worker Vice-Chairperson and the Employer Vice-Chairperson for their constructive approach, and the interpreters for facilitating their work. They expressed appreciation for the way the process had been followed and for the outcome, which had been achieved through exemplary social dialogue and consensus.
- 757.** The Employer Vice-Chairperson noted that the tripartite constituents had built a joint vision so that apprentices could thrive, in their economies and lives, in a culture of lifelong learning. As a result, apprenticeships would become more attractive to both employers and apprentices as a tool for skills and competency development and would contribute to thriving labour markets. There would be a shared responsibility to ensure that the Recommendation would serve as a cornerstone to develop and adapt standards of quality at the national and regional levels, with the participation of governments, educational institutions, employers' and workers' organizations, and intermediaries. Steps should also be taken to ensure the protection of apprentices, inclusion throughout all apprenticeships, and transparent monitoring and evaluation for continuous improvement.
- 758.** The Worker Vice-Chairperson noted that the Recommendation provided for a quality system where a public authority set the standards, and regulation, monitoring and innovation intervened to continuously improve those standards. That would promote apprenticeships as a first preference, not a fallback option. The Recommendation also maintained robust expectations for high-quality on-the-job training, along with off-the-job learning, and provided guidance on steps towards formalization.
- 759.** The Government member of Kenya, speaking on behalf of the Africa group, acknowledged that the Committee had achieved convergence on valuable inputs to the text. The Recommendation recognized a desire to transition from the informal to the formal economy and would catalyse the promotion of apprenticeships, thus contributing to addressing the skills needs of the digital and knowledge economy and promoting lifelong learning. Improvements had been achieved in the following areas: the positioning of intermediaries as key players; the inclusion of a section on the protection of apprentices; and the inclusion of partners in facilitating contract agreements, promotional campaigns and ensuring equality and diversity in apprenticeships. Although the Recommendation had not fully addressed the traditional, informal or hybrid approach to apprenticeships as practised in most African economies, it had been encouraging to note that recognition of prior learning was discussed in some national apprenticeship frameworks. His group requested the Office to reactivate the discussion on traineeships.
- 760.** The Government member of Sweden, speaking on behalf of the EU and its Member States, said that Albania, Bosnia and Herzegovina, North Macedonia, the Republic of Moldova,

⁴ CN/D.3.

Montenegro, Serbia, Türkiye, Iceland and Norway aligned themselves with her statement. She said that the Recommendation would provide a pivotal global standard to increase job opportunities, address labour market needs and contribute to formalization. It had a clear scope and enhanced opportunities to provide stronger protection to apprentices. It contained clear provisions for a regulatory framework, with important elements of an apprenticeship agreement. It underlined the importance of equality and diversity in quality apprenticeships. Promoting quality apprenticeships would be crucial for increasing their acceptance and success. Recognizing prior learning would increase access to apprenticeships and promote the transition to the formal economy.

- 761.** The Government member of Argentina, speaking on behalf of GRULAC, noted that the Recommendation would help promote inclusion, protection and formalization. The inclusion of a provision on promoting apprenticeships in fields related to the green economy and a just transition added value to the document and oriented it towards the future of work. Recognition of prior learning was also important, for example in recognizing skills acquired through domestic activities, particularly in the care economy. She proposed that the ILO should resume the discussion on traineeships, particularly in areas that would empower workers to improve their qualifications and secure decent employment opportunities.
- 762.** The Government member of Brazil said that the Recommendation would help to improve his country's youth-centred policy. He expressed Brazil's willingness to cooperate nationally and internationally and assist in the implementation of the Recommendation, particularly on issues related to apprenticeships, training and public policies for social inclusion, the fight against inequalities, and income distribution. Apprenticeship programmes would be necessary tools to prepare young people for employment and to put in place effective mechanisms for a just transition.
- 763.** The Government member of Canada highlighted that apprenticeships were a vehicle towards decent work and created new prospects for various occupations, including certification in skilled trades. The tripartite discussions had brought together diverse perspectives, and through listening, being flexible and taking time to reflect, the Committee had developed a Recommendation that instilled confidence in all participants.
- 764.** The Government member of the Philippines emphasized the key role of apprenticeships in enhancing skills and promoting inclusion and economic development. Her Government was looking forward to integrating the Recommendation into its national goals, and to continue sharing good practices and learning from international experience.
- 765.** The Government member of Switzerland said that the dual apprenticeship system played an important role in his country because it offered benefits to young individuals, adults and businesses alike. The Recommendation would enhance the importance of apprenticeships worldwide. It affirmed the key role of the social partners and provided a well-balanced and ambitious framework for the development of quality apprenticeship systems.
- 766.** The Government member of the United States acknowledged that the proposed Recommendation would serve globally as a guide to expand, diversify and modernize quality apprenticeships. He highlighted that his country was strengthening apprenticeship programmes and expanding them to cover a diverse range of occupations. The fact that the Committee had achieved consensus on essential principles would ensure that apprenticeships would be effective in developing skilled, motivated, productive and empowered workers. Those principles included: adequate remuneration or other financial compensation for apprentices; measures to combat discrimination and violence and harassment; and safeguarding freedom

of association and collective bargaining. Furthermore, quality apprenticeships could be effective in increasing access to the labour market by vulnerable individuals.

- 767.** The Government member of the United Kingdom noted that the Committee had agreed on common standards and shared best practices. She highlighted her country's support for a Recommendation that promoted equality, diversity and social inclusion in apprenticeships, in addition to gender balance, and that would support young people entering the workforce across many sectors and regions.
- 768.** The Government member of Australia acknowledged that the Recommendation enshrined the importance of decent work and dignity of apprenticeships and provided guidance on international good practice for quality apprenticeships. Ensuring that national apprenticeship systems could support quality apprenticeships was critical to attracting more people into priority occupations and addressing skills shortages.
- 769.** The representative of the Secretary-General highlighted some of the achievements accomplished by the Committee, namely: agreeing on a definition of intermediaries; underlining the importance of organizations of employers and workers in apprenticeship systems; clarifying and specifying measures to be taken to build the capacity of the actors within the system; stressing the importance of protection of apprentices and their rights; minimizing the mention of national circumstances to emphasize the aspirational character of the Recommendation; making reference to key challenges, including the need for data protection; confirming the importance of apprenticeships in facilitating a just transition to greener economies and the transition to formality and more secure forms of work; and strengthening the promotional character of the Recommendation. The Office would prepare a follow-up plan for submission to the Governing Body, including work on statistical aspects.
- 770.** In closing, the Chairperson commended the constructive and collaborative spirit of the Committee, its interest and strong engagement, which demonstrated the importance attributed to quality apprenticeships by governments and the social partners.