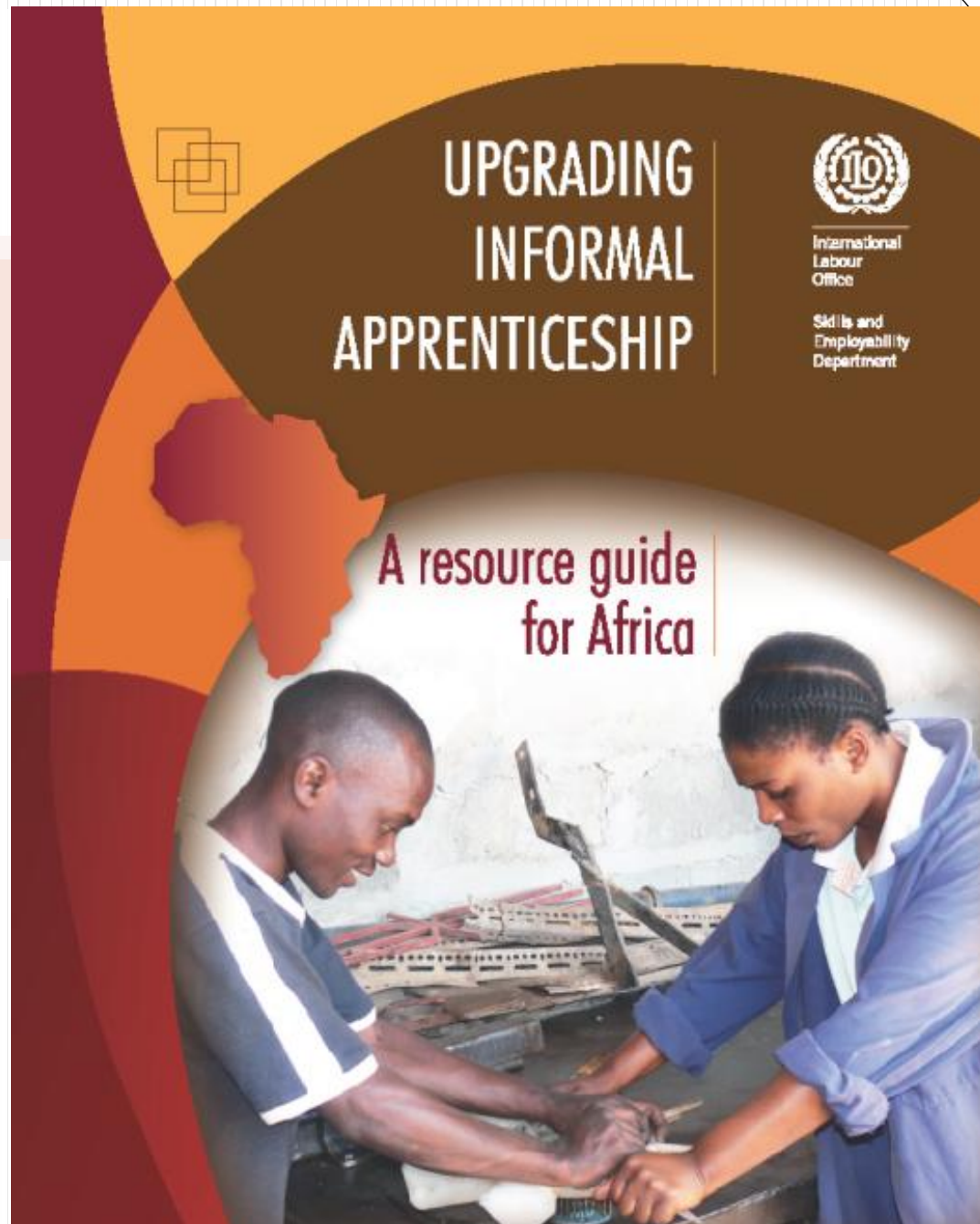


Upgrading Informal Apprenticeship

I. Introduction

Regional Experts Knowledge
Sharing Workshop
Johannesburg, South Africa
22-25 April 2013

Christine Hofmann
Ashwani Aggarwal



Agenda

I) Defining informal apprenticeship systems

5 major elements of apprenticeship

Why do we talk of informal apprenticeship systems?

Formal – informal – traditional apprenticeship

II) Understanding informal apprenticeship systems

Why do they work?

The financing mechanism

Why they sometimes do not work

III) Upgrading informal apprenticeship systems

How to upgrade apprenticeship systems?

Issues and policy options

ILO tools and publications

I Defining informal apprenticeship

What it is –
What it is not

Why do we talk of
informal apprenticeship
systems?



Five major elements of informal apprenticeship according to ILO R60 and R117

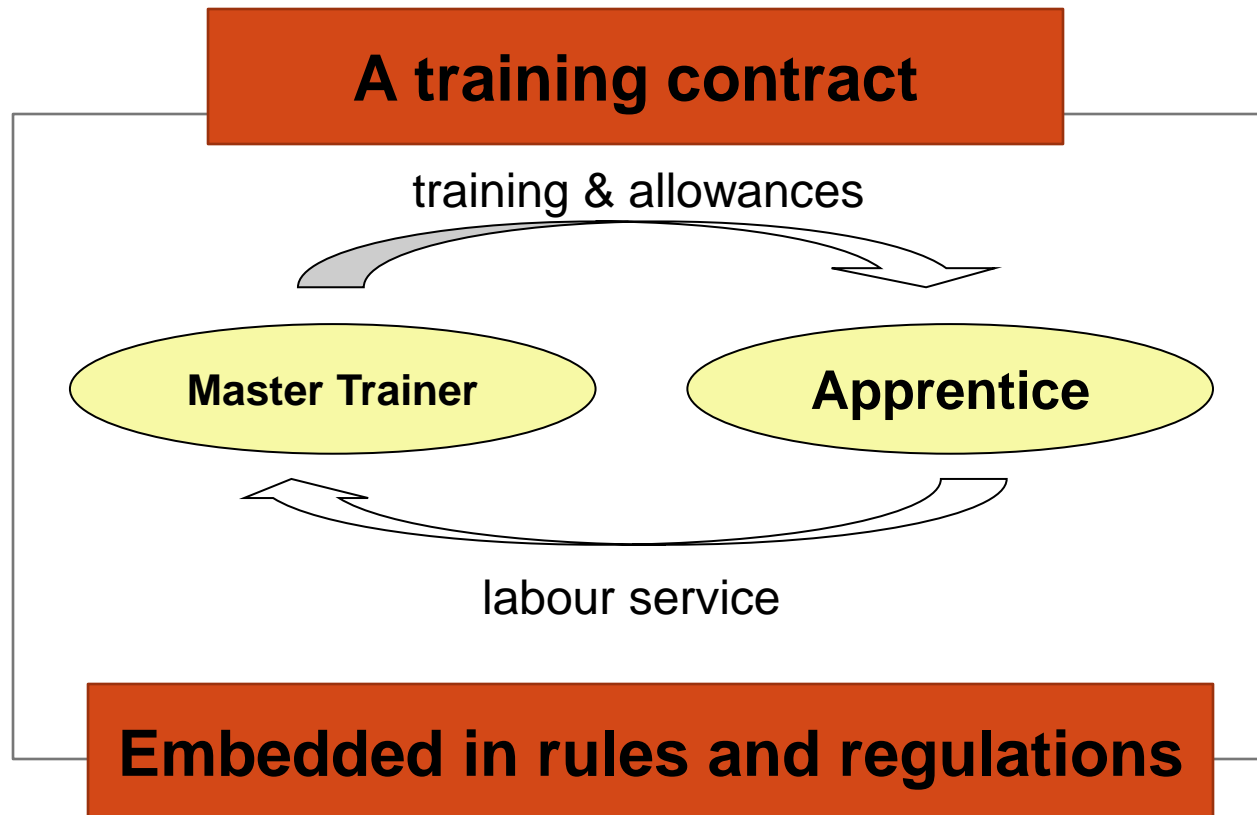
- Training system and not just a way of learning
- Training contract between learner (apprentice) and trainer (master craftsman)
- The core of training takes place in an enterprise
- Training for a trade/ recognized occupation
- Systematic and long-term (initial training)

Do not confuse apprenticeship with

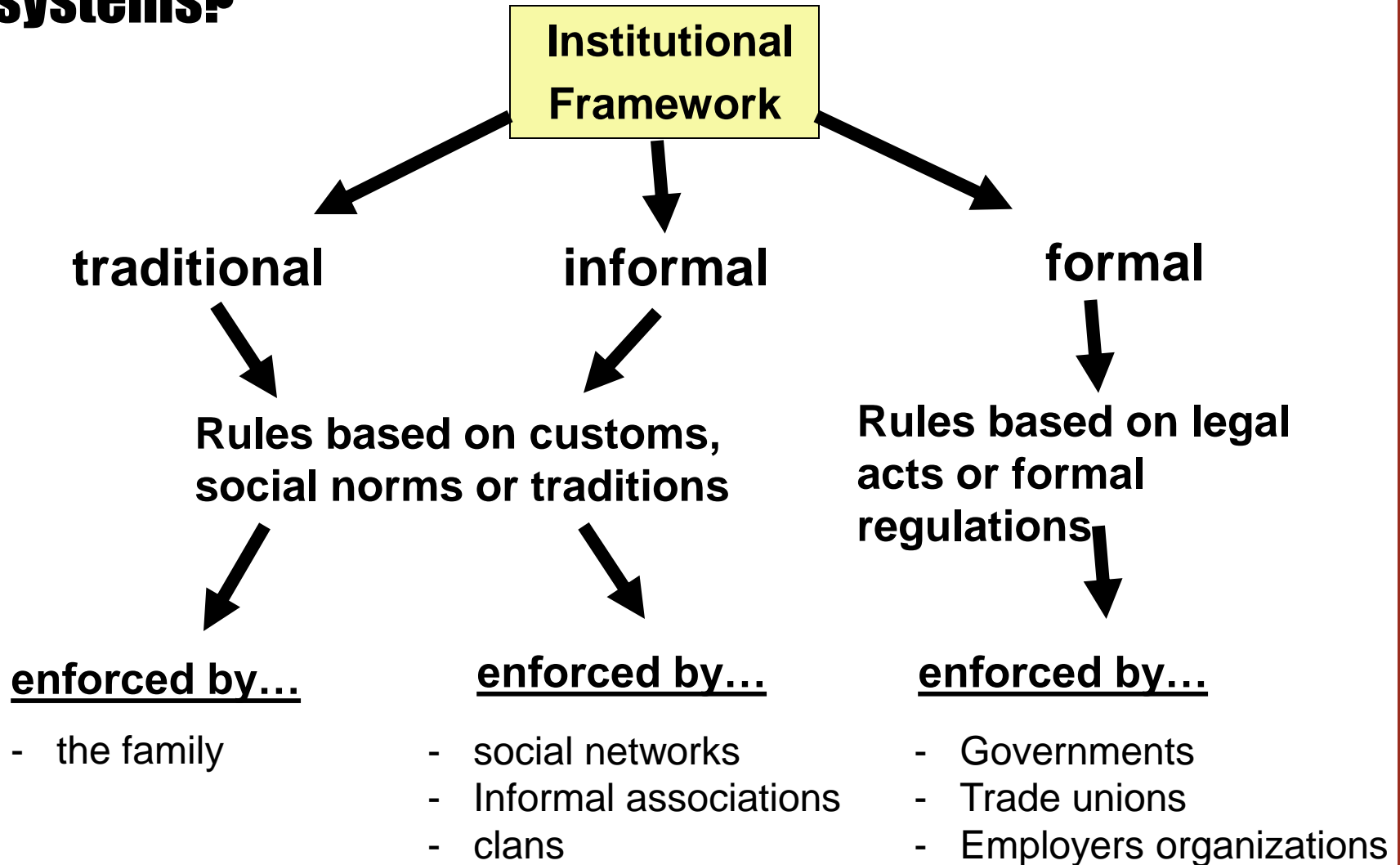
Enterprise attachment
(the trainee is mainly trained in a centre)
or
Internship (only partial skills)
or
Family helper
(main purpose is contribution to business)



Why do we talk of informal apprenticeship systems?



Formal, informal or traditional apprenticeship systems?

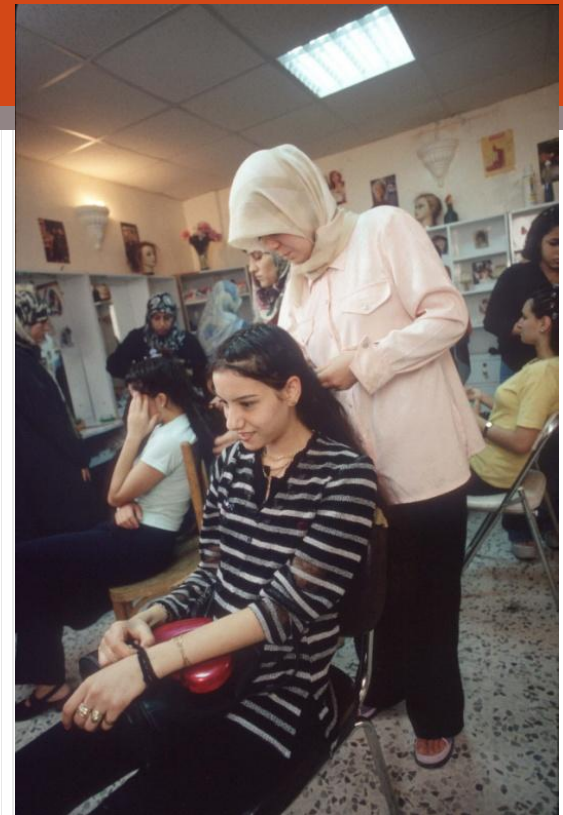


II Understanding informal apprenticeship systems

Why do they work?

The financing mechanism

Why they sometimes do not work

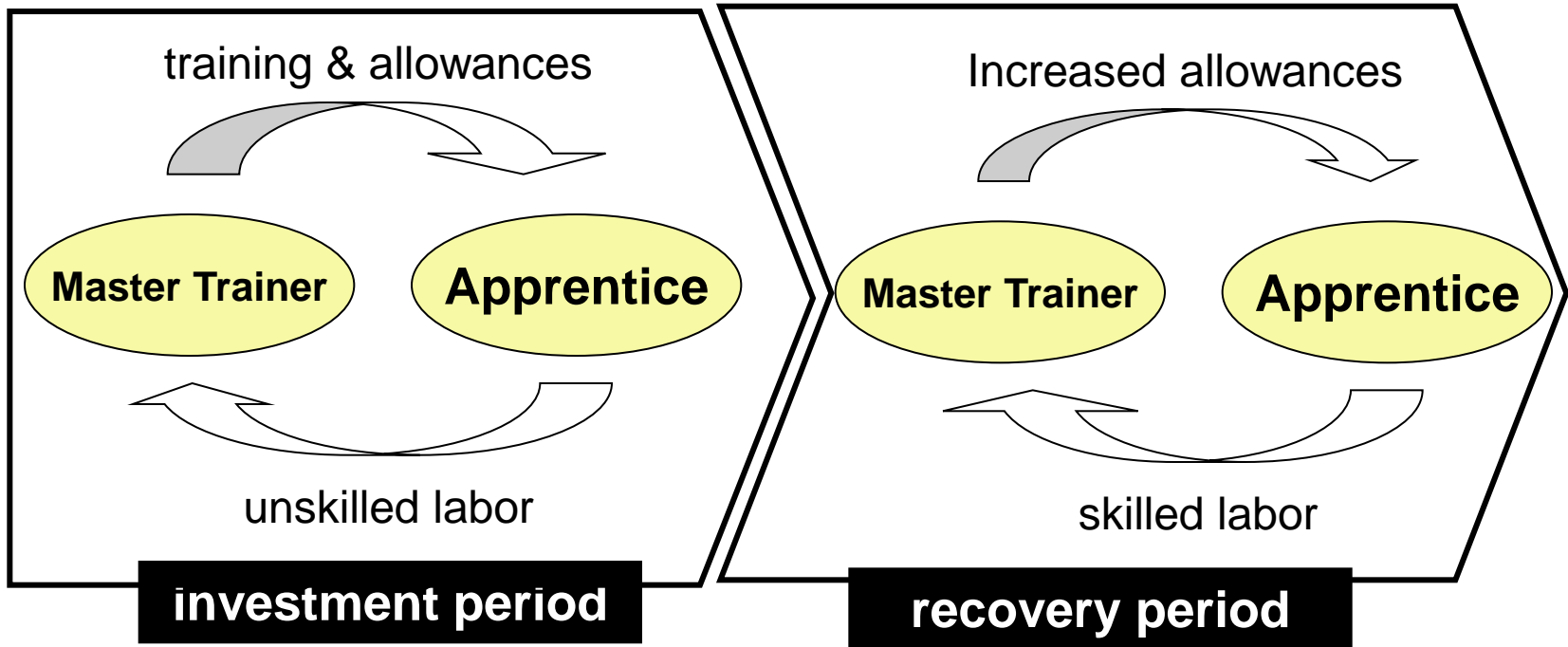


Why do they work?

Traditional way skills are transferred to the next generation (Pre-industrial Europe, informal economies in Africa and Asia)

- **They make economic sense to employers:**
 - Employer recovers training investment when apprentice has become productive but still works at lower wage level than skilled workers
 - Best candidates can be retained
- **Apprentices learn while they earn** and have incentives to stay until the end – higher wage after completion
- **Skills are relevant:** training is embedded in work processes, and employers train, who know what skills are needed on the labour market.

The financing mechanism



Master craftsman only invests in training if apprentice makes a credible commitment to stay in the recovery period.

Why they sometimes do not work

- **Drop outs**

- Apprentices leave the company before completing apprenticeship for a better wage somewhere else (lack of incentive to complete)

➔ thus master craftspersons have little incentive to invest in training and offer more apprenticeship places

- **Exploitative practices**

- Master craftspersons keep certain skills to themselves to prevent apprentices from leaving – and thus make apprentices stay for very long periods without imparting skills
- Child labour

Two dimensions for upgrading

Informal institutional Framework
(rules + enforcement)

**Functional
outcome**

**Development
outcome**

Provide incentives for master
craftsperson and apprentice to
participate in apprenticeship

- Relevance / quality of skills?
- Equity of Access?
- Employability of apprentices?
- Social protection?
- Productivity and compe-
titiveness of enterprises?

**Aim:
training takes place**

**Aim:
Decent Work**

III Upgrading informal apprenticeship systems

Why upgrade?

Benefits of a good apprenticeship system

How to upgrade?

Issues and policy options

ILO tools and publications



Issues for upgrading informal apprenticeship



Quality of training

- Enhance access to new skills and technology for mentors
- Provide new skills for apprentices
- Monitor and assure training quality and content

Financing

- Ensure that incentives are in place that businesses and apprentices participate

Decent work and equality

- Abolish child labour in informal apprenticeship
- Improve working conditions and health and safety at work
- Improve social protection
- Strengthen gender equality

Linkages between IA and formal systems

- Promote contracts
- Promote recognition of skills in formal labour markets
- Support formalization of unregistered businesses

ILO tools and publications

- **Policy brief**
- **Resource guide**
- **Workshop report**
- **Research publications**
 - Forthcoming: Comparison of informal apprenticeship systems across countries
 - in Tanzania, Malawi, Egypt, North Sudan, Tunisia, Bangladesh
 - in Ivory Coast and DRC (effect of reintegration of ex child soldiers on informal apprenticeship – jointly with IPEC)
 - in Ghana: Financial arrangements, youth livelihoods
- **Technical cooperation projects in:**
Zimbabwe, Bangladesh, Benin, Burkina Faso, Tanzania, Egypt



Thank you for your attention!



Christine Hofmann
hofmann@ilo.org