



## The ILO Quality Apprenticeships Recommendation (No.208) provides guidance to reform apprenticeships

### A summary of its 7 chapters



- 1** ▶ **Definition, scope and means of implementation:** An apprenticeship is a form of education and training governed by a written agreement, to acquire competencies required to work in an occupation through structured and remunerated or otherwise financially compensated training, with both on-the-job and off-the-job learning, leading to a recognized qualification.

R208 can be implemented through national laws and regulations, collective agreements, policies and programmes or other measures, and applies to all enterprises and economic sectors.



- 2** ▶ **Regulatory Framework:** R208 outlines measures for establishing a comprehensive regulatory framework for apprenticeships, including through establishing standards.



- 3** ▶ **Protection of Apprentices:** R208 calls for protection of apprentices in terms of adequate remuneration, working hours, leave, social security, and fundamental workers' rights like freedom of association and non-discrimination.



- 4** ▶ **Apprenticeship Agreement:** R208 requires written agreements for apprenticeships, with specified elements. It aims for consistency, uniformity and compliance through national model agreements.



- 5** ▶ **Equality and Diversity:** R208 promotes equality, diversity, and social inclusion in apprenticeships, including gender balance and adult apprenticeships while combating discrimination, violence, harassment, and exploitation.



- 6** ▶ **Promotion of Quality Apprenticeships:** R208 contains measures to create an enabling environment for apprenticeships including establishing skills bodies, sustainable financing, incentives, support services, and raising awareness of apprentices' rights.



- 7** ▶ **International, regional and national cooperation:** R208 emphasizes the need for international, regional, and national cooperation for quality apprenticeships: sharing good practices, forming partnerships, promoting the recognition of apprenticeship qualifications, etc.