

SUBMISSION REPORT ON ILO INSTRUMENTS:

SAFE AND HEALTHY WORKING ENVIRONMENT (CONSEQUENTIAL AMENDMENTS) CONVENTION, 2023 (NO. 191); SAFE AND HEALTHY WORKING ENVIRONMENT (CONSEQUENTIAL AMENDMENTS) RECOMMENDATION, 2023 (NO. 207); AND QUALITY APPRENTICESHIPS RECOMMENDATION, 2023 (NO. 208)

Introduction

1. In accordance with Article 19 of the International Labour Organization's (ILO) Constitution, Member States are required to submit the texts of newly adopted instruments to their 'competent authority', and subsequently report to the ILO on proposed action with respect to the new instruments. In Australia, the competent authority is the Parliament of the Commonwealth of Australia.
2. Unless there are prevailing exceptional circumstances, this should occur within 12 months of the adoption of the instruments.
3. ILO instruments take the form of Conventions, which create binding legal obligations if ratified by a Member State, and Recommendations, which are not open to ratification but serve to provide guidance in the development of national policy, legislation and practice.

Adoption of the Instruments

4. On 12 June 2023, the 111th Session of the ILO International Labour Conference (ILC) adopted the *Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023* (No. 191) (the Convention) and the accompanying *Safe and Healthy Working Environment (Consequential Amendments) Recommendation, 2023* (No. 207).
5. The Convention is considered technical and formal in nature. It makes consequential amendments to several existing ILO Conventions as a result of a decision of the ILC in 2022 to include "a safe and healthy working environment" as a fundamental principle and right at work in the *ILO 1998 Declaration on Fundamental Principles and Rights at Work* and make associated amendments to the *ILO Declaration on Social Justice for a Fair Globalization (2008)*. The Convention amends associated references in various ILO Conventions, including the insertion of new preambular and operative text in a number of ILO Conventions already ratified by Australia, such as the *Violence and Harassment Convention, 2019* (No.190) and *Maritime Labour Convention, 2006*. The Convention will have the effect of placing obligations on Member States that ratify it to promote, realize, and/or respect, a safe and healthy working environment in accordance with those other ILO Conventions that they have ratified.
6. Recommendation 207 makes similar consequential amendments to ILO Recommendations, to reflect that "a safe and healthy working environment" is a fundamental principle and right at work.
7. Additionally, on 16 June 2023 the 111th ILC adopted the *Quality Apprenticeships Recommendation, 2023* (No. 208). Recommendation 208 provides guidance to Member States to support opportunities for people of all ages to skill, reskill and upskill continuously in rapidly changing labour markets. It provides a definition of apprenticeships and specifies aspirational standards for quality apprenticeships, including rights and protection for apprentices.
8. In accordance with usual practice, the Department of Employment and Workplace Relations sought comments from relevant Commonwealth authorities throughout the development process for the instruments. Australia's Social Partners (the Australian Chamber of Commerce and Industry and the Australian Council of Trade Unions) were consulted, and comments were also sought from state and territory Governments.
9. The Australian Government voted in favour of the adoption of the Convention and both Recommendations. Australia's Worker and Employer representatives similarly voted in favour of all instruments.

10. The full text of Convention 191 is at **Attachment A** of this submission. The full text of Recommendations 207 and 208 is at **Attachments B** and **C** respectively.

Proposed Action

11. Under Australia's long-standing ratification process, a treaty cannot be ratified unless Australian law and practice complies with it. Compliance is established by a full law and practice assessment, undertaken in consultation with states and territories and the Office of International Law in the Attorney-General's Department.
12. Australia is strongly committed to protecting and strengthening workplace health and safety rights both domestically and internationally. The elevation of these rights to fundamental status at the ILO, and the incorporation of language around a safe and healthy work environment into a number of existing ILO instruments, is consistent with this priority.
13. The Australian Government will consider Australia's level of compliance with the Convention by conducting a law and practice assessment of this in partnership with states and territories. We will also consult Australia's ILO social partners on this. A decision on possible ratification of the Convention is not expected until the law and practice process is complete.
14. As ILO Recommendations are non-binding, no further formal domestic action is required with respect to Recommendation 207 and 208. Many of the objectives of the Recommendations appear consistent with Australian law and practice. For example, with respect to Recommendation 207, as is the case with the Convention, the insertion of new text across other applicable ILO Recommendations to reflect the elevation of 'a safe and healthy working environment' to fundamental ILO status – such as adding "the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022" to Recommendations 193, 195 and 198 among others – is both technical in nature and consistent with Australia's position on the elevation.
15. Similarly, the guidance in Recommendation 208 aligns with work underway to address skilled workforce needs in Australia. For example, the Recommendation underscores the importance of promoting equality and diversity in apprenticeships. This accords with Australian Government's priority of ensuring all apprentices feel valued in the workplace and are encouraged to succeed, including through priority support for women apprentices in male-dominated trades, First Nations apprentices, apprentices with disability, and apprentices located in remote Australia.

**Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023
(No. 191)**

Preamble

The General Conference of the International Labour Organization,

Having been convened in Geneva by the Governing Body of the International Labour Office, and having met at its 111th Session on 5 June 2023,

Recalling the resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work, adopted at its 110th Session (June 2022),

Having decided to adopt certain proposals with regard to the amendment of the Worst Forms of Child Labour Convention, 1999 (No. 182), the Maternity Protection Convention, 2000 (No. 183), the Maritime Labour Convention, 2006, as amended, the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), the Work in Fishing Convention, 2007 (No. 188), the Domestic Workers Convention, 2011 (No. 189), the Violence and Harassment Convention, 2019 (No. 190), and the Protocol of 2014 to the Forced Labour Convention, 1930, for the purpose of introducing therein certain amendments consequential upon the adoption of the resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work,

Considering that these proposals must take the form of an international Convention,

adopts this 12 June 2023 the following Convention, which may be cited as the Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023:

Article 1

- 1) The words “the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022” shall be substituted for the words “the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998” or any variant contained in the Preamble of the Worst Forms of Child Labour Convention, 1999 (No. 182), the Maternity Protection Convention, 2000 (No. 183), the Maritime Labour Convention, 2006, as amended, the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), the Work in Fishing Convention, 2007 (No. 188), the Domestic Workers Convention, 2011 (No. 189), and the Protocol of 2014 to the Forced Labour Convention, 1930.
- 2) The words “the Occupational Safety and Health Convention, 1981 (No. 155)” and “the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)” shall be added in chronological order in the third preambular paragraph of the Maritime Labour Convention, 2006, as amended, the fifth preambular paragraph of the Work in Fishing Convention, 2007 (No. 188), and the twelfth preambular paragraph of the Protocol of 2014 to the Forced Labour Convention, 1930.
- 3) The words “a safe and healthy working environment” shall be added as a new subparagraph (e) of Article III of the Maritime Labour Convention, 2006, as amended; as a new subparagraph (e) of Article 3(2) of the Domestic Workers Convention, 2011 (No. 189); and in Article 5 of the Violence and Harassment Convention, 2019 (No. 190), after the words “employment and occupation”.
- 4) The words “the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022” shall be substituted for the words “the ILO Declaration on Social Justice for a Fair Globalization” or any variant contained in the Preamble of the Domestic Workers Convention, 2011 (No. 189), and the Protocol of 2014 to the Forced Labour Convention, 1930.

Article 2

- 1) Any Member of the International Labour Organization which, after the date of entry into force of this Convention, communicates to the Director-General of the International Labour Office its formal ratification of any of the Conventions, or of the Protocol, referred to in Article 1 shall be considered to have ratified that Convention or the Protocol as amended by this Convention.

- 2) Upon ratifying this Convention, each Member recognizes that it shall continue to be bound by the provisions of any of the Conventions or the Protocol referred to in Article 1 that it has previously ratified, as amended by this Convention.

Article 3

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 4

- 1) Subject to paragraph 3 of this Article, this Convention shall come into force on the date on which the ratifications of two Members of the International Labour Organization have been registered with the Director-General of the International Labour Office.
- 2) Thereafter, this Convention shall come into force for any Member on the date on which its ratification is registered.
- 3) This Convention shall come into force for the Maritime Labour Convention, 2006, as amended, in accordance with Article XIV of the latter.

Article 5

The entry into force of this Convention shall close any of the Conventions, or the Protocol, referred to in Article 1 to further ratification in their non-amended version.

Article 6

- 1) The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and declarations that have been communicated by the Members of the Organization.
- 2) The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and declarations that have been registered in accordance with the provisions of the preceding Articles.

Article 7

- 1) Should the Conference adopt a new Convention revising this Convention, then, unless the new Convention otherwise provides:
 - (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, if and when the new revising Convention shall have come into force;
 - (b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.
- 2) This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 8

The English, French and Spanish versions of the text of this Convention are equally authoritative.

Safe and Healthy Working Environment (Consequential Amendments) Recommendation, 2023 (No. 207)

Preamble

The General Conference of the International Labour Organization,

Having been convened in Geneva by the Governing Body of the International Labour Office, and having met at its 111th Session on 5 June 2023,

Recalling the resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work, adopted at its 110th Session (June 2022),

Having decided to adopt certain proposals with regard to the amendment of the Promotion of Cooperatives Recommendation, 2002 (No. 193), the Human Resources Development Recommendation, 2004 (No. 195), the Employment Relationship Recommendation, 2006 (No. 198), the HIV and AIDS Recommendation, 2010 (No. 200), the Social Protection Floors Recommendation, 2012 (No. 202), the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), and the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), for the purpose of introducing therein certain amendments consequential upon the adoption of the resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work,

Considering that these proposals must take the form of a Recommendation,

adopts this 12 June 2023 the following Recommendation, which may be cited as the Safe and Healthy Working Environment (Consequential Amendments) Recommendation, 2023:

- 1) The words “the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022” shall be substituted for the words “the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998” or any variant contained in the Preamble of the Promotion of Cooperatives Recommendation, 2002 (No. 193), the Human Resources Development Recommendation, 2004 (No. 195), the Employment Relationship Recommendation, 2006 (No. 198), the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), and the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), and in Paragraph 8(1)(a) of the Promotion of Cooperatives Recommendation, 2002 (No. 193), Paragraph 35 of the HIV and AIDS Recommendation, 2010 (No. 200), and Paragraphs 23(a) and 41(c) of the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205).
- 2) The words “the Occupational Safety and Health Convention, 1981 (No. 155)” and “the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)” shall be added in chronological order in the fifth preambular paragraph of the Promotion of Cooperatives Recommendation, 2002 (No. 193).
- 3) In the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204):
 - (a) the word “eight” shall be replaced by “ten” in the eighth preambular paragraph;
 - (b) the words “a safe and healthy working environment” shall be added as a new clause (e) of Paragraph 16;
 - (c) in the Annex, the words “Occupational Safety and Health Convention, 1981 (No. 155)” and “Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)” shall be deleted from the list of instruments under the subheading “Other instruments” and shall be added in chronological order under the subheading “Fundamental Conventions”.

- 4) The words “the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022” shall be substituted for the words “the ILO Declaration on Social Justice for a Fair Globalization, 2008,” or any variant contained in the Preamble of the Social Protection Floors Recommendation, 2012 (No. 202), the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), and the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205).
- 5) The Director-General of the International Labour Office shall have official texts prepared of the Recommendations referred to in Paragraphs 1 and 4, as amended by this Recommendation, and shall communicate certified copies of these texts to each of the Members of the Organization.

Quality Apprenticeships Recommendation, 2023 (No. 208)

Preamble

The General Conference of the International Labour Organization,

Having been convened in Geneva by the Governing Body of the International Labour Office, and having met at its 111th Session on 5 June 2023,

Noting that global unemployment and underemployment rates continue to be high, that inequality persists and that rapid transformations in the world of work, such as those resulting from the challenges of climate change, exacerbate skills mismatches and skills shortages, requiring the development of quality apprenticeships that provide opportunities for people of all ages to skill, reskill and upskill continuously,

Noting also that this continuous skilling, reskilling and upskilling contributes to promoting full, productive and freely chosen employment and decent work for all,

Underlining the importance of quality education and training for all and access to quality lifelong learning,

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,

Recognizing that the promotion and development of quality apprenticeships can lead to decent work, contribute to effective and efficient responses to world of work challenges and provide lifelong learning opportunities to enhance productivity, resilience, transitions and employability and meet current and future needs of apprentices, employers and the labour market,

Recognizing that the promotion, development and delivery of quality apprenticeships can also support entrepreneurship, self-employment, employability, the transition to the formal economy, the creation of decent jobs and the growth and sustainability of enterprises,

Considering that an effective framework for quality apprenticeships requires apprenticeships to be well regulated, sustainable, sufficiently funded, inclusive and free from discrimination, violence and harassment and exploitation, to promote gender equality and diversity, to provide adequate remuneration or other financial compensation and social protection coverage, to lead to recognized qualifications and to enhance employment outcomes,

Emphasizing that apprenticeships should be promoted and regulated, including through social dialogue, with a view to ensuring their quality, providing benefits and protection to apprentices and enterprises, and enhancing the attractiveness of apprenticeships to potential apprentices and employers, including micro, small and medium-sized enterprises,

Recalling the provisions of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights,

Underlining the relevance of the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022, the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as amended in 2022, the Conclusions concerning the promotion of sustainable enterprises (2007) and the ILO Centenary Declaration for the Future of Work (2019) for the promotion of quality apprenticeships and the effective protection of all apprentices, particularly in the light of the profound transformations in the world of work,

Recalling the provisions of other relevant ILO instruments, particularly the Employment Policy Convention (No. 122) and Recommendation (No. 122), 1964, the Human Resources Development Convention, 1975 (No. 142), the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), the Private Employment Agencies Convention, 1997 (No. 181), the Human Resources

Development Recommendation, 2004 (No. 195), and the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204),

Having decided upon the adoption of certain proposals concerning quality apprenticeships, which is the fourth item on the agenda of the session, and having determined that these proposals shall take the form of a Recommendation,

adopts this 16 June 2023 the following Recommendation, which may be cited as the Quality Apprenticeships Recommendation, 2023:

I. Definitions, scope and means of implementation

1) For the purposes of this Recommendation:

- (a) the term “apprenticeship” should be understood as a form of education and training that is governed by an apprenticeship agreement, that enables an apprentice to acquire the competencies required to work in an occupation through structured and remunerated or otherwise financially compensated training consisting of both on-the-job and off-the-job learning and that leads to a recognized qualification;
- (b) the term “intermediary” should be understood as an entity, other than the host enterprise or the educational and training institution, that coordinates, supports or assists in the provision of an apprenticeship;
- (c) the term “pre-apprenticeship programme” should be understood as a programme designed to help potential apprentices to develop their competencies with a view to improving their workplace preparedness or meeting the formal entry requirements for an apprenticeship;
- (d) the term “recognition of prior learning” should be understood as a process, undertaken by qualified personnel, of identifying, documenting, assessing and certifying a person’s competencies, acquired through formal, non-formal or informal learning, based on established qualification standards.

2) This Recommendation applies to apprenticeships in all enterprises and sectors of economic activity.

3) Members may give effect to the provisions of this Recommendation through national laws and regulations, collective agreements, policies and programmes or other measures consistent with national law and practice.

4) Members should implement the provisions of this Recommendation in consultation with representative employers’ and workers’ organizations.

II. Regulatory framework for quality apprenticeships

5) Members should incorporate and promote quality apprenticeships within their relevant education, vocational training, lifelong learning and employment policies.

6) Members should establish a regulatory framework for quality apprenticeships, and qualification frameworks or systems to facilitate the recognition of competencies acquired through apprenticeships. Representative employers’ and workers’ organizations should be involved in the design, implementation, monitoring and evaluation of frameworks, systems, policies and programmes for quality apprenticeships.

7) Members should establish or designate one or more public authorities responsible for regulating apprenticeships, in which representative employers’ and workers’ organizations should be represented.

8) Members should ensure that the competent authorities have clearly defined responsibilities, are adequately funded and work in close cooperation with other authorities or institutions responsible for regulating or delivering education and training, labour inspection, social protection, occupational safety and health, and public and private employment services.

- 9) Members should adopt a process, in which representative employers' and workers' organizations participate, for determining whether an occupation is suitable for quality apprenticeships, taking into account:
- (a) the competencies needed to work in that occupation;
 - (b) the appropriateness of an apprenticeship as a means of acquiring such competencies;
 - (c) the duration of the apprenticeship required to acquire such competencies;
 - (d) the current and future demand for skills in, and employment potential of, that occupation;
 - (e) the occupational, training and labour market expertise of employers' and workers' organizations;
 - (f) the wide range of emerging occupational fields, and evolving production processes and services.
- 10) Members should, in consultation with representative employers' and workers' organizations, establish occupation-specific or general standards, as appropriate, for quality apprenticeships by taking measures that provide, among other things, for:
- (a) the minimum age for admission, in accordance with the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182);
 - (b) occupational safety and health, in accordance with the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187);
 - (c) any educational qualifications, attainments or prior learning required for admission;
 - (d) the responsibilities of apprentices, employers, educational and training institutions, and intermediaries;
 - (e) the supervision of apprentices by qualified personnel and the nature of such supervision;
 - (f) the appropriate balance between apprentices and workers in the workplace, with a view to ensuring successful apprenticeship programmes and adequate supervision, and while taking into account the need to avoid the replacement of workers and to promote apprenticeships in micro, small and medium-sized enterprises;
 - (g) the expected minimum and maximum duration of the apprenticeship;
 - (h) the extent to which the expected duration of the apprenticeship may be reduced on the basis of prior learning or progress made during the apprenticeship;
 - (i) learning outcomes and curricula based on relevant occupational competencies, the education and training needs of apprentices and labour market needs;
 - (j) the appropriate balance between off-the-job learning and on-the-job learning;
 - (k) access to vocational guidance and career counselling, and other support services as appropriate, before, during and after the apprenticeship;
 - (l) the qualifications and experience required for teachers, instructors, in-house trainers and other experts involved in apprenticeships;
 - (m) the appropriate balance between apprentices and teachers, taking into account the need to ensure quality education and training;
 - (n) the procedures for assessing and certifying the competencies acquired;

- (o) the qualification acquired on the successful completion of the apprenticeship.
- 11) Members should take measures to ensure that there is a fair and transparent process by which an apprenticeship can be undertaken in more than one enterprise, subject to the apprentice's consent, when this is considered necessary for the completion of the apprenticeship.
- 12) Members should prescribe the conditions under which:
 - (a) enterprises may offer apprenticeships;
 - (b) educational and training institutions may provide off-the-job and on-the-job training;
 - (c) intermediaries may coordinate, support or assist in the provision of apprenticeships.
- 13) Members should take measures to continuously:
 - (a) 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;
 - (c) increase the competencies of teachers, instructors, in-house trainers and other experts involved in apprenticeships.
- 14) Members should take measures to ensure that apprenticeship systems and programmes are regularly monitored and evaluated by the competent authorities. The results of monitoring and evaluations should be used to adapt and improve the systems and programmes accordingly.

III. Protection of apprentices

- 15) Members should take measures to respect, promote and realize the fundamental principles and rights at work in relation to apprenticeships.
- 16) Members should take measures to ensure that apprentices:
 - (a) receive adequate remuneration or other financial compensation, which may be increased at different stages of the apprenticeship to reflect the progressive acquisition of occupational competencies;
 - (b) are not required to work hours that exceed limits specified by national legislation and collective agreements;
 - (c) are entitled to holidays with adequate remuneration or other financial compensation;
 - (d) are entitled to be absent due to illness or accident, with adequate remuneration or other financial compensation;
 - (e) have access to paid maternity or paternity leave and parental leave;
 - (f) have access to social security and maternity protection;
 - (g) are afforded freedom of association and the effective recognition of the right to collective bargaining;
 - (h) are afforded protection and receive training in respect of occupational safety and health and in respect of discrimination and violence and harassment;
 - (i) are entitled to compensation for work-related injuries and illnesses;

- (j) have access to an effective complaints and dispute resolution mechanism;
- (k) are entitled to protection of personal data.

IV. Apprenticeship agreement

- 17) Members should ensure that apprenticeships are governed by a written agreement that is concluded between an apprentice and a host enterprise or public institution and, if permitted by national laws and regulations, may also be signed by a third party, such as an educational or training institution or an intermediary.
- 18) Members should ensure that an apprenticeship agreement:
 - (a) clearly defines the parties' respective roles, rights and obligations;
 - (b) specifies where the apprenticeship takes place;
 - (c) does not contain any provision that operates to restrict the apprentice's opportunities for labour market mobility after the apprenticeship;
 - (d) contains provisions relating to the apprenticeship duration, remuneration or other financial compensation and its frequency, hours of work, rest time, breaks, holidays and leave, occupational safety and health, social security, dispute resolution mechanisms and the termination of the apprenticeship agreement;
 - (e) identifies the competencies, certifications or qualifications to be attained and any additional education support to be provided;
 - (f) is registered under conditions established by the competent authority;
 - (g) is signed at the beginning of the apprenticeship;
 - (h) where the apprentice is a minor, is signed on the apprentice's behalf by a parent, guardian or legal representative, or by the apprentice with the consent of a parent, guardian or legal representative, as required by national laws and regulations.
- 19) Members should develop, in consultation with representative employers' and workers' organizations, a model apprenticeship agreement to facilitate consistency, uniformity and compliance.

V. Equality and diversity in quality apprenticeships

- 20) Members should take measures to promote equality, diversity and social inclusion in apprenticeships, taking special account of the situation and needs of persons belonging to one or more vulnerable groups or groups in situations of vulnerability.
- 21) Members should take appropriate measures to promote gender equality and balance in all aspects of apprenticeships, including in access to apprenticeships.
- 22) Members should take effective measures to prevent and eliminate any discrimination, violence and harassment and exploitation against apprentices and provide access to appropriate and effective remedies.
- 23) Members should actively promote apprenticeships for adults and experienced individuals seeking to change industry or occupation, upgrade their skills or enhance their employability, in order to promote full, productive and freely chosen employment.
- 24) Members should take measures to promote access to quality apprenticeships as a means to facilitate the successful transition from the informal to the formal economy and from insecure to secure work that is decent and provides access to social security and labour protection.

VI. Promotion of quality apprenticeships

- 25) Members should, in consultation with representative employers' and workers' organizations, take measures to create an enabling environment for promoting quality apprenticeships, including by:
- (a) developing and implementing strategies, setting national goals and allocating adequate resources for quality apprenticeships;
 - (b) mainstreaming quality apprenticeships in national development strategies and in education, vocational training, lifelong learning and employment policies;
 - (c) establishing sectoral or occupational skills bodies to facilitate the implementation of quality apprenticeships;
 - (d) developing and maintaining robust mechanisms, such as labour market information systems and regular consultations with representative employers' and workers' organizations, to assess the current and future demand for skills with a view to designing or adapting apprenticeship programmes accordingly;
 - (e) implementing effective and sustainable financing models;
 - (f) providing incentives and support services;
 - (g) developing robust monitoring mechanisms, including data collection by the competent authority on rates of retention, non-completion and success in apprenticeships, to assess the effectiveness of financing models and incentive schemes in creating quality apprenticeships;
 - (h) facilitating effective public-private partnerships to support quality apprenticeships within a national regulatory framework;
 - (i) supporting, where appropriate, intermediaries that coordinate, support or assist in the provision of apprenticeships;
 - (j) undertaking awareness-raising activities and promotional campaigns at regular intervals to improve the image and attractiveness of quality apprenticeships by highlighting the benefits of apprenticeships to workers, young people, families, teachers, career counsellors, employers' and workers' organizations, and employers, particularly micro, small and medium-sized enterprises;
 - (k) increasing awareness of apprentices' rights, entitlements and protections;
 - (l) establishing needs-based pre-apprenticeship programmes with a focus on increasing the rates of participation, retention and success in apprenticeships by persons belonging to one or more vulnerable groups or groups in situations of vulnerability;
 - (m) facilitating access to further vocational training and other education opportunities for apprentices;
 - (n) providing flexible learning pathways and career guidance to support mobility, lifelong learning and portability of skills and qualifications;
 - (o) developing, supporting and encouraging the inclusion of mentorships in apprenticeship programmes;
 - (p) using new technologies and innovative methods to improve the effectiveness and quality of apprenticeships;
 - (q) promoting apprenticeships in fields related to the green economy and a just transition, with a view to disseminating knowledge and building skills oriented towards the future of work.
- 26) Members should promote a culture of lifelong learning, skilling, reskilling and upskilling, including with respect to core skills.

- 27) Members should, in consultation with representative employers' and workers' organizations, with a view to facilitating the transition from the informal to the formal economy, take measures to:
- (a) strengthen the capacity of micro, small and medium-sized economic units by facilitating access to business development and financial services, improving the occupational safety and health environment, and enhancing the teaching and training methods and the technical and entrepreneurial competencies of master craftspersons;
 - (b) ensure that apprentices have access to off-the-job learning and may complement their on-the-job learning in other enterprises or through intermediaries, where appropriate;
 - (c) strengthen the capacity of associations of micro, small and medium-sized economic units, including through financial support, to improve the quality of apprenticeships;
 - (d) adopt a process to recognize relevant prior learning, including when acquired in the informal economy, and encourage the provision of bridging courses.

VII. International, regional and national cooperation for quality apprenticeships

28) Members should take measures to:

- (a) enhance international, regional and national cooperation and exchange information on good practices, in all aspects of quality apprenticeships;
- (b) cooperate to offer expanded learning opportunities to apprentices and to recognize competencies acquired through apprenticeship programmes or prior learning;
- (c) build effective partnerships to promote quality apprenticeship programmes, including through tripartite national, sectoral or occupational skills bodies, global and regional alliances and apprenticeship networks;
- (d) promote the recognition of apprenticeship qualifications nationally, regionally and internationally.