



Statement by:

Dr. Mary Kawar
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on the occasion of the:

Launch Of National Apprenticeship And Internship
Guidelines

LAPF Conference Hall Dodoma, Tanzania
16 September 2017

Guest of Honour. Hon Kassim Majaliwa Majaliwa, Prime Minister of the United Republic of Tanzania

Hon Jennista Mhagama Minister of State in the Prime Minister's Office responsible for Policy, Parliamentary Affairs, Labour, Employment, Youth and People with disabilities (MPPALEYPD)

Hon. Charles Mwijage, Minister for Industries, Trade and Investment

Hon. Mr. Anthony Mavunde, Deputy Minister, (MPPALEYPD)

Hon Members of Parliament present here

Mr. Deogratius Ndejemi, Kongwa DC, representing the Regional Commissioner, Dodoma,

Ms. Fatma Gharib Bilal, Principal Secretary, The Ministry of Labour, Employment, Elders, Youth, Women and Children (MLEEYWC), Zanzibar

Mr. Ally Msaky, Director, Employment, representing the Permanent Secretary PMO, MPPALEYPD

Mr. Alvaro Rodriguez, UN resident Coordinator

Mr. Gerald Runyoro, UNIDO Representative

Dr. Aggrey Mlimuka, Executive Director of the Association of Tanzania Employers

Dr. Yahya Msigwa, Secretary General of the Trade Union Congress of Tanzania

Dr. Samwel Nyantahe, Chairperson of LESCO

Senior Government Officials present

Executive Director, Tanzania Private sector Foundation and its members

Development partners;

Apprentices

Ladies and Gentlemen

All protocols observed

It gives me great pleasure to be part of today's launch of the National Guidelines for apprenticeship and internships. These two guidelines approved by the tripartite Labour Economic and Social Council (LESCO) is a reflection of the Government's commitment and leadership, together with the social partners, in taking concrete action to upgrade the skills of young people as well as achieve industrialization, inclusive economic growth and move into a Middle Income Country.

My colleagues and I in the ILO appreciate being part of this initiative that positively changes people's lives and contributes to Tanzania development goals as well as the achievement of the SDGs and especially Goal 8 on Decent Work.

Guest of honour, Ladies and Gentlemen,

There is so much I could say about the benefits of the guidelines we are launching today. For the trainee who obtains a first job, for the employer it provides a worker with the right skills and for the Government which benefits from improved productivity and reduction in youth unemployment. However, allow me rather it demonstrate this through some real examples.

- 1. Benno had been sitting at home for 4 years after graduating from his secondary school;*

2. *Kubona was engaged in unstable low skilled low productive jobs after graduation.*
3. *Salma had been jobless young lady with no clear opportunity*
4. *Lazaro was a guard earning subsistence wages with no career track in front of him.*

Now this was in the past. Today these 4 fine young people successfully went through the ILO apprenticeship programme. They were trained in one of the finest hotels in the country. Today all of them have a career path in front of them a future to look forward to. Almost all of them were employed within the first two months of their graduation. These testimonies are why ILO is engaged and constantly working with our national counterparts to design and implement workplace training programmes. This is why I am also personally quite passionate about this programme. In fact, 50% of those who will be graduating today already have a job. The rest will be employed before the end of the year.

Guest of Honour, Ladies and gentlemen

The ILO promote workplace training programmes such as quality apprenticeships because it promotes decent work among youth by providing skills that are relevant to the market; reduces school to work transition period among graduates and encourages productivity to the enterprises. The ILO believes that Social partners should work together to promote workplace training programmes and lifelong learning not only to help young people to obtain their first decent but also help companies get the skilled labour force they need in order to grow and improve their competitiveness.

Guest of Honour, Ladies and Gentlemen,

The Association of Tanzania Employers always reminds us that it is the soft skills that constitute almost 70¹ percent of what employers look for in an employee. The Tanzania Industrial Competitive Survey report 2013, states that relevant work related experience followed with positive attitude towards work were rated as the most important factors for recruiting a graduate by three quarters of the companies interviewed².

The critical role of employers in skills development cannot be overemphasized in an apprenticeship programme like the one we have been piloting with our partners in the Hotel sector. Young people entering the labour market acquire both technical skills and insights into the world of work through formal apprenticeship, internships and other forms of workplace experience. Employers can do this through providing training, matching education and training to the needs of the labour market, encouraging and supporting lifelong learning.

In addition, agreements between employers and workers are also important not only skills development and higher productivity but also for ensuring Decent working conditions, including safety at work, working hours and rest periods and a stipend to allow them to survive. Needless to say all this is only possible through social dialogue.

¹ Source : preliminary findings on the recently study on National Skills development study, commissioned by PoPC, as shared by Nicholas Mbwajji during the Employment Forum December 2013

² Source :Tanzania Industrial Competitive Survey report 2013 pp 73

Guest of Honour, **ladies and gentlemen**, The message from the Government of Tanzania today through the formal adoption of the Guidelines is clear:

- You have committed to bring the world of Learning and the world of work together.
- You have demonstrated that effective skills development policies, labour market policies including a vibrant private sector can only succeed through building the needed bridges.
- You are committed to support Youth employment through supporting programmes that improve employability.
- You are committed to continue strengthening the partnerships between government, employers and workers through the participation of employers and workers representatives in the design, implementation and evaluation of skills and labour market strategies. In other words, quality apprenticeships and internships are based on healthy social dialogue and public –private partnerships.

I would like to assure you that the ILO will remain behind you. What is ahead of us right now are practical matters for proper implementation and sustainability. This includes proper and balanced legislations and policy guidelines; quality assurances that ensure Apprentices get transferable skills alongside industry specific skills. In addition is the Government support through making resources available to financially contribute through cost sharing with the industry. these costs include the training itself the needed coordination, monitoring and quality assurance.

I would like to make it clear that we also have some challenges. The Two most common challenges are balancing the busy industry work schedule with training and

risk of turning apprentices in to cheap labour. However, this is actually an opportunity rather than an obstacle because, this is where both the College and the Entreprises come together, share experience and capacitate each other and thus the concept of bridging the gap between trainers and employers apply.

Ladies and gentlemen I want to once again appreciate the commitment of the Government and your presence here Hon Prime Minister, in promoting youth employment through workplace training programmes. I am also appreciative of Employers and Workers for tirelessly working together with us and always supporting these initiatives. This commitment, trust and honesty among partners are the only success factors that will take us to the Next level.

I am also appreciative of our colleagues from the UN (UNIDO with whom we are constantly working together) and our Leader RC , Alvaro who is very supportive. These guidelines and the first pilot programmes were made possible by the Funds from UNDP and UN joint programme on youth employment. My sincere thanks also goes to the Government of Norway which has supported us to expand our reach on apprenticeship programme from just 30 to 160 apprentices in Arusha Zanzibar and Dar e salaam this year.

As ILO we remain committed to supporting Government priorities and we will continue working together to build capacity of social partners and make implementation of these guidelines a success

Guest of honour ladies and Gentlemen, I am sure you will agree with me that my final word should be addressed to the apprentices who are receiving their

certificates today. To you young women and men I want to congratulate you. I wish you a life of prosperity and productivity with Decent lives not just decent jobs. I can see Tanzania's future through your commitment and hard work. You have a Government that supports you and you need to make the best of that.

Thank you

Ahsanteni kwa kunisikiliza