

# ITEM 2.7: APPRENTICES

Workshop on labour costs

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# Data on apprentices in the LCS

## Labour cost

- D.112 Wages and salaries of apprentices
- D.123 Employers' social contributions for apprentices

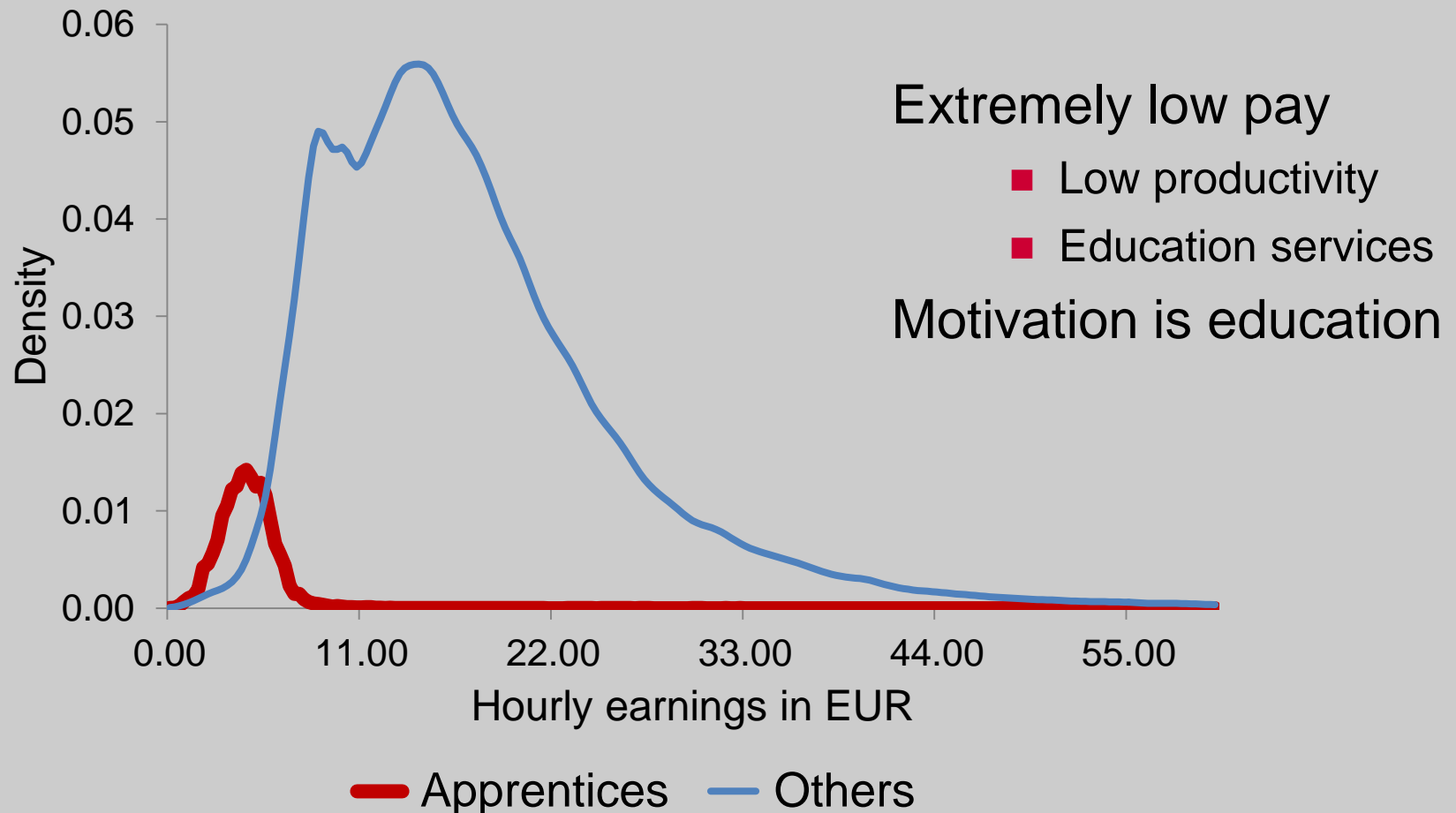
## Working hours

- B.13 Hours actually worked by apprentices
- C.13 Paid hours for apprentices

## Employees

- A.13 Apprentices
- A.131 Apprentices converted into full-time units

# Apprentices as a borderline case

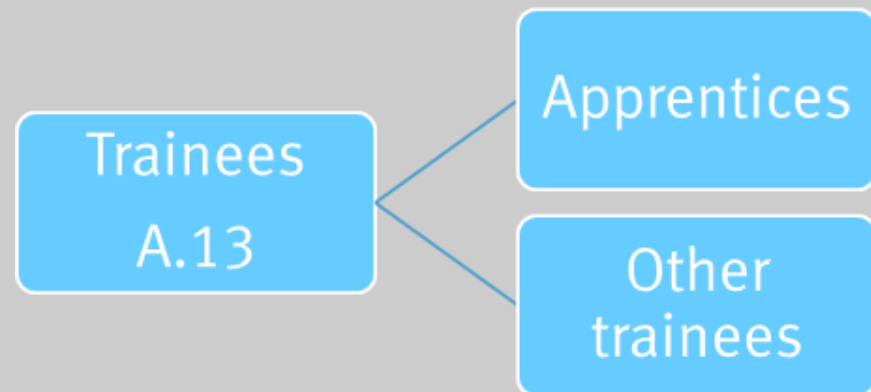


# LCS definition of apprentices

## A.13 ~~Apprentices~~ Trainees

Employees, ... who do not yet fully participate in the production process and who work

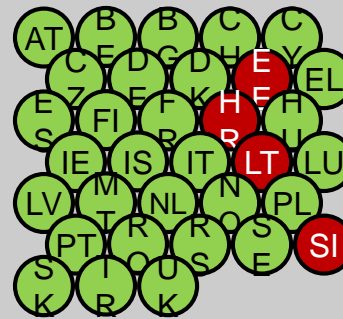
1. Either under an apprenticeship contract
2. Or in a situation in which vocational training predominates over productivity.



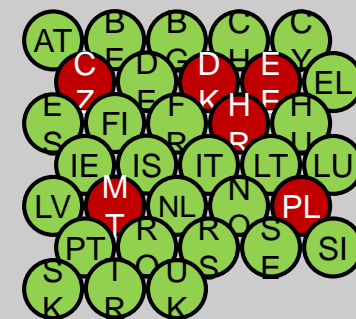
# LAMAS survey, 33 countries, 2015

Do such schemes exist?

Apprentices



Other trainees

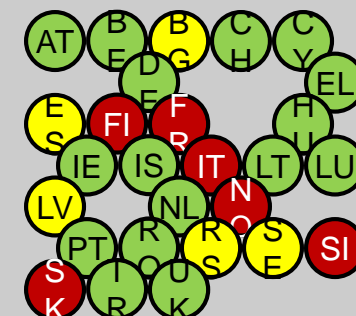
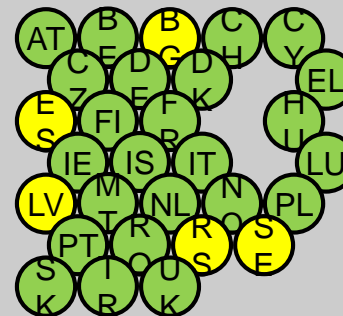


Is separate coverage from other employees for LCS feasible?

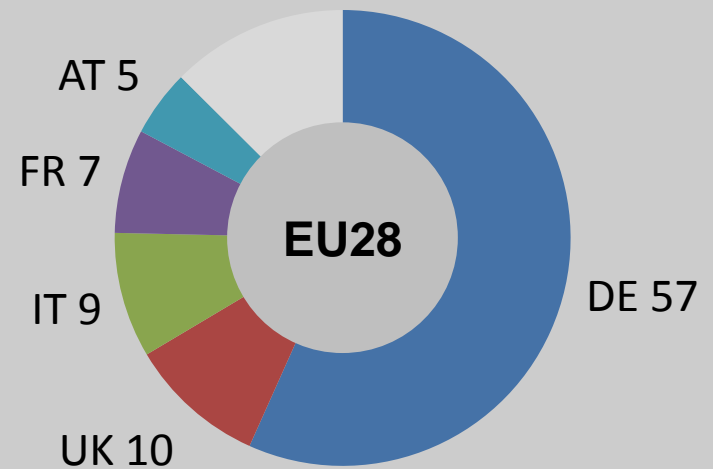
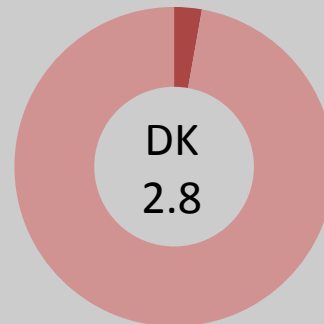
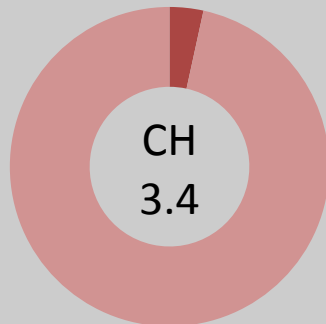
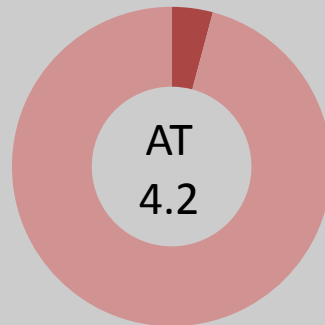
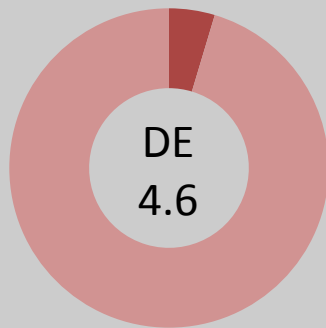
● yes

● no

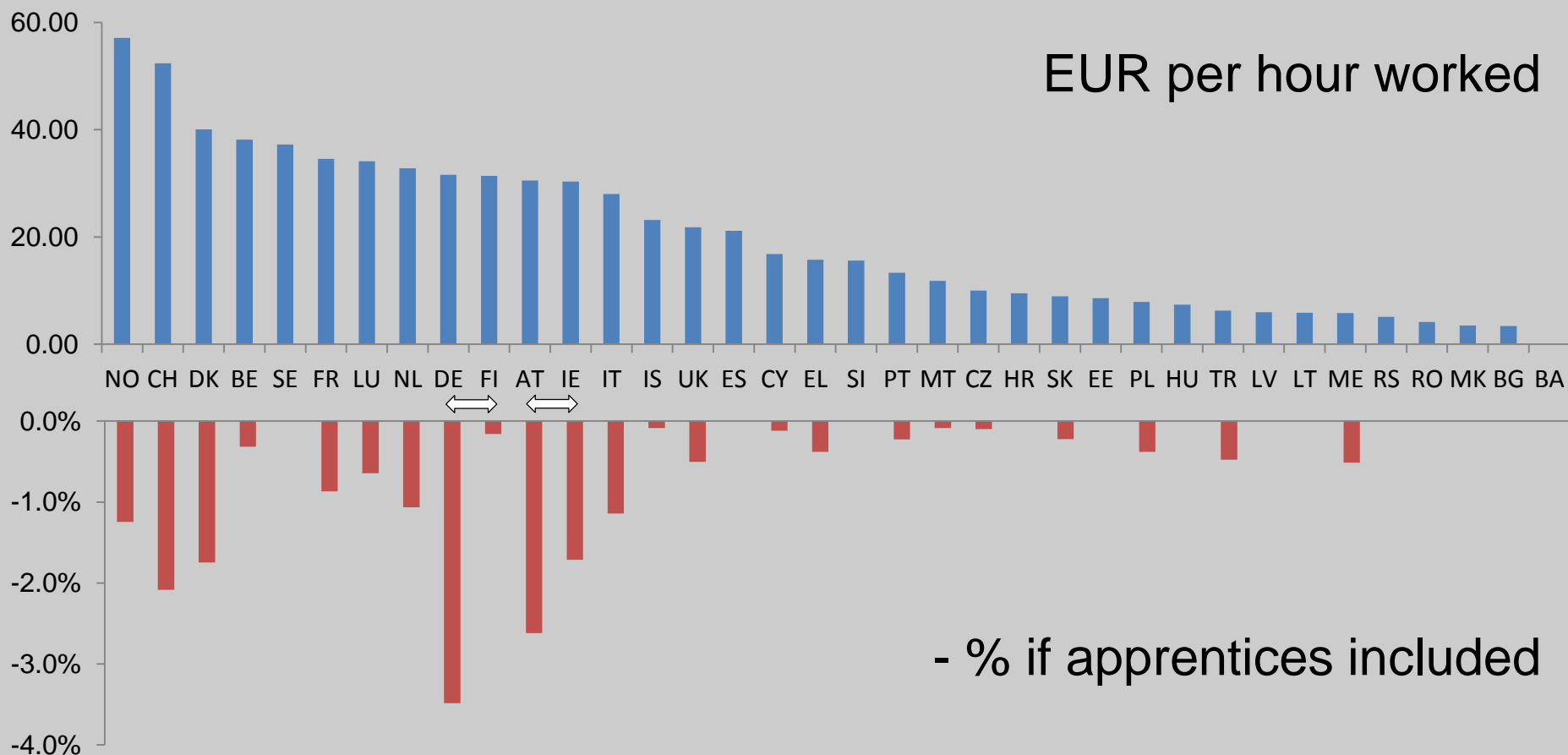
● no, but small number



# Shares of apprentices



# The effect of inclusion of apprentices



# Final conclusions

Apprentices are a borderline subgroup of employees.

Schemes exist in almost any country, but they matter in only a few.

## Suggestions

- For LCS apprentices should be defined narrow.
- Countries with only few apprentices should be free to count them not under A.13.
- In LCS results on hourly labour cost apprentices should be included.
- In SES results on distribution of earnings apprentices should not be included.