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1. Introducción
- En esta conferencia, nos proponemos prescitar un apretado resumen de los resultados empíricos obtenidos por diversas investigaciones relacionadas con el rendimiento de la escolaridad, la capacitación y la experiencia laboral en los países desarrollados y en desarrollo, incluido México. Para ello, nos basaremos en los informes del Banco Mundial contenidos en el libro de Middleton *et al* sobre el tema *Skilling for productivity*, los artículos contenidos en el libro de Freeman, *Working under different rules* y en el artículo que con el mismo título de esta conferencia se publicó en el primer número del año 1995 de la Revista *Ensayos*, de esta Universidad.
- La organización de esta plática será como sigue. En primer lugar, presentaremos un resumen de los resultados de nuestra investigación en lo referente a características de los capacitados, tipo de capacitación recibida, facilidades otorgadas por el empleador. En segundo lugar, compararemos las tasas internas de retorno a la capacitación en sus diferentes modalidades —capacitación a cargo del último empleador o en el mismo trabajo, capacitación para el trabajo en instituciones de preparación técnica y, finalmente, en la forma de aprender haciendo o experiencia laboral— para distintos países del orbe. En tercer lugar, se abordarán los principales problemas que afectan la capacitación en un país en desarrollo, el papel del estado y algunas perspectivas de futuro relativas en lo referente a capacitación de los trabajadores.

<sup>1</sup> Profesores-Investigadores de Tiempo Completo de la Universidad Autónoma Metropolitana.