

Annual Report 1980

CEDEFOP



European Centre for the Development of Vocational Training

Annual Report 1980
adopted by the Management Board on 6 March 1981

European Centre for the Development of Vocational Training
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Established in 1975, CEDEFOP became operational in 1977 and
can now claim four years of activity.

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This publication is also available in the following languages:

DA ISBN 92-825 – 2315-2

DE ISBN 92-825 – 2316-0

FR ISBN 92-825 – 2318-7

IT ISBN 92-825 – 2319-5

NL ISBN 92-825 – 2320-9

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Design: Rudolf J. Schmitt, Berlin

Printed in Germany

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ISBN 92-825 – 2317-9

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INTRODUCTION

As a general task, CEDEFOP is required to grant the Commission scientific and technical assistance¹ by

- contributing to the development and co-ordination of research,
- compiling and disseminating useful documentation,
- encouraging the exchange of information and experience,
- organizing meetings for those concerned with vocational training, and
- encouraging and supporting initiatives to facilitate a concerted approach to the problems of vocational training.

It is in this context that the Centre's Work Programme is established annually by its Management Board².

The following priorities were established for 1980:

- exploration of methods to ensure that the economic measures recently introduced in most Member States are incorporated in the training provision for young people, particular attention being devoted to linked periods of work and training ("alternance");
- development of training activities as a means of achieving equal treatment of men and women in employment and the vocational integration of young migrants;
- elucidation of relationships between technological development and vocational training;
- support of the Commission in the preparation of initiatives relating to adult training;
- formulation of proposals concerning the training of trainers³.

This programme was carried out in 1980, the ensuing activities being guided by two basic considerations designed to maintain a balance between the Centre's various functions:

- Greater emphasis was placed on seminars and meetings through which CEDEFOP, by providing a forum, could encourage and support initiatives facilitating a concerted approach to vocational training problems;
- Greater attention was devoted to the dissemination of information, above all by giving those institutions and organizations concerned with training issues in the Member States the opportunity to participate in a dynamic information exchange network.

1 Regulation (EEC) No. 337/75 of the Council of 10 February 1975

2 1980 Work Programme adopted on 11.12.1979

3 Work in this area had to be deferred until 1981

The present report gives an account of the Centre's achievements in the performance of its assigned tasks; a table outlining the various activities is followed by a description of the individual projects in the order they appear in the Work Programme. In this way the reader is given both a general and detailed review of the implementation of the Work Programme.

I. Review of activities

1. Activities of the Centre as Related to its Tasks

1.1. Scientific and Technical Support Given to the Commission

In fulfilling this basic task the Centre conducts selective activities in specific subject areas and undertakes joint action with the relevant services of the Commission. It also covers all activities designed to encourage vocational training decision-makers and practitioners in the Member States to reflect on and discuss training issues, to establish working relationships, and to appreciate the European dimension of the problems and the need for Community initiatives to improve vocational training.

In answer to requests at both national and Community levels for the exploitation of the experience gained from emergency measures introduced in the field of vocational training to combat youth unemployment, CEDEFOP has continued its activities concerning linked periods of work and training ("alternance"). The joint seminar organized with the Commission in June 1980 on the latter's initiative produced a number of conclusions to be taken into account when developing a system of linked periods of work and training with the aim of improving opportunities for the attainment of vocational qualifications beyond the initial training age (18 to 19). A 3

Concerning transition from school to work, the Centre's attention focused on the material and social standing of young people and on experiments involving the vocational preparation of young people. A 1

Two other joint seminars were organized at the request of the Commission.

The object of the first was to establish a basis for the practical application of Community policy on the equal treatment of men and women on the labour market. The results of studies on innovative forms of training for women were presented to national representatives responsible for vocational guidance and placement (September 1980). B 6

The second seminar opened the discussion on the role of continuing education and training in a situation characterized by technological change. It provided the Commission with an opportunity for a broad-based discussion of concepts for future initiatives (October 1980). B 3

Work on the approximation of training levels continues. After concluding the study on occupations in the electrical sector, the Centre extended the project to cover the "motor mechanic" field, the same methodology being applied. The Advisory Committee on Vocational Training and other competent bodies were provided with a technical framework for the development of future initiatives to promote the mutual recognition of certificates and diplomas. C 5

C 1a CEDEFOP is also actively involved in the work of the Commission on the relationships between technological development and social policy. As its initial contribution the Centre made a survey of existing literature and research concerned with the impact of microelectronics on employment, and is conducting an initial analysis of the concept of education and training in the changing situation.

C 4 The co-ordination of studies on the relationship between job structures, qualifications and vocational training systems assigned to CEDEFOP by the Commission was continued in 1980. The study on the Netherlands is nearing completion and the study on Italy is in progress.

B 7 Following the survey on training innovations for women in enterprises and after joint discussions with the relevant services, it was proposed that two of the pilot projects studied should be financed by the European Social Fund.

In response to a special request of the Commission relating to its Development Policy, CEDEFOP supplied information on vocational training structures and trends in the Community to a tripartite delegation of vocational training policy-makers from Morocco (June 1980). Particular reference was made to the situation in those countries in Europe which were not included in the group's itinerary (Denmark, Ireland, Netherlands, United Kingdom). As a consequence the delegates were able to place the experience they had gained on their visit to Europe in the overall context of vocational training developments in the Community.

1.2. Development and Co-ordination of Research Work

CEDEFOP concluded contracts with individual specialists and research institutions for a number of studies and research surveys. In this way the experience and competencies of the specialist organizations in all Member States of the Community may be used to stimulate the flow of information and new ideas.

Three examples illustrate the activities of the Centre in this field in 1980:

A 5 The study of the situation and training needs of second generation migrants in the Federal Republic of Germany was brought to a close. On the basis of the key findings, preparations were made in 1980 to extend the survey to cover Belgium and France, applying the same methodology.

B 7 The second stage in the survey on innovative training for women includes a case study on training in enterprises, within which the results of the experimental programmes conducted in four countries are analysed, evaluated and compared.

C 6 The discussion on the approximation of training levels and the recognition of certificates and diplomas is directed towards the classification and regrouping of jobs by

occupational groups. Within this framework, the Centre has carried out an initial study providing a critical analysis of job and training classification systems (at skilled worker level).

It is also CEDEFOP's intention to give a Community dimension to other national research activities relating to vocational training.

In 1980 this was reflected by the establishment of a procedure for the co-ordination of work conducted by five national teams on the interaction between technological development, qualifications and training. By organizing meetings of the research specialists and providing them with the necessary facilities, such as an interpretation service, the Centre provided the incentive for the development of a common approach and a common line of action. C 4

1.3. Exchange of Information and Experience

Since its creation the Centre has been required to play an active role in this field. The importance of this function was again underlined in the 1980 Work Programme.

The principal feature of certain activities is the exchange of experience. This applies to the case studies on vocational preparation initiatives for young people. These studies were carried out in co-operation with the organizers of various pilot projects in seven countries. A similar working method was adopted for the case studies on innovative training activities for women in enterprises. This work will be carried over into 1981. A 1 B 7

A number of project organizers were also involved in activities relating to training in support of programmes designed to create new activities. This included the discussion of the experience gained, the development of a concept for the systematic analysis and dissemination of the results. B 2

Based on an analysis of the training projects designed to grant women access to jobs traditionally the domain of men, CEDEFOP made a contribution to the work of the ad-hoc European Parliament Committee on Womens' Rights.

Using the contacts established over the past two years when compiling a "Who's Who?" of vocational training institutions, a network of organizations was set up to supply the Centre with selective information from the nine, and later ten Member States of the Community for publication in "CEDEFOP News" (cf. section 1.5. below).

1.4. Compilation of a Selected Documentation

In answer to the needs of the Centre and its working contacts, activities initiated in 1979 have been systematically developed.

C 2 In addition to the production of the monographs on the national vocational training systems, the Centre has drawn up a general report presenting a comparative analysis of key vocational training issues. In this report the characteristics of the training systems of each country are presented in such a way that they can be appreciated by readers in other countries. The German version was completed in 1980 and will be distributed in 1981.

B 1 The file of innovations in continuing education and training (established in 1979) served as a starting point for the development and creation, in co-operation with national working groups, of an instrument for the observation and analysis of innovative forms of training.

The Centre has published two bibliographies, one on "Women and Vocational Training", the other on "Youth Unemployment and Vocational Training".

Others were drawn up either at the request of the Centre's staff or of external experts and organizations.

1.5. Dissemination of Useful Documentation and Information

In 1980 CEDEFOP intensified its efforts to publish and disseminate the results of its work, in particular amongst training practitioners. In co-operation with the Office for Official Publications of the European Communities the Centre has improved its distribution system by reclassifying and computerizing its existing address files.

The Management Board has decided that the Centre's policy should be to distribute its publications against payment; the price should not, however, have a limiting effect but should guarantee that a real demand is met.

It was established that the periodical publications of the Centre reply to two different types of information need.

The Bulletin should provide a forum for reflection and should stimulate the debate on vocational training; it may also serve as a vehicle for the presentation of the Centre's work. A newsletter should furnish information on issues of topical interest in the field of vocational training in the Member States and at Community level (legislation, achievements, innovations, etc.). A readership survey was carried out with the publication of a trial issue.

As a consequence the Management Board decided that three issues of the Bulletin should be published each year and that a regular newsletter, "CEDEFOP News", should be launched in 1981.

1.6. *Initiatives Providing for a Concerted Approach to Problems;
Forum for the Parties Concerned*

It is CEDEFOP's policy that a concerted approach to specific problem areas be established with the various decision-makers and practitioners in vocational training. Thanks to the active support of the Management Board members in the development of the Centre's activities, the various seminars held in 1980 were attended by representatives of the social partners and the governments.

This applied particularly to the seminars devoted to linked periods of work and training, the material and social standing of young people and continuing training for adults. Accordingly the various representatives were able to work together on the diagnosis of problems and needs, and to formulate proposals for possible initiatives.

With the seminar on training innovations for women a more significant step was taken in this direction in that the national employment organizations (vocational guidance and placement officers) who are situated at the interface between training and work were asked to participate.

The study on the construction sector was concluded in 1980. It was conducted in close co-operation with the joint working party created in the sector for the examination of vocational training questions.

CEDEFOP continued to play its role as a forum. A standing arrangement was made for co-ordination with the Economic and Social Committee on the occasion of the visit of its Chairman in February. This was followed by the visit of the Chairman of the Group for Social Questions. From 1 to 3 December the Committee for Social Affairs and Employment of the European Parliament held a meeting at CEDEFOP and devoted part of its time to the discussion of the Centre's activities.

In April the Ambassador of the Italian Republic to the Federal Republic of Germany, His Excellency Luigi Vittorio Ferraris, visited CEDEFOP. He was particularly interested in the Centre's activities relating to vocational training for migrant workers.

The Centre also met the requests of institutions concerned either directly or indirectly with vocational training in the Member States (universities, associations, administrative bodies, etc.) and on two occasions welcomed trainees from the Commission on a study visit to Berlin. The Centre was also visited by representatives of various education and training organizations in third countries.

Special attention was given to the establishment of initial working contacts with representatives of the employment and vocational training organizations in Greece.

2. Human and Financial Resources

On 31 December 1980 the Centre had a staff of 35⁴, 31 holding posts in the list of posts, plus 4 local staff.

For the financial year the Centre had a budget amount of EUA 3 515 000

The 1980 budget showed an increase of 9.16 % over 1979. The corresponding expenditure rose to EUA 2 790 808

i.e. 79.40 % of the appropriations.

The "operational expenditure" represented 69.82 % of the total appropriations in Chapter 3.

In addition the Centre had brought forward appropriations from the financial year 1979 to an amount of EUA 734 072

Payments from these appropriations amounted to EUA 623 861

i.e. 84.99 % of the appropriations.

As a consequence of the late adoption of the 1980 Community budget, expenditure in the first half of the year was made subject to the so-called "one-twelfth ruling". As a consequence the implementation of the Work Programme was impeded, particularly with regard to the conclusion of study contracts, the planning of meetings, and staff administration. It should also be noted that the implementation and extension of the Work Programme is to a high degree dependent on the Centre's human resources.

3. Conclusions

On the basis of the experience gained since its creation, CEDEFOP has made a point of orienting its work as closely as possible to practical needs.

1980 was marked by a high level of co-operation between the Centre and the Commission, providing for a greater co-ordination of the Centre's activities with those of the relevant services of the Directorates General for Employment and Social Affairs and for Research, Science and Education. The Centre participated regularly in the various working groups of the Commission and attended the meetings of the Advisory Committee on Vocational Training.

⁴ as compared with 36 on 31 December 1979

In accordance with its tasks and in observation of the priorities established by the Management Board, the Centre spread its activities evenly between the promotion of research, exchange of experience and dissemination of information.

Whilst the Centre continued its efforts to make its work known and utilized on a wider scale, the limits to this were set by the available human resources. In addition to the supply of written documents, a number of initiatives have been taken to encourage the exchange of information. As an example, arrangements have been made for foreign experts to make an active contribution to meetings at national level where they can supply information on the situations in other countries.

In 1980 approximately 500 people visited the Centre or attended its meetings.⁵ The Centre must exploit the wealth of information and ideas accumulated, and in so doing pass from the information phase to one of in-depth analysis. In this stage of transition between reflection and action the Centre has continued to stimulate new activities and developments by making available the results of its work to the various parties concerned.

⁵ numbering 84, including working group meetings

II. Implementation of the work programme

Project title	Content	Implementation 1980	Products
Project manager(s)			P. : Publication W. P. : Working paper
A 1 Vocational preparation and young people	Case study	Conclusion	P. : 1 report (EN) W. P. : same report (DE, FR, IT)
M. Adams B. Sellin			
A 2 Material and social standing of young people during transition from school to work	Comparative study	Conclusion Seminar	P. : 7 national reports (in original language) W. P. : 1 summary report (DE, EN, FR)
B. Sellin M. Adams			
A 3 Training and "alternance"	Comparative study	Conclusion Seminar CEDEFOP/Commission	P. : Bulletin (special issue) 9 monographs (6 languages) W. P. : 1 conference report (DE, EN, FR)
B. Sellin M. Adams			
A 5 Migrant workers: second generation	Qualitative and quantitative analysis	Conclusion and evaluation of the survey	P. : 1 folding pamphlet (7 languages)
D. Guerra			
B 1 Innovations in the field of continuing training	Instrument for observation	Establishment of a network for the exchange of experience	
M. Blachère M. Adams			
B 2 Continuing training and new activities	Case study	Exploitation of study	P. : 1 analysis report (EN, FR, IT)
B 3 Community initiatives in the field of continuing training		Seminar CEDEFOP/Commission	W. P. : 9 contributions to the seminar (6 languages)
M. Blachère M. Adams			
B 4 Significant training activities for migrant workers	Instrument for observation	Preparation for study (scheduled for 1981)	
D. Guerra			
B 6 Survey of training innovations for women	Identification	Exploitation of the study Seminar CEDEFOP/Commission	P. : 8 national reports (original language) W. P. : 2 synthesis reports (6 languages)
M. Pierret			
B 7 Training for women in enterprises	Case study	Launching of study (scheduled for completion in 1981)	
M. Pierret			
C 1 Consequences of technological development for vocational training	Sectorial studies	Conclusion of studies on the construction and dairy industries	W. P. : 1 report (FR) W. P. : 1 report (6 languages)
G. Dupont M. Adams			
C 1 (continuation) Microelectronics and vocational training	Literature survey	Analysis of existing documentation	W. P. : 1 review with bibliography (DE, EN, FR)
W. McDerment			
C 2 National vocational training systems	Comparative study	Completion of synthesis report	W. P. : 7 national monographs (original language) 1 synthesis report (DE)
G. Dupont M. Adams			

C 3 Financing of vocational training G. Dupont M. Adams	Comparative study	Preparation for publication	W. P. : 1 report (DE, EN, FR, IT)
C 4 Relationship between job structures, qualifications and vocational training G. Dupont B. Sellin	Structural study	Extension of study	P. : 1 synthesis report (6 languages)
C 5 Approximation of training levels B. Sellin G. Dupont	Comparative study	Conclusion of study on the occupational group "electro" development of study on the group "motor mechanic"	W. P. : Occupational descriptions (6 languages)
C 6 Occupational groups at skilled worker level G. Dupont B. Sellin	Development of a concept and methodology	Realization of a background study	W. P. : 1 study (FR)

1. Table of activities

2. Projects: Objectives and implementation

A 1 – VOCATIONAL PREPARATION OF YOUNG PEOPLE

1. Objectives

This project found its origin in the Council Regulation¹ of 13.12.1976 “concerning measures to be taken to improve the preparation of young people for work and to facilitate their transition from education to working life”, and the Recommendation of the Commission² of 6 July 1977, “concerning vocational preparation for young people who are unemployed or threatened with unemployment”.

In its overall efforts to assist the Commission with the implementation, two objectives were established:

- a) the supply of information to vocational training policymakers and practitioners on interesting activities and experiments in the field of vocational preparation,
- b) the investigation of possibilities for integrating in the existing education and training systems the short term emergency measures already implemented in this field.

2. Implementation

This project covered the following activities:

- a) the publication of the report “Vocational Preparation of Unemployed Young People” (in EN, and FR; the versions DE and IT are in preparation) based on five case studies conducted in DK, D, IRL, NL, UK;
- b) the co-ordination of a working group (also covering F, I) commissioned to exploit the results of the report by preparing a practical handbook for use as a guideline by those wishing to set up new vocational preparation projects;
- c) the development of a series of criteria for the evaluation of vocational preparation projects;
- d) the realization of a feasibility study on a vocational preparation project involving an exchange between Berlin and a region in Italy. The various parties concerned were assisted in their discussions in preparation for the launching of the project.

1 O. J. No. C 308 of 30.12.76

2 O. J. No. L 180 of 20.7.77

A 2 – MATERIAL AND SOCIAL STANDING OF YOUNG PEOPLE DURING TRANSITION FROM SCHOOL TO WORK

1. Objectives

As a follow-up to the CEDEFOP conference held in May 1978 on the vocational preparation of young people, this project is linked with the considerations of the Commission concerning the overall situation of young people with regard to employment and unemployment.

Its purpose is to make more detailed information available at national and Community levels on the situation of young people, and to formulate proposals for discussion by the decision-makers with the aim of improving the material and social standing of those young people who, having completed compulsory schooling, find themselves in a phase of transition between school and working life.

2. Implementation

This project took the form of a comparative description of the multifarious situations in which young people find themselves during transition. The work included:

- a) the publication of seven national reports (B, D, F, I, IRL, NL, UK), in the original language;
- b) the production of a comparative synthesis (in the process of publication in DE, EN, FR);
- c) the presentation and discussion of a detailed analysis of the described situations at a conference held on 11 and 12 November, during which working groups were set up to examine:
 - questions relating to collective agreements in this area,
 - legislation governing working relationships and training contracts of young people in enterprises,
 - measures to promote education and training to encourage young people to continue or resume training.
- d) the development of proposals to stimulate new ideas amongst the decision-making bodies at national and Community levels.

A 3 – TRAINING AND “ALTERNANCE”

1. Objectives

In the context of the Council Resolution¹ of 18. 2. 1979 “on linked work and training for young persons” the activities of CEDEFOP serve to grant the Commission technical and scientific support by

- a) the exchange of information, experience and results of activities amongst the Member States,
- b) the identification of key questions and the development of proposals for presentation to the competent bodies.

2. Implementation

The activities of the Centre in the field of “alternance” covered:

- a) the publication in Bulletin No. 4/1980 of nine national monographs on the organization of linked periods of work and training in the Member States of the Community; (in DA, DE, EN, FR, IT, NL);
- b) the drafting of a manual describing the problems of “alternance” and presenting a number of proposals for legislation, content, organization, methods, etc.;
- c) the organization and co-ordination of a joint CEDEFOP/Commission conference from 25 to 27 June with 60 participants to discuss
 - the groups of young people to whom the system of “alternance” would apply:
 - young people undergoing apprenticeship training or full-time training subsequent to compulsory schooling,
 - unemployed young people for whom specific training and job creation measures have been initiated,
 - young workers without adequate vocational training;
 - the introduction of a system of “alternance”:
 - organization,
 - content and methodology,
 - framework for development;

1 O. J. No. C 1 of 3.1.80

- d) the formulation of proposals in this area, giving special consideration to the integration of recent economic or emergency measures in the training system;
- e) the preparation of a report on the above conference (in DE, EN, FR);
- f) participation in the working party of the Advisory Committee on Vocational Training (contribution to documents on linked periods of work and training, and educational leave).

A 5 – MIGRANT WORKERS: SECOND GENERATION

1. Objectives

Within the framework of Community policy concerning the mobility of migrant workers, this project aims at supplying the national and Community decision-making bodies with the information they require in order to reply to the training needs and special situations of young second generation migrants.

2. Implementation

In this area the Centre

- a) concluded the survey conducted in co-operation with the Bundesinstitut für Berufsbildung - BIBB - (Federal Institute for Vocational Training) on the training situation of a representative sample of young migrants from Italy, Turkey, Yugoslavia, Greece, Spain and Portugal in the Federal Republic of Germany;
- b) carried out a qualitative analysis of the training needs of second generation migrants on the basis of the survey results;
- c) held a joint press conference with BIBB in Bonn on 10 August;
- d) produced and published in 7 languages (DA, DE, EN, FR, GR, IT, NL) a folding pamphlet summarizing the main results of the survey and the analysis; this pamphlet is to be distributed on a wide scale amongst the decision-makers and practitioners concerned with vocational training for young migrant workers;
- e) prepared the extension of the project to two other countries (B, F).

B 1 – INNOVATIONS IN THE FIELD OF CONTINUING EDUCATION

1. Objectives

The first phase of this project was conducted in 1978 and 1979. In the year under report three objectives were pursued:

- a) the supply of practical information on significant results and innovations in the field of continuing training to decision-makers and practitioners,
- b) the exchange of experience and identification of trends,
- c) the creation of a system for monitoring developments in the field of continuing training.

2. Implementation and results

In order to achieve these objectives the Centre concentrated its activities on:

- a) the dissemination of 1 500 copies of the file of 280 experiments registered and classified in 1979 (in DE, EN, FR);
- b) the exploitation of the information contained in this file, and in particular the establishment and co-ordination of a network of contacts for the exchange of experience (B, IRL, I, NL, UK) using the file as a data-bank. For this purpose the task of monitoring innovations was assigned to specialist teams in the individual Member States.

B 2 – CONTINUING TRAINING AND THE CREATION OF NEW ACTIVITIES

1. Objectives

In answer to a request made by France, Italy and the United Kingdom in 1978, this project served to:

- a) determine how continuing training can contribute to the creation of new enterprises, new services and new jobs;
- b) establish a methodology for the creation of new activities and the provision of suitable training.

2. Implementation

From this dual perspective, the Centre's activities encompassed:

- a) the publication and widescale distribution of the report on the three countries (F, I, UK) comprising 18 case studies (in EN, FR, IT, the DE and NL versions being in preparation);
- b) the involvement of three other countries (B, D, IRL) in the exploitation of the results and the development of instruments for the observation and analysis of trends;
- c) organization with the Commission of a joint conference at which special attention was given to this subject (cf. the following project B 3).

B 3 – COMMUNITY INITIATIVES IN THE FIELD OF CONTINUING TRAINING

1. Objectives

This project replies to a request made by the Commission in 1979. Its purpose is to prepare for extensive consultation on the development of a framework for Community and national initiatives in continuing education and training.

2. Implementation

CEDEFOP held a joint seminar with the Commission from 14 to 17 October attended by approximately 60 specialists in adult education.

The three working groups concentrated on the following areas:

- the development of basic adult education and literacy
- continuing education and training as a preparation for new forms of work and development;
- the problems of older workers and their transition from working life to retirement: implications for continuing education and training;
- new perspectives for continuing education and training in the Community;
- integrated methods for basic adult education programmes;
- training and regional development.

A report is to be published on the results of this conference.

B 4 – FILE OF SIGNIFICANT TRAINING ACTIVITIES FOR MIGRANT WORKERS

1. Objectives

This project follows the recommendations made at the conference on “Vocational Training to Improve Opportunities for Migrant Workers” held in December 1978 and serves to identify and analyse training projects for migrant workers, in particular those relating to the re-integration of migrant workers in their home countries, with the objective of selecting, evaluating and disseminating information on those projects which may serve as a model. This work also meets a request put forward by the Commission.

2. Implementation

The implementation of this project had to be postponed owing to the lack of human resources (one of the experts left the Centre in 1980 and could not be replaced before the end of the year).

The Centre has nevertheless developed a system for the selection of significant activities and has established initial contacts (B, D, F, I).

B 6 – SURVEY ON TRAINING INNOVATIONS FOR WOMEN

1. Objectives

This project was developed within the framework of Community policy to promote equality of men and women in employment and training (implementation of Council Directive Nr. 76/207/(EEC)¹ and has its origin in the work conducted by the follow-up group to the seminar held in December 1977 on the subject of “Equal Opportunities and Vocational Training”.

Its purpose is to identify and disseminate information on innovative measures designed to achieve a change of attitudes and to produce new training concepts.

2. Implementation

The activities of the Centre focused on:

- a) the publication and distribution of the national reports on innovative measures which meet the criteria established by the working group (8 reports have been published in the original language, and are at present being translated into DE, EN, FR);
- b) the production of a synthesis report (available in DA, DE, EN, FR, IT, NL);
- c) the production of a file on innovative measures (available in DA, DE, EN, FR, IT, NL);
- d) the publication of an “awareness brochure” designed to make these innovations known to a wide public;
- e) the organization of a joint CEDEFOP/Commission conference from 15 to 17 September 1980 at which the decision-makers and practitioners from the national vocational guidance and placement services were informed of innovative forms of training; the discussions centred on the need for changes in
 - the social, material and vocational situation of young girls and young women;
 - the work of the vocational guidance and placement services;
 - motivation and attitudes.

1 Official Journal No. L 39 of 14.2.76

B 7 – SPECIAL MEASURES FOR WOMEN IN ENTERPRISES

1. Objectives

This project has the same context as project B 6 and is concerned with the practical application of training concepts. Its specific objectives are:

- a) the verification, evaluation and comparison of the results of experimental training programmes in enterprises,
- b) the establishment of an instrument for observation of developments in this field.

2. Implementation

Work within this project took the form of a series of case studies, for which the Centre

- a) set up four tripartite steering groups (B, D, F, UK);
- b) established methodology and content for each national study, covering four experiments;
- c) extended the project to a fifth country (DK) at the end of the year and prepared for the extension to two others (I, IRL);
- d) proposed that two of the Belgian experiments be financed by the European Social Fund.

C 1 – CONSEQUENCES OF TECHNOLOGICAL DEVELOPMENT FOR VOCATIONAL TRAINING

1. Objectives

This project was launched on the initiative of the Management Board as part of a concerted approach to training issues. It has a dual aim:

- a) to provide the social partners with a means of analysing the effects of technological development on job contents, qualification structures and vocational training, in order that this development may be met more effectively,
- b) to study in depth certain sectors of the economy - the construction and dairy industries - for the purpose of establishing a methodology and concept for the study of other sectors.

2. Implementation

In the construction sector the Centre

- a) completed the sectoral study on the initial training of skilled workers in those occupations concerned with shell structures,

- b) held a meeting of representatives of the bipartite organizations in this sector on 30 June and 1 July,
- c) set up a bipartite working group to conduct an independent study on the development of vocational training in the sector.

The Centre has completed the case study on the dairy industry (the report is available in DA, DE, EN, FR, IT, NL).

Concerning the small and medium-size enterprises the Centre has entered into consultation with the competent international bodies with the purpose of organizing a seminar in 1981 for the discussion of training issues (particularly the training needs of young people and management) and the challenge presented by technological development.

C 1 a) – THE IMPLICATIONS OF MICROELECTRONICS AND INFORMATICS FOR VOCATIONAL TRAINING

1. Objectives

This project stems from the proposals of the Commission concerning “European Society Faced with the New Information Technologies”. The aim is to assist the Commission in its activities on this sector, insomuch as vocational training is concerned, by

- a) collecting existing information,
- b) facilitating an exchange of information and ideas.

2. Implementation

The activities of the Centre included

- a) the development of the necessary contacts,
- b) the review and analysis of existing literature,
- c) the production and distribution (in EN, DE, FR) of a document (with bibliography) presented to the Advisory Committee on Vocational Training and reviewing the principal activities within the Community,
- d) the preparation of an analysis to be conducted in 1981 in respect of the various factors impeding the development of innovations, and training activities for managers of enterprises, public administrations, communal bodies, trade unions, etc., the aim being to prepare them for the decisions they must take in respect of technological development, especially in the field of “informatics”.

The Centre also organized the first meeting of a group of researchers from five countries (D, F, I, NL, UK) who are currently studying the impact of microprocessors on employment at national level. The purpose of the meeting was to provide a Community perspective to the investigation of the complex interaction between technological innovations, qualifications and training.

C 2 – COMPARATIVE STUDY OF THE VOCATIONAL TRAINING SYSTEMS

1. Objectives

This project forms part of the task of the Centre to develop instruments for observation and analysis. Its purpose is to place at the disposal of the parties concerned (decision-makers and practitioners in vocational training, government representatives, the social partners) information they require in order to

- a) understand the workings of the vocational training systems in the Community,
- b) establish a basis for the analysis of vocational training trends.

2. Implementation

In pursuing this work the Centre

- a) completed 7 of the 9 national monographs (B, DK, F, I, IRL, L, NL; the reports on D and UK are scheduled for 1981) and the majority of the translations into DA, DE, EN, FR, IT, NL,
- b) produced a synthesis report to be published in 1981 (in DE and then in DA, EN, FR, IT, NL),
- c) established initial contacts for an extension of the study to cover Greece.

C 3 – COMPARATIVE STUDY OF THE FINANCING OF VOCATIONAL TRAINING

1. Objectives

This project has the same origin and objectives as project C 2, attention focusing on the financing of vocational training.

2. Implementation

Continuing its activities in this area, the Centre

- a) concluded four national reports (D, F, I, UK), to be published in four languages (DE, EN, FR, IT);
- b) set up a team of experts from two countries (DK-UK) with the task of developing a basis for the comparison of the different systems.

C 4 – RELATIONSHIPS BETWEEN JOB STRUCTURES, QUALIFICATIONS AND VOCATIONAL TRAINING

1. Objectives

This project follows an initiative of the Commission, which gave three research institutions (in D and F) the task of studying the development of qualification structures in the Member States of the Community. Its objective is

- a) to identify, by way of comparative analyses, the problems of the relationship between employment, training and qualifications from three points of view: forms of work organization, the link between qualifications and training, and the mobility of labour;
- b) to communicate the results of these studies to the social partners in an operational form.

2. Implementation

The Centre's activities in this field covered

- a) the publication and distribution of the synthesis report of the Franco-German study conducted in 1979 (in DA, DE, EN, FR, IT, NL)
- b) the extension of the study to two other countries (I, NL).

C 5 – APPROXIMATION OF TRAINING LEVELS

1. Objectives

Within the framework of a Community policy for vocational training and pursuant to the work conducted by the Advisory Committee on Vocational Training, the objective of this project is to establish the technical basis for future initiatives on the part of the competent bodies concerning the recognition of vocational training certificates and diplomas in specific sectors.

2. Implementation

Following the work on the occupational group "electro" (1979) the activities of the Centre were directed towards

- a) the establishment of a working group "motor mechanic" (including electrician (vehicle), agricultural vehicles and motor cycles), with representatives from the industry,
- b) the drafting of descriptions of occupations in the group "motor mechanic" (in DA, DE, EN, FR, I, NL),
- c) preparatory work for the constitution of a "building" group,
- d) participation in the work of the Advisory Committee on Vocational Training.

C 6 – OCCUPATIONAL GROUPS AT SKILLED WORKER LEVEL

1. Objectives

This project is located at the intersection of projects C 4 and C 5. Its purpose is

- a) to find a means of facilitating the approximation of training levels (skilled worker) using standard definitions for "occupational groups",
- b) the encouragement of discussions in a number of countries in order to improve existing vocational training structures and planning to the effect that acquired qualifications grant greater flexibility.

2. Implementation

Within this project the Centre

- a) conducted a study (available in FR) on skilled workers as defined in the different classification systems in the EC Member States;
- b) compiled a documentation on the situation in the individual Member States;
- c) established a framework for the investigation and discussion of the subject matter by a group of experts.

3. Periodical publications

3.1. VOCATIONAL TRAINING BULLETIN

In order to fulfil its task of disseminating information in accordance with Article 3 of the Regulation establishing the Centre, the Vocational Training Bulletin was published in the 6 Community languages.

Each issue was devoted to a special subject:

No. 1: – Agriculture

No. 2: – Vocational training of the handicapped

No. 3: – Training, employment and regional development.

These were supplemented by a special issue:

No. 4: – Linking work and training for young persons in the European Community.

The Bulletin has a total circulation of 6 000. A small readership survey indicated that interest in this publication is increasing.

In the course of 1980 the Centre considered the possibility of adapting the contents and presentation of the Bulletin to new objectives resulting from the distributin of two complementary publications (cf. section 3.2. below). This progressive change will become fully effective early 1982.

3.2. CEDEFOP NEWS

In answer to many external requests and following the decision of its Management Board, the Centre published a trial issue of a Newsletter – “CEDEFOP News“.

The aim of this publication is the rapid dissemination of brief news items on recent developments in the field of vocational training both in the Member States and at Community level.

The trial issue was published in three languages (DE, EN, FR) and 1 500 copies were distributed together with a questionnaire designed to determine whether the publication meets the existing need.

In view of the extremely favourable reactions to this form of information, the Centre decided that CEDEFOP News should be published regularly as from the second half of 1981 (in DA, DE, En, FR, IT, NL, Greek being added in 1983).

4. Language service

The tasks of the language service are determined by the Regulation establishing the Centre (1) and the Work Programme adopted by the Management Board.

Being required to cater for 30 language pairs, the service was granted two new posts for translators in 1980, bringing the total to six. It was not, however, possible to recruit staff for these posts before the end of the year owing to the late approval of the 1980 budget. In February an expertise of the Commission (Division Translation: general matters) confirmed that the service could not adequately fulfil its tasks with the existing posts. In 1980 a considerable amount of work was assigned to free-lance translators, in part through the Commission. Efforts to extend the network of free-lance translators began in Berlin in 1979 and were continued in the United Kingdom with the assistance of the Commission (English Translation Division).

Special arrangements had to be made for a number of activities. The six-language Vocational Training Bulletin is translated by a team of contractors, their work being co-ordinated by the language service.

All translation and interpretation work for project C 5 was assigned to an external specialist.

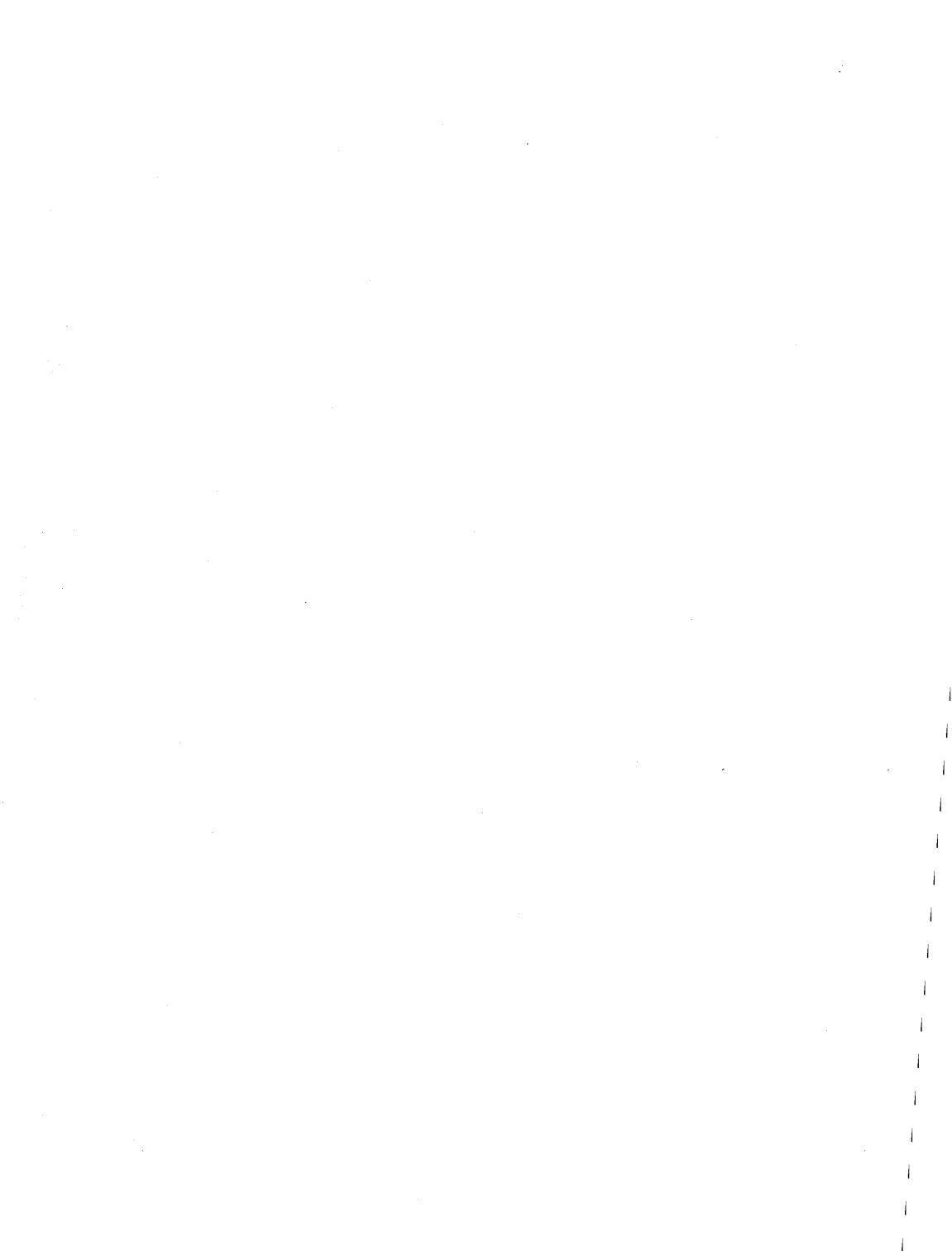
As a contribution to the work of the "Groupe interinstitutionnel 'Terminologie – documentation'" (GIIT), CEDEFOP has planned the development of a terminology for the vocational training sector. A concept produced in 1980 received the positive appraisal of the "Bureau de terminologie" of the Commission.

<i>Translation Service:</i>	Total	10 950 pages ¹
	comprising:	1 340 into Danish
		1 750 into German
		2 390 into English
		2 160 into French
		1 420 into Italian
		1 880 into Dutch
<i>Interpretation:</i>		47 meetings and conferences
	on	87 days, accounting for
		644 interpreter days

1 Regulation (EEC) No. 337/75 of the Council of 10.2.75, Article 15 "The rules governing the languages of the European Communities shall apply to the Centre".

1 This figures does not include some 5 000 pages carried over from 1979

5. Documentation and library service



CEDEFOP's documentation service was developed in 1980 along two lines:

- a) The service was involved in the preparation and implementation of the activities provided for in the Centre's Work Programme;
- b) It had to respond to an increasing number of requests for documentation on the part of national and international organizations dealing with various aspects of vocational training.

Special bibliographies were compiled using the documentation existing at the Centre; they covered, on a Community-wide basis:

- vocational training and regional development,
- training of engineers,
- technological development and vocational training,
- educational leave.

Two bibliographies were published for wide-scale distribution:

- "Youth Unemployment and Vocational Training"
- "Women and Vocational Training".

A more general bibliography is being drawn up at present and will be published in 1981:

- "Vocational Training in the Member States of the European Community".

In reply to the many written and oral requests, and the needs of visitors to the Centre, the library has drawn up a documentation on a whole range of subjects. These include:

- vocational training (with special emphasis on documentation existing in languages other than that of the country concerned),
- compulsory schooling (B, IRL, I),
- vocational guidance (D),
- continuing education (F),
- youth unemployment (IRL),
- migrant workers (D),
- national and international systems of occupational classification,
- thesauri (national and international),
- international computerized documentation systems,
- European Social Fund,
- statistics (population, education) in the EC,
- young women and unemployment in the EC.

This work was carried out using the three-language thesaurus (DE, EN, FR) compiled in 1979 and distributed on request in 1980 to the documentation services of interested organizations.

In 1980 the Centre also distributed two lists of recent acquisitions indexed by the library to more than 100 libraries and documentation centres of organizations directly concerned with vocational training.

Acquisitions in 1980:

books and documents:	— 2 000
periodicals and other	
journals:	— 50

Indexed publications: 2 800

At the close of 1980, the CEDEFOP library had a stock of 10 000 books and documents, 7 000 of which were indexed, 230 periodicals and other journals being regularly scanned.



EXTRACT FROM THE REGULATION ESTABLISHING THE CENTRE

1

Council Regulation No. 337/75¹ creating the Centre defines its aim in Article 2:

1) "The aim of the Centre shall be to assist the Commission in encouraging, at Community level, the promotion and development of vocational training and of in-service training (sic).

To that end, within the framework of the guidelines laid down by the Community, it shall contribute, through its scientific and technical activities, to the implementation of a common vocational training policy.

It shall, in particular, encourage the exchange of information and the comparison of experience".

2) "The main tasks of the Centre shall be:

- to compile selected documentation relating in particular to the present situation, the latest developments and research in the relevant fields, and to matters of vocational training structure;
- to contribute to the development and co-ordination of research in the above fields;
- to disseminate all useful documentation and information;
- to encourage and support any initiatives likely to facilitate a concerted approach to vocational training problems. The Centre's activity in this respect shall deal in particular with the problem of the approximation of standards of vocational training with a view to the mutual recognition of certificates and other documents attesting to the completion of vocational training;
- to provide a forum for all those concerned".

3) "In its activities the Centre shall take into account the links which exist between vocational training and the other branches of education".

1 Official Journal No. L 39 of 13.2.75

2 ORGANIZATION CHART (situation as of 31. 12. 1980)

On 31 December 1980 the Centre had a staff of 35, 31 holding posts in the list of posts, plus 4 local staff.

In the course of 1980

- 3 category A staff members left the Centre
- 3 category A staff were recruited.

<i>DIRECTORATE</i>	Mr. Roger Faist (F), Director Secretary: 1 cat. C, Ms. Doris Herrmann (D) Mr. Mario Alberigo (I), Deputy Director Secretary: 1 cat. C, Ms. Alison Clark (UK)
<i>STUDIES INFORMATION SERVICE LIBRARY/ DOCUMENTATION</i>	9 cat. A: Mr. Michael Adams (IRL) Mr. Georges Dupont (B) Mr. Duccio Guerra (I) Mr. William McDerment (UK) Ms. Florence Morgan-Gérard (F/UK) Mr. Bernard Pasquier (F) Ms. Maria Pierret (B) Mr. Burkard Sellin (D) Mr. Norbert Wollschläger (D) 2 cat. B: Ms. Agata Alaimo (I) Ms. Gesa Chomé (D)
<i>LANGUAGE SERVICE</i>	4 cat. A: Ms. Brigitte Linshöft-Stiller (D) head of service Mr. Giancarlo Caronello (I) Mr. Francis Alan Clarke (UK) Ms. Annick Repellin (F)
<i>ADMINISTRATION AND GENERAL SERVICES</i>	1 cat. A: Marino Riva (I), head of service 3 cat. B: Mr. Bernd Möhlmann (D) Mr. Volker Wurl (D) Mr. Bernhard Ziech (D) 4 local staff: Ms. Hildegard Cernitori (D) Ms. Gerda Müller-Märsch (D) Mr. Heinz Neumann (D) Mr. Wolfgang Tang (D)

*SECRETARIAL
SERVICE*

8 cat. C:

Ms. Gundula Bock (D)
Ms. Alix Lehé (F)
Ms. Joan Schäfer (IRL)
Ms. Marion Strissel (D)
Ms. Gabriella Triches (I)
Ms. Letizia Weiss (I)
Ms. Ingrid Zagerski (D)
Ms. Marieke Zwanink (NL)

3

Seminars or conferences to which CEDEFOP contributed

Date	CEDEFOP Representative	Organizer	Location	Subject
14/16.2	B. Sellin	ISVET	Rome (I)	Youth Employment Problems in Italy and other European Countries
31/3	M. Alberigo	ENAI/ACLI, European Social Fund	Rome (I)	Pilot Project on the Qualification and Mobility of Migrant Workers in the Mezzogiorno
28/4.	N. Wollschläger	Institut für Regionale Bildungsplanung	Loccum (D)	Continuing Education and Training in the 80s – Aspects in Common and in Contrast
5–9/5	B. Sellin	EC Commission, Dutch Ministry of Education and Science	Noordwijk (NL)	Strategies for Positive Discrimination and Compensatory Education for “Risk Groups” in Secondary Education
1–11/5	B. Sellin	Euregio Meuse-Rhin	Bemelen (NL)	Foundation of a Regional Vocational Training Centre
4–5/6	R. Faist	ADEP	Toulon (F)	Linked Periods of Training/Production (Alternance)
5–6/6	M. Alberigo	European Foundation for the Improvement of Living and Working Conditions	Rome (I)	Evaluation of Two Italian Studies
5–6/6	M. Pierret	Ad Hoc Committee on Womens’ Rights of the European Parliament	Brussels (B)	Position of Women in the European Community
9/9	D. Guerra	ENAI	Brussels (B)	The New Demand for Training and New Forms of Training Provision for Migrant Workers in the Community

Date	CEDEFOP Representative	Organizer	Location	Subject
26/27/9	B. Sellin	ISFOL, the autonomous province of Bolzano	Bolzano (I)	Linked Periods of Work and Training (Alternance)
2–3/10	B. Sellin	University of Bremen	Bremen (D)	Conference on Vocational Training
14–15/10	M. Pierret	ILO	Turin (I)	Informal Consultations on the Introduction to the Study of Working Conditions and the Working Environment
2–4/12	M. Pierret	Youth Forum of the European Communities	Brussels (B)	Hearing – Employment of Young Women
11–13/12	M. Pierret	Euregio Meuse-Rhin	Bemelen (NL)	Vocational Guidance and Training Measures for Girls and Women
13–14/12	B. Sellin	Youth Forum of the European Communities	Luxembourg (L)	General Assembly
18/12	M. Alberigo	ISFOL	Rome (I)	Vocational Guidance in Europe
18/12	N. Wollschläger	Technical University of Darmstadt	Darmstadt (D)	Vocational Training Research and Vocational Training Policy in the European Institutions
<i>Press Conference</i>				
12/8	M. Alberigo N. Wollschläger	CEDEFOP/Bundesinstitut für Berufsbildung (BIBB)	Bonn (D)	Situation of Young Migrants in the Federal Republic of Germany

4 LIST OF MEMBERS OF THE MANAGEMENT BOARD

The Centre is governed by a quadripartite Board (9 government representatives, 9 trade union representatives, 9 representatives of employers' organizations; 2 representatives of the Commission of the European Communities).

An observer from the Employers' Liaison Committee and an observer from the European Trade Union Confederation were invited to attend the meetings of the Management Board.

Government representatives

Belgium	Mr. Jean Dequan
Denmark	Mr. Niels Hummeluhr
Germany	Mr. Horst Lemke
France	Mr. Claude Blondel
Ireland	Mr. John Agnew
Italy	Mr. Nicola Fiore
Luxembourg	Mr. Norbert Feltgen
Netherlands	Mr. Herman Vrijhoef (Vice-Chairman)
United Kingdom	Mr. Alan Brown

Trade union representatives

Belgium	Mr. Guillaume Sauvage
Denmark	Mr. Niels Enevoldsen
Germany	Ms. Maria Weber (Vice-Chairman)
France	Mr. Raymond Lebescond
Ireland	Mr. Fintan Kennedy
Italy	Mr. Enrico Vercellino
Luxembourg	Mr. Jean Regenwetter
Netherlands	Mr. Herman Hugenholtz
United Kingdom	Mr. Frederick Jarvis

Representatives of employers' organizations

Belgium	Mr. Francis Buchet (Chairman)
Denmark	Mr. Erik Tøttrup
Germany	Mr. Helmut Brumhard
France	Mr. Yves Corpet
Ireland	Mr. Anthony Brown
Italy	Mr. Vincenzo Romano
Luxembourg	Mr. Eugène Muller

Netherlands
United Kingdom

Mr. Jan Westerhuis
Mr. William G. Thorpe

Representatives of the Commission of the European Communities

Mr. Jean Degimbe (Vice-Chairman)
Mr. Hywel C. Jones
Mr. Georges Wedell

Observers

European Trade Union
Confederation

Mr. Dario Marioli

Employers' Liaison
Committee

Mr. Franz Castin

Meetings of the Management Board

Berlin, 7 March 1980

Berlin, 10 July 1980

Berlin, 14 November 1980

The Bureau of the Management Board held 6 meetings.

5 PUBLICATIONS OF THE CENTRE 1979 – 1980

1979

- DE – Jugendarbeitslosigkeit und Berufsbildung
Vordringliche Maßnahmen zur Beschäftigung und Ausbildung von Jugendlichen in der EG
– Eine Dokumentation – 176 S.
- EN – Youth Unemployment and Vocational Training
Emergency Measures for the Employment and Training of Young People in the European Community
– A Documentation – 216 pp.
- FR – Chômage des jeunes et formation professionnelle
Mesures d'urgence pour l'emploi et la formation des jeunes dans la Communauté européenne
– Une documentation – 152 p.
- IT – Disoccupazione giovanile e formazione professionale
Interventi d'emergenza per l'impiego e la formazione professionale dei giovani nella Comunità europea
– Una documentazione – 138 pag.
- DE – Jugendarbeitslosigkeit und Berufsbildung
Berufswahl und -motivation von Jugendlichen, ihre Ausbildungs- und Beschäftigungsaussichten
– Untersuchungen in den EG-Mitgliedstaaten –
- EN – Youth Unemployment and Vocational Training
Occupational Choice and Motivation of Young People. Their Vocational Training and Employment Prospects
– Survey on Member States of the European Communities –
- FR – Chômage des jeunes et formation professionnelle
Le choix professionnel et les motivations des jeunes, leurs perspectives en matière de formation professionnelle et d'emploi
– Etude sur les Etats membres –
- DE – Wanderarbeitnehmer
– Bibliographie – 78 S.
- EN – Migrant Workers
– Bibliography – 78 pp.

- FR – Travailleurs migrants
– Bibliographie – 78 p.
- DA – Sammenhængen mellem uddannelse og beskæftigelse og dens indflydelse på den erhvervsfaglige uddannelsespolitik og arbejdsmarkedspolitikken
– En tysk/fransk undersøgelse – 62 S.
- DE – Die Beziehungen zwischen Bildung und Beschäftigung und ihre Konsequenzen für die Arbeitsmarkt- und Bildungspolitik
– Eine deutsch–französische Studie – 49 S.
- EN – Relationships between Education and Employment and Their Impact on Education and Labour Market Policies
– A Franco–German Study – 50 pp.
- FR – Rapports entre la formation et l'emploi, leurs conséquences pour les politiques de formation professionnelle et de marché du travail
– Une étude franco–allemande – 64 p.
- IT – I rapporti tra la formazione e l'impiego. Conseguenze per una politica della formazione professionale e del mercato del lavoro
– Uno studio franco–tedesco – 66 pag.
- NL – Het verband tussen onderwijs en werkgelegenheid met zijn gevolgen voor arbeidsmarkt- en onderwijsbeleid
– Een Duits–Franse studie – 46 blz.
- DE – Weiterbildung
Verzeichnis neuartiger Angebote in den EG-Ländern
- EN – Continuing Education and Training
File of Innovations in the EC Member States
- FR – Formation continue
Recueil d'activités innovatrices dans les pays de la CEE
- FR – Egalité des chances et formation professionnelle
Actions de formation en faveur de l'emploi et de la promotion professionnelle des femmes en Belgique. 226 p.
- NL – Gelijke kansen in de beroepsopleiding
Maatregelen op het gebied van het opleidings- en arbeidsmarktbeleid voor de verbetering van de beroepspositie van vrouwen in België. 226 blz.
- DA – Lige muligheder i erhvervsuddannelsen
Uddannelses- og arbejdsmarkedspolitiske foranstaltninger til støtte for selvvervende kvinder i Danmark. 137 s.

- DE – Chancengleichheit in der Berufsbildung
Bildungs- und arbeitsmarktpolitische Maßnahmen zur beruflichen Förderung von Frauen in der Bundesrepublik Deutschland. 387 S.
- FR – Egalité des chances et formation professionnelle
Actions de formation en faveur de l'emploi et de la promotion professionnelle des femmes en France. 190 p.
- IT – Parità di opportunità nella formazione professionale
Interventi di carattere formativo a favore dell'occupazione delle donne in Italia. 146 pag.
- NL – Gelijke kansen in de beroepspleiding
Maatregelen op het gebied van het opleidings- en arbeidsmarktbeleid voor de verbetering van de beroepspositie van vrouwen in Nederland. 110 blz.
- EN – Equal Opportunities and Vocational Training
Training and Labour Market Policy Measures for the Vocational Promotion of Women in the United Kingdom. 65 pp.

1980

- EN – Equal Opportunities and Vocational Training
Training and Labour Market Policy Measures for the Vocational Promotion of Women in Ireland. 56 pp.
- DE – Frauen und Berufsbildung
- EN – Women and Vocational Training
- FR – Femmes et formation professionnelle
Literatur der EG-Mitgliedstaaten – Auswahlbibliographie –
Publications in the EC Member States – Selected Bibliography –
Littérature des Etats membres des CE – Bibliographie sélective –
- DE – Wanderarbeitnehmer und Berufsbildung
Berufsbildung zur Besserstellung der Wanderarbeitnehmer. 183 S.
- EN – Migrant Workers and Vocational Training
Vocational Training to Improve Opportunities for Migrant Workers. 183 pp.
- FR – Migrants et formation professionnelle
La formation professionnelle dans l'optique d'une amélioration de la situation des travailleurs migrants. 190 p.

- FR – Migrants et flux de retour
 En analysant les éléments de phénoménologie liés au retour des travailleurs émigrés, on a mis en relief la différence des conditions de réinsertion des “adultes professionnalisés” par rapport aux jeunes, à l’ancienneté de travail plus faible
 – Rapport de recherche – 69 p.
- IT – Migranti e flussi di rientro
 Nell’analizzare gli aspetti di fenomenologia connessi al rientro dei lavoratori migranti si sono poste in rilievo le diverse condizioni di reinserimento degli “adulti professionalizzati” rispetto ai “giovani” con scarse anzianità di lavoro
 – Rapporto di ricerca – 73 pag.
- FR – Migrants et processus de mobilité
 Préalables aux processus de mobilité professionnelle et sociale et disponibilité des travailleurs dans le cadre européen
 – Rapport de recherche – 161 p.
- IT – Migranti e processi di mobilità
 Presupposti e disponibilità ai processi di mobilità professionale e sociale in ambito europeo
 – Rapporto di ricerca – 195 pag.
- DA – Det skal kunne klares ...
- DE – Es ist zu schaffen ...
- EN – It can be done ...
- FR – Ce n’est pas impossible ...
- GR – ΕΙΝΑΙ ΚΑΤΟΠΘΩΤΟ ...
- IT – E’ possibile farcela ...
- NL – Het is te doen ...
- (Leaflet supplying information on the project “Migrant workers: second generation”)
- EN – Role of Training in Setting up New Economic and Social Activities
 – France – Italy – United Kingdom – 324 pp.
- FR – Formation et création d’activités
 – Etude conduite en France – Italie – Royaume Uni – 438 p.
- IT – Formazione e Creazione di attività
 Studio su tre Stati membri. – Francia – Italia – Regno Unito – 381 pag.
- DA – Ungdomsledighed og Erhvervsuddannelse
 Unges Erhvervsvalg og Motivation, deres Erhvervsuddannelses- og Beskaeftigelsesudsigter
 – Sammenfattende rapporter om situationen i De europæiske Faellesskaber
 – 248 s.

- DE – Arbeitslosigkeit und Berufsbildung
Berufswahl und -motivation von Jugendlichen, ihre Ausbildungs- und Beschäftigungsaussichten
– Syntheseberichte über die Lage in der Europäischen Gemeinschaft – 286 S.
- EN – Youth Unemployment and Vocational Training
Occupational Choice and Motivation of Young People, their Vocational Training and Employment Prospects
– Synthesis Reports on the Situation in the European Communities – 250 pp.
- FR – Chômage des jeunes et formation professionnelle
Le Choix professionnel et les motivations des jeunes, leurs perspectives en matière de formation et d'emploi
– Rapports de synthèse sur la situation au sein de la Communauté européenne – 262 p.
- IT – Disoccupazione giovanile e formazione professionale
Scelta professionale e motivazione, formazione professionale e prospettive occupazionali dei giovani
– Rapporti di sintesi sulla situazione nelle Comunità Europee – 260 pag.
- NL – Jeugdwerkloosheid en beroepsopleiding
Beroepskeuze en -motivatie van jongeren, hun beroepsopleiding en vooruitzichten op de arbeidsmarkt
– Samenvattende verslagen betreffende de situatie in de Europese Gemeenschap – 266 blz.
- DE – Berufliche Vorbereitung arbeitsloser Jugendlicher
– Ein Untersuchungsbericht über Projekte der beruflichen Vorbereitung in fünf Mitgliedstaaten der Europäischen Gemeinschaften – 82 S.
- EN – Vocational Preparation of Unemployed Young People
– A Study based on Vocational Preparation Projects in Five Member States of the European Communities –
- FR – Préparation professionnelle des jeunes chômeurs
– Une étude fondée sur des projets de préparation professionnelle dans cinq Etats membres des Communautés européennes –
- FR – Chômage des jeunes et formation professionnelle
Statut matériel et social des jeunes lors du passage de l'école à la vie active en Belgique. 109 p.
- DE – Jugendarbeitslosigkeit und Berufsbildung
Sozialer und materieller Status von Jugendlichen beim Übergang von der Schule zum Beruf in der Bundesrepublik Deutschland. 184 S.

- FR – Chômage des jeunes et formation professionnelle
Statut matériel et social des jeunes lors du passage de l'école à la vie active en France. 119 p.
- EN – Youth Unemployment and Vocational Training
Material and Social Standing of Young People during Transition from School to Work in Ireland. 125 pp.
- IT – Disoccupazione giovanile e formazione professionale
Condizioni materiali e sociali dei giovani durante la transizione dalla scuola al lavoro in Italia. 172 pag.
- NL – Jeugdwerkloosheid en beroepsopleiding
De sociale en materiële status van jongeren bij de overgang van school naar werk in Nederland. 87 blz.
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CEDEFOP – European Centre for the Development of Vocational Training

Annual Report 1980

1981 – 66 p. – 16 x 20 cm

DA, DE, EN, FR, IT, NL

ISBN 92-825 – 2317-9

European Centre for the Development of Vocational Training
Bundesallee 22, **D-1000 Berlin 15**, Tel. (030) 88 10 61

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