

Annual Report 1987

CEDEFOP



Vocational Training in the European Community 1987

Annual Report 1987

CEDEFOP

Annual Report 1987
adopted by the Management Board on 11 March 1988

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1 Foreword



Anton H. Koelink
– Chairman of the Management Board –



Ernst Piehl
– Director –



Corrado Politi
– Deputy Director –

The main purpose of an Annual Report is to justify activities and transactions undertaken during the year in question and to provide administrative and governing bodies with an instrument of control. The 1987 Annual Report of CEDEFOP also informs the reader about the content and reasons for a number of activities of the Centre, how the projects are implemented, what results have been obtained and what conclusions have been drawn.

For this reason, a number of changes have been made to the structure and content of the 1987 report. In particular, all the projects of the Work Programme are presented in the context of the relevant training policies. The report describes problems of methodology, the results of the various activities and the conclusions which may be drawn. Those studies and other research activities which, for different reasons, did not achieve that set objective, are also indicated.

The 1987 Annual Report provides more comprehensive and detailed information than previous reports. It gives the reader an insight not only into the management of CEDEFOP, but also provides an overview of the central vocational training policy issues in the European Community in 1987. It has been produced with those readers in mind who are concerned at Community level and in the Member States with European vocational training policy.

A handwritten signature in cursive script, appearing to read 'Ernst Piehl'.

Ernst Piehl
Director
of CEDEFOP

A handwritten signature in cursive script, appearing to read 'Anton H. Koelink'.

Anton H. Koelink
Chairman of the
Management Board

1. Introduction

Although independent of the departments of the Commission, the European Centre for the Development of Vocational Training is required to cooperate with them as closely as possible. In the performance of its tasks, the Centre establishes the appropriate contacts, in particular with specialized bodies, whether public or private, national or international, with public authorities and educational institutions and with workers' and employers' organizations. The Centre conducts its operations at both Community and Member State levels; its work is aligned to the policies established by the Community institutions, special consideration being given to the development of vocational training and other areas of education in each Member State. This dual perspective also determines the content and structure of the projects included in the Work Programme, but even more so their implementation and realization.

1.1 Institutional framework

CEDEFOP's tasks are defined by Regulation (EEC) No. 337/75 of the Council of 10 February 1975 establishing a European Centre for the Development of Vocational Training. The Centre supports the work of the Commission and other European Community institutions in the promotion and development of vocational training and continuing training at Community level.

The Centre makes a scientific and technical contribution to the implementation of a

common vocational training policy pursuant to the guidelines established by the Community. For the year 1987, these are

- the "Action Guidelines 1986–1988", adopted by the Management Board of CEDEFOP in September 1985,
- the 1987 Work Programme adopted by the Management Board of CEDEFOP in November 1986, together with the terms of reference established by the Council of Ministers and the Commission of the European Communities. These are, in particular
- the task of assisting the Commission in the implementation of its programme pursuant to the Resolutions of 2 June 1983 (Vocational training measures relating to the new information technologies) and 11 July 1983 (Vocational training policies in the European Community in the 1980s);
- the Council Resolution of 7 June 1984 concerning the contribution of local employment initiatives to combatting unemployment;
- the Council Decision of 16 July 1985 on the comparability of vocational training qualifications between the Member States of the European Community;
- the Council Decision of 24 July 1986 adopting the programme on cooperation between universities and enterprises regarding training in the field of technology (COMETT 1986–1992).

1.2 Training policy framework

The activities of the Centre are to be seen against the back-drop of vocational training developments in the Member States. For 1987, these developments were, in

short, characterized by the efforts of all the Member States to improve the quality of their different training systems; and indeed, vocational training is no longer so much a problem of the quantity of available resources, but more and more one of the quality of training provided.

In a number of Member States the demographic development has led to a drop in the number of young people seeking a training place and to some extent has eased the burden of the training market in this area; at the same time a greater interest in more advanced vocational training courses has been observed.

Vocational training policies in the Member States pursue two objectives:

- the efforts to combat youth unemployment and the reintegration of the long-term unemployed in the labour market and
- the development of a flexible and cohesive system of continuing vocational training in schools, colleges and universities, and in firms.

The introduction of new information technologies in vocational training is in full swing in all the Member States. The content of training measures is being adapted to the needs of new technologies and a broad spectrum of appropriate further training measures is almost universally available to cater for the new needs.

Audio-visual technologies are being used to an increasing extent for initial and further training, and computer-assisted instruction is becoming more and more evident in vocational training. In addition, distance education and training and other forms of open-learning "à la carte" are gaining in importance.

From a structural point of view, there is a

tendency in the Member States of the Community for vocational training policy to focus on a better regional balance and a closer alignment between school-based instruction, in-company training and other external structures; from the point of view of content, greater emphasis is placed on knowledge and skills which can be readily put to practical use. Following the "discovery" of the dual system of training and its application throughout the Community, a number of Member States are in the process of rediscovering company-based apprenticeships and initial and continuing training.

These developments in the field of vocational training policy are accompanied by an effort to measure or assess the effectiveness of initial and continuing training provision. At a time when resources are becoming more scarce, the Member States of the European Community must ensure that their vocational training systems attain the quality standards required to cover the growing need for highly qualified workers.

1.3 Summary

The activities of the Centre in 1987 may be summarized as follows:

- Activities in support of the Commission have increased both in volume and significance; for certain activities (e.g. comparability of vocational training qualifications, Community study visit programme), the scientific and technical support provided by the Centre is essential to the implementation of Community policies;
- the good working relations with the

European Parliament and the Economic and Social Committee of the EEC have been developed further;

■ closer contacts have been established with national organizations and cooperation with the Member States has increased; a growing number of projects are now being organized on a cost-sharing basis;

■ the new Member States – Spain and Portugal – are now fully associated with all the projects;

■ the Centre's research work is focussing more and more on practical needs, local

consultation and participation in the planning and implementation of innovative projects and models (e.g. vocational training for migrant workers wishing to return to their countries of origin);

■ the Centre is receiving more and more requests to act in a consultative capacity, to provide services and establish contacts;

■ there has been a marked increase in the number of associations and organizations requesting use of the Centre's premises and technical facilities for conferences, particularly following the completion of the new conference room.



2 Permanent activities and priority areas of research

Project 1.1017 – Documentation and library service

CEDEFOP's documentation and library service has a dual function: internally, it provides the members of the staff with documents and publications for which purpose it carries out the necessary documentation work, and externally it endeavours to provide policy-makers, practitioners and researchers with selected documentation on the latest developments and research work in the relevant areas.

In order to fulfil this task, CEDEFOP has established a network of specialized documentation services in the Member States. In the year under report, a Luxembourg organization joined the network, which now covers all twelve Member States of the European Community. In September a coordination meeting of the documentation network was held. The meeting was also attended by representatives of EURYDICE, the International Labour Organization (ILO) and its International Centre for Advanced Technical and Vocational Training in Turin. The national documentation services connected to the network not only have the function of supplying CEDEFOP with relevant information, but also act as "multipliers" by contributing to the distribution of the literature and documents published by the Centre. CEDEFOP's documentation service and the national network members provide a bibliography on the subjects selected for each issue of the bulletin "Vocational Training" and compile annotated bibliographies on the subjects covered by the Community study visit programme and other priority projects of CEDEFOP. Computerization of the documentation service proved to be more difficult than expected, so that the "Information Retrieval Service" of the European Space Agency

serving as "host" for the database could not be fully utilized. It is now planned to set up an on-line link to the database for the members of the network in spring 1988 and to enable a larger group of users to access the system as from the end of 1988. Documentation is already being indexed on disk using the new EDP format.

The quality of indexations has been improved, as have the English and French abstracts and summaries. In addition to caring for books, journals and documents, the documentation service will also be dealing with audio-visual material. The first edition of the Thesaurus (German/English/French/Italian) is already out of print and preparations are under way for the production of a new edition. Work on other language versions of the Thesaurus, prepared at the wish of the national authorities in Greece, Spain and Portugal, has been completed and they are now to be published by these bodies. With the building of a new conference room, it was possible to allocate more space to the documentation service, and this has facilitated stock management and the availability of documents and publications to visitors and external researchers.

Project 1.2097 – Visitor service

In the fulfilment of its research tasks and its efforts to disseminate information, CEDEFOP makes use of various instruments: studies conducted by external organizations and researchers, the organization of seminars, the compilation of documentary dossiers, dissemination of the information and publication of the results of its work. The visitor service is complementary to these activities.

In 1987, CEDEFOP received a large number of visitors (about 600 persons in all), who were interested in obtaining general information on the tasks and work of CEDEFOP or were interested in establishing direct and personal contacts with the staff of the Centre concerning specific issues. The majority of the individual visitors were researchers and educational planners, but they also included a growing number of trainers and teachers and representatives of various associations. About a quarter came from non-Member States of the Community. Often, such visits were the overture to a regular exchange of information and documentation with organizations in a number of countries.

There was a marked increase in the interest shown by different associations and organizations wishing in particular to make use of the premises and technical facilities of the Centre for conferences. In 1987 CEDEFOP made available its conference room for numerable meetings, mostly international. In the course of these conferences, CEDEFOP was able to give a presentation and distribute literature on its work. Special mention is made of the visit to CEDEFOP by the Belgian Minister for Labour, Mr. Michel Hansenne, Ms. Nicole Catala, Secretary of State with the French Ministry of Education and the Vice-President of the EC Commission, Mr. Manuel Marin, who attended the December meeting of the CEDEFOP Management Board.

Project 1.3087 – Visualization of the vocational training systems

For almost a decade, publications and seminars were the only instruments with which CEDEFOP fulfilled its information and documentation functions. CEDEFOP has now added the production of video films on the vocational training systems of the Member States of the European Community. The video films are more than just a new means of disseminating information as they have a different impact: they present the specific characteristics and the variety of the different vocational training systems; they encourage interest in learning more through an exchange of information and they help to understand the common features of the different vocational training systems in Europe. Trainers and teachers may make use of video films for instructional purposes, thus reaching a group rarely covered by CEDEFOP publications.

In 1987 two new films were produced. The video film on vocational training in Luxembourg was officially presented at a press conference at the end of June in the presence of the Luxembourg Minister of Education, Mr. Fernand Boden, and representatives of the social partners.

The series now consists of seven films, most of them available in several languages, with accompanying literature. Distribution of the films has begun.

These video films can be looked on as a form of cultural self-portrait of a Member State (or more exactly, its vocational training system in other countries). In

each case CEDEFOP's contribution was limited to a subsidy to cover part of the cost of production. Although this form of cooperation (joint venture) is less costly for CEDEFOP, it calls for a high degree of coordination amongst the many national organizations involved in the activity.

The films on the vocational training systems are offered for sale and have been bought by chambers of industry and commerce and the crafts, professional associations and private enterprises, and in this way they reach an ever-increasing number of viewers.

Project 1.4087 – Report on social developments – chapter on vocational training

According to Article 122 of the EEC Treaty, the EC Commission is obliged to produce an "Annual Report on the activities of the Community", including a "Report on social developments within the Community".

As in previous years, CEDEFOP assisted the EC Commission with the drafting of the chapter on "Vocational training" for this report. The individual contributions of the Member States were obtained through

the Government representatives on the CEDEFOP Management Board; they were compiled, coordinated and translated into several languages by CEDEFOP and submitted to the Commission for final editing.

Project 1.5107 – Vocational training terminology

The definition of terminological rules facilitates transnational research, communication and the exchange of information and allows people of different mother tongues to speak the same language.

As opposed to other areas, there is as yet no standard vocational training terminology. This is especially true in those areas concerned with initial and continuing training in Europe.

In view of the considerable effort as regards translation and interpretation necessary to ensure the development of cooperation within the 12 Member States, in 9 official languages, one appreciates

the significance of this fundamental activity, conducted in cooperation with experts from all Member States. Often there are a number of possible translations for a single concept in one language, whilst in other cases it is not possible to find a commonly-used term because the concept it describes has no counterpart in other countries. A terminology of vocational training in Europe is based not only on a specialized vocabulary, but above all, on national education and training policy concepts for which an equivalent in other Member States are seldom to be found. Specialized terminology work is therefore necessary in order that at least for the basic concepts of vocational training a degree of comparability can be achieved. It was from this perspective that a terminology project was launched in 1984. It has been conducted in close cooperation with the responsible services of the European Community (in particular with the Interinstitutional Group for Terminology and Documentation of the EC/GIIT), thus ensuring that the results are also used by other Community organizations.

In 1987 the terminology work was continued and extended to cover the Member States Greece, Portugal and Spain. It now takes into account aspects of vocational training in all 12 Member States of the Community. An interim report has been published on the work conducted so far on 9 Member States ("Terminology of vocational training: basic concepts", in 6 language versions).

Special mention should be made of an initiative taken by the Portuguese government to set up an interministerial working group with provision being made for participation by the social partners.

In addition, a method for controlled concept dynamics and a manual for multilingual abstracting have been published (in English; German and French editions are currently being prepared).

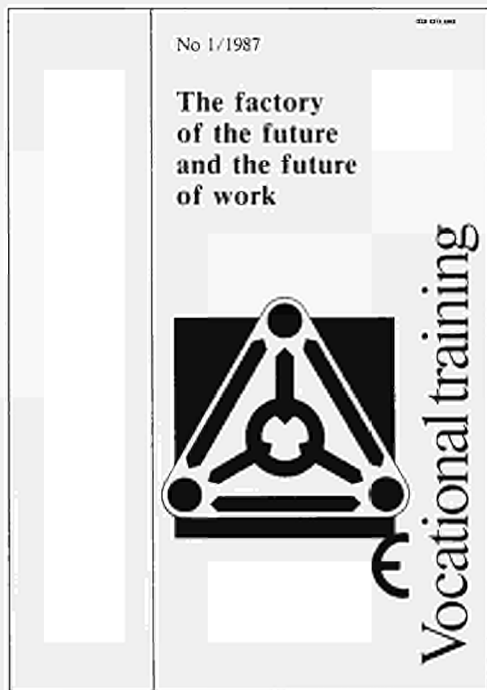
These instruments may prove most useful for the development of CEDEFOP's projects, and in particular for the work on the approximation of training levels. They may also be used by external specialists.

Project 2.1027 – Bulletin "Vocational Training"

One of the special activities of CEDEFOP is the publication of a Community vocational training bulletin. Following the accession of Portugal and Spain to the European Community, the journal has been published in 9 languages, and is a cornerpost of the Centre's publications. The production of a journal in all official languages of the European Community calls for considerable resources; special problems arising in respect of the content and production result in its being published at variable intervals.

Concerning the content, the editorial staff has learned from the experience gained

in previous years and has taken into account the comments of the readers.



Each issue deals with a subject taken from CEDEFOP's Work Programme. In the first section, Government representatives, representatives of employers' associations and trade unions and representatives of various institutions of the European Community express their opinions on the various issues, either in the form of interviews or through their own articles. The following section is reserved for the opinions of experts and researchers and

for reports from the Member States. The journal ends with a bibliographical section in which significant and recent publications are reviewed; this section is compiled by CEDEFOP's documentation service and its national network members.

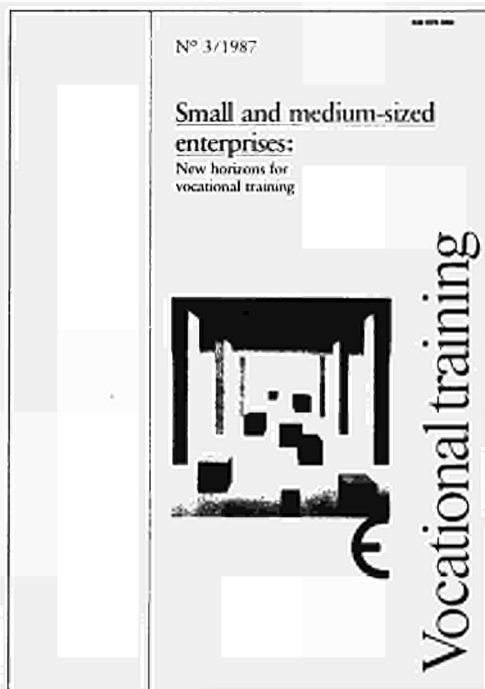
Issue 1/1987 – The factory of the future and the future of work

published in August 1987 in 11 700 copies
Issue 2/1987 – Models, ideas, experience –

vocational training: an exchange at European level
published in November 1987 in 9 350 copies

Issue 3/1987 – Small and medium-sized enterprises: new horizons for vocational training

published in January 1988 in 6 500 copies
As from issue 1/1987, the journal is no longer available free of charge (price per copy: ECU 3; annual subscription for 3 issues: ECU 8), with the exception of EC organizations, parliaments, ministries, universities, research institutes, documentation centres and a number of important multipliers (e. g. press agencies, specialist journals, etc.).



Development of subscriptions

Year	Paid		Gratis	
	Copies	Change as compared with previous year in %	Copies	Change as compared with previous year in %
1983	1 090		5 650	
1984	1 936	+78	5 815	+ 3
1985	2 365	+22	5 937	+ 2
1986	3 144	+33	5 800	- 2
1987	3 713	+18	2 400	-59

Efforts to increase the number of subscribers particularly in the "new" EC Member States only produced the desired results in Spain. At the end of 1987 the situation was as follows:

	Paid subscriptions	
	1986	1987
	Copies	Copies
Spain	555	804
Portugal	116	148
Greece	10	45

The possibility of increasing the number of paid subscriptions through special publicity campaigns differs considerably from one Member State to another; whilst in some countries it must be assumed that there are still many potential subscribers, in others it is likely that the saturation point has been reached.

The positive reaction to the journal by the European specialist readership is reflected by the number of unsolicited contributions submitted to the editorial staff for publication in 1987.



CEDEFOP news

Education on course for a people's Europe

Agreement on the ERASMUS programme

The Commission today announced that it has agreed with the Council of Ministers on the ERASMUS programme for 1987-1991. The programme will be financed by the Community and will cover the period from 1987 to 1991. It will be the largest programme of its kind ever launched by the Community.



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Outgoing and Incoming students

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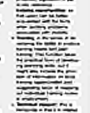
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Project 2.2087 – CEDEFOP news

Numerous institutions and organizations are involved in policy-making, research and practical application in the field of vocational training in Europe. CEDEFOP has the special task of keeping them informed on the latest developments in an appropriate form. Whilst the more voluminous publications are designed for a more in-depth treatment of vocational training issues, CEDEFOP news provides a large and varied readership with short, specialized information.

CEDEFOP news has the largest circulation of all the Centre's publications. It appears in five languages with a circulation of just under 25 000 copies. In 1987 three issues were produced. At the request of the EC Commission, a special

issue was published, containing short reports on the development of vocational training in the Member States. For budget reasons it was not possible to produce the planned fourth issue.

CEDEFOP news

vocational training in europe

Court Decision in the Heylens case

A step towards the free movement of workers



D Double day training – what makes it work?

P Support centre for unemployed persons

IRL More jobs for graduates in Ireland

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The European Commission Public Community Services available for EC Member States under the ERASMUS programme

CEDEFOP news

vocational training in europe

Latest developments in vocational training

Since a year the EC Commission is studying, in cooperation with the national governments, responsible for vocational training in the Member States, the working conditions and standards of vocational training in the Member States. The results of this study will be published in a special issue of CEDEFOP news in 1988.

A Recent developments in vocational training in Belgium (Study on vocational training)

DK The latest developments within vocational training in Denmark



Project 2.3117 – CEDEFOP flash

The form adopted for the publication of CEDEFOP flash enables significant results of the work of CEDEFOP to be made available to a selected group of readers within a very short time (e.g. reports on conferences and working meetings). The contributions are in most cases produced by the responsible project coordinators and are translated by CEDEFOP. CEDEFOP flash is normally published in German, English and French and is distributed free of charge; the Centre also takes care of the reproduction and despatch. In this way it is possible, within a few days, to make available to a much larger group of specialists the results of conferences attended by only a very small number of individuals. As a result, the Centre has received more and more requests for conference documents to be distributed to a large group of interested individuals and organizations.

In 1987, ten issues of CEDEFOP flash were published, each being distributed to approx. 1 600 individuals and organizations. These included:

- Departments of the Council, the Commission, the Economic and Social Committee of the EC and national ministries, employers' and employees' organizations,
 - Members, parliamentary groups, committees and services of the European and national parliaments,
 - Research institutes, documentation centres and libraries,
 - Specialist journals, newspapers and journalists.
- The subjects covered by the individual issues are listed in annex 4.

€

flash

The promotion of cooperation amongst research and development organizations in the field of vocational training

Responsibility editors:
GISEL MÜLLER, BRUXELLES
CHRISTOPH MÜLLER, BRUXELLES
MIGUEL ABERNETHY, PARIS
Coordinator

CEDEFOP Research Forum

In continuation of the series of annual meetings of research organizations in the field of vocational training, the 1987 meeting took place at CEDEFOP on 3 and 2 October 1987, with representation from all the 12 Member States of the European Community. The research organizations represented all have a role to play in advising governments on vocational training and evaluating policies and strategies.

As in the two previous years, the organizations had submitted three summaries of their research activities and future plans, which were distributed before the meeting, whilst other relevant documents were available at CEDEFOP. This year, most of the organizations concerned had submitted short summaries reporting on their research and development activities, following a numbered sequence of subjects provided by CEDEFOP as follows:

1. TRANSITION SCHOOL TO EMPLOYMENT
2. TRAINING FOR THE LONG-TERM UNEMPLOYED
3. TRAINING FOR NEW TECHNOLOGY
4. USE OF NEW TECHNOLOGY IN TRAINING
5. TRAINING OF TRAINERS
6. TRAINING FOR PERSONAL DEVELOPMENT
7. EVALUATION RESEARCH
8. TRAINING FOR THE MANAGEMENT OF TECHNOLOGICAL CHANGE
9. OTHER RELEVANT RESEARCH AND DEVELOPMENT PROJECTS NOT IN THE CEDEFOP LIST

10. FUTURE RESEARCH AND DEVELOPMENT PRIORITIES

As will be expected, not all of the organizations represented were writing on all of the numbered subjects and further information on the main activities is given below in this flash.

A. The objectives of this meeting

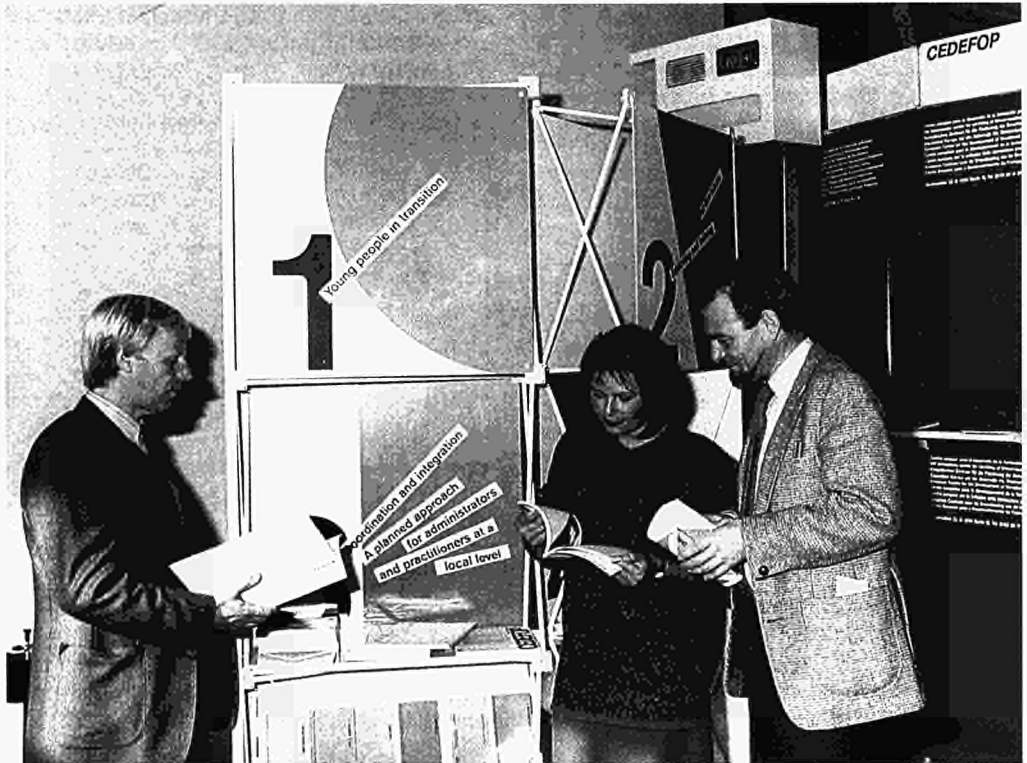
In addition to the presentation of brief updates on the summary reports on research and development activities previously submitted, the second day of the meeting, as agreed by the participants in September 1986, was devoted to more in-depth presentations on the following subjects:

- the Open Flash - the first five years
- training in small and medium enterprises

7/87

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CEDEFOP display at an international exhibition

and brochures. "CEDEFOP documents" are produced at low cost and for rapid distribution; they are addressed to a selected and limited group of specialists. Manuals and other non-periodical publications are addressed to a wider readership. They have a somewhat more sophisticated and attractive design and have a greater circulation.

The Centre's non-periodical publications

are normally sold for a token fee in the Member States and overseas via the sales offices of the European Community. A limited number of copies are distributed free of charge to EC organizations, national parliaments and ministries, specialist libraries and documentation centres and a number of important multipliers (e. g. specialist journals).

Development of revenue from the sale of publications

Year	Revenue in ECU	Difference from previous year in %
1983	8 300	
1984	18 100	+ 118
1985	26 100	+ 44
1986	28 100	+ 8
1987	44 750	+ 60

Development of the sale of non-periodical publications

Year	Revenue in ECU	Difference from previous year in %
1983	1 410	
1984	4 802	+240
1985	5 871	+ 22.5
1986	7 762	+ 32.5
1987	9 273	+ 19.5

At the end of 1987 the CEDEFOP mailing lists contained approx. 24 300 addresses. During the year, all the addresses were taken over from the Office for Official Publications of the European Community and placed on the Centre's own computer. As

from 1 December 1987, the mailing lists are organized and updated exclusively by CEDEFOP.

Development of the mailing lists

Year	Addresses	Difference from previous year in %
1983	approx. 17 000	
1984	approx. 18 000	+ 9
1985	approx. 21 000	+13
1986	approx. 23 500	+12
1987	approx. 24 300	+ 3

The updated publication lists and pamphlets describing new publications and conditions of sale are sent regularly to the addresses on the mailing list.

More and more reviews are being made of CEDEFOP publications in specialist journals and information is given on the Centre's conferences and meetings. In 1987 the Centre organized a display of its publications at four international conferences in different Member States. CEDEFOP publications were also presented by the Office for Official Publications of the European Community at international bookfairs in Brussels, Paris, London, Madrid, Frankfurt and Lisbon.

Project 3.1027 – National monographs describing the vocational training systems

The monographs provide information on the organization, structure and functioning of the vocational training systems of the various countries.

Such descriptions must be updated regularly in order to account for the developments and changes in the vocational

training systems of the individual Member States.

In 1987 there was a great demand for

the national monographs and eighteen new editions were published. These also included a description of the vocational training system of the People's Republic of China.



Education and vocational training systems

A number of language versions of the "Guide" are also out of print; in others only a few copies are available. For budget reasons the preparation of a new "Guide" had to be postponed for a year.



Project 3.2027 – Financing of vocational training

There has been a marked improvement of our knowledge of vocational training in Europe. We now have a relatively good insight into structures, objectives and functioning of the different vocational training systems in the European Community. However, we now know little more about the costs and financing of vocational training than we did ten years ago. Any vocational training measures involve direct or indirect expenditure, depending on the occupations, sectors of the economy and the Member States concerned, but there is no information which would allow a comparison to be made. There is also a lack of clarity as to how the necessary funds are procured from public, mixed or private sources and how they are distributed amongst the different sectors in which vocational training takes place. The lack of transparency and comparability of data on the financing of vocational training makes it difficult to realize a common vocational training policy.

The studies conducted by CEDEFOP together with the Commission of the European Communities (Directorate-General V and the Statistical Office of the European Communities) and with the Member States, aim at obtaining systematic and comparable data at European level.

For the study on the financing of initial vocational training, which has now been extended to cover Portugal and Spain, a series of questionnaires have been developed in cooperation with the Statistical Office of the EC, and these have been tested in various Member States. The

results were analyzed at a joint meeting held in Berlin in September.

As a consequence of this analysis, it was found necessary to take further action in order to update the available data on initial training.

The matrix developed for the investigation of financing modalities and costs of continuing vocational training was redesigned and improved in cooperation with the Statistical Office. Studies have been launched in Belgium, the Federal Republic of Germany, France, Italy, the Netherlands, Spain and the United Kingdom.

In the course of the project work, a number of problems arose which had previously been underestimated. The introduction of the principle of alternating

training in almost all Member States has led to many different forms of initial vocational training. In these areas, training is financed from a mixture of public and private sources so that it is extremely difficult to analyze the financing mechanisms; it is an arduous task to establish the source of funds, their destination, their objective, the amounts involved and the way they are allocated. The fundamental problem of collecting reliable and comparable data on continuing training in Europe has to be reaffirmed; this is a problem both of definition and of technical survey methods. For this reason, the cooperation between the Centre and the Statistical Office of the EC will serve above all to overcome these problems.

Project 3.3077 – The role of the social partners in initial and continuing vocational training

In no Member State of the European Community is vocational training the sole responsibility of the government. There are few other sectors which are so subject to the influence of the employers' associations, the trade unions and other professional groupings. Indeed, in all the Member States, the policy-makers/practitioners and their clientèle all have their say. The nature and extent to which the social partners are involved in vocational training differs from country to country, however, depending on whether initial or continuing training is involved. The discussion and coordination of vocational training issues amongst the employers, employees and state bodies ("social dialogue") has an influence on the prospects of success of initial and continuing training measures; this involvement is also of some importance for the restructuring of industry in such a way that it is socially acceptable.

The research project was begun in 1986 with a duration of three years. The project analyzes the role of the social partners in the organization of vocational training in the 12 Member States and investigates the participation of the trade unions and

employers' associations in Community bodies and their influence on the realization of a common vocational training policy. In 1987 the national reports on the situation in Belgium, Denmark, the Federal Republic of Germany, France, Italy, the

Netherlands and the United Kingdom were completed and published; two other studies on the possible role of the social partners at Community level were also published. The studies on the other Member States, Greece, Ireland, Luxembourg, Portugal and Spain have been launched. A meeting was held with researchers working on the project and with representatives of the social partners and governments. The interim results were discussed and preparations were made for the production of a comparative synthesis report.

The results of the study so far have shown that over the last two decades the involvement of the social partners in vocational training has in general increased and extended at various levels. The participation of the two sides of industry in the structuring of vocational training has by no means been adequately institutionalized in all areas; there also appears to be room for further improvement at Community level. Such improvements must however be linked with reforms at national, sectoral and entrepreneurial levels.

Project 4.1077 – Comparability of vocational training qualifications

Although the Treaties provide for the free movement of individuals within the European Community, there are numerous obstacles to be overcome. In particular, there is the issue of the equivalence of diplomas and the comparability of qualifications where nationals and other Community citizens are not yet on the same footing.

In addition, the vocational training systems in the EC differ to such an extreme that even for the same occupations, there are considerable differences in the content and form of training from country to country. There is also no mutual recognition of certificates and diplomas testifying the completion of vocational training. On 16 July 1985, the Council decided that to achieve the permanent objective of enabling workers to make better use of their qualifications, in particular as regards access to suitable employment in another Member State, it was necessary for the Member States and the Commission to take joint and rapid action in order to establish the comparability of vocational training qualifications in the Community and to improve the level of information on

this subject*. CEDEFOP provides technical support for the realization of this project. Thanks to the preparatory work carried out by the Centre, it was possible to update and revise the description schedules within a short period, extending them to cover the new EC Member States. The group of experts for the sector "Agriculture/Horticulture/Forestry" met twice. In view of the great number of occupations to be dealt with, a third (concluding) meeting is planned for February 1988. The group of experts for the sector "Electro-technology" met for the first time in October 1987; the work on this sector is to be completed at

* Decision of the Council of Ministers of the European Community of 16 July 1985 (OJ No. L 199/57, 31. 7. 85)

a three-day meeting to be held in February 1988.

The work in the sectors "Hotel and Catering", "Motor vehicle repairs" and "Construction" was completed. The reports of the experts were passed on to the Member States by the Commission mid October 1987; 60 days after despatch of the documents, they were considered to have received tacit approval.

An explanatory note concerning the descriptive schedules drawn up by CEDEFOP and the experts from the Member States and a draft information sheet to accompany the forthcoming publication of the results in the Official Journal of the European Communities, are at present under review.

The first meeting of the expert group "Textiles/Clothing" was held in Luxembourg on 19 and 20 November 1987. As this new sector covers a whole range of occupations, a further three meetings are scheduled for 1988.

The work with the experts nominated by the Member States proves to be extremely constructive and profitable. The presence both of representatives of public bodies and of employers' and employees' organizations contributed to the efficiency with which the work was conducted. Most Member States had a delegate from the employers' associations and the trade unions attending the meetings or had at

least been in consultation with them previously.

The Commission plans to have the initial conclusions for the three occupational groups "Hotel and Catering", "Motor vehicle repairs" and "Construction" published in the Official Journal of the European Communities in the course of 1988.

Publication by the EC Commission of the results of the comparative studies of CEDEFOP in the Official Journal would undoubtedly attract the interest of respective employees and those concerned with the issue at Community level from the perspective of 1992. These results, as recorded in the comparative tables of qualifications for profiles of each occupation or each occupational group were jointly agreed on by the employers' and employees' organizations and by the responsible government bodies.

All the Member States are prepared to inform the target groups through their various bodies responsible for employment and training issues. A number of Member States also plan to conduct special campaigns such as press conferences, the creation of ad-hoc committees, the publication of a special magazine to be distributed by careers information centres, etc., in order that the information may also reach the workers, school-leavers or those who have completed training courses.

Project 4.2087 – Methods and instruments for international comparison ("Analysis Matrix")

Any treatment of vocational training issues at Community level must in one form or another include a comparison. Unemployment figures, forms of financing, curricula, learning

performance, transition ratios, etc., are subject to comparative analysis; or the experience gained during a study visit is compared with the situation in one's own country. In every case the aim is to observe individual aspects of vocational training, analyze and select information and collect data to be subsequently viewed in a single context. A matrix has been developed to ensure a methodic and smooth procedure. Whilst being easy to use, this instrument must enable the user to draw information from projects in his and other countries.

The matrix developed by the Laboratoire de pédagogie expérimentale of the university of Liège has been completed and translated into a number of languages. Its usability has been tested internally with a number of CEDEFOP projects, and externally by a number of research institutes in different countries.

The matrix has basically proved to be a useful instrument but requires modification according to the objectives of the individual projects. When developing such instruments, a general problem lies in the necessity to decide between the need for scientific accuracy and ease of use.

Project 5.1037 – European Community Programme of Study Visits

The implementation of a common vocational training policy calls for an exchange of information and experience amongst those playing an active role in one Member State and the specialists in other Member States. Accordingly, it is particularly important that direct contacts should exist between those faced with similar problems and that the parties involved may themselves have a direct view of the training system of another country. This direct contact cannot be replaced by written information.

The EC study visit programme is based on a Resolution of the Council of Ministers; it is addressed to vocational training specialists and serves the objective of promoting an exchange of experience and a constant flow of information. The EC Commission assigned the task of organizing and managing the programme to CEDEFOP. The visits take place in the Member States of the Community and cover specific subjects selected each year.

In each Member State there is a Liaison Officer. Applications to take part in the

programme are addressed to the Liaison Officer in the candidate's own country, where the selection is made. The Liaison Officer also takes care of the organization of visits by groups from other Member States. A study visit lasts five days. It provides an opportunity for contacts to be made with numerous vocational training specialists in the host country, i.e. researchers, practitioners, entrepreneurs, trade unionists, representatives of the education authorities, etc.

Thirty visits were organized in 1987 with 134 specialists from all Member States

participating. The study visit programme was concerned with the principal themes of "New technologies" and the "Vocational training and employment of young people". More than 300 public authorities, firms and institutes opened their doors to provide the participants with an idea of practical vocational training in another country.

In February 1987 the annual meeting of all the national Liaison Officers was held, representatives of the EC Commission also taking part; CEDEFOP presented its report on experience gained with the previous year's programme and its planned programme for 1987.

In preparation for the study visits, the 134 participants were provided with a comprehensive documentation on all the relevant problems and on the vocational training systems of the host countries. Members of the Centre's staff also took part in a number of visits. A selection of the reports of the participants in the study visit programme has been prepared for publication in the near future. The plans for the 1988 programme provide for the participation of 255 specialists; the central theme is the "Vocational training of young people", taking this time a more pedagogical perspective, as the participants will include a large number of trainers.

Project 6.1047 – Forum for national vocational training research and development institutes

Research into vocational training is carried out in a whole variety of institutions, in universities, private institutes and in special public research institutions and other public organizations. Such research and development institutions exist in almost every Member State. In the past, there has been relatively little contact with institutions working in the same field in other countries. At the initiative of CEDEFOP, the heads or representatives of these organizations now meet once a year at the Centre in order to exchange experience, to discuss research problems and in some cases to plan joint projects.

This year's meeting took place on 1/2 October 1987. It was the first meeting attended by representatives from all 12 Member States. All the organizations represented act as counsellors to their governments in respect of vocational training policy and strategies.

The subjects of the research conducted by the national institutions have a number of common elements, although they may not in all cases be given the same priority.

In all the Member States, a considerable amount of work is devoted to the change in qualification profiles as a consequence of the introduction of new technologies. The drop in the number of school-leavers as a consequence of the demographic development gives rise to some concern and by consequence greater attention is being paid to the importance of investments in the retraining of adult workers. One reason for this concern is

that many workers have left their school and training experience behind and that many have only attained a low level of training. This will present problems to trainers in enterprises and external training centres.

The following research themes were established:

- training of young people for transition from school to working life
- evaluation of training programmes
- training of trainers
- initial training and retraining of adults
- development of educational media and application of new technologies in vocational training; in some cases this includes the development of expert systems for training purposes
- appraisal of pedagogical methods
- studies on the links between the labour market and vocational training provision
- training of management – one of the organizations considered the training of management to overcome technological

change to be one of the new priorities. Attention is still devoted to the employment of new technologies for training and retraining, whilst awareness of the difficulties involved in the development of computer-assisted teaching and training systems is growing. Training in new technologies is becoming a more and more important component of what are otherwise still more traditional training courses; the potential of training in new technologies is common to all sectors. This type of training is also gaining in significance for the training of management; it is also an established element of training programmes for trainers.

A new feature of this year's annual conference of national research institutes was the attempt to obtain information on future training and qualification needs in the Member States with the aid of scenarios. Despite the difficulties involved in such an exercise, it will be continued in future.

Project 7.1057 – Problems of employment and qualification in the textile/clothing sector in Spain, Greece and Portugal

The textile and clothing sector is faced not only with problems of structure and employment, but is also undergoing substantial changes as a result of the introduction of new, primary materials and new technologies. As a consequence, there are new needs for vocational qualifications.

The project aims to determine the role of vocational training for the future development of this sector, which is undergoing structural changes both of an economic and technological nature. On the basis of the documentation on training and

employment problems in the textile and clothing sector drawn up in 1986, a number of discussions were held with specialists and representatives of the social partners from the Member States concerned. Representatives of the EC Com-

mission (DG V DG XIII and DG III) also took part in these meetings. These talks heralded a study of the employment and training needs at master craftsman level in Spain, Greece and Portugal.

The project aims at promoting the exchange of experience amongst those facing similar problems in the Community.

A further study was launched in respect of special vocational training measures in the textile and clothing industry in the Federal Republic of Germany, France, Italy and the United Kingdom. The study has been completed and is currently available in Italian; an English version is in preparation.

Project 7.2057 – Vocational training and the voluntary (re-)integration of young second generation migrants

Almost half of the 13 million migrant workers and their families (workers from European Community and third countries) are under 25 years of age. A number of them would some day like to return to their country of origin.

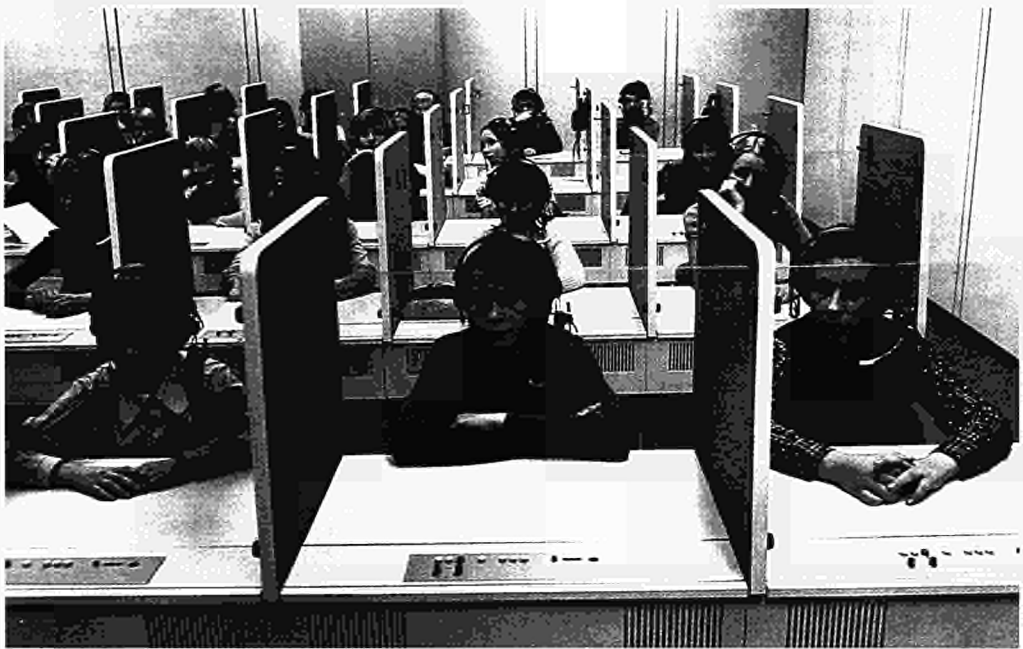
The wish to return to their home countries is especially prominent amongst Greeks. In order to be able to return home at any time, many Greek parents decide from the outset that their children should not undergo several years of vocational training. As a consequence, the young Greeks must bear the consequences of a lack of qualified training in the host country whilst in Greece itself there is a lack of qualified labour.

Two years ago, CEDEFOP launched a project to improve the vocational integration of young foreigners both in the host countries and in their home countries, should they return. The project is based on a cooperation between private and public bodies in Greece and Germany. As from September 1988, it is planned to give an initial group of 60 young Greeks in the Federal Republic of Germany a qualified vocational training in one of the 15 selected

occupations, for which there is a need in both countries.

The German qualifications will be recognized in Greece.





Project 8.1017 – Vocational training of young people

Youth unemployment is one of the central challenges as regards employment policy and, in particular, long-term unemployment. About 50% of the long-term unemployed are young people under 25. There is no doubt that economic development and growth is indispensable for the creation of employment. There is also an apparent imbalance between the availability of employment and vocational training for young people. Consideration should therefore be given to every possibility of improving the situation in this field, particularly as regards local employment and training initiatives.

CEDEFOP has played an active role in a number of conferences concerned with the European Community pilot project programme Transition II.

The most important result of its work on this project is the publication of a guide for policy-makers and organizers of pro-

jects for unemployed young people who cannot be helped with conventional measures. The guide is a general aid for the implementation of such projects, offers an innovative pedagogical/didactical approach and formulates the conditions for a successful integration of these young people.

Another practical instrument is the manual for the development of local training and employment initiatives – a further result of the project work in 1987. The Centre was also involved in the pre-

parations undertaken by the Commission for the implementation of a new programme for the vocational training of young people, adopted by the Council of Ministers in December, 1987.

Project 8.2097 – Vocational guidance and counselling for adults

Choosing an occupation has become a great problem in the last few years, and the demands made of those providing vocational guidance and counselling have increased tremendously. In the past, counselling services concentrated on a relatively short period of transition, within which a young person could find a suitable training place and permanent employment. As a consequence of long-term unemployment, with which young people are particularly hard-hit, the counselling services now have to cater for millions of potentially regular clients. A multiplicity of new training and employment programmes in the Member States threatens to increase the uncertainty and confusion of the unemployed and their counsellors. Finally, the counselling services are under increasing pressure as a result of the limits in public spending. Vocational guidance and counselling has a key role to play in solving problems with which the Community is confronted in the field of vocational training.

The aim of the project is to provide an overview of counselling measures offered to adults and in particular the long-term unemployed in the Member States and to evaluate this provision. Research institutes in the Federal Republic of Germany, France, Italy, Spain and the United Kingdom have been commissioned with a study of the present situation in vocational guidance and counselling. A report has been drawn up on current problems in the counselling and placement of the long-term unemployed. This

was presented at the Twelfth World Congress of the International Association for Educational and Vocational Guidance (IAEVG).

In cooperation with the national documentation services in its documentation network, CEDEFOP has produced an annotated bibliography on “Vocational guidance and vocational counselling in the EC”; it provides information on recent specialist literature in all the Member States and on publications of international organizations.

Project 8.3057 – Innovative training and employment activities for disabled persons

There are approximately 30 million disabled people living in the Community. One out of eleven Europeans has little chance of finding or keeping a job or pursuing a career as

a result of a physical or mental handicap. These persons are not only at a disadvantage as a result of the severity and nature of their disability, but must also suffer social discrimination.

The work of the Centre serves to investigate the role of training for the vocational integration and rehabilitation of the disabled and to develop appropriate proposals. The twelve-country study on new forms of employment positioned between sheltered work and work in an open environment, was completed in 1987. The study provides a typology for semi-sheltered work and describes the advantages and disadvantages of various forms of employment. Various forms of semi-sheltered work

are of particular importance for the integration of the disabled as they are looked on less disparagingly than sheltered work. The Centre also organized a two-day conference on diversified forms of employment for disabled persons. Despite their positive effect, such innovative programmes are not yet to be found on a wide scale. Legal regulations and a lack of financial resources are an obstacle to the successful implementation of such programmes in many Member States.

Project 9.1067 – Training, qualifications and equal opportunities

No other process has changed the social scenery in Europe more than vocational training for women and the employment of women, and they will continue to do so. If in the past the focus was entirely on training and work in the firm, the need has now arisen for vocational training for the firm. In all Member States new firms are being created with women at the top. In the Federal Republic of Germany, for example, one out of four new firms is set up by a women, and in the Netherlands, one out of five.

The project, which began in 1985, examines the creation of firms by women in twelve Member States. It describes the role and provision of specific continuing training measures and develops proposals for Community action.

In 1987 all the national reports were completed, translated into English and French and prepared for publication. Together with a synthesis report drawn up by an interdisciplinary working group, these reports served as a basis for discussion at a conference in Sophia Antipolis. The

conference was organized jointly by the Centre and the EC Commission and the "Délégation française à la condition féminine"; the conference participants (almost 200) included representatives of the responsible national ministries, education, training and counselling services and many women entrepreneurs.

In the discussions, the problems facing women who set up their own businesses were discussed. In all Member States, special continuing training provision is available for women who have an idea for

a business. Such enterprise creation programmes all too often end with their establishment, although, particularly in the first two years after setting up a business, there is a considerable need for continuing training. Women are often subject to discrimination in respect of the granting of bank credits and government start-up grants. The conditions of the banks when granting credits for the creation of new firms are different for women and men. The existing provision of initial and continuing training must therefore be extended and linked up with financing and other promotion measures. In this way they can be more effective and may help women in the successful establishment of a new business.







Project 9.2077 – Continuing training and long-term unemployment

Long-term unemployment continues to be a serious and urgent problem for the whole of the Community. Roughly half the 16 million unemployed in the European Community have been without a job for a year or longer. Almost a third of these 8 million have been unemployed for more than two years.

The project work concentrated on two activities:

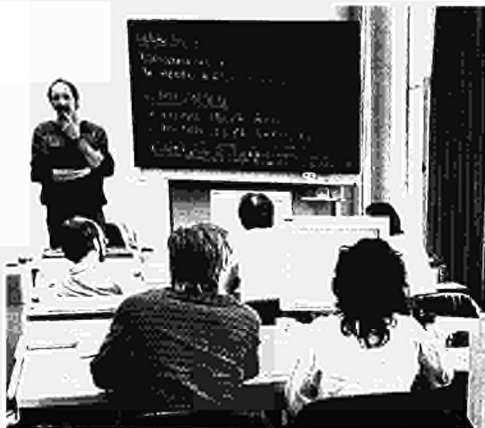
The technical support of a study of the European Foundation for the Improvement of Living and Working Conditions on "local initiatives for the (re-)integration of the long-term unemployed" and counselling and cooperation with the responsible departments of the EC Commission in the development of proposals for an EC action programme for the continuing training of adults and participation in consultations of the social partners and of the responsible bodies in the Member States.

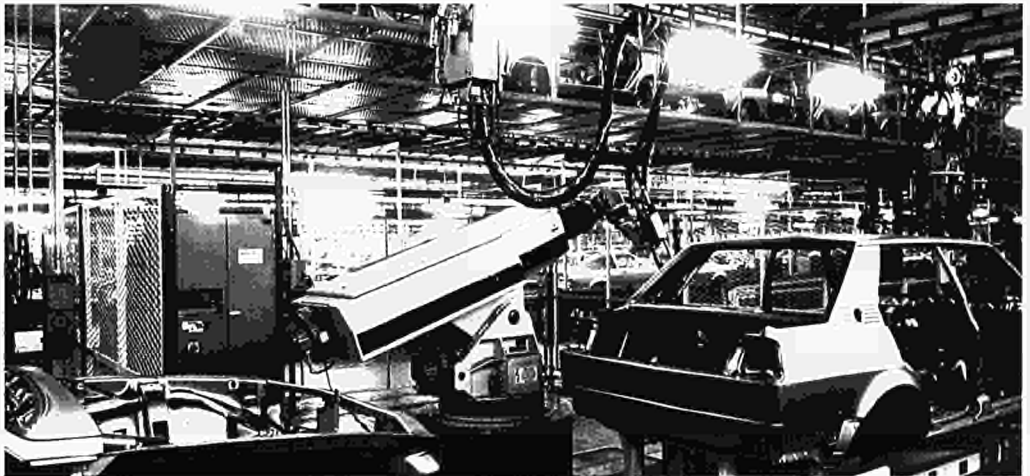
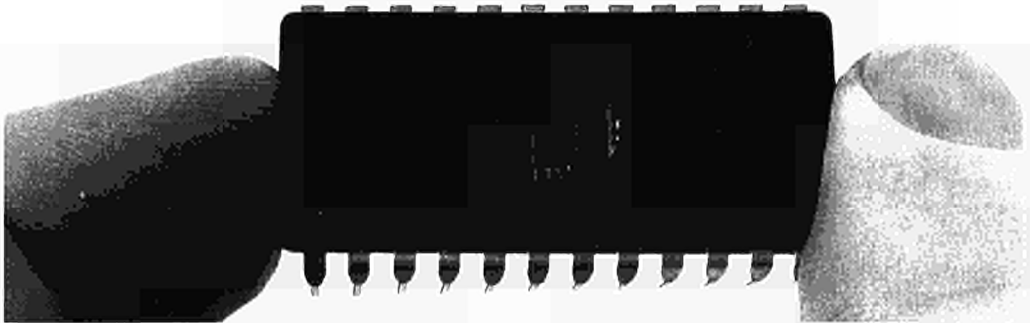
Finally, a preliminary study was commissioned concerning transnational cooperation in the field of initial and continuing vocational training in the Saar/Lorraine/

Luxembourg area. It is planned to make an evaluation in 1988 and to undertake appropriate action.

At a CEDEFOP workshop organized in cooperation with the Dublin Foundation, the results of the work of the two institutes were discussed early November 1987 and a number of important interim results were established.

A problem which has so far remained unsolved in most of the Member States is the linking of programmes designed to deal with the social aspects of unemployment with more preventive continuing training measures to create a form of continuing training which combines both economic and social objectives.





Project 9.3047 – Continuing training in enterprises for technological change

Companies and firms are faced with the growing introduction of new technologies. Technological change calls on the firms to train and qualify their workers, activities requiring a considerable investment both in terms of time and money; regrettably, training programmes for management do not show ways and means of dealing with technological change.

A pilot study attempts an assessment of the scale of training provision for techno-

logical change and a description of the features of the programmes. Contacts were

established with research institutes, university institutions and industrial organizations in order to obtain a balanced stock of research results and practical experience in firms. An interim report has been completed and is ready for publication. In

1988 the report is to be supplemented by examples of special training programmes offered by universities, employers' and employees' organizations in different Member States.

Project 10.1037 – Distance education and training

Continuing education and training is a fast growing sector of education and training in Europe. The rising demand for vocational qualifications at a time when financing is either static or in decline makes it more and more important for various types of instruction in the field of continuing education and training to be closely aligned to this demand. As a result, distance education and training are again in the news. This form of training is to be found throughout the Community but each Member States has a different tradition in its application. Distance teaching has long since been recognized as being equal to the direct teaching method both from the didactical and pedagogical point of view. Nevertheless the degree of acceptance differs from country to country considerably, and in many cases those who are interested in education and training show a lack of interest in this form of learning. Particularly the large group of small and medium enterprises with their potentially high demand for qualifications has so far given little consideration to distance education and training.

In 1987, five studies on supply and demand in distance education and training for small and medium enterprises and craft firms took place. The studies were carried out in the Federal Republic of Germany, France, Italy, Spain and the United Kingdom on the basis of evaluation of existing data (studies, statistics, etc.) and by means of interviews with experts.

In order to coordinate the work of the five research teams, two meetings were organized. These were also attended by representatives from other Member States. The national reports contain significant examples of the application of distance education and training to cover the contin-

uing training needs of small and medium enterprises.

Four reports are at present available in manuscript form in the original language; it is intended to publish them in the course of 1988. After evaluating all the study results, CEDEFOP will produce a final report for discussion.

The interim results show an increasing interest on the part of small and medium enterprises in distance education and training methods, in particular in conjunction with the printed word and other media. This demand for multi-media distance training cannot as yet be covered.

The Centre was also involved in work on the COMETT programme. It advised appli-

cants and programme participants and also assisted in the development of a

German-Italian-Spanish distance training course for the tourist sector.

Project 10.2087 – Audio-visual technologies and vocational training

Audio-visual technologies are gaining a leading position in vocational training. In addition to the “traditional” training media, more and more use has been made for some time of audio cassettes, video cassettes, cable television, satellite television, teletext, video discs, computer-assisted instruction and inter-active video systems. A huge electronics industry has discovered vocational training as a new, promising market and work is going on world-wide to develop new technological learning systems. Additional research and development of learning technologies is also the objective of the programme DELTA, initiated by the EC Commission; its intention is to make use of the advances made with information technologies and telecommunications in support of learning processes.

With the new teaching media, conventional methods of learning are extended and may result in a change in training both in schools and in firms. A conference held in Berlin on 3/4 September 1987 dealt with the effects of this development. The conference, which was organized by CEDEFOP in cooperation with the EC Commission served to promote an exchange of experience amongst specialists concerned with the use of audio-visual aids in vocational training in the various Member States. During the two-day meeting, a number of different applications were presented and the effects of these new developments discussed. A concluding press conference and a short report (flash 5/87) met with considerable interest both of the daily newspapers and the specialist public. Owing to the great importance of educational technology for future developments, the Management Board of the Centre decided

that issue 1/1988 of the journal “Vocational Training” should be devoted to this theme; a number of presentations made at the conference were included in the publication.

Audio-visual media in vocational training are technology-induced. They are designed to make optimum use of hard and software and often they take no account of social and pedagogical aspects. For this reason, developments in the field of educational technology call for a maximum attentiveness both from the educational and sociological point of view. Practical experience gained in the Member States should be drawn together and projects of benefit to the Community should be defined and jointly financed. It is necessary to achieve a balance between technical, professional, educational and sociological aspects of the application of audio-visual technologies in vocational training.



Project 11.1017 – Training of trainers

For the Community and its Member States, vocational training is becoming an issue of quality rather than quantity. However, the quality of training depends decisively on the knowledge and qualifications of the trainers, teachers, tutors or counsellors. Owing to the multiplicity of structures and sectors in which trainers in the Member States work, it is not possible to develop a standard Community instrument for the training of trainers; instead, all Community programmes contain an element concerned with the qualification of trainers.

In 1987, CEDEFOP began a series of studies in the Member States on the training of trainers/tutors of young people in firms. These studies are being carried out in the Federal Republic of Germany, France, Greece, Ireland, Italy and in the United

Kingdom; they are jointly financed by national authorities. Research in this field serves to analyze and evaluate the forms and content of qualification measures for in-company trainers; the Community-wide application of “alternance” training is likely

to make this issue interesting for all Member States.

The six studies employ a special method; apart from primary analyses, visits to firms and interviews with the heads of training departments, trainers and young people, they have a Community dimension; the research teams carrying out the studies visit each other and also participate in field work in two other countries. In this way it is intended to overcome what may be a purely national perspective in the national reports and it is hoped that this will facilitate the production of a comparative synthesis report. Negotiations have been held with the other Member States

with the purpose of extending the studies to these countries, subject to availability of funds.

In the various Member States there are large national training bodies. How the trainers working in such organizations are recruited and trained, what their conditions of employment are and how they obtain additional qualifications was the subject of a seminar organized by CEDEFOP in December 1987. Specialists from eleven Member States submitted written reports and exchanged information and experience on the methods employed by the various training bodies to keep the training standard of their training staff up-to-date.

Project 11.2027 – Vocational training in small and medium enterprises

In most EC Member States, small and medium enterprises are becoming more and more important as job-creators, and it is on them that national employment policies are focussed. Small firms may create jobs rapidly; however there is a tendency for these jobs to be less stable and more poorly paid than in large enterprises. The majority of new firms remain small and only a very few show a steady growth. Often, small and medium firms do not have the necessary resources to provide their employees with qualified initial or continuing training themselves. The problem is not so much one of a lack of initial and continuing training measures but rather the lack of information on available training provision, and in some cases an unawareness of the need for training.

The Centre has undertaken to develop a practical guide for the initial and continuing training of management in small and medium firms. In the process, numerous talks have been held with representatives of the Craft Chambers, the Chambers of Industry and Commerce and professional associations in different Member States. The guide is intended to cover all EC Member States and at the same time provide information on specific training

provision, and on the opportunities and constraints which will result from the internal European market in 1992. The network established by CEDEFOP to increase the awareness of those individuals in small and medium enterprises who are responsible for vocational training has started to work. The Chamber of Industry and Commerce in Lyon (France) and the Employers' Association in Liguria (Italy) have jointly developed an informa-

tion and training programme dealing with vocational training questions. The programme is addressed both to trainers and to the relevant associations and their

confederations. It is intended to develop this form of cooperation between other Member States, in this way building up the network.



Project 12.1067 – Regional development and vocational training

The peak of the Centre's activities in this project consisted of the organization of the second inter-regional forum. About 150 representatives from twelve disadvantaged regions in the Community were invited by CEDEFOP to attend the forum in Seville from 25–27 May 1987 in order to discuss the importance of vocational training for the development of their regions. The forum was given financial support by the European Community and the Government of the region of Andalusia.

Not only the regions themselves differ (stage of development, economic structure, etc.), but also the institutions involved in the development of a region have very different objectives and working methods. This results in a less efficient, fragmentation of available resources. However, a common course of action and multi-annual programmes are considered to offer the greatest chances of success. Special emphasis must be placed on cooperation between the training institutions and the firms. Here a change of attitude can be seen in all quarters. In the past, no detailed effort was made to determine

whether training provision corresponded to the needs of the firms for qualifications. Now the qualification needs are being examined more closely and the training institutions are providing the firms with tailor-made courses. This increase in flexibility of training provision is contributory to the introduction of new products and technological modernization. Even the opening-up of new markets can be effectively accelerated.

Following the forum in Seville, the Centre published twelve regional reports and a synthesis report in English and French, together with an issue of CEDEFOP flash.



3 Synopsis

1. Human and financial resources

It is considered useful in this section to quote a number of figures for the period 1982–1987 to illustrate the development of CEDEFOP's activities:

Staff

	1983	1984	1985	1986	1987
Number of staff posts provided for in the budget (1)	45	45	46	54	59

	A staff (2)	B staff	C staff	Local Staff	Total
Number of staff occupying posts in December 1987 by categories	26	10	15	2	53 (3)

Budget appropriations

	1983	1984	1985 (4)	1986	1987 (4)
Total in ECU	4 210 000	4 560 000	4 910 000	(5) 7 388 000	(6) 6 586 000
Increase in %	5.09	8.31	7.68	50.47	-10.86

(1) including local staff

(2) including two Deputy Directors and ten translators

(3) as of 31 December 1987, the six vacant posts had been allocated

(4) provisional "one-twelfth ruling"

(5) including ECU 1 661 000 for the fitting out of premises and construction of a new conference room

(6) as compared with the approved statement of revenue and expenditure, the appropriations for operational expenditure were reduced by ECU 150 000 upon decision of the Bureau of the Management Board on 5 May 1987, this amount having to be transferred to Chapter 2

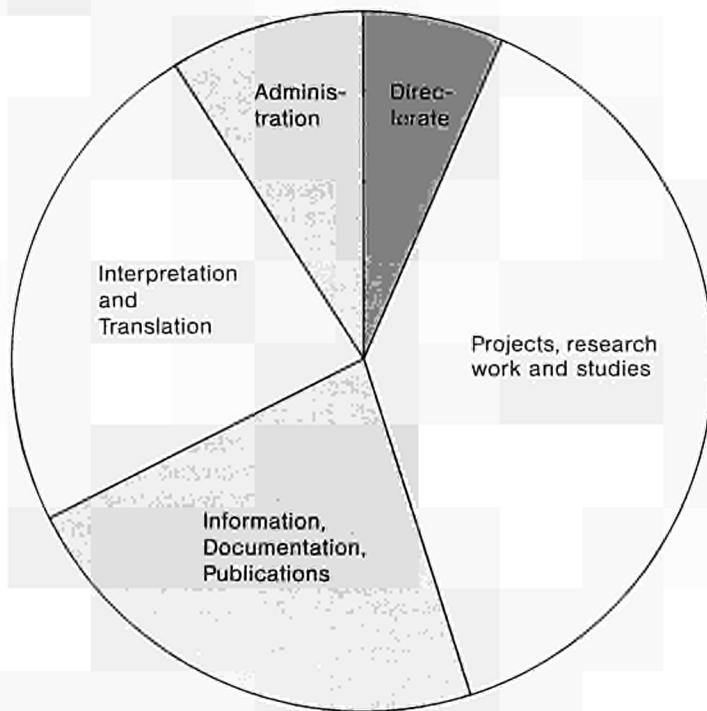
Total expenditure

Year	Total in ECU	Increase in %
1983	3 870 992.72	0.17
1984	4 210 171.74	8.76
1985	4 698 257.02	11.59
1986	7 332 796.10	56.07
1987	6 320 554.93	- 13.80

In the opinion of the Centre, the listing of expenditure by chapters, as prescribed in the current regulations, does not give a clear indication of the actual use of the available funds. This can be seen from the following table, which (at the request of the Court of Auditors) is based on 1987 expenditure:

Sector	Expenditure in %
A. Directorate	6.51
B. Administration	8.76
C. Interpreting and Translation	23.36
D. Information und Documentation, Publications	22.61
E. Projects, research work, studies	38.76
	100.00

Expenditure in diagram form



Operational expenditure

	1983	1984	1985 (1)	1986	1987 (1)
Utilization rate in %	95.92	97.36	97.91	99.71	(2) 99.65

(1) Subject to the provisional "one twelfth ruling"

(2) As compared with the approved statement of revenue and expenditure, the appropriations for operational expenditure were reduced by ECU 150 000 upon decision of the Bureau of the Management Board on 5 May 1987, this amount having to be transferred to Chapter 2

2. Language service

Translation

In 1987, the translation team was complemented by two additional translators, one for Spanish and the second for Portuguese. With a view to achieving a better balance amongst the various languages, a special effort was made to supply a greater number of translations in ES, DA, GR, NL and PT.

The Centre had to handle the difficult task of translating several reports on the comparability of vocational training qualifications into 9 languages.

Interpretation

The interpretation service catered for 33 meetings with a total number of 60 meeting days/544 interpreter days. These figures include certain contributions to meetings organized by partner institutions, such as the 2nd Interregional Forum jointly organized by the EC Commission, CEDEFOP and the Junta de Andalucia held in Sevilla in May and a conference of the EC Education Committees organized by the Education and Science Committee of the Deutscher Bundestag and scheduled to be held in Berlin in October. The inauguration, on 3 December, of the new conference room equipped for interpretation in 9 languages removed the constraints which had made conference organization difficult over the previous two years and allowed for an increase in the planning figures for the coming year.

3. Table of Projects

Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
1.1017	Documentation and library service	J. M. Adams F. Oliveira Reis M. Ni Cheallaigh L. Weiss	Inclusion of Luxembourg in the network Use of the network for production of dossiers and collection of information, eg. for: – the EC Study Visit Programme – the bibliography/documentation section of the journal "Vocational Training" – Long-term unemployed Move into the new premises Restructuring of document stocks Conversion to EDP	P Bibliographies/Documentation on training of trainers in B, DK, F, IRL, NL, UK PP Thesaurus (PT/GR/ES) WD Documents on vocational training and long-term unemployed in B, D, DK, F, IRL, NL, PT, UK
1.2097	Visitor service	G. Chomé N. Wollschläger	Increase in number of visitors, improvement of organization and follow-up – 269 visitors (visits organized by CEDEFOP) – 415 visitors (supplied with brief information on the Centre's activities by CEDEFOP)	Dossier – on specialist visitors – with an analysis of the results
1.3087	Visualization of vocational training systems	N. Wollschläger G. Chomé	Completion of two new films on the vocational training systems in France and Luxembourg with common trailer Publicity and Sale (50 copies)	P Video film – France (in FR) P Video film – Luxembourg (in FR und EN) (no accompanying material) *

Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
1.4087	"Report on the social developments", chapter on vocational training	N. Wollschläger J. M. Adams	Compilation of the chapter with support of Management Board Members	Coordination and translation into several languages
1.5107	Vocational training terminology	B. Linshöft-Stiller J. M. Adams	<p>Two meetings of the Inter-institutional Group for terminology and documentation (GT/6/GIIT).</p> <p>Extension to cover Spain, Greece and Portugal</p> <p>Production of an initial version and distribution of results</p> <p>Creation of an instrument to support the project "Comparability of Vocational Training Qualifications".</p> <p>Development of a method and distribution of the tools for multi-lingual institutional work</p>	<p>WD Glossary "Basic Concepts of Vocational Training" (ES, GR, PT)</p> <p>P Glossary "Basic Concepts of Vocational Training" (DA, DE, EN, FR, IT, NL)</p> <p>WD Introduction in all official languages on a trial basis</p> <p>P A number of contributions in a publication:</p> <p>P A method for controlled concept dynamics</p> <p>P Manual for multi-lingual abstracting</p> <p>P Bibliography of specialized vocabularies in the field of vocational training</p>

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Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
2.1027	Bulletin "Vocational training"	Directorate G. Dupont B. Möhlmann M. Zwanink	Publication of three issues in nine languages New section: "Information Sources" in cooperation with the members of the documentation network	P 1/87 – The factory of the future and the future of work P 2/87 – Models, ideas, experience – Vocational training: An exchange at European level PP 3/87 – Small and medium-sized enterprises: New horizons for vocational training Increase in subscribers of 18 %
2.2087	CEDEFOP news	Directorate N. Wollschläger	Publication of three issues Investigation of possibility for use of "desk top publishing"	P 1 issue in 5 languages 1 special issue in 3 languages PP 1 issue in 5 languages in preparation (a further issue was cancelled for budget reasons*) Development of a new "News concept" Decision to purchase appropriate hard- and software
2.3117	CEDEFOP flash	Directorate M. Zwanink	Publication and rapid distribution of the results of conferences and the progress made in the priority projects of CEDEFOP and the Commission	10 issues in 3 and in some cases more languages (for titles see list of CEDEFOP publications)
2.4097	CEDEFOP press	Director G. Chomé	Principally addressed to multipliers who reach a wide public Organization of three press conferences	10 press releases (1–2 pages) in 3 languages (DE, EN, FR) Compilation of a press mailing list (about to be completed)

Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
2.5127	Production, distribution and promotion of publications	B. Möhlmann M. Zwanink	<p>Publication of various documents of the Centre in cooperation with the Office for Official Publications. Several publicity campaigns conducted.</p> <p>Participation in conferences and exhibitions with own stand for sales promotion.</p> <p>Introduction of basis software for data exchange with the Office for Official Publications in Luxembourg.</p> <p>Mailing lists taken over from the Office for Official Publications and placed on CEDEFOP's computer</p>	<p>See list of publications in the annex</p> <p>See Annual Report</p> <p>Transfer of the CEDEFOP flash mailing list to the main mailing list in Luxembourg in order to ensure compatibility of the files.</p> <p>Updating of the mini mailing list CEDEFOP/ Luxembourg.</p> <p>Input of new addresses</p> <p>Updating of remaining files (not concluded for budgetary reasons)*</p>

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Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
3.1027	National monographs "Description of vocational training systems"	G. Dupont B. Möhlmann M. Zwanink	Publication and distribution of the monographs (subject to availability of funds) *	<ul style="list-style-type: none"> P Vocational Training in Ireland (EN) P Vocational Training in Denmark (DA) P Vocational Training in the People's Republic of China (at the request of the Commission) (EN, FR) P Vocational Training in Greece (EN, FR) P Vocational Training in Belgium (DA, DE, EN, FR, GR, IT, NL) P Vocational Training in Portugal (DE, EN) P Vocational Training in the Federal Republic of Germany (DE - new edition) P Vocational Training in the United Kingdom (EN) P Vocational Training in Spain (DE, EN) P Vocational Training in Italy (IT)

Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
3.2027	Financing of vocational training, in particular continuing training	G. Dupont F. Oliveira Reis	<p>Updating of data on the financing of initial vocational training</p> <p>Extension of work on initial training to cover Spain and Portugal</p> <p>Reformulation of the basic document for research purposes at European level (theoretical reference framework)</p>	<p>Updating of the questionnaire and trial application in several Member States in cooperation with the Statistical Office of the EC.</p> <p>WD Document on the results of two meetings with the National Experts of the Statistical Office</p> <p>Assignment of contracts</p> <p>PP Country study on the financing of vocational training with reference to flows of people and objectives of training (32 p. in EN)</p> <p>Country studies carried out for 6 countries (DE, B, NL, E, FR, IT) (for budgetary reasons only 6 instead of 12 studies were contracted) *</p>

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Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
3.3077	The role of the social partners in initial and continuing vocational training	B. Sellin G. Dupont	Compilation of national reports and studies; organization of a workshop Preparation of issue 2/88 of the journal "Vocational Training" which will be dedicated to this subject Preparation of final report	P Flash n° 8/87 on the workshop (DE, EN, FR) P 7 national reports (B, DE, UK, IT, DA, NL); publication in original language and English P 2 reports on the situation at Community level (DE, EN, FR)
4.1077	Comparability of vocational training qualifications	B. Sellin A. Melis M. F. Chatelain	Nine meetings for following occupational groups/ sectors: - Hotel and Catering - Motor Mechanic - Construction - Agriculture/Horticulture/Forestry - Electrotechnology/ Electronics - Textiles/Clothing Cooperation in the organization of a meeting with the national coordination bodies; coordination of work with the departments of the Commission	WD 3 reports in 9 languages on the sectors: - Hotel and Catering - Motor Mechanic - Construction P Flash N° 2/87 (report on the work situation)
4.2087	Methods and instruments for international comparison ("Analysis Matrix")	N. Wollschläger D. Guerra	Repeated internal and external testing of the flexibility and efficiency of the instrument	Publication of the matrix in all EC languages had to be postponed for budgetary reasons*

Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
5.1037	EC study visit programme	D. Guerra C. Presle	<p>Organization and management of the programme covering all Member States (30 visits for a total of 134 specialists)</p> <p>Annual meeting of National Liaison Officers</p> <p>Exchange of information and documentation on comparable initiatives at Community level Participation at the meeting organized by the Commission for the corresponding Study Visit Programme for teaching staff</p> <p>Development of methods and procedures for the analysis and treatment of results</p> <p>Computerization of administration procedures for the Programme, computer-assisted processing of the data, initial feasibility study for the setting-up of a database covering the institutions and firms participating in the programme</p>	<p>PP Report</p> <p>P Evaluation report 1986 in four languages (EN, FR, DE, IT)</p> <p>P Dispatch of 136 dossiers to the participants</p> <p>PP Travel notes (compilation of Study Visit reports of the participants) (EN, FR, DE)</p> <p>PP Evaluation report 1987. Instead of publishing a special issue of "flash", publication of several articles in national dailies</p>

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Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
6.1047	Forum for national research and development institutes	W. McDerment J. M. Adams	<p>Promotion of cooperation amongst research organizations and establishment of strategies and content of vocational training</p> <p>Collection, translation and distribution of fifteen synthesis reports of the national R & D organizations concerned with vocational training</p> <p>Support of the projects provided for in Section B of the Work Programme (COM(85) 167 final)</p>	<p>P Report on the 1986 forum in three languages (EN, FR, DE)</p> <p>WD Fifteen synthesis reports</p> <p>PP Report on the 1987 forum</p> <p>P Flash N° 7/87 on the forum</p> <p>PP Reports on the use of expert systems</p>
7.1057	Problems of employment and qualification in the textile/clothing sector in Spain, Greece and Portugal	T. Bertzeletou B. Sellin	<p>Study of training provision in the textile sector with the aim of stimulating an exchange of information within the Community and promotion of continuing training in this sector</p> <p>Promotion of technology transfer in this sector and broader-based application of new vocational training strategies</p> <p>Technical support of the Commission concerning special financial aid for Greece</p>	<p>Reports on talks (4) with the Social Partners and individual Directorates-General of the Commission</p> <p>Three on-going research projects on qualification profiles and training provision at Master Craftsman level in E, GR and P</p> <p>PP Studies on centres of excellence in the textile sector in France, the United Kingdom, Italy and the Federal Republic of Germany (IT)</p> <p>Analysis and treatment of results (see report of the Commission)</p>

Number	Title	Staff Responsible	Objectives/ Principal Activities	Ergebnisse AP ¹⁾ VV ²⁾ V ³⁾
7.2057	Vocational training and the voluntary (re-)integration of young second generation migrants	T. Bertzeletou B. Sellin	Participation in several discussions between the responsible authorities in Greece and Germany and the association of Greek Migrant Workers for the implementation of the project developed following the feasibility study Extension of the project to cover Spanish migrant workers in Belgium (discussions with responsible authorities) Negotiations with the Portuguese authorities	WD Various reports on the state of the art Two contracts for a feasibility study
8.1017	Vocational training of young people	J. M. Adams F. Oliveira Reis	Publication of two guides for responsible bodies. Support of the Commission in compiling the final report and the evaluation of the results within the framework of the "Second Programme on the Transition of Youth ..."	P "Young People in Transition – Local Initiatives" in three languages (EN, FR, NL) P "Training for Everyone" in four languages (EN, FR, ES, DE) PP "Young People in Transition" in four languages (ES, DE, IT, GR)

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Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
8.2097	Vocational guidance and counselling for adults	G. Chomé B. Sellin	Analysis of the measures introduced by the Member States to promote vocational guidance and report on a number of pilot projects concerned with the placement of the long-term unemployed Participation at the IAEVG Conference (International Association for Educational and Vocational Guidance)	Five research contracts in the following countries: France, the United Kingdom, Italy, Spain, the Federal Republic of Germany For budget reasons a number of the contracts could not be assigned* Conference report
8.3087	Innovative training and employment activities for disabled persons	T. Bertzeletou G. Chomé	Completion of the study on the role of training for the integration of disabled persons in semi-sheltered jobs European conference on diversified forms of employment for the disabled (Nov. 1987)	PP Twelve-country study - translation in preparation (FR, DE) For budget reasons it was not possible to translate the study before the end of the year. Publication will therefore be end 1988 PP Report - available in DE, FR, EN
9.1067	Training, qualifications and equal opportunities	M. Pierret A. Melis	Contribution to the European conference on The Establishment of Firms by Women, Sophia Antipolis, 21-23 Oct. Synthesis report on previous work in the field of office automation	PP Twelve monographs (EN, FR) One synthesis report One flash 9/87 PP Publication of the synthesis report in six languages (EN, FR, IT, DE, NL, ES) P Publication of a seminar report on "Equal Opportunities Counsellors", their training and occupational profile (GR)

Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
9.2077	Continuing training and the long-term unemployed	B. Sellin G. Chomé	Counselling of the Member States in questions of continuing training in firms Cooperation with the Dublin Foundation concerning Community measures and the situation of the long-term unemployed Organization of a workshop on continuing training and the long-term unemployed	P Flash N° 10/87 on the workshop (DE, EN, FR)
9.3047	Continuing training in enterprises for technological change	W. McDerment G. Dupont	Collection and translation of 8 contributions for an interim report which is to be published as a working document early 1988 Organization and coordination of the exchange programme between the Scottish Development Agency and the Basque Provinces for the discussion of research and development methods in vocational training (technical support of the bilateral project sponsored by the Commission)	

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Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
10.1037	Distance education and training	D. Guerra N. Wollschläger	Five studies (France, Italy, Spain, the United Kingdom, the Federal Republic of Germany) conducted on distance education and training provision for managers in SMEs and craft firms Organization of two expert meetings on the same subject Support of the EC Commission under the COMETT Programme (promotion of cooperation between universities and industry) in the field of distance education and training	PP 5 study reports (original language and translation into EN, FR in preparation) WD Meeting report WD Report on a pilot project within the COMETT Programme
10.2087	Audio-visual technologies and vocational training	N. Wollschläger G. Chomé	Conference on the use of audio-visual technologies in vocational training Issue of a Bulletin (1/88) on this subject	P Flash N° 5 WD The application of audio-visual aids in vocational training
11.1017	Training of trainers	J. M. Adams F. Oliveira-Reis N. Wollschläger	Workshop on the training of trainers/supervisors of young people in firms. Conclusion of a contract financed by six Member States (D, F, GR, I, IRL and UK). Seminar on the further training of staff in public training institutions	WD Document on the training of trainers for the Commission WD 2 meeting documents (workshop and seminar)

Number	Title	Staff Responsible	Objectives/ Principal Activities	Results WD ¹⁾ PP ²⁾ P ³⁾
11.2027	Vocational training in small and medium enterprises (including cooperatives)	G. Dupont M. Pierret A. Melis	Three work-meetings in cooperation with the Task Force "SMEs" and DG V on the completion of the feasibility study for a European guide for initial and continuing training of management in SMEs. Work meeting with participants of the bidding procedure for the guide. Participation at a meeting of the Chambers of Commerce in Arles. Participation at a seminar organized by the Chamber of Industry and Commerce of Lyon and the Employers' Association of Liguria on "SMEs - Perspectives for 1992", the result of an initiative by CEDEFOP.	Production of a schedule of tasks for the guide (assignment of a study) Production of a schedule of tasks for the development of a training model on the basis of a project resulting from the cooperation of two institutions in Genoa and Lyon (assignment of a study) For budget reasons the studies could not be assigned until the end of the year.*
12.1067	The role of human resources in the restructuring and redeployment of industry in the regions of the Community	M. Pierret W. McDerment	Organization of the second inter-regional forum on regions in difficulty, Seville 25-27 May	P Twelve monographs (EN, FR) P One synthesis report in nine languages P One flash 4/87

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4 Annexes

1. List of members of the Management Board

Nation	Government representatives	Representatives of the employer's organizations	Representatives of the employees' organizations
Belgium	M. Alphonse Verlinden Directeur Général à l'Administration de l'Emploi Ministère de l'Emploi et du Travail 53, rue Belliard 1040 Bruxelles	M. Alfons de Vadder Directeur Général de la Fédération Belge des Entreprises de Distribution (FEDIS) 60, rue Saint-Bernard 1060 Bruxelles	Mme Anne-Françoise Theunissen Confédération des Syndicats Chrétiens de Belgique 121, rue de la Loi 1040 Bruxelles
Denmark	Fru Birgit Bududu Undervisningsministeriet Direktoratet for Erhvervsuddannelserne Højbro Plads 4 1200 København K	Fru Margit Hurup Grove Dansk Arbejdsgiver- forening Vester Volgade 113 1552 København V	Hr. Niels Lykke Jensen Landsorganisationen i Danmark (LO) Rosenørns Alle 12 1970 København V
Federal Republic of Germany	Herr Ministerialdirigent Dr. Alfred Hardenacke Bundesministerium für Bildung u. Wissenschaft Stresemannstraße 2 5300 Bonn 2	Herr Helmut Brumhard Geschäftsführer des Kuratoriums der Deutschen Wirtschaft für Berufsbildung Buschstraße 83 5300 Bonn 1	Herr Felix Kempf Deutscher Gewerk- schaftsbund (DGB) Hans-Böckler-Straße 39 4000 Düsseldorf 1
Greece	M. Georgios Iakovidis Ministère de l'Education 15, Mitropoleos Street 10185 Athènes Private: Parodos Eleftheriou Venizelou 24 A Argyropoulis - Athènes	M. E. Boumis Titan Cement Dragatsaniou 8 10559 Athènes	M. Georgios Dassis Confédération Générale du Travail de Grèce Responsable du Bureau de Bruxelles 50, av. de Cortenberg 1040 Bruxelles

Nation	Government representatives	Representatives of the employer's organizations	Representatives of the employees' organizations
Spain	<p>M. Pedro de Eusebio Rivas Director General del Instituto Nacional del Empleo Ministerio de Trabajo e de Seguridad Social Calle Condesa de Venadito 9 Madrid 27</p>	<p>M. Julio Sanchez Fierro Confederación Española de Organizaciones Empresariales (CEOE) Diego de León, 50 28006 Madrid</p>	<p>Sr. José Manzanares Nunez Secretario de Formación Confederal Unión General de Trabajadores (U.G.T.) San Bernardi 20-5º 28015 Madrid</p>
France	<p>M. André Ramoff Ministère des Affaires Sociales et de l'Emploi Délégation à la Formation professionnelle 50-56, rue de la Procession 75015 Paris</p>	<p>M. Jean Lafosse-Marin Chef du Service Enseignement-Formation Conseil National du Patronat Français 31, avenue Pierre-1^{er}-de-Serbie 75116 Paris</p>	<p>M. Michel Tissier Confédération française démocratique du travail (CFDT) 4, boulevard de la Villette 75019 Paris</p>





The CEDEFOP Management Board and the Vice-President of the Commission of the European Communities, Manuel Marin Gonzalez, in CEDEFOP's new conferenceroom "Europa"

Nation	Government representatives	Representatives of the employer's organizations	Representatives of the employees' organizations
Ireland	Dr. Arthur O'Reilly Director AnCO – The Industrial Training Authority 27–33, Upper Baggot Street Dublin 4	Mr. Anthony Brown 130 Bettyglen Raheny Dublin 5 Hospitals Joint Services Board Holylands Rathfarnham Dublin 14	Mr. T. McGrath Irish Congress of Trade Unions 19, Raglan Road Dublin 4
Italy	Dott. Giuseppe Cacopardi Direttore Generale Orientamento e Addestramento Profes- sionale Ministero del Lavoro e degli Affari Sociali Via Castelfidardo 43 00100 Roma	Dott. Vincenzo Romano Rappresentante Centro Europeo Imprese Pubbliche Rappresentanza ENEL Presso CEE 20, rue Belliard 1040 Bruxelles	Dott. Carmelo Cedrone 23, via Pupinia 00133 Roma (U I L 6, via Lucullo 00187 Roma)
Luxembourg	M. Norbert Hauptert Professeur-Attaché au Ministère de l'Education Nationale et de la Jeunesse 6, boulevard Royal 2910 Luxembourg	M. Eugène Muller Directeur de la Chambre des Métiers 41, rue Glesener Luxembourg	M. Jean Regenwetter Chambre de Travail 18, rue Auguste-Lumière Luxembourg
Netherlands	De heer A. H. Koelink Ministerie van Onderwijs en Wetenschappen Europaweg 4 Postbus 25000 2700 LZ Zoetermeer	De heer T. H. H. van Vuren Nederlandse Christelijke Boeren Tuindersver- bond (C.B.T.B.) Sweelinckstraat 30 2517 GD 's Gravenhage	De heer G. A. Cremers Christelijk Nationaal Vakverbond (CNV) Postbus 2475 3500 GL Utrecht

Nation	Government representatives	Representatives of the employer's organizations	Representatives of the employees' organizations
Portugal	M. Artur Pereira da Mota Presidente da Comissão Interministerial para o Emprego Av. da Republica, 62 – 8º Dtº 1000 Lisboa		M. João Antonio Gomes Proença União Geral de Trabalhadores Rua Buenos Aires, 11 1200 Lisboa
United Kingdom	Mr. J. K. Fuller Head of Quality & Standards Branch Manpower Services Commission Moorfoot Sheffield S1 4 PQ	Mr. Tony Jackson Thompson & Jackson Ltd. St. Anne's Place Moor Lane Lancaster	Mr. Fred Jarvis General Secretary Hamilton House Mabledon Place London WC 1 H 9 BD



Representatives of the Commission of the European Communities

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M. Luciano Baroncelli
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M. H. C. Jones
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1049 Bruxelles

Observateurs

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1040 Bruxelles

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European Trade Union Confederation
37, rue Montagne-aux-Herbes-Potagères
1000 Bruxelles



Interpreters during an international conference in CEDEFOP's new conferenceroom "Europa"

2. List of Staff

As of 31 December 1987, the Centre had a staff of 53 (51 in the list of posts and two local staff).

Directorate

2 A posts: Ernst Piehl, Director
Corrado Politi, Deputy Director

2 C posts: Doris Herrmann
Marise Alberts

Studies and Periodicals

12 A posts: Michael Adams²⁾
Tina Bertzeletou
Gesà Chomé
Georges Dupont
Peter Grootings
Duccio Guerra
William McDermont
Africa Melis
Fernanda Oliveira Reis
Maria Pierret
Burkart Sellin
Norbert Wollschläger

2 B posts: Marie-Françoise Chatelain
Catherine Presle

6 C posts: Gundula Bock
Monique Claes
Despo Mourmouris¹⁾
Barbara de Souza¹⁾
Teresa Henriques¹⁾
Amala Rodriguez¹⁾

Publications

1 A post: Bernd Möhlmann
1 B post: Marieke Zwanink
1 C post: Nicole Weyland¹⁾

Information und Documentation

1 A post: Michael Adams
2 B posts: Letizia Weiss
Martina NI Cheallaigh
1 C post: Gabriella Triches¹⁾

- (1) Employed part-time in the Translation Service
(2) Employed part-time in the Documentation Service



Language Service

10 A posts: Francis Alan Clarke
Giancarlo Caronello
Anne Grethe Dolberg-Schomburg
Birgit Domscheit
Nuno Maria Do Paco Quesado
Agnes Heuer
Brigitte Linshöft-Stiller
(Head of Interpretation)
Luis Felipe Orobon
Annick Repellin
Maria Tavlaridou-Steuck

1 B post: Alison Clark
1 C post: Ingrid Zagarski

Administration and General Services

1 A post: Marino Riva (Head)
4 B posts: Chantal Cambrelin
Sabine Reich
Volker Wurl
Bernhard Ziech

1 C post: Marion Strissel
3 C posts: Hildegard Cernitori
(clerical assistants) Heinz Neumann
Wolfgang Tang

2 local posts: Peter Mögenburg
Rita Vogel



Contents

1 *Acts whose publication is obligatory*

- ◆ **Regulation (EEC) No 337/75 of the Council of 10 February 1975 establishing a European Centre for the Development of Vocational Training**

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.

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 coordination of research in the above fields;
- to disseminate all useful documentation and information;
- to encourage and support any initiative 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 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.

Annex 4 to the Annual Report 1987

List of CEDEFOP publications which appeared in 1987

No.	Title	Language	No. of copies
Youth			
1	Qualificación para todos Guía para la planificación de nuevos proyectos de formación y empleo para jóvenes en paro en la CE	ES	316
2	Qualifizierung für alle Ein Leitfaden zur Projektplanung neuartiger Ausbildungs- und Beschäftigungsprojekte für arbeitslose Jugendliche in der EG	DE	624
3	Training for everyone A guide to the planning of innovative training and employment projects for unemployed young people in the European Community	EN	1040
4	Qualification pour tous Guide de planification des projets novateurs de formation et d'emploi pour les jeunes chômeurs dans la Communauté européenne	FR	810
5	Young people in transition: the local investment	EN	3000
6	Formation professionnelle des jeunes transition: investissements dans les initiatives locales	FR	2500
7	De integratie van jongeren in maatschappij en beroepsleven: lokale en regionale initiatieven	NL	800
Vocational Training Systems			
8	Erhvervsuddannelsessystemet i Belgien	DA	310
9	Das berufliche Bildungswesen in Belgien	DE	515
10	Vocational training in Belgium	EN	740
11	La formation professionnelle en Belgique	FR	920
12	Τα συστήματα επαγγελματικής εκπαίδευσης στο Βέλγιο	GR	206
13	La formazione professionale in Belgio	IT	310
14	De beroepsopleiding in België	NL	465
15	Erhvervsuddannelsessystemet i Danmark	DA	300
16	Vocational training in Ireland	EN	850
17	La formazione professionale in Italia	IT	450

No.	Title	Language	No. of copies
18	Vocational training in the United Kingdom	EN	1000
19	Das berufliche Bildungswesen in der Bundesrepublik Deutschland	DE	618
20	Vocational training in the People's Republic of China Structures, problems and recommendations	EN	1000
21	La formation professionnelle en République populaire de Chine Structures, problèmes et recommandations	FR	900
22	Das berufliche Bildungswesen in Spanien	DE	500
23	Vocational training in Spain	EN	850
24	Vocational training in Greece	EN	773
25	La formation professionnelle en Grèce	FR	700
26	Das berufliche Bildungswesen in Portugal	DE	500
27	Vocational training in Portugal	EN	830
	Technological Development		
28	Technologische Veränderungen, Beschäftigung, berufliche Qualifikationen und Ausbildung 3. Auflage 1987	DE	300
29	Le changement technologique, l'emploi, les qualifications et la formation 2 ^{ème} édition 1987	FR	300
30	Desarrollos en Robótica y Futuras Aplicaciones	ES	300
31	Desenvolvimento da robotização e aplicações futuras	PT	250
32	Introducción de la visión artificial en la fabricación y en los trabajos de inspección y sus implicaciones en el terreno de la formación	ES	250
33	Frauen lernen Microcomputertechnik 2. Auflage 1987	DE	300
34	Women study microcomputer technology second edition 1987	EN	400
35	Formation des femmes à la micro-électronique 2 ^{ème} édition 1987	FR	300
36	Le donne e l'apprendimento della microelettronica	IT	350

No.	Title	Language	No. of copies
Continuing Education			
37	Berufliche Anforderungen und Ausbildung der Ausbilder in den Mitgliedstaaten der Europäischen Gemeinschaft – Zusammenfassender Bericht 2. Auflage 1987	DE	300
38	Vocational training and job creation schemes in the countries of the European Community	EN	935
39	Formazione professionale e creazione di posti di lavoro nei paesi delle Comunità europee	IT	394
Migrant Workers			
40	Towards the training of animators-trainers drawn from second-generation migrants Analysis of an experiment and a guide to action	EN	974
Other Publications			
41	Linee d'azione per le attività del CEDEFOP 1986–1988 seconda edizione 1987	IT	510
42	Årsberetning 1986	DA	200
43	Jahresbericht 1986	DE	800
44	Annual Report 1986	EN	800
45	Informe anual 1986	ES	300
46	Rapport annuel 1986	FR	817
47	ΕΤΗΣΙΑ ΕΚΘΕΣΗ 1986	GR	200
48	Relazione annuale 1986	IT	400
49	Jaarverslag 1986	NL	302
50	Relatório anual 1986	PT	200
CEDEFOP Document			
Youth			
51	Der Übergang Jugendlicher ins Beschäftigungssystem mit abgeschlossener Berufsausbildung im dualen System in der Bundesrepublik Deutschland Mitte der 80er Jahre	DE	550
52	The transition of young people into employment after completion of apprenticeship in the "dual system" (in-plant training and part-time school)	EN	1150

No.	Title	Language	No. of copies
Equality of opportunity between men and women			
53	Υπεύθυνοι ισότητας: Επαγγελματική κατάρτιση και χαρακτηριστικά Σεμινάριο – 30 και 31 Οκτωβρίου 1986	GR	100
Regional Development			
54	Περιφερειακή ανάπτυξη και επαγγελματική κατάρτιση Ανάλυση και εμπύχωση της σχέσης «Ανάπτυξη – Επαγγελματική κατάρτιση» Κεκτημένα και προοπτικές Διαπεριφερειακό Forum, 24, 25 και 26 Οκτωβρίου 1984	GR	100
55	Regional development and vocational training Development of human resources in regions of economic reconversion benefiting from Community financial support	EN	700
56	Développement régional et formation professionnelle Mise en valeur des ressources humaines dans des régions en reconversion économique bénéficiant d'appuis financiers communautaires	FR	550
57	Regional development and vocational training Development of human resources in regions of economic reconversion benefiting from Community financial support Regional monographs (Lorraine, Northern England, Province of Limburg, South- West of Ireland, Liguria, Andalusia)	EN	950
58	Desarrollo regional y formación profesional Valoración de los recursos humanos en las regiones en recon- versión económica que se benefician de la ayuda financiera comunitaria	ES	400
59	Développement régional et formation professionnelle Mise en valeur des ressources humaines dans des régions en reconversion économique bénéficiant d'appuis financiers communautaires Monographies régionales (Nord des Pays-Bas, Nord-Pas-de-Calais, Sarre, Sud-ouest de l'Irlande)	FR	1000
60	La formación en el sector textil y confección en España La situación en Cataluña y en el País Valenciano	ES	210
61	Informe documental: «El textil y la confección en España: una base documental para la formación profesional»	ES	210

No.	Title	Language	No. of copies
62	Développement régional et formation professionnelle Mise en valeur des ressources humaines dans des régions en reconversion économique bénéficiant d'appuis financiers communautaires Monographies régionales (Nord de l'Angleterre, Limbourg belge, Nome d'Achaïe, Lorraine, Jutland méridional)	FR	1000
63	Regionaludvikling og erhvervsuddannelse Anvendelse af menneskelige ressourcer i regioner med økonomisk omstilling som modtager fællesskabsstøtte Sammenfattende beretning og monografi – Sønderjyllands amtskommune	DA	150
Migrant Workers			
64	Berufsbildung der zweiten Generation griechischer Wanderarbeitnehmer in der Bundesrepublik Deutschland – Griechenland	DE	300
65	Επογγελματική Εκπαίδευση για έλληνες μετανάστες 2ης γενεάς στην Δυτική Γερμανία και την Ελλάδα	GR	150
Continuing Education and Training			
66	O têxtil e a formação em Portugal	PT	100
67	Κλωστοϋφαντουργία -- Έτοιμο ένδυμα και Επογγελματική κατάρτιση στην Ελλάδα	GR	150
Bibliographies			
68	The training of trainers in Ireland: A documentary dossier	EN	850
Exchange of information and experience			
69	Förderung der Zusammenarbeit zwischen Forschungs- und Entwicklungseinrichtungen auf dem Gebiet der Berufsbildung Arbeitstagung: 11. – 12. September 1986	DE	300
70	Promotion of cooperation amongst research and development organizations in the field of vocational training Working meeting papers – 11 and 12 September 1986	EN	615
71	Promoción de la cooperación entre las organizaciones de investigación y desarrollo en el campo de la formación profesional Reunión de trabajo del 11 – 12 de septiembre de 1986	ES	160
72	Promotion de coopération entre les organismes de recherche et de développement en formation professionnelle Documents de travail du séminaire des 11 et 12 septembre 1986	FR	435

No.	Title	Language	No. of copies
	Social partners		
73	Die Arbeitgeberorganisationen und ihr Beitrag zur Entwicklung der Berufsbildungspolitik in der Europäischen Gemeinschaft	DE	300
74	Employers' organizations – their involvement in the development of a European vocational training policy	EN	600
75	Les organisations d'employeurs, partie prenante au développement d'une politique européenne de formation professionnelle	FR	515
76	The role of the social partners in vocational education and training in Belgium	EN	600
77	De rol van de sociale partners in de beroepsopleiding in België	NL	150
78	Die Rolle der Sozialpartner in der Berufsausbildung und beruflichen Weiterbildung: Bundesrepublik Deutschland	DE	250
79	The role of the social partners in vocational training and further training in the Federal Republic of Germany	EN	600
80	The role of unions and management in vocational training in France	EN	600
81	La place des partenaires sociaux dans la formation professionnelle en France	FR	450
82	The role of the social partners in vocational education and training in the United Kingdom	EN	650
83	The role of the social partners in vocational training in Italy	EN	600
84	Il ruolo delle parti sociali nella formazione professionale in Italia	IT	200
85	Arbejdsmarkedets parters rolle i ungdoms- og voksen-erhvervsuddannelserne	DA	220
86	Die Arbeitnehmerorganisationen und ihr Beitrag zur Entwicklung der Berufsbildungspolitik in der Europäischen Gemeinschaft	DE	300
	Terminology		
87	Erhvervsuddannelsens terminologi: Grundbegreber	DA	350
88	Terminologie der Berufsbildung: Grundbegriffe	DE	850
89	Terminology of vocational training: Basic concepts	EN	1100
90	Terminologie de la formation professionnelle: concepts de base	FR	950
91	Terminologia della formazione professionale: Concetti di base	IT	450
92	Terminologie van de beroepsopleiding: Basisbegrippen	NL	410

No.	Title	Language	No. of copies
	CEDEFOP-Bulletin "Vocational training"		
	Periodical		
	No. 1/1987		
93	Fremtidens fabrik og arbejdet i fremtiden	DA	750
94	Fabrik der Zukunft und Zukunft der Arbeit	DE	2500
95	The factory of the future and the future of work	EN	2100
96	La fábrica del mañana y el futuro del trabajo	ES	1000
97	L'usine de l'avenir et l'avenir du travail	FR	2100
98	Εργοστάσια του μέλλοντος και μέλλον της εργασίας	GR	350
99	Fabbrica del futuro e futuro del lavoro	IT	1300
100	De fabriek van de toekomst en de toekomst van het werk	NL	1100
101	Fábrica do futuro e futuro do trabalho	PT	500
	No. 2/1987		
102	Erhvervsuddannelse i Europa – udveksling af modeller, ideer og erfaringer	DA	572
103	Modelle, Ideen, Erfahrungen – die Berufsbildung im europäischen Austausch	DE	1850
104	Models, ideas, experience – Vocational training: an exchange at European level	EN	1648
105	La formación profesional y el cambio comunitario – modelos, ideas y experiencias	ES	936
106	Les échanges européens dans le domaine de la formation professionnelle – des modèles, des idées, des expériences	FR	1750
107	Πρότυπα σχέδια, ιδέες, εμπειρίες – η επαγγελματική κατάρτιση στην ευρωπαϊκή ανταλλαγή	GR	422
108	Modelli, idee, esperienze – scambi in ambito comunitario	IT	1030
109	Modellen, ideeën, ervaringen – beroepsopleiding en uitwisseling op Europees niveau	NL	925
110	Modelos, ideias, experiências – intercâmbio europeu no domínio da formação profissional	PT	520
	No. 3/1987		
111	Små og mellemstore virksomheder – åbne muligheder for erhvervsuddannelsen	DA	450
112	Klein- und Mittelbetriebe – ein offenes Feld für die Berufsbildung	DE	1100

No.	Title	Language	No. of copies
113	Small and medium enterprises – new horizons for vocational training	EN	1050
114	Pequeñas y medianas empresas – un campo abierto en la formación profesional	ES	1000
115	Les petites et moyennes entreprises – un terrain de choix pour la formation professionnelle	FR	1000
116	Οι Μικρομεσαίες Επιχειρήσεις – ένα ανοικτό πεδίο επιλογής για την επαγγελματική κατάρτιση	GR	250
117	Piccole e medie imprese – uno spazio d'intervento per la formazione professionale	IT	700
118	Het midden- en kleinbedrijf – een onbegrensd terrein voor de beroepsopleiding	NL	600
119	Pequenas e médias empresas – campo aberto à formação profissional	PT	350
CEDEFOP flash 1987			
No. 1/1987			
120	Konferenz „Mensch und Technologie – Investieren in die Zukunft Europas“ in London	DE	700
121	London Conference on "People and Technology – Investing in Training for Europe's Future"	EN	700
122	Conférence de Londres sur «L'homme et la technologie – investir dans la formation pour l'avenir de l'Europe»	FR	700
No. 2/1987			
123	Sammenlignighed af de ved erhvervsuddannelse i medlemsstaterne opnåede kvalifikationer – Rådets beslutning af 16/7 1985 (85/368/EØF)	DA	200
124	Entsprechungen der beruflichen Befähigungsnachweise zwischen den Mitgliedstaaten der Europäischen Gemeinschaften – Entscheidung des Rates vom 16. 7. 1985 (85/368/EWG)	DE	700
125	Comparability of vocational training qualifications in EC Member States – Council Decision 16.7.1985 (85/368/EEC)	EN	700
126	Correspondencia de las calificaciones de formación profesional entre los Estados Miembros de la CE – Decisión del Consejo – 16. 7. 1985 (85/368/CEE)	ES	200
127	Correspondance des qualifications de formation professionnelle entre les Etats membres des CE – Décision du Conseil – 16-7-1985 (85/368/CEE)	FR	700

No.	Title	Language	No. of copies
128	Αντιστοιχία των τίτλων επαγγελματικής εκπαίδευσης μεταξύ των κρατών μελών των Ε.Κ.	GR	200
129	Corrispondenza delle qualifche di formazione professionale fra gli Stati membri della CEE – Decisione del Consiglio del 16 luglio 1985 (85/368/CEE)	IT	200
130	Vergelijkbaarheid van de getuigschriften van vakbekwaamheid tussen de Lid-Staten van de Europese Gemeenschap – Besluit van de Raad van 16 juli 1985 (85/368/EEG)	NL	200
131	Correspondência de qualificações de formação profissional entre os Estados-membros das CE – Decisão do Conselho – 16-7-1985 (85/368/CEE)	PT	200
	No. 3/1987		
132	Berufliche Weiterbildung in der europäischen Landwirtschaft vor den Anforderungen unserer Zeit	DE	700
133	Continuing vocational training to meet the contemporary requirements of european agriculture	EN	700
134	La formation professionnelle continue dans l'agriculture européenne face aux exigences de notre temps	FR	700
	No. 4/1987		
135	Regionale Entwicklung und Berufsbildung – Die Nutzung der humanen Ressourcen zur wirtschaftlichen Erneuerung von Regionen, die mit finanziellen Mitteln der Europäischen Gemeinschaft unterstützt werden	DE	700
136	Regional development and vocational training – Development of human resources in regions undergoing economic reconversion benefiting from community financial support	EN	700
137	Développement régional et formation professionnelle – Mise en valeur des ressources humaines dans les régions en reconversion économique bénéficiant d'appuis financiers communautaires	FR	700
	No. 5/1987		
138	Kurzbericht über das Kolloquium „Audiovisuelle Technologien und Berufsbildung in Europa – eine doppelte Herausforderung“ im CEDEFOP, 3. und 4. September 1987	DE	700
139	Summary report on the conference “Audio-visual technologies and vocational training in Europe – a dual challenge” held at CEDEFOP on 3 and 4 September 1987	EN	700

No.	Title	Language	No. of copies
140	Compte rendu du colloque «Technologie audiovisuelle et formation professionnelle en Europe – un double défi» CEDEFOP , 3-4 septembre 1987	FR	700
No. 6/1987			
141	Aktuelle Entwicklungen in der Beschäftigungs-, Bildungs- und Berufsbildungspolitik Japans	DE	700
142	Current developments in Japan's employment, education and vocational training policies	EN	600
143	Evolución actual en la política laboral, educativa y de formación profesional en Japón	ES	200
144	Développements actuels de la politique de l'emploi, de l'éducation et de la formation professionnelle au Japon	FR	700
145	Attuali sviluppi della politica dell'occupazione, dell'istruzione e della formazione professionale in Giappone	IT	100
No. 7/1987			
146	Die Förderung der Zusammenarbeit zwischen Forschungs- und Entwicklungseinrichtungen auf dem Gebiet der Berufsbildung	DE	600
147	The promotion of cooperation amongst research and development organizations in the field of vocational training	EN	600
148	Promotion de la coopération entre organismes de recherche et de développement en formation professionnelle	FR	700
149	La promozione della collaborazione tra organizzazioni che operano nel settore della ricerca e dello sviluppo della formazione professionale	IT	100
No. 8/1987			
150	Die Rolle der Sozialpartner in der beruflichen Bildung und Weiterbildung in der EG – Zwischenbericht anlässlich des CEDEFOP-Workshops am 15. und 16. 10. 1987 in Berlin	DE	600
151	Role of the social partners in initial and continuing vocational training in the EC – Interim report, CEDEFOP Workshop, Berlin, 15/16 October 1987	EN	600
152	Le rôle des partenaires sociaux dans la formation professionnelle initiale et continue dans les CE – Rapport intérimaire à l'occasion de la conférence des 15 et 16 octobre 1987 à Berlin	FR	700

No.	Title	Language	No. of copies
No. 9/1987			
153	Frauen und Unternehmensgründung – Kurzbericht über eine Konferenz in Sophia Antipolis (Frankreich), 21. – 23. Oktober 1987	DE	600
154	Women and the creation of enterprises – Summary report on the Conference in Sophia Antipolis (France), 21 – 23 October 1987	EN	600
155	Femmes et création d'entreprises – Compte rendu de la conférence à Sophia Antipolis (France), 21 – 23. octobre 1987	FR	700
No. 10/1987			
156	Weiterbildung und Langzeitarbeitslosigkeit in der EG – CEDEFOP-Workshop vom 2./3. November 1987 in Berlin (West)	DE	600
157	Continuing training and long-term unemployment in the EC – CEDEFOP Workshop held on 2 – 3 November 1987 in Berlin (West)	EN	600
158	Formation continue et chômage de longue durée dans les CEE – Séminaire du CEDEFOP, 2 et 3 novembre 1987 à Berlin (Ouest)	FR	700
CEDEFOP-News			
159	Nr. 1/1987	DE, EN, FR, IT, NL	24.600
160	Nr. 2/1987	DE, EN, FR, IT, NL	25.100
161	Nr. 3/1987 – Special issue –	DE, EN, FR,	24.000
Terminologie			
162	Hilfsmittel für die vielsprachige Facharbeit auf dem Gebiet der Berufsbildung Eine CEDEFOP-Infoterm-Veröffentlichung	DE	500
162	Tools for multilingual institutional work in the field of vocational training A CEDEFOP – Infoterm publication	EN	715



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Annual Report 1987

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