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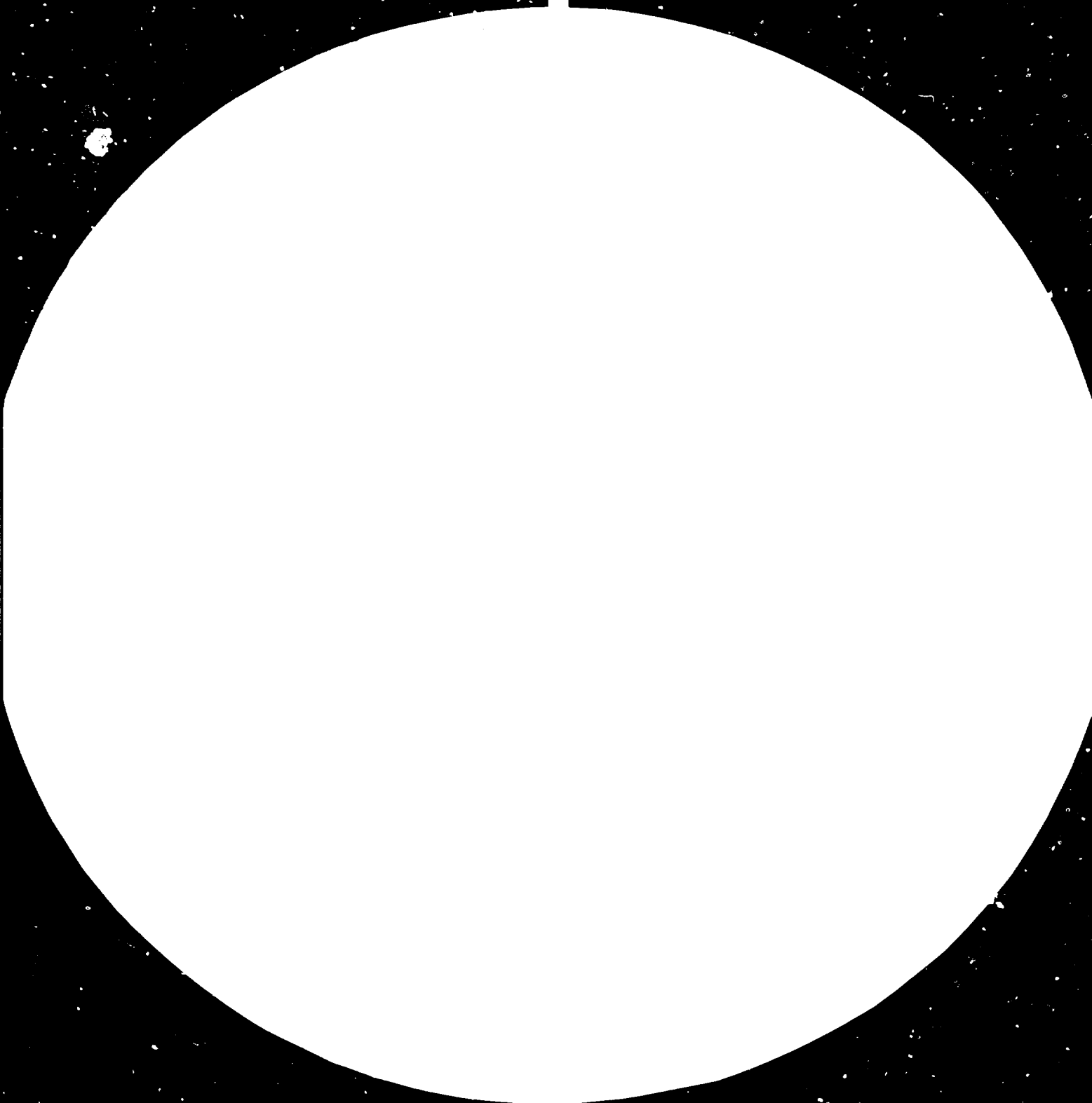
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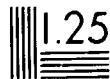
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THE GLOBAL CONSULTATION ON THE TRAINING OF INDUSTRIAL MANPOWER

Introduction

1. In 1978, the Industrial Development Board, having examined the conclusions of the sectoral consultations, which had highlighted the need to examine the question of industrial training, decided that a global consultation should be convened, in collaboration with ILO and UNESCO.^{1/} Accordingly, an intersecretariat working group was established to examine ways of maximising the use of industrial manpower training facilities in developed and developing countries and to explore their potential for expansion in relation to the needs of the developing countries.

2. In 1979, UNIDO, in consultation with ILO and UNESCO, prepared a report entitled "The acquisition and development of industrial skills by developing countries (ID/CONF.4/8). That report was considered at the Third General Conference of UNIDO (ID/CONF.4/22, paras. 202-210), and was generally supported by all countries; the convening of a global consultation was recommended.

3. The First Consultation on the Training of Industrial Manpower was held in Stuttgart, Federal Republic of Germany, from 22 to 26 November 1982; it was attended by 211 participants from 70 countries and 21 international organisations. (For the Report, including the list of participants and documents, see ID/294.)

The issues presented to the First Consultation (see Issues Paper ID/WG.381/1 and Background Paper ID/WG.381/2)

4. The discussions focused on two issues:

(i) Problems of appraising and matching the demand for and supply of training for industry in developing countries (for further details see ID/381/1 pages 6-22; ID/381/2 pages 15-76), and

(ii) Co-operation arrangements for the acquisition of technology in industry by the developing countries (for further details see ID/381/1 pages 23-29; ID/381/2 pages 76-135).

5. On the basis of these two issues, the First Consultation on the Training of Industrial Manpower enabled participants to approach in a coherent manner a variety of interrelated problems which had hitherto been discussed only in isolation from each other. These included:

(i) the evolution of training in relation to the needs of industry in general and of industry in the developing countries in particular;

(ii) the interconnections between traditional training and the specific training inherent in co-operation arrangements, required by industrial sectors;

(iii) research on teaching methods for mass training at all levels in line with different patterns of technology;

(iv) the organisation and approaches to the technical education and training necessary prior to the specific training required by each industrial project;

(v) the role of industrial training in the mastering of the industrialization process by developing countries;

(vi) the implications and consequences of the appearance of a world market for industrial training;

(vii) the establishment in developing and developed countries of mechanisms to co-ordinate the international supply of, and demand for, industrial training;

(viii) the nature and scope of industrial co-operation arrangements and the need to strengthen their training component and to secure the corresponding financial resources. 2/

Summary of the recommendations agreed by the First Consultation (ID/294).

6. The Consultation agreed that, in order to achieve their long-term objective of mastering their industrialisation process, developing countries would have to establish their own technological and training capacity. This required in particular that close links be established between education and training on the one hand, and the skill and technological requirements on specific sectors of industry on the other. UNIDO was therefore requested to continue to develop methodologies to contribute to the determination of industrial manpower and training needs in relation to different levels of technological complexity (ID/294, para. 12(b)).

7. The Consultation also recognised that countries should collect and disseminate information on training needs and opportunities, through the strengthening or creation of co-ordinating mechanisms at the national and regional levels (ID/294, para. 12(e)).

8. Thirdly, the Consultation discussed the present forms of co-operation in industrial training and decided that UNIDO should prepare a checklist of clauses to assist in the preparation of contracts related to industrial training (ID/294, para 20(b)).

9. Fourthly, with regard to the financing of the training component of an industrial project, it recommended that financial institutions and agencies include a training component in all capital projects (ID/294, para. 20(e)).

Points for further discussion

10. The First Consultation did not however make any significant progress on an issue of fundamental importance: the financing of co-operation in the field of training for industry (ID/WG.381/1, paras. 74-77; ID/WG.381/2, paras. 244-294). Consequently, the following questions also merit examination if the subject of industrial training and the development of human resources for industry is to be further examined in depth at UNIDO IV:

(i) To what extent can financial institutions consider the costs of preliminary and exploratory studies incurred by exporting enterprises (and particularly small and medium-size ones) to be an integral part of the budget of any industrial project (ID/WG.381/1, para. 75)?

(ii) To what extent is it possible for financial institutions to consider investment in industrial training as an investment in social infrastructure, thereby making it eligible for financing on conditions similar to those applied to investments in physical infrastructure (ID/WG.381/1 para. 76)?

(iii) To what extent can increased use be made of mixed credits (public and private sources of finance) to cover the training component of an industrial project (ID/WG.381/1, para. 77)?

11. The Annexes to this document contain the full texts of the Issue Paper (ID/WG.381/1), and Background Paper (ID/WG.381/2) presented to the First Consultation, and the Report of that Consultation (ID/294), including the agreed conclusions and recommendations. These Annexes may be of value to the participants at the High Level Expert Group Meeting preparatory to the Fourth General Conference of UNIDO.

Footnotes

1/ A/33/16 para. 169(a)

2/ The identification by the developing countries of their needs has been emphasized in other fora:

(i) The meeting of High Level Officials responsible for Industrial Manpower Training in Developing Countries held in June 1982 at Bucharest, Romania, following the Caracas Ministerial Conference of the Group of 77. A paper on the issues for consideration by the First Consultation was submitted by UNIDO.

(ii) In August 1982, the International Committee of the Group of 77 on the Follow-up and Co-ordination of Economic Co-operation among Developing Countries met in Manila.

(iii) The Economic Declaration of the Non-Aligned Countries in New Delhi, February 1983, which read as follows:

"The Heads of State or Government stressed the importance of full and timely implementation of the United Nations resolutions concerning the Industrial Development Decade for Africa. They recalled the resolution on popular participation in development adopted by the United Nations General Assembly at its thirty-seventh session, stressing the important role of public enterprises in the implementation and advancement of popular participation schemes as a means of mobilising human resources in national development strategies. The training of adequate cadres of the appropriate skilled industrial manpower should be sought through the incorporation of clauses for training in the contracts negotiated for the sale of plant and equipment." (para. 112)

"The Heads of State or Government reiterated the need to implement the decisions and programmes adopted at various meetings of the developing countries concerning employment and the promotion of human resources, in particular the Tunis meeting of April 1978. They welcomed the adoption by the Second Conference of Ministers of Labour of Non-Aligned and other Developing Countries (Baghdad, December 1981) of a declaration and a plan of action, and of a three-year (1982-84) programme of technical co-operation among non-aligned and other developing countries in this field, and affirmed that they should be carried out as a matter of urgency according to the agreed timetable." (para. 131)

