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HUMAN RESOURCE DEVELOPMENT:

ANALYSIS OF 225 TECHNICAL CO-OPERATION PROJECTS WITH REFERENCE TO STRENGTHENING OF NATIONAL INDUSTRIAL TRAINING AND DEVELOPMENT AND TRANSFER OF TECHNOLOGY CAPABILITIES **

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* This document contains excerpts from PPD.147

** The views expressed in this document are those of the author and do not necessarily reflect those of the UNIDO Secretariat. This document has not been edited.

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SUMMARY

This study analyses UNIDO's technical co-operation in human resource development and development and transfer of technology, which are two of the main planks of UNIDO's Medium-Term Plan, 1990-1995 (GC.3/17, paragraphs 24-34 in particular). The link between them is clearly defined in that document:

"The primary objective of the human resource development programme of UNIDO is to assist developing countries in building up coherent and sustainable systems for upgrading local technological skills and managerial and entrepreneurial capabilities and integrating them into the industrial development process, in accordance with the national development strategies and priority plans of those countries" (para. 26).

"In general, emphasis will be on linking human resource development and the development and transfer of technology" (para. 27).

Under the heading "Development and transfer of technology", the importance of the human resource in the development of national technological capability is also stressed several times, particularly in paragraphs 31, 33 and 34.

Reflecting the activities of UNIDO described in paragraph 27 of the Medium-Term Plan, annexes 1 and 2 (pp. 1-zvii) illustrate the breakdown by technologies of the industrial training programmes supplied by UNIDC. Annex 1 classifies the projects according to industrial sector and shows that 47.2 per cent of the projects refer to no specific industrial sector, but relate to areas common to all sectors. Annex 2 establishes the number of projects and persons trained by region and industrial subsector (ISIC codes) and shows that it is difficult <u>a priori</u> to distinguish the subsectors on which assistance is focused.

In order to analyse the different forms of UNIDO training assistance and their possible impact on strengthening of national training and technology development capabilities, 225 projects received between 1 January 1988 and 1 September 1989 by the Project Appraisal Section have been classified and examined on the basis of their primary functions (this concept is defined in the <u>Guidelines for Project</u> <u>Design</u> of UNDP and UNIDO):

- " Fellowships and study tours;
- Institution building;
- Group/direct training;
- Workshops/seminars.

A. FELLOWSHIPS AND STUDY TOURS (p. 6)

These two forms of assistance are demand-oriented and are, consequently, among those best suited to solving technical problems facing enterprises. **Pellowships** are granted on an individual basis, generally for a period of several months, and provide training for persons who wish to enhance their skill level in a specific field by following training abroad. **Study tours** are often collective, lasting a maximum of one month, and provide persons with a high level of responsibility within institutions, enterprises or governments with information on a specific subject to enable them to solve a given problem. In spite of a very high potential level of impact, these projects are generally formulated so vaguely that there is a risk that the desired training and the tasks which the participant must be capable of accomplishing on his return will not match up with the learning experience provided. Countries should be helped to define their requirements and should be given better information on existing training and its content. Furthermore, training is more often than not given in Western institutions, while there may be training of a similar level in developing countries (this would strengthen South-South co-operation) and in-plant training is too rare. Finally, the system of appraisal is inappropriate and there is virtually no follow-up. There is no feedback from the training institutions on the programmes carried out and no final test of knowledge acquired. No questionnaire is subsequently sent out to ascertain the real impact of the programmes (pp. 14-19).

B. INSTITUTION BUILDING (p. 19)

This is designed to establish or strengthen training institutions or to train the personnel of other institutions, pursuant to paragraph 26 of the UNIDO Medium-Term Plan mentioned above. There are certain recurring problems in this respect that must be remedied: staff who do not have adequate skills to use complicated equipment, uncertain management and absence of co-ordination and co-operation with enterprises in drawing up training or research and development programmes. It is thus advisable to allow the institutions to design their activities better in the light of industry's requirements, so as to facilitate mastery of the industrialization process.

Twenty-five institution-building projects include a training component. Of these, eight envisage the establishment or strengthening of a training institution and the remaining 17 envisage the training of their personnel, primarily by means of study tours and individual training courses.

C. GROUP/DIRECT TRAINING (p. 28)

The direct or group training programmes are desiged to expand and update participants' theoretical and practical occupational skills in a specific given field. The following figures, combined with an examination of the projects, generate a number of questions.

	Interregional projects	Region a l projects	National projects
Distribution of projects	45.18	33.6%	21.38
Distribution of amount	43.85	33.6%	22.6%
Distribution of persons trained	38.1%	35.0%	26.9%
Average number of persons trained per project	16	20	24
Average cost per person (\$US)	6 715	5 600	4 925

1. Why are only 21.3 per cent of the projects national, whereas these are best able to take account of the socio-economic situation of a country in order to facilitate mastery of specific technologies? Paragraph 26 of the UNIDD Medium-Term Plan stresses the importance of establishing or strengthening national capabilities and systems for human resource development. A priori the most effective people are also the least expensive, both overall and per person, and they on the average train the largest number of people.

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2. Why do only 13.9 per cent of projects combine a group training programme with assistance to a training institution in a developing country? If one strengthens these institutions, then one helps to bring training supply in line with demand (p. 36), in accordance with paragraph 26 of the Medium-Term Plan.

3. Can programmes really be "tailor-made" when 88.7 per cent of them are regional or interregional? Such supply-oriented assistance cannot take account of all the socio-economic features and the priorities of each country, whereas interactiveness between the donor and the potential beneficiary ought to be the rule in programme design. Should UNIDO not play a greater part at that stage? The Organization too often confines itself to acting as the intermediary between the two above-mentioned parties, without utilizing its information, expertise or technical assistance capabilities (p. 40).

4. Would it not be advisable to strengthen the participant selection criteria? The number of countries invited is too large in the case of regional and interregional projects and the participant profile is too ill-defined for there not to be a risk of heterogeneity. The definition of a clearer profile would necessitate clarifying the objectives of the project, focusing the teaching on more specific aspects and thereby increasing the programme's chances of success (p. 41).

5. Can the training received be applied in practice? The participants are more often thin not trained in developed countries and become familiar with the most up-to-date techniques. Such training is sometimes inappropriate to the actual situation in their countries or useless if not combined with technology transfer. Furthermore, training one or two persons per country in a technique is only meaningful if the person involved can train others and there is thus a multiplier effect or if the person's hierarchical position in the enterprise or institution is such that he or she may influence choices of technology (p. 43). Would it not also be possible to envisage the training of complete teams by means of programmes in which each individual would be trained in a particular task and in which his or her role in the production process and relations with others would be specifically defined?

6. Is the teaching effectively utilized and with what degree of success? Although the evaluation reports (PER/GT) are compulsorily prepared, there is virtually no organized follow-up to assess the changes introduced in each participant's workplace or the need to establish supplementary programmes or to convert existing ones (p. 44).

D. WORKSHOPS AND JEMINARS (p. 47)

The aim here is to bring together for a few days senior decision-makers in the public and private sectors capable of influencing the development of their country and brief them on a specific subject. These meetings normally generate recommendations or proposals for action.

	Interregional projects	Regional projects	National projects
Distribution of projects	54.98	27.5%	17.6%
Distribution of amount	60.7%	29.6%	9.761
Distribution of persons trained	50.91	28.0%	21.18

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Once again regional and interregional projects predominate, but their nature and their purpose make this more understandable since it is not strictly speaking a matter of training in a particular technique. Nevertheless, they do pose a number of problems that have already been referred to: heterogeneity of participants, involvement of UNIDO in their design, difficulty of taking account of the diverse socio-economic features of the countries invited, real impact on development, etc.

E. CONCLUSION (p. 53)

If the objective of UNIDO's industrial training is to enable developing countries to master specific technologies, particular attention must be given to forms of assistance which can have the greatest impact in this area, namely, in the short term, fellowships and study tours and national direct or group training projects and, in the medium and long term, the establishment and strengthening of training institutions contributing to national industrial development. However, the assistance must be selective and integrated. There are 47.2 per cent of the projects that do not relate to any particular industrial sector (annex 1, p. i) and it is <u>a priori</u> difficult to distinguish the subsectors on which assistance is focused (annex 2, pp. ii-xvii). It would be necessary to make sure that the training programmes set up by UNIDO (the techniques and subsectors involved) and the subsectoral priorities of the developing countries for which they are intended coincide. In other words, emphasis should be placed on "tailor-made" programmes, rather than "ready-made" programmes, and these should be defined in the light of the Medium-Term Plan, 1990-1995, which highlights human resource development and development and transfer of technology, as well as the link between these two forms of assistance, as a UNIDO priority.

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1. TABLE ANN/I: BREAKDOWN OF PROJECTS BY INDUSTRIAL SECTOR FOR EACH PRIMARY FUNCTION

*FELLOWSHIPS

- Agro-food industries	3	
- Chemical industries	3	
- Metallurgical industries	2	
- Durable goods industries	3	
- Others (management, maintenance, industrial		
planning, preparation of investment projects, etc.)	9	
Francis, Forfactor (
*STUDY TOURS		
- Agro-food industries	1	
- Chemical industries	1	
- Metallurgical industries	1	
 Durable goods industries 	0	
- Others	4	
*GROUP/DIRECT TRAINING		
- Agro-food industries	9	
- Chemical industries	12	
- Metallurgical industries	9	
- Durable goods industries	31	
~ Others	61	
*WORKSHOPS/SEMINARS		
- Agro-food industries	8	
- Chemical industries	7	
- Metallurgical industries	2	
- Durable goods industries	10	
- Others	24	
*INSTITUTION BUILDING		
- Agro-food industries	4	
- Chemical industries	8 ⁻	
- Metallurgical industries	0	
- Durable goods industries	7	
- Others	10	
*COMBINED		
- Agro-food industries	25	(10.9%)
- Chemical industries	31	(13.5%)
- Metallurgical industries	14	(6.1%)
- Durable goods industries	51	(22.3%)
- Others	108	(47.2%)

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2.	TABLE ANN/II: NUMBER OF FROJECTS AND PERSONS TRAINED PER SUBSECTOR AND REGION		LATIN A AND CAR			IA AND CIFIC	AFRICA		
				NUMBER OF PROJECTS	PERSONS		PERSONS		: NUMBER OF PERSONS TRAINED
11			Agriculture and hunting			: :		:	
**						••••		:	
-	111	1110	Agricultural and livestock production	: 1 :	15	: 1 :	20	:	:
				: :	:	: :		:	
	112	1120	Agricultural services			: 2 :	41	:	
								•	
23-	230		Metal ore mining	:		: :		:	:
			.	:		: :	;	:	:
			Iron ore mining Non-ferrous ore mining			$\begin{array}{c} \cdot & \cdot \\ \cdot & 1 \end{array}$	25	:	•
		2302	NOL-LEITOUS DIE BIMINE	•				:	•
				:	:	: :	1	:	:
31			Manufacture of food, beverages and tobacco	:		: :	1	:	•
	311-3	,,,	Food manufacturing					:	•
	241-	J16		:	•	: :		•	•
		3111	Slaughtering, preparing and preserving	:		: :		:	:
			meat	:	:	: 1 :	3	: 2	: 35
			Manufacture of dairy products	:	:	: :	1	: 1	: 6
		3113		:		: :		:	:
		3114		:	t	: :	1	:	:
			crustaces and similar foods	:	•	: :		:	:
		3115		:	•	: :		:	:
			and fats	:			-		
		3116	Grain mill products	:		: 1 :	7	: 1	: 1

			-	LATIN AMERICA AND CARIBBEAN		:	ASIA AND PACIFIC		AFRICA		
			:	:		:	:		:	:	
_		Manufacture of bakery products	•	:		:	:			:	••
_		Sugar factories and refineries	: 1	:	10	:			: 3	1	34
-	3119	Manufacture of cacao, chocolate and sugar	:	:	••						
		confectionery	: 1	:	10	:	:		:	1	
		Manufacture of food products n.e.c.	:	:		:	•		•	•	
	3122	Manufacture of prepared animal food	:	:		:	:		•	•	
_			:	:		:	:		•	1	
313		Beverage industries	:	:		:	:		:	1	
			:	:		:	•		1	•	
	3131	Distilling, rectifying and blending spirits	:	:		•	•				
	-	Wine industries	:	:		:	:		: 1		32
		Malt liquors and malt	:	:		:	:		: 1	:	32
	3134	Soft drinks and carbonated waters industries	•	•		:				:	
			:	:		:	•			•	
314	3140	Tobacco manufacture	:	:		•	•		•	•	
		Build a second and lather	:	:		•	i		•	•	
		Textile, wearing apparel and leather		•		•	i		•	:	
		industries	:	•		i •	i i		•	•	
-		Manufacture of textiles	•	•		•			•	•	
321		Manufacture of textiles	•	•		•	•		•	:	
	2911	Spinning, weaving and finishing textiles	•	•		•	1 :	12	•		
		Manufacture of made-up textile goods except	•	:		•			•		
	3212	vearing apparel	•			:			1		
		Knitting mills	•	•		•	•		•		
		Manufacture of carpets and rugs	•	•		:				•	
		Cordage, rope and twine industries	•	•		•	•		. 1		32
		Manufacture of textiles n.e.c.	•			•	•		: 1	:	36
	3413	MENULCUIT DI LEALITED M.C.C.	•	•		•			: -	:	
	3330	Manufacture of wearing apparel, except	•	•		:			1	1	
322	3220	footwear	•	•		•	•		•	:	
		10044261	•	•		•			•	:	
323		Manufacture of leather and products of	•	•			•			:	
753		leather, leather substitute and fur, except	•	•		•	•		•		
		footwear and wearing apparel	•	:		:	•		•		

		AFRICA			
	······································				
	: : :	2 : 34			
.ur dressing and dyeing industries : :	: : :	:			
	: : :	:			
	: : :	:			
wearing apparel : :	: : :	:			
: :	: : :	:			
Manufacture of footwear, exept vulcanized : ;	: : :	:			
or moulded rubber or plastic footwear : :	: : :	:			
: :	: : :	:			
Manufacture of wood and wood products, : :	: : :	:			
including furniture : :	: : :	:			
: :	: : :	•			
Manufacture of wood and wood and corn : :	: : :				
products, except furniture : :	· · · ·	:			
: :	· · · · ·	:			
Savmills, planing and other wood mills : :		1 : 25			
		- • ••			
	• •	:			
Manufacture of wood and cork products n.e.c. : :		1 : 30			
: ;					
Manufacture of furniture and fixtures, ; ;		•			
except primarily of metal : :					
: :		•			
Manufacture of paper and paper products: : :		•			
printing and publishing : :		•			
		•			
Me ufacture of paper and paper products :		•			
		•			
Manufacture of pulp, paper and paperboard : :	2 8	•			
Manufacture of containers and boxes of :		•			
		•			
		•			
articles n.e.c.	• • •	•			
· · · · · · · · · · · · · · · · · · ·	• • •	i •			
Printing, publishing and allied industries	• • •	:			
· · · · · · · · · · · · · · · · · · ·		•			
paper and paperboard::Manufacture of pulp, paper and paperboard::articles n.e.c.::		::			
3232 3233 3240 3311 3312 3319 3320 3411 3412 3419	3231 Tanneries and leather finishing : 3232 .ur dressing and dyeing industries : 3233 Manufacture of products of leather and : 1eather substitutes, except footwear and : : 3240 Manufacture of footwear, except vulcanized : or moulded rubber or plastic footwear : : 3240 Manufacture of vood and vood products, : including furniture : : Manufacture of vood and vood and corn : : products, except furniture : : 3311 Savails, planing and other vood mills : : 3312 Manufacture of vood and cork products n.e.c. : : 3313 Manufacture of furniture and fixtures, : : 3319 Manufacture of paper and paper products: : : 3320 Mcnufacture of paper and paper products : : 3411 Manufacture of pulp, paper and paperboard : : 3413 Manufacture of containers and boxes of : : 3414 Manufacture of containers and boxes of	3231 Tanneries and leather finishing : PACIFIC 3232 .ur dressing and dyeing industries : : : 3233 Manufacture of products of leather and : : : : 3231 Tanneries and dyeing industries : : : : : 3233 Manufacture of products of leather and : : : : : 3233 Manufacture of pootwear, except footwear and :			

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				: LATIN : AND CA			: :		SIA ANI ACIFIC) :	AF	RICA	
				:	:		;		:	:		;	
ł			Manufacture of chemicals and of chemical.	:	:		:		:	:		:	
			petioleum, coal, rubber and plastic products	:	:		:		:	:		:	
				:	:		:		:	:		:	
	351		Manufacture of industrial chemicals	:	:		:		:	:		:	
				:	:		:		:	:		:	
		3511	Manufacture of basic industrial chemicals	:	:		:		:	:		:	
			except fertilizers	:	:		:		:	. :	-	:	
		3512	Manufacture of fertilizers and pesticides	:	:		:	2	: 27	1 :	1	: 32	
		3513	Manufacture of synthetic resins, plastic	:	:		:		:	. :		:	
			materials and man-made fibres except glass	:	:		:	1	ŧ	1 :		:	
				:	:		:		:	8		•	
	352		Manufacture of other chemical products	:	:		:		:	1		•	
				:	:		:		:	1		•	
		3521	• •	:	:		:	•	:			:	
			lacquers	:	:		:	1	: 1)	•	: 2	
			Manufacture of drugs and medicines	:	:		:		:		: 1	: 4	
		3523	Manufacture of scap and cleaning	:	:		:		:			:	
			preparations, perfumes, cosmetics and other	:	:		:		:			•	
			toilet preparations	:	:		:		:			:	
		3529	Manufacture of chemical products n.e.c.	:	:		:		•		_		
				:	:	••	:					1	
	353	3530	Petroleum refineries	: 1	:	20	:		•		•	:	
	- • .			•	•		•		•		•	•	
	354	3540		•	•		•		•		•	•	
			petroleum and coal	i .	•		i t		•	•	•	•	
			Non-freedom of million and water	•	•		•		•		•	•	
_	355		Nanyfacture of rubber products	•	•		•		•		•	•	
			There and hubb industrian	÷	•		•		•		•	•	
		3551		•	•		:		•		•		
		3559	Manufacture of rubber products n.e.c.	•	•		:		•		•	•	
-	-	38/0	Manufacture of plantic meduate r c c	•	•		•	2	: 33	1	•	•	
	356	3560	Manufacture of plastic products n.e.c.	•	•		•	•		-	•	•	

				: : LATIN AMERICA : AND CARIBBEAN		A AND IFIC	:	AFRICA	:
				: :	:	:	:	:	·····
36			<u>Manufacture of non-metallic mineral</u>	: :	:	:	:	:	:
			products, except products of petroleum and	: :	:	:	:	:	:
			<u>coal</u>	: :	:	:	•	:	:
				: :	2	:	:	:	:
	361	3610	• • • • • • • • • • • • • • • • • • • •	: :	:	:	:	:	:
			earthenware	\$:	:	:	:	:
				: :	:	:	:	:	:
	362	3620	Manufacture of glass and glass products	: :	:	:	:	:	:
-				: :	:	:	:	:	:
	369		Manufacture of other non-metallic mineral	: :	:	:	:	:	:
			products	: :	:	:	:	:	:
				: :	:	:	:	:	:
_		3691	Manufacture of structural clay products	: :	:	:	:	:	:
		3692	Manufacture of cement, lime and plaster	: :	:	:	:	:	1
		3699	Manufacture of non-metallic mineral	: :	:	:	:	:	: -
			products n.e.c.	: :	:	:	:	:	± 1
				: :	:	1	:	1	:
37			<u>Basic metal industries</u>	1	:	:	1	•	•
				•	:	•	•	•	•
	371	3710	Iron and steel basic industries		: 1	: 1	: 3	: 35	•
				•	:	:		•	•
	372	3720	Non-ferrous metal basic industries	•	: 2	. 32	•	•	•
					• •	•	•	•	•
38			Manufacture of fabricated metal products.	• •	•	•	•	•	
••			Bachinery and equipment		•	•	•	•	•
				• •	•	•	•	•	•
	381		Manufacture of fabricated metal products,		•	•	•		
	301		except machinery and equipment	• •	•			•	•
			except machinery and equipment	• •	•		•	•	•
		2831	Manufashung of euclose band bools and	· ·		ī		ī	:
		1011	Manufacture of cutlery, hand tools and	• • •		1	•	•	:
			general hardware	• •	•	•	:	:	:
		3812	Manufacture of furniture and fixtures	: :	:	:	:	:	:
			primarily of metal	: :	:	:	:	:	:
				: :	:	:	:	:	:

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JallLATIN A'THICAABIA AND PACIFICAFRICA3813Manufacture of structural metal products accept machinery and equipment n.e.c.113382Manufacture of fabricated metal products except machinery and equipment n.e.c.113382Manufacture of machinery except electrical equipment12011382Manufacture of agricultural machinery and equipment12011382Manufacture of agricultural machinery and equipment except metal and wood working machinery12011382Manufacture of office, computing and accounting machinery, apparatus, appliances and aupplies1110383Manufacture of electrical industrial machinery and apparatus and supplies1110383Manufacture of electrical apparatus and ausufacture of electrical appliances and apparatus111384Manufacture of ransport equipment1111384Manufacture of ransport equipment1111384Ship building and repairing acceution equipment1111383Manufacture of electrical appliances and apparatus1111384Manufacture of electrical appliances and aupplies n.e.c.1111384Manufacture of ransport equipment340340						
3813 Manufacture of structural metal products except machinery and equipment n.e.c. 382 Manufacture of machinery except electrical 382 Manufacture of agricultural machinery and equipment 1 20 1 139 382 Manufacture of agricultural machinery and equipment 1 20 1 139 382 Manufacture of agricultural machinery and equipment 1 20 1 139 382 Manufacture of agricultural machinery machinery 1 10 139 382 Manufacture of office, computing and accounting machinery 1 10 383 Manufacture of electical machinery, apparatus, appliances and supplies 1 10 383 Manufacture of electrical industrial machinery and apparatus 1 10 383 Manufacture of radio, television and communication equipment and apparatus 1 10 383 Manufacture of electrical appliances and housewares 1 1 18 384 Manufacture of transport equipment 1 18					а А А	FRICA
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3819 Hanufacture of fabricated metal products 382 Manufacture of machinery except electrical 382 Manufacture of engines and turbines 3821 Manufacture of engines and turbines 3822 Manufacture of engines and turbines 3823 Manufacture of engines and turbines 3824 Manufacture of metal and wood working machinery 1 3825 Manufacture of special industrial machinery and equipment except metal and wood working 1 machinery 1 3825 Manufacture of file, computing and accounting machinery 1 3829 Machinery and equipment except electrical n.e.c. 1 3829 Manufacture of electrical industrial machinery and supparatus 1 3831 Manufacture of electrical industrial machinery and supparatus 1 3831 Manufacture of electrical industrial machinery and supparatus 1 3831 Manufacture of electrical apparatus 3832 Manufacture of electrical appliances and 3833 Manufacture of transport equipment <th>381</th> <th>3 Manufacture of structural metal products</th> <th>: : :</th> <th>: :</th> <th>: 1</th> <th>: 3 :</th>	381	3 Manufacture of structural metal products	: : :	: :	: 1	: 3 :
except machinery and equipment n.e.c. 382 Manufacture of machinery except electrical 382 Manufacture of engines and turbines 382 Manufacture of agricultural machinery and equipment 382 Manufacture of agricultural machinery and equipment except metal and wood working machinery 3824 Manufacture of apecial industrial machinery and equipment except metal and wood working machinery 3825 Manufacture of office, computing and accounting machinery 3826 Manufacture of office, computing and accounting machinery 3827 Manufacture of electrical machinery, apparatus, appliances and supplies 3831 Manufacture of electrical industrial machinery and equipment and apparatus 3832 Manufacture of radio, television and communication equipment and apparatus 3833 Manufacture of electrical appliances and housevares 3834 Manufacture of transport equipment 384 Manufacture of transport equipment	381	9 Manufacture of fabricated metal products	: : :	; ;	:	: :
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3832 Manufacture of radio, television and communication equipment and apparatus	383	A Manufacture of electrical industrial	• •	: :	:	: :
communication equipment and apparatus :		Bachinery and apparatus	• •	: :	:	: :
3833 Manufacture of electrical appliances and I	267	A Manufacture of faulo, celevision and		: :	:	: :
housewares 3839 Manufacture of electrical apparatus and supplies n.e.c. 384 Manufacture of transport equipment 384 Ship building and repairing		Communication equipment and apparates		: :	:	: :
3839 Manufacture of electrical apparatus and : :	263			: :	:	: :
supplies n.e.c. : : : : : : : : : : : : : : : : : :	301		1 1	: :	:	: :
384 Manufacture of transport equipment :	301		· ·	: :	: 1	: 18 :
3841 Ship building and repairing : : : : : : : : : : : :		enhatee wires	• • •	: :	:	: :
3841 Ship building and repairing : : : : : : : : : : : :	384	Nanufacture of transport equipment	: :	: :	:	: :
3841Ship building and repairing:::		Handler an analysis state	: :	: :	:	: :
3842 Manufacture of railroad equipment : : : : : : : 3 : 40	185	1 Ship building and repairing	: :	: :	:	: :
			: :	: :	: 3	: 40 :
	301		: :	: :	:	: :

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		3843	Manufacture of motor vehicles	:				:			•		•
_		3844	Manufacture of motorcycles and bicycles	:		:		2			•		•
-		3845	Manufacture of aircraft	•		•		•		,	•		•
-			Manufacture of transport equipment n.e.c.	•		•		•			•		•
				:		•		•			•		•
-	385		Manufacture of professional and scientific,	:		•		•				i	i
-			and measuring and controlling equipment	•		:		•			•	i	•
-			n.e.c., and of photographic and optical	•		•		•		5	•	1	
_			goods	÷		•						1	
-			6	1		i	1	¥ •	-		i	8	
		3961	Manufacture of professional and scientific,	ĩ		•	1		3	8	:	8	:
_		3431		:		:	1	:	:	8	:	-	:
			and measuring and controlling equipment,	:		:	1	:	:		:	1	
			B.e. c.	:		:	1	: 1	. :	: 14	: 1	1	: 1
		2425	Manufacture of photographic and optical	:		:	:	:	:	8	:	:	:
-			goods	:		:	1	:	:	;	:	:	:
		3823	Manufactures of watches and clocks	:		:	:	:	:	1	:	1	:
	•••		•••	;		:	1	:	:	:	:	:	:
39	390		Other manufacturing industries	:		:	1	:	:	:	:	:	:
				:		:	8	:	1	ł	:	:	:
		3901	Manufacture of jewellery and related	:		:	:	:	:	1	:	:	:
			articles	:		:	-	:	:	1	:	:	:
_			Manufacture of musical instruments	:		:	1	:	:	5	:	:	•
		3903	Manufacture of sporting and athletic goods	:		:	8	:	:	1	:		:
-		3909	Manufacturing industries n.e.c.	:		:		: 1	. :	: 16	:		•
				:		:		:			:		
_				:		:	-	:			:		•
41	410		Electricity, gas and steam	•		:		:			•		
						•		•			•		
		4101	Electric light and power	•		•		•			: 1		. 15
		4102	Cas manufacture and distribution			•		•			• •		
-			Steam and hot water supply	•		•		•			•	•	
-				•		•	•	•	Ì		•		
42	420	4200	Water works and supply	•		•	i	•	2		i		
		~=~*	and anther	•		•		•	1	5	i		5
				•		•		i				:	
50	500	5000	Construction	i	1	: 10			1			:	
-	340	3000		:		: 10		: 1	1	30	: 2	:	28
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				: :	:	:	;		:	
71			Transport and storage	: :	:	:	:		:	
/1				: :	:	:	:		:	
	711		Land transport	: :	:	:	:		:	
				: :	:	:	:		:	
		7111	Railway transport	: :	:	:	:		:	
		7112	Urban, suburban and inter-urban highway	: :	:	:	:		:	
			passenger transport	: :	:	:	:		•	
		7113	Other passenger lend transport	: :	:	:	:		:	
		7114	Freight transport by road	: :	:	:	:		:	
		7115	Pipeline transport	: :	•	:	:		•	
		7116	Supporting services to land transport	: :	•	•	:		•	
				: :	•		i		•	
	719		Services allied ti transport	: :	•	:	•		•	
		7191	Services incidental to transport	•		•	•	1	•	18
		7192	Storage and varehousing		•	•	•	•	•	
					•	•	•		:	
				• •	•	•			:	
83			Real estate and business services	• •	•	•			1	
			a the second problem and	• •	•	•	:		:	
	832		Business services except machinery and	• •	•	:	:		:	
			equipment rentals and lessing	• •	•	:	:		:	
				• •	:	:	:		:	
		8321	Legal services	•	:	1	:		:	
		8322	Accounting, auditing and bookkeeping	• •		:	:		:	
			services		: 1	: -	:	1	:	-
		8323	Data processing and tabulating services Enginneering, architectural and technical	• •	:	•	:		:	
-	-	8324	Enginneering, erenitettutet and tethnitet	· · ·	1 1	: 30	:	1	:	3
-			services Advertising services	· ·		:	1		:	
		8323	Advertising services Business services, except machinery and	· ·	:	:	:		:	
		#JZ9	equipment rental and leasing, 2.e.C.	1 1	:	:	:	1	:	24
			adnihmant lanter and taearub) where	• •	:	1	:		:	

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				: EURCP: : ::EDITE	e and Pranean	: ARAB CO	OUNTRIES	: : INTERR	EGIONAL
-				: • UMBEP : OF • PROJECTS	: NU:IBER OF PERSONS TRAINED	NUMBET OF PROJECTS	PEPSONS	NUMBER OF PROJECTS	NUMBER OF PERSONS TRAINED
1			Arriculture and hunting		:	: :		: :	ł
	111	1110	Agricultural and livestock production		:	: : : :		: 2 :	181
-	112	1120	Agricultural services		:	: : : :		: 1 :	170
2	220	22,30	Crude petroleum and natural gas production	:	•			: 2 :	55
1			Manufacture of food, beverages and tobacco	:	:			: : : :) 6
	311-	312	Food manufacturing		:				; }
		3111	Slaughtering, preparing and preserving meat	•	•				, }
-		3112	Manufacture of dairy products	•	i •	i i • •			22
			Canning and preserving fruits and vegetables	:	•			: 2 :	27
			Canning, preserving and processing of fish, crustaces and similar foods		-	•		: : :	33
		3115	Manufacture of vegetable and animal oils and fats	•	•	•••••		: 2 :	42
		3116	Grain mill products	•	•	• •		· · · ·	37
		3117		•	-				
		3118	* *	: 2	: 4	•		: 5 :	219
		3119	Manufacture of cacao, chocolate and sugar	•	:	: ;		: :	
			confectionery	•	•	• •		. 1 .	22

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	3121	Manufacture of food products n.e.c.	:	;		:	:		2	:	42
		Manufacture of prepared animal food	•	:		:	:			:	-
313		Beverage industries	•	:			:			:	
	3131		:	:		•	:		:	:	
		Wine industries	:	:		:	:			:	22
		Malt liquors and malt Soft drinks and carbonated waters industries		:		: 1		6	: 1	•	44
	3734	Soft drinks and carbonated waters industries	•	•		1 1	*	V	• •	•	
314	3140	Tobacco manufacture	:	:		•	:			:	
		Textile, vearing apparel and leather	:	:		:	:		:	:	
		industries	:	:		:	:		:	:	
321		Manufacture of textiles	:	:		:	:			:	
	3911	Spinning, veaving and finishing textiles	:	:		:	:		:	:	
		Manufacture of made-up textile goods except	i •	•		•	•		• •	•	
	7646	vearing apparel	•	:		•	:		. 1	1	13
	3213	Knitting mills	:	:		:	:		:	:	
		Manufacture of carpets and rugs	:	:		:	:		:	:	
	3215	Cordage, rope and twine industries	:	:		:	:		:	:	
	3219	Manufacture of textiles n.e.c.	:	:		:	:		: 1	:	13
			:	:		:	:		:	:	
322	3220	Manufacture of wearing apparel, except	:	:		:	:		:	•	
		footwear	:	:		:				1	
323		Manufacture of leather and products of	i •	•		•	i t		• •	•	
363		leather, leather substitute and fur, except	•	:			:		:	:	
		footwear and wearing apparel	:	:		:	1		•	:	
			:	:		:	:		:	:	
	3231	Tanneries and leather finishing	: 1	:	30	:	:		: 1	:	22
	3232	Fur dressing and dyeing industries	:	:		:	:		:	:	

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			EUROI MEDI:		ND ANEAN	: AR/ : .	VE CO	UNTRIES	: INT	TERFEG	IONAL
		L	}	:		:	:		:	:	
	3233	Manufacture of products of leather and	}	:		:	:		:	:	
		leather substitutes, except footwear and	:	:		:	:		:	:	
		vearing apparel	: 1	:	30	:	:		:	:	
374	1240	Manufacture of footwear, exept vulcanized	}	:		:	:		:	:	
324	3240	or moulded rubber or plastic footwear	1	•	30	: 1		50	•	•	
		of modified induction prantic footwear		•	30	· 1	i 1	30	i •	i •	
3		Nanufacture of wood and wood products.		:		:	:		:	:	
		including furniture	:	:		:	:		:	:	
			1	:		:	:		:	:	
331		Manufacture of wood and wood and corn	:	:		:	:		:	:	
		products, except furniture	1	:		:	:		:	:	
		Savmills, planing and other wood mills	1	:		:	1		:	:	
		Manufacture of vooden and cane containers		:		:	Ĩ		: 2	1	50
	3312	and small cane ware	i	•		•				1	
	1110	Manufacture of wood and cork products n.e.c.	•	•		•	•		i 1 2	1	60
	3347			•		•	:		• •	•	••
332	3320	Manufacture of furniture and fixtures,		:		•			•	•	
•••		except primarily of metal		:		:			•		
			1	:		:			:		
4		Manufacture of paper and paper products:	1	:		:			:	1	
		printing and publishing	6	:		:	1		:	1	
		:	6	:		:	:		:	1	
341		Manufacture of paper and paper products	1	:		1	1		1	1	
			5	1		:	1		1	1	
		Manufacture of pulp, paper and paperboard	;	:		:	:		: 2	1	40
	3412	Hanufacture of containers and boxes of	8	:		:	1		1	:	
		paper and paperboard		1		•	1		1	1	
	3418	Manufacture of pulp, paper and paperboard articles n.e.c.		1		1	•		1	8	
		articide B.C.	5	•		I A	:		1	8	
147	3420	Printing, publishing and allied industries		:		*	1			:	
372	3440	ttining) hantlautuk aun attian tugnatias (5	ě		¥	I		τ 🔏	X.	40

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			EUROPE AND HEDITERRANEAN	: ARAB COUNTRIES	: : INTER :	REGIORAL
		د :	:	1 1	:	:
5		Manufacture of chemicals and of chemical. :	:	: :	:	1
		petroleum, coal, rubber and plastic products :	:	I I	:	:
		:	:	: :	:	1
351		Manufacture of industrial chemicals :	:	: :	:	:
		:	:	: :	1	1
	3511	Manufacture of basic industrial chemicals :	:	: :	:	1
		except fertilizers :	:	: :	: 1	: 8
	3512	Manufacture of fertilizers and pesticides :	:	: :	: 3	: 61
	3513	Manufacture of synthetic resins, plastic	:	: :	:	:
		materials and man-made fibres except glass :	1 : 1	: :	: 1	: 10
		:	:	: :	:	:
352		Manufacture of other chemical products	:	: :	:	:
		:	:	: :	:	:
	3521	Manufacture of paints, varnishes and	:	: :	:	:
-		lacquera	:	: :	:	:
		Manufacture of drugs and medicines	:	: :	: 6	: 94
	3523	Manufacture of scap and cleaning	•	: :	:	:
		preparations, perfumes, cosmetics and other	\$: :	:	:
		toilet preparations		: :	:	:
	3529	Manufacture of chemical products n.e.c.	1 : 4	: :	: 4	: 50
		8	: :	: :	:	
353	3530	Petroleum refineries	:	: :	: 1	: 20
			: :		1	1
354	3540	Manufacture of miscellaneous products of				1
		petroleum and coal	•		1	1
					1	1
355		Manufacture of rubber products		T T	I .	
					· ·	i
		Tyre and tube industries			: 1	: 15 : 15
	3228	Manufacture of rubber products n.e.c.		i i	i i	1 13
					; , ^	i
356	3560	Manufacture of plastic products n.e.c.			: 2	: 15
			•	: :	;	:

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-				EURC MEDI		 AN	:	ARAB C	ountri	es	: 1	Interi	REGION	IAL	:
•				:	:		:		:		:		:		•
36			Manufacture of non-metallic mineral	:	:		:		:		:		1		:
-			products, except products of petroleum and	:	:		:	1	1		1		:		:
-			<u>coal</u>	:	:		:	:	:		:		1		1
•		~ > ~		:	:		:	:	:		:		:		:
3	01 3		Manufacture of pottery, china and	:	:		:	1	:		:		:		:
			earthenware	:	:		1	1	:		:		:		1
- 3	63 34	(10	Manufacture of close and close and use	:	:		:							• •	:
	02 30	020	Manufacture of glass and glass products	:	:		:		:		: 1		1	15	1
1	69 -		Manufacture of other non-metallic mineral	i •					¥ •		1				1
	v y =		products	i 1	•		•		• •		i •		•		i.
			Producta	•			•		•		i •		•		•
	3(691	Manufacture of structural clay products	•	•		•	1	• • •	0	•		•		ì
			Manufacture of cement, lime and plaster	•	•		•	2		0	: 4		•	47	ě.
			Manufacture of non-metallic mineral	•	•		•	•	• •	•	• ¬	, .	•		:
			products n.e.c.	•	•		•	1	: 2	0	· : 2	,	•	45	•
				:			•	•	• •	•	• •		•	-3	•
37			Basic metal industries	:			:		:		•		•		
				:	:		:		:		:		:		:
3	71 37	710	Iron and steel basic industries	: 1	:	2	:		:		: 7	,	:	87	:
				:	:		:		:		:		:		:
_ 3	72 3	720	Non-ferrous metal basic industries	:	:		:		:		: 2	2	:	23	:
				:	:		:		:		:		:		:
38			Manufacture of fabricated metal products,	:	:		:	:	:		:		:		:
			machinery and equipment	:	:		:	1	:		:		:		:
				:	:		:	:	:		:		:		:
3	81		Manufacture of fabricated metal products,	:	:		:	:	:		:		:		:
			except machinery and equipment	:	:		:	:	:		:		:		:
				:	:		:		:		:		:		:
	31		Manufacture of cutlery, hand tools and	:	:		:	:	:		:		:		:
			general hardware	:	:		:	1	:		:		:		:
	31		Manufacture of furniture and fixtures	:	:		:	:	:		:	1	:		:
-	•		primarily of metal	:	:		:	:	:		:	:	:		:
			Manufacture of structural metal products	:	:		:	:	:		:	•	:		:
	31		Manufacture of fabricated metal products	:	:		:	:	:		:		:	_ .	:
			except machinery and equipment n.e.c.	:	:		:	:	:		: 2	;	:	24	:
				:	:		:	:	:		:	1	:		:

			EUF. DPE AND MEL ITERRANEAN			ARAE COUNTRIES			: INTERREGIONAL : :			
382	Manufacture of machinery except electrical	:	:		:		:	:	:			
393	1 Manufacture of engines and turbines	:	:		:		:	: 2	•	45		
382	2 Manufacture of agricultural machinery and	:	:		:		:	:	:			
	equipment	: 1	:	1	:	1	: -	: 3	:	65		
382	3 Manufacture of metal and wood working	:	:		:			: 1	•	15		
303	machinery 4 Manufacture of special industrial machinery	•	•		•			: -	:			
364	and equipment except metal and wood working	:	:		:		:	:	:			
	Bachinery	:	:		:		:	: 1	:	15		
382	5 Manufacture of office, computing and	:	:		:		:	:	:	••		
	accounting machinery	:	:		:		:	: 1	:	10		
382	9 Machinery and equipment except electrical	:	:		:		•	: 2	•	34		
	b.e.c.	•	•		•		•	· •	:			
33	Manufacture of electical machinery,	•	:		:		:	:	:			
	apparatus, appliances and supplies	:	:		:		:	:	:			
		:	:		1		:	:	1			
383	1 Manufacture of electrical industrial	:	:	•	:		:	:	:			
	machinery and apparatus	: 2	:	3	:		:	¥ .	•			
383	2 Manufacture of radio, television and communication equipment and apparatus	:	•		•		•		:			
391	3 Manufacture of electrical appliances and	•	:		:		:	:	:			
30.	housevares	:	:		:		1	:	:			
383	9 Manufacture of electrical apparatus and	:	:		:		:	:	:			
	supplies n.e.c.	: `	:		:		:		:			
		;	:		:		:	1	:			
84	Manufacture of transport equipment	:	:		:		1	ī •	I •			
	a sta building and sensities	i •	i •		i t		•	•	•			
	bl Ship building and repairing 2 Manufacture of railroad equipment	•	•		:	1	. 16	: 1	:	20		
	3 Manufacture of motor vehicles	:	:		:	-	:	:	:	-		
	A Manufacture of motorcycles and bicycles	:	:		:		:	:	:			
	5 Manufacture of aircraft	:	:		:		:	:	:	• •		
384	9 Manufacture of transport equipment n.e.c.	:	:		:	1	: 30	: 1	:	10		
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			: :	:	:	···· · · · · · · · · · · · · · · · · ·	:
38	5	Manufacture of professional and scientific,	:	:	:	:	:
		and measuring and controlling equipment	: :	:	:	:	:
		n.e.c., and of photographic and optical	: :	:	:	:	:
		goods	: :	:	:	:	:
			:	:	:	:	:
	3851	Manufacture of professional and scientific,	: :	:	:	:	:
		and measuring and controlling equipment,	: :	:	:	:	:
		D.e. C.	: :	:	:	: 1	: 20
	3852	Manufacture of photographic and optical	: :	:	:	:	:
		goode	: :	:	:	:	:
	3853	Manufactures of watches and clocks	: :	:	:	:	:
	_		: :	:	:	:	:
9_ 39	0	Other manufacturing industries	: :	:	:	:	:
			: :	:	:	:	:
	3901		: :	:	:	:	:
		articles	: :	:	:	:	:
	3902		: :	:	:	:	:
	3903		: :	:	:	:	:
	3909	Manufacturing industries n.e.c.	: :	:	:	: 3	: 25
			: :	:	:	:	:
	•		:	:	:	:	:
1 41	U	Electricity, gas and steam	: :	:	:	:	:
	4101		: :	:	:	:	:
	4101		: :	:	:	: 1	: 15
	4102		: :	:	:	:	:
	4103	Steam and hot water supply	: :	:	:	:	:
-			: :	:	:	:	:
2 42	U 4200	Water works and supply	: :	:	:	:	:
			: :	:	:	:	:
			: :	:	:	:	:
0 50	0 2000	Construction	: :	: 1	: 20	: 1	: 10
			:	:	:	:	:

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=				: EUROPE AND MEDITERRANEAN	: ARAB :	COUNTRIES	INTER	REGIONAL
-				: :	:	:	:	:
71			Transport and storage	: :	:	:	:	:
				: :	:	:	:	:
	711		Land transport	: :	:	:	:	:
	-			: :	:	:	:	:
			Railway transport	: :	: 1	: 30	: 1	: 20
		7112	Urban, suburban and inter-urban highway	: :	:	:	•	:
			passenger transport	: :	:	:	:	•
	-		Other passenger lend transport	: :	:	:	:	:
			Freight transport by road	: :	•	•		1
			Pipeline transport	: :	:	•		
		7116	Supporting services to land transport	: :	:	:	:	
					:	:		
-	719		Services allied ti transport		•	i •	: 1	: 20
			Services incidental to transport		• •	•	• •	
		7192	Storage and warehousing		•	•	•	•
				• •	•	•	•	•
			best second business services	• •	•	•	•	•
83			Real estate and business services	• •	•	•	•	•
			Bustance counters except mechinery and	• •	•	•	:	:
	\$32		Business services except machinery and equipment rentals and lessing	• •	•	•	1	:
			såntbæsur tsurere enn reserne	• •	•	-	1	:
			Legal services	• •		1	:	:
			Accounting, auditing and bookkeeping	• •	•	:	:	:
		9344	acretices	· ·	:	:	:	:
		8323		• •	:	:	:	:
-		8324	• • • • • • • •	· ·	-	:	:	:
		0344		• •	:	:	:	:
		8325	Advertising services	• •	:	:	:	:
		8329		: :	:	:	:	:
		~~~ /	equipment rental and leasing, n.e.c.	: :	:	:	: 1	: 15
				: :	:	:	:	:

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