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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 **

Working document
prepared by

François Motte
UNIDO Consultant

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** The views expressed in this document are those of the author and do not necessarily reflect those of the UNIDO Secretariat.
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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. i-vii) illustrate the breakdown by technologies of the industrial training programmes supplied by UNIDO. 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 a priori 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 Guidelines for Project Design 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. **Fellowships** 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 designed 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	Regional projects	National projects
Distribution of projects	45.1%	33.6%	21.3%
Distribution of amount	43.8%	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 UNIDO 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.

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 than 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 SEMINARS (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	54.9%	27.5%	17.6%
Distribution of amount	60.7%	29.6%	9.76%
Distribution of persons trained	50.9%	28.0%	21.1%

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.

B. 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 a priori 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.

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

*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%)

2. TABLE ANN/II: NUMBER OF PROJECTS AND PERSONS TRAINED PER SUBSECTOR AND REGION

			LATIN AMERICA AND CARIBBEAN	ASIA AND PACIFIC	AFRICA	
			NUMBER OF PROJECTS	NUMBER OF PERSONS TRAINED	NUMBER OF PROJECTS	NUMBER OF PERSONS TRAINED
11	<u>Agriculture and hunting</u>					
111	1110	Agricultural and livestock production	1	15	1	20
112	1120	Agricultural services			2	41
23	230	<u>Metal ore mining</u>				
	2301	Iron ore mining				
	2302	Non-ferrous ore mining			1	25
31	<u>Manufacture of food, beverages and tobacco</u>					
311-312	Food manufacturing					
	3111	Slaughtering, preparing and preserving meat			1	3
	3112	Manufacture of dairy products				2
	3113	Canning and preserving fruits and vegetables				1
	3114	Canning, preserving and processing of fish, crustaceans and similar foods				
	3115	Manufacture of vegetable and animal oils and fats				
	3116	Grain mill products			1	7
						1
						1

		LATIN AMERICA AND CARIBBEAN		ASIA AND PACIFIC		AFRICA	
3117	Manufacture of bakery products						
3118	Sugar factories and refineries	1	10			3	34
3119	Manufacture of cacao, chocolate and sugar confectionery	1	10				
3121	Manufacture of food products n.e.c.						
3122	Manufacture of prepared animal food						
313	Beverage industries						
3131	Distilling, rectifying and blending spirits						
3132	Wine industries						
3133	Malt liquors and malt					1	32
3134	Soft drinks and carbonated waters industries						
314	3140 Tobacco manufacture						
32	<u>Textile, wearing apparel and leather industries</u>						
321	Manufacture of textiles						
3211	Spinning, weaving and finishing textiles			1	12		
3212	Manufacture of made-up textile goods except wearing apparel						
3213	Knitting mills						
3214	Manufacture of carpets and rugs						
3215	Cordage, rope and twine industries					1	32
3219	Manufacture of textiles n.e.c.					3	36
322	3220 Manufacture of wearing apparel, except footwear						
323	Manufacture of leather and products of leather, leather substitute and fur, except footwear and wearing apparel						

	LATIN AMERICA AND CARIBBEAN	ASIA AND PACIFIC	AFRICA
3231 Tanneries and leather finishing			2
3232 Fur dressing and dyeing industries			34
3233 Manufacture of products of leather and leather substitutes, except footwear and wearing apparel			
324 3240 Manufacture of footwear, except vulcanized or moulded rubber or plastic footwear			
33 <u>Manufacture of wood and wood products, including furniture</u>			
331 Manufacture of wood and wood and corn products, except furniture			
3311 Sawmills, planing and other wood mills			1
3312 Manufacture of wooden and cane containers and small cane ware			25
3319 Manufacture of wood and cork products n.e.c.			1
332 3320 Manufacture of furniture and fixtures, except primarily of metal			30
34 <u>Manufacture of paper and paper products; printing and publishing</u>			
341 Manufacture of paper and paper products			
3411 Manufacture of pulp, paper and paperboard		2	8
3412 Manufacture of containers and boxes of paper and paperboard			
3419 Manufacture of pulp, paper and paperboard articles n.e.c.			
342 3420 Printing, publishing and allied industries			

		LATIN AMERICA AND CARIBBEAN	ASIA AND PACIFIC	AFRICA
35	<u>Manufacture of chemicals and of chemical petroleum, coal, rubber and plastic products</u>			
351	Manufacture of industrial chemicals			
3511	Manufacture of basic industrial chemicals except fertilizers			
3512	Manufacture of fertilizers and pesticides	2	271	1 32
3513	Manufacture of synthetic resins, plastic materials and man-made fibres except glass	1	1	
352	Manufacture of other chemical products			
3521	Manufacture of paints, varnishes and lacquers	1	15	
3522	Manufacture of drugs and medicines			1 2
3523	Manufacture of soap 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 Manufacture of miscellaneous products of petroleum and coal			
355	Manufacture of rubber products			
3551	Tyre and tube industries			
3559	Manufacture of rubber products n.e.c.			
356	3560 Manufacture of plastic products n.e.c.		2 331	

		LATIN AMERICA AND CARIBBEAN	ASIA AND PACIFIC	AFRICA
36	<u>Manufacture of non-metallic mineral products, except products of petroleum and coal</u>	:	:	:
361	3610 Manufacture of pottery, china and 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	:	:	:
3699	Manufacture of non-metallic mineral products n.e.c.	:	:	:
37	<u>Basic metal industries</u>	:	:	:
371	3710 Iron and steel basic industries	:	1	1
372	3720 Non-ferrous metal basic industries	:	2	32
38	<u>Manufacture of fabricated metal products, machinery and equipment</u>	:	:	:
381	Manufacture of fabricated metal products, except machinery and equipment	:	:	:
3811	Manufacture of cutlery, hand tools and general hardware	:	:	:
3812	Manufacture of furniture and fixtures primarily of metal	:	:	:

	LATIN AMERICA AND CARIBBEAN	ASIA AND PACIFIC	AFRICA
3813 Manufacture of structural metal products			1 3
3819 Manufacture of fabricated metal products except machinery and equipment n.e.c.			
382 Manufacture of machinery except electrical			
3821 Manufacture of engines and turbines			
3822 Manufacture of agricultural machinery and equipment	1	20	1 139
3823 Manufacture of metal and wood working machinery			1 139
3824 Manufacture of special industrial machinery and equipment except metal and wood working machinery			
3825 Manufacture of office, computing and accounting machinery			
3829 Machinery and equipment except electrical n.e.c.			1 10
383 Manufacture of electrical machinery, apparatus, appliances and supplies			
3831 Manufacture of electrical industrial machinery and apparatus			
3832 Manufacture of radio, television and communication equipment and apparatus			
3833 Manufacture of electrical appliances and housewares			
3839 Manufacture of electrical apparatus and supplies n.e.c.			1 18
384 Manufacture of transport equipment			
3841 Ship building and repairing			3 40
3842 Manufacture of railroad equipment			

	LATIN AMERICA AND CARIBBEAN	ASIA AND PACIFIC	AFRICA
3843 Manufacture of motor vehicles			
3844 Manufacture of motorcycles and bicycles			
3845 Manufacture of aircraft			
3849 Manufacture of transport equipment n.e.c.			
385 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, n.e.c.		1	1
3852 Manufacture of photographic and optical goods		14	1
3853 Manufactures of watches and clocks			
39 390 <u>Other manufacturing industries</u>			
3901 Manufacture of jewellery and related articles			
3902 Manufacture of musical instruments			
3903 Manufacture of sporting and athletic goods			
3909 Manufacturing industries n.e.c.		1	16
41 410 Electricity, gas and steam			
4101 Electric light and power			1
4102 Gas manufacture and distribution			15
4103 Steam and hot water supply			
42 420 4200 Water works and supply			
50 500 5000 Construction	1	100	2
		1	30
			28

		LATIN AMERICA AND CARIBBEAN	ASIA AND PACIFIC	AFRICA
71	Transport and storage			
711	Land transport			
7111	Railway transport			
7112	Urban, suburban and inter-urban highway passenger transport			
7113	Other passenger land transport			
7114	Freight transport by road			
7115	Pipeline transport			
7116	Supporting services to land transport			
719	Services allied to transport			
7191	Services incidental to transport			1
7192	Storage and warehousing			18
83	Real estate and business services			
832	Business services except machinery and equipment rentals and leasing			
8321	Legal services			
8322	Accounting, auditing and bookkeeping services			
8323	Data processing and tabulating services		1	-
8324	Engineering, architectural and technical services		1	30
8325	Advertising services			
8329	Business services, except machinery and equipment rental and leasing, n.e.c.			1
				24

		EUROPE AND MEDITERRANEAN	ARAB COUNTRIES	INTERREGIONAL	
		NUMBER OF PROJECTS	NUMBER OF PERSONS TRAINED	NUMBER OF PROJECTS	NUMBER OF PERSONS TRAINED
11	<u>Agriculture and hunting</u>				
111	1110 Agricultural and livestock production			2	181
112	1120 Agricultural services			1	170
22	220 22J0 <u>Crude petroleum and natural gas production</u>			2	55
31	<u>Manufacture of food, beverages and tobacco</u>				
311-312	Food manufacturing				
3111	Slaughtering, preparing and preserving meat				
3112	Manufacture of dairy products			1	22
3113	Canning and preserving fruits and vegetables			2	27
3114	Canning, preserving and processing of fish, crustaceans and similar foods			2	33
3115	Manufacture of vegetable and animal oils and fats			2	42
3116	Grain mill products			2	37
3117	Manufacture of bakery products				
3118	Sugar factories and refineries	2	4	5	219
3119	Manufacture of cacao, chocolate and sugar confectionery			1	22

		EUROPE AND MEDITERRANEAN	ARAB COUNTRIES	INTERREGIONAL
3121	Manufacture of food products n.e.c.			2
3122	Manufacture of prepared animal food			42
313	Beverage industries			
3131	Distilling, rectifying and blending spirits			
3132	Wine industries			
3133	Malt liquors and malt			1
3134	Soft drinks and carbonated waters industries		1	6
314	3140 Tobacco manufacture			
32	<u>Textile, wearing apparel and leather industries</u>			
321	Manufacture of textiles			
3211	Spinning, weaving and finishing textiles			
3212	Manufacture of made-up textile goods except wearing apparel			1
3213	Knitting mills			
3214	Manufacture of carpets and rugs			
3215	Cordage, rope and twine industries			
3219	Manufacture of textiles n.e.c.			1
322	3220 Manufacture of wearing apparel, except footwear			
323	Manufacture of leather and products of leather, leather substitute and fur, except footwear and wearing apparel			
3231	Tanneries and leather finishing	1	30	1
3232	Fur dressing and dyeing industries			
				22

		EUROPE AND MEDITERRANEAN	ARAB COUNTRIES	INTERREGIONAL
3233	Manufacture of products of leather and leather substitutes, except footwear and wearing apparel	1	30	
324	3240 Manufacture of footwear, except vulcanized or moulded rubber or plastic footwear	1	30	1 50
33	<u>Manufacture of wood and wood products, including furniture</u>			
331	Manufacture of wood and wood and cork products, except furniture			
3311	Sawmills, planing and other wood mills			2 50
3312	Manufacture of wooden and cane containers and small cane ware			
3319	Manufacture of wood and cork products n.e.c.			2 60
332	3320 Manufacture of furniture and fixtures, except primarily of metal			
34	<u>Manufacture of paper and paper products: printing and publishing</u>			
341	Manufacture of paper and paper products			
3411	Manufacture of pulp, paper and paperboard			2 40
3412	Manufacture of containers and boxes of paper and paperboard			
3419	Manufacture of pulp, paper and paperboard articles n.e.c.			
342	3420 Printing, publishing and allied industries			2 40

		EUROPE AND MEDITERRANEAN		ARAB COUNTRIES		INTERREGIONAL	
35	<u>Manufacture of chemicals and of chemical petroleum, coal, rubber and plastic products</u>						
351	Manufacture of industrial chemicals						
3511	Manufacture of basic industrial chemicals 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 lacquers						
3522	Manufacture of drugs and medicines					6	94
3523	Manufacture of soap and cleaning preparations, perfumes, cosmetics and other toilet preparations						
3529	Manufacture of chemical products n.e.c.	1	4			4	50
353	3530 Petroleum refineries					1	20
354	3540 Manufacture of miscellaneous products of petroleum and coal						
355	Manufacture of rubber products						
3551	Tyre and tube industries					1	15
3559	Manufacture of rubber products n.e.c.					1	15
356	3560 Manufacture of plastic products n.e.c.					2	15

			EUROPE AND MEDITERRANEAN	ARAB COUNTRIES	INTERREGIONAL	
36	<u>Manufacture of non-metallic mineral products, except products of petroleum and coal</u>					
361	3610	Manufacture of pottery, china and earthenware				
362	3620	Manufacture of glass and glass products			1	15
369	Manufacture of other non-metallic mineral products					
	3691	Manufacture of structural clay products		1	20	
	3692	Manufacture of cement, lime and plaster		2	60	4
	3699	Manufacture of non-metallic mineral products n.e.c.		1	20	2
						45
37	<u>Basic metal industries</u>					
371	3710	Iron and steel basic industries	1	2		7
						87
372	3720	Non-ferrous metal basic industries			2	23
38	<u>Manufacture of fabricated metal products, machinery and equipment</u>					
381	Manufacture of fabricated metal products, except machinery and equipment					
	3811	Manufacture of cutlery, hand tools and general hardware				
	3812	Manufacture of furniture and fixtures primarily of metal				
	3813	Manufacture of structural metal products				
	3819	Manufacture of fabricated metal products except machinery and equipment n.e.c.			2	24

	EUROPE AND MEDITERRANEAN		ARAB COUNTRIES		INTERREGIONAL	
382	Manufacture of machinery except electrical					
3821	Manufacture of engines and turbines				2	45
3822	Manufacture of agricultural machinery and equipment		1	1	1	65
3823	Manufacture of metal and wood working machinery				1	15
3824	Manufacture of special industrial machinery and equipment except metal and wood working machinery				1	15
3825	Manufacture of office, computing and accounting machinery				1	10
3829	Machinery and equipment except electrical n.e.c.				2	34
383	Manufacture of electrical machinery, apparatus, appliances and supplies					
3831	Manufacture of electrical industrial machinery and apparatus		2	3		
3832	Manufacture of radio, television and communication equipment and apparatus					
3833	Manufacture of electrical appliances and housewares					
3839	Manufacture of electrical apparatus and supplies n.e.c.					
384	Manufacture of transport equipment					
3841	Ship building and repairing					
3842	Manufacture of railroad equipment			1	16	1
3843	Manufacture of motor vehicles					20
3844	Manufacture of motorcycles and bicycles					
3845	Manufacture of aircraft					
3849	Manufacture of transport equipment n.e.c.			1	30	1
						10

			EUROPE AND MEDITERRANEAN	APAE COUNTRIES	INTERREGIONAL
385		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, n.e.c.			1
	3852	Manufacture of photographic and optical goods			20
	3853	Manufactures of watches and clocks			
39	390	<u>Other manufacturing industries</u>			
	3901	Manufacture of jewellery and related articles			
	3902	Manufacture of musical instruments			
	3903	Manufacture of sporting and athletic goods			
	3909	Manufacturing industries n.e.c.			3
					25
41	410	Electricity, gas and steam			
	4101	Electric light and power			1
	4102	Gas manufacture and distribution			15
	4103	Steam and hot water supply			
42	420	4200 Water works and supply			
50	500	5000 Construction		1	20
					1
					10

		EUROPE AND MEDITERRANEAN	ARAB COUNTRIES	INTERREGIONAL
71	Transport and storage			
711	Land transport			
7111	Railway transport		1	1
7112	Urban, suburban and inter-urban highway passenger transport		30	20
7113	Other passenger land transport			
7114	Freight transport by road			
7115	Pipeline transport			
7116	Supporting services to land transport			
719	Services allied to transport			
7191	Services incidental to transport			1
7192	Storage and warehousing			20
83	Real estate and business services			
832	Business services except machinery and equipment rentals and leasing			
8321	Legal services			
8322	Accounting, auditing and bookkeeping services			
8323	Data processing and tabulating services			
8324	Engineering, architectural and technical services			
8325	Advertising services			
8329	Business services, except machinery and equipment rental and leasing, n.e.c.			1
				15