

COMMISSION OF THE EUROPEAN COMMUNITIES

COM(82) 296 final

Brussels, 3 June 1982

VOCATIONAL TRAINING AND NEW INFORMATION TECHNOLOGIES:
NEW COMMUNITY INITIATIVES DURING THE PERIOD 1983-1987

(Communication from the Commission to the Council)

COM(82) 296 final

I. INTRODUCTION

1. An essential element in the European Community's economic and social strategy to bring inflation and unemployment under control - and in particular its efforts to improve the competitiveness of European industry - is strengthening the Community's capacity to innovate and to develop its technological potential. The Community needs to close the gap which has opened up over the last twenty years between its own high-technology industries and those of Japan and the United States. The importance of new information technologies in this context is undisputed. Equally undisputed is the fact that the problems associated with the introduction of these technologies are not only economic and technical, but also social and that they can be successfully introduced only if the whole range of problems is effectively confronted and resolved.
2. The Community's approach to this question must necessarily take account of the severe unemployment situation which persists in Member States, and which increases social uncertainty and resistance to change. At the same time, it has to be recognised that the so-called new information technologies are here to stay; the challenge is to work out a constructive and realistic response to their introduction in society and to find ways of making them socially acceptable. The Commission therefore underlines the need for initiatives in this field to contribute to the wider efforts to achieve a solution to the economic and social problems facing the Community, in the spirit of the conclusions adopted in the joint Council of Finance, Economic Affairs and Employment Ministers held in June 1981.
3. The social problems, which are the particular concern of this Communication, are themselves wide-ranging. The impact of the new information technologies will be radical, in terms of methods

and structures of production, of the organisation of manpower, of working conditions, of the division of time between work and leisure and of the goods and services generally available. What is required is a broadly-based process of adjustment, particularly through initial and continuing vocational training, where programmes need to be designed to produce the skills which are and will be increasingly in demand, but also more generally in the attitudes of working people - present and future - to the nature of work, relationships with colleagues and the workplace, and the organisation of working time. The development of managerial skills and the adaptation of managers' attitudes need to be accompanied by efforts to promote understanding among the working population generally, by involving the principal groups concerned - public authorities and the social partners

4. The social problems and needs arising from the introduction of new technologies are common to all Member States and, just as the economic and technical problems can profitably (or arguably only) be dealt with at a European level, so the social problems can best be approached on the basis of a concerted approach and a pooling of actions throughout the Community. There has already been some progress in this direction (see Section II below).

5. The Commission recognises that it will not be possible to succeed in the long term in making the new information technologies socially acceptable unless they are seen to be introduced on the basis of consensus. The more consideration is given to the various options and choices opened up by the new technologies, and the greater the degree of consensus in working out their implementation, the more likely it will be that changes can be successfully introduced and cohesive social and economic development achieved. For these reasons, a special effort is required in particular for the social and vocational preparation of young people and of adults. The training systems in the Member States need to be adapted accordingly, taking into account the diversity of their structures, to ensure a steady improvement in the quality and content of the training opportunities on offer throughout adult life.

6. New skill requirements differ for the firm and the individual worker. For the firm, it is a question of rapidly adapting itself to the demands and pressures of the market and of technology. For the individual worker, it is increasingly necessary to be able to add new skills and competences throughout his or her working career. A strategy of continuing education and training is therefore an essential pre-requisite to achieve the necessary flexibility and adaptability of the work-force. A once-and-for-all approach to training has been rendered even less appropriate by the advent of the new technologies. Planning for training provisions will have to take account of the short and long term needs of the firms and of the individual workers.
7. The aim of the present Communication is thus to propose a series of measures designed to supplement and reinforce Member States' policies in the training field and to form part of the range of Community activities to promote a policy for the introduction of the new information technologies which is both socially sensitive and responsible, and at the same time fully responsive to economic and technical needs.

II. THE COMMUNITY CONTEXT

8. On the basis of a Communication from the Commission⁽¹⁾ regarding the importance of information technology for industry and European society and the need for a Community approach to the social, legislative and industrial implications, the European Council at its meeting in November 1979 in Dublin requested the Council of Ministers to study a common strategy for the development of these technologies in Europe⁽²⁾. This request extended the scope of the resolution adopted by the Council in September 1979 on Community action promoting micro-electronic technology⁽³⁾, which invited the Commission to submit specific projects concerned with industrial policy and further training for technicians and engineers. In June 1981, moreover, the joint Council meeting of Ministers of Finance, Economic and Social Affairs⁽⁴⁾ expressed

(1) COM(79)650 Final, 26 November 1979 : European society faced with the challenge of new information technologies - a Community response

(2) Bull. EC II-1979, point 1.1.6

(3) OJ C 231, 13.9.1979

(4) Bull. EC 6-1981, point 1.3.3

deep concern about the continuing rise in unemployment and requested that greater attention be paid to a better adaptation of vocational training to the requirements of the labour market and in particular those resulting from the introduction of advanced technology.

9. During its examination in 1981 of priorities in the field of social policy⁽¹⁾ and of the repercussions of energy problems and technological developments on employment levels⁽²⁾, the European Parliament also underlined the need to develop a Community vocational training policy which would take account of present and future requirements of the labour market. In this perspective, the European Parliament called for "greater efforts by the Community to promote forms of training which take account of the micro-electronic revolution, notably by changing the European Social Fund guidelines so as to give priority to the task of training for new technologies".

10. In February 1980⁽³⁾ and subsequently in November 1981, the Standing Committee on Employment examined the social challenges arising from the introduction and development of new information technology in so far as employment, working conditions, education and vocational training were concerned. The Standing Committee's latest deliberations were based on a communication from the Commission⁽⁴⁾ which summarised progress in these fields to date in the Member States, identified the main issues for examination and possible lines of development at Community level. The Commission also made available to the Standing Committee the summary of opinions expressed by the members of the Advisory Committee on Vocational Training at the meeting held on 30.9.1981⁽⁵⁾.

11. On the basis of the meeting of the Standing Committee on Employment held in November 1981⁽⁶⁾, the President noted in his

(1) European Parliament, PV 37, Doc. PE 74.858, 15 September 1981
(2) European Parliament, PV 32, Doc. PE 74.712, 17 September 1981
(3) COM(80)578 Final, 5 February 1980
(4) COM(81)578 Final, 12 October 1981
(5) COM(81)578 Final/2, 26 October 1981
(6) CPE 509/81 Annex, 3 November 1981

conclusions that the Committee had re-affirmed the need for a coherent Community strategy covering the various aspects of new technology and that discussions on technological change should take place in the broader context of current efforts to resolve the economic and social difficulties facing the Community. In his summary, the President also underlined the need to make full use of the productive potential offered by the new information technologies with a view to improving the working environment and job satisfaction of employees.

12. With respect to the actions to be undertaken, the Commission was encouraged to include in its work the formulation of a number of principles which would enable workers and their representatives to be associated with the introduction of new technology, whilst taking full account of the existing practices and systems in the Member States. Priority should also be given to the following: the training and re-training of trainers and teachers in the application of the new technologies, the appropriate adaptation of training programmes for young people (particularly for the young unemployed) and to meet the needs associated with special groups including older workers and women, the use of technology to aid the social integration of disabled people, improvement of technical qualifications and their comparability within the Community, demonstration of the employment possibilities opened up by new technology in small and medium-sized firms. The Commission was invited to put forward to the Council a number of Community measures, in the form of pilot and demonstration actions, designed to reinforce policy innovations at local and national level. The Commission was also invited to assume a central role in the collection, collation and dissemination of information and in the promotion of exchanges of views and experiences.

13. Reference to the Commission's work on the social implications of the new technologies is also included in the Commission's response to the mandate of 30 May⁽¹⁾, and it forms part of the strategy put forward in the preamble to the Fifth medium-term economic policy programme⁽²⁾. There is, moreover, an important interplay with Community actions in the context of industrial innovation and restructuring policies (3),

(1) COM(81) 639 Final/2, 3 November 1981

(2) COM(81) 344 Final, 22 July 1981

(3) COM(81) 620 Final, 26 October 1981 and COM(81) 758 Final, 9 December 1981

research and development⁽¹⁾, and regional policy. The social implications of new technologies have also been taken up in the context of Community action to promote employment, particularly with regard to the development of small and medium-sized firms⁽²⁾, the new Community action programmes on the promotion of equal opportunities for women⁽³⁾ and on the social integration of disabled people⁽⁴⁾.

14. The implications for the European Social Fund and the European Regional Development Fund have been taken into account. With particular respect to the Social Fund, current rules make it possible in certain conditions to finance vocational training and retraining operations for persons whose employment is affected or is likely to be affected by the introduction of the new technologies. The rules governing the goals and operation of the Social Fund are subject to review in 1982 and, without prejudice to the results of this review, the Commission expects that some of the new measures proposed in this Communication could be financed by the Social Fund in the future.

15. The Regional Fund is also an important instrument through which the less favoured regions of the Community are encouraged to take advantage of the benefits offered by the new information technologies. The non-quota section of the Regional Fund, in particular, provides assistance for innovation in industry and services through aid for the establishment or improvement of telecommunications and information networks for small and medium-sized firms, and for the setting up or improvement of common consultancy services in regions adversely affected by other Community policies. In the proposals currently before the Council on the revision of the Regional Fund Regulation⁽⁵⁾, the Commission has proposed that these activities of the non-quota section be

(1) COM(81) 421 Final, 1 September 1981; JO C 231, 13 September 1979; JO L 376/38, 30 December 1981

(2) COM(81) 638 Final, 23 October 1981

(3) COM(81) 758 Final, 9 December 1981

(4) COM(81) 633 Final, 29 October 1981

(5) COM(81) 589 Final, 26 October 1981

extended to areas of serious industrial decline. In addition, it has been proposed by the Commission that similar measures be embraced within the quota section of the Fund for the benefit of all regions eligible for Fund assistance.

III. NEW COMMUNITY INITIATIVES

16. In formulating the proposals for action set out in this Communication, the Commission has taken into account the opinions expressed both by the Standing Committee on Employment and the Advisory Committee for Vocational Training. Moreover, account has been taken, where appropriate, of the results of completed studies and publications available from the European Centre for the Development of Vocational Training (CEDEFOP), the European Foundation for Living and Working Conditions, and from the Commission's FAST project and European Pool of Studies and Analysis.

17. The Commission has selected a limited number of specific initiatives considered to be of priority concern and common interest, where cooperative effort at Community level would appear to be most fruitful and which could help identify new lines of policy development in the Member States as well as for concerted action in the longer term. The proposals herein also complement the wider range of proposals regarding vocational training policies for the 1980s which the Commission intends to transmit to the Council later this year (Parallel work by the Commission in the area of employment policy and working conditions will also be developed in the light of the conclusions summarised by the President at the meeting of the Standing Committee on Employment in November 1981.) The Commission envisages that the various initiatives to be undertaken with regard to training should be based on a number of general guidelines, for adoption by the Council including the following:
 - (i) the need to ensure a broadly-based approach to training which provides for both the acquisition by the individual

of a wide range of specific skills so as to realise his or her full potential and also to facilitate greater vocational and professional mobility and contribute towards enabling workers to play a more active role in their work;

- (ii) the development of provisions for training in this field to be directed at the working population as a whole, regardless of previous levels of education, sex or age, so as to avoid polarisation of attitudes between specialists and other workers and the adult population generally;
- (iii) the need to develop balanced systems of social and vocational preparation and training designed to familiarise young people and adults both with applications of the new technologies and with their social consequences;
- (iv) the need to take account of the specific training needs of staff in managerial positions in the context of the training programmes to be made more generally available;
- (v) the need to encourage intensified collaboration between public authorities and the social partners in designing training programmes in this field and in drawing upon all available resources to this end;
- (vi) the need to link measures in this field with the provisions for the release of workers for their further education and training;
- (vii) the introduction of special efforts to improve the employment prospects of those who are unemployed especially young people, by incorporating appropriate units of study regarding new technology in their training programmes;
- (viii) the pursuit of special efforts to improve the quality and quantity of the training of personnel responsible for setting up programmes for the social and vocational preparation of adults in this field.

18. Within this framework of general guidelines, the Commission proposes that the new initiatives to be carried out in the period 1983-1987, should focus on the following priority issues:

- (i) small and medium-sized enterprises which seek to modernise their production processes by the application of new information technology: their training needs and the implications for the planning of training provisions on the basis of consensus with all employees.
- (ii) large scale enterprise in the services sector which are committed to the progression introduction of automated techniques of administration and management (for instance in banking, and retailing sectors): the implications for enterprise-based training personnel policies and the scope for positive action towards employees whose skills become redundant.
- (iii) unqualified unemployed young people who have little aptitude for more traditional forms of vocational training: the scope for using new information technologies as a learning tool to facilitate the acquisition of technological and other vocational skills.
- (iv) older skilled workers made redundant as a result of the restructuring of traditional manufacturing industry: the scope for the adaptation and updating of existing skills to improve the employment prospects of those in areas of industrial decline especially those dominated by the steel industry;
- (v) the evolution and comparability of vocational qualifications throughout the Community: the implications for the mutual recognition of diplomas.
- (vi) public awareness and understanding about the applications of new technology: the implications for non-vocational training and information activity, especially by

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broadcasting authorities.

19. With regard to the first four priority issues, it is appreciated that Member States have made different degrees of investment and have a richly varied experience given their different social structures and training systems. The Commission therefore proposes the setting-up of a coordinated process for exchanging ideas and experience between Member States over the next few years to assist in the continuing evaluation and development of national policies. In this way, it will be possible to develop and try out new approaches, to explore common problems in greater depth, to encourage the transfer of experience and promising innovations and to build up a platform for a more concerted effort in the medium term to achieve a breakthrough in this field.

To this end, the Commission proposes that a network of 4 groups of pilot/demonstration projects be set up, according to each of the four priority issues, to run for a period of 3 operational years, allowing a 4th year to complete the dissemination and reporting of the experience gained. This network of 4 groups of projects should be designed to strengthen the capacity of Member States to draw practical insights from the collective experience acquired. A bank of documentation should be set up by the Commission, consisting of material culled from the 4 groups of projects, which could be drawn upon by policymakers in the areas concerned and made more widely available, in cooperation with CEDEFOP, to trainers and other multipliers in this field.

20. So as to exploit the specific insights for training policy of these 4 groups of projects, the Commission proposes that a general liaison group be set up, to be designated as appropriate by each Member State, consisting of those with responsibility for the coordination and monitoring of national policies and initiatives in this field.

Within each group of projects, certain specific exchanges and studies would be provided for to enable teams of observers,

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delegated by the relevant representative organisations, to report on the projects to the principal interested parties, such as trade unions, employers organisations, women's associations, personnel officers, and training instructors.

21. As regards the mutual recognition and comparability of diplomas, the Commission intends to present proposals in the near future regarding an overall framework agreement, in the light of a number of preparatory activities undertaken in co-operation with the framework of the Advisory Committee for Vocational Training. Without prejudice to these proposals, the Commission intends to give priority to detailed examination, drawing on the expertise of CEDEFOP, of the evolution of qualifications in the following specific sectors: data processing, electronics and information technology. This examination is intended to lead *inter alia* to greater comparability in the qualifications on offer, to identify developing standards and content in these new fields, and to provide the bases for the free movement of workers in these fields.

22. As regards general public awareness about new information technology it is important that the population at large should understand the social and economic options available. This cannot be achieved simply by a public relations operation. An educative effort is all the more necessary, for without it, misconceptions and defensive attitudes may develop while, simultaneously, new and more sophisticated devices are penetrating the family home and the local community (microcomputers, video-text, etc.). Such an effort would both increase the awareness of the public, and develop an active participatory attitude in mastering the implications of the new information technologies for both the family and the local community. A wide ranging activity is thus needed in order to reach the greater part of the population and involve it in a process of exploration and mutual education. Little, however, has so far been done to promote understanding and informed discussion through adult and continuing education of a non-vocational kind. National broadcasting organisations have contributed, in some cases very

effectively, to public information through programmes which explore the possible effects of informatics, but broadcasting alone is limited in what it can achieve.

The Commission therefore proposes to encourage, in collaboration with the broadcasting organisations, the development of such programmes for adults, in connection with the mass-media at national and local level so as to familiarise the public with the potential of the new information technologies and so to guarantee wider understanding of their importance.

IV. RESOURCES REQUIRED TO IMPLEMENT THE COMMUNITY INITIATIVES FOR 1983-1987

23. Various measures will have to be thoroughly prepared and with this in view, 1983 should be regarded as a transitional year for which resources should be earmarked. It is envisaged that the network of projects will commence in 1984 and run for 3 years, and will be implemented by the allocation of resources from the Community financial instruments - so far as the pilot and demonstration projects and corresponding networks are concerned - whereas the other activities and overall coordination will be covered by additional resources to be allocated to Chapter VI of the budget, and in particular the article concerning vocational training.

V. THE IMPLICATIONS FOR EDUCATION

24. The Commission recognises that the uncertainty about areas of future economic growth and the changing skill requirements of industry also have profound implications for the type of educational provision and initial vocational preparation offered to young people during compulsory education. The introduction of new technologies is now recognised to have inescapable repercussions on education policies, and most of all in respect of policies affecting the present and future generations of young people approaching adult life. In recent years, as a consequence, there has been growing attention to the implications for the education systems, both at the level of teaching methods

and as regards the role of schools in equipping young people to master the basic techniques of micro-electronics and to understand their possible applications in society as a whole.

25. So far as compulsory education is concerned, the approach has generally concentrated on the introduction of micro-computers into the teaching of mainstream curricula, together with the development of computing as such as a separate area of study. There is also a growing emphasis on teacher training, both at the initial and in-service levels, particularly in the writing of educationally sound programmes which are recognised as being of crucial importance and not readily available from commercial sources. Such a strategy, aiming at giving all students some real awareness of these new information technologies, as well as some firsthand experience of working with them, also provides the foundations for those who will go on to more specialised and vocational studies.
26. The growing diffusion of the new information technologies may contribute significantly to bridging the present gap within the education systems between so-called "technical" and "general" education. More generally this may contribute to the development of an integrated approach aimed at ensuring the social and vocational preparation of young people.
27. It is generally agreed that a special effort is required in the final period of compulsory education to help improve the transition of young people from education into adult and working life. These aspects were examined at the meeting of the Council and of the Ministers of Education meeting within the Council on May 24, 1982 at which Ministers stressed the fact that the new information technologies should be integrated into educational systems whilst taking into account the specific objectives of education. More precisely, the Council and the Ministers of Education meeting within the Council took note of the Commission's intention to submit a report to the Education Committee concerning the introduction of new information technologies in Member States' school systems as well as taking into account work done by the OECD and the Council of Europe. Furthermore, in stressing the importance of a thorough discussion on the crucial issues in this area, they asked the Education Committee to submit a report during 1983.

CONCLUSION

28. The Council is hereby invited to adopt the proposals set out in this Communication and to take note of the financial estimates submitted by the Commission, recognising that the Community's financing of the measures will be decided in accordance with Community budgetary rules and procedures.

DRAFT COUNCIL RESOLUTION

concerning measures of vocational training relating to the introduction of new information technologies

THE COUNCIL OF THE EUROPEAN COMMUNITIES

Having regard to the Treaty establishing the European Economic Community, and in particular Article 128 thereof,
Having regard to the proposal from the Commission¹,
Having regard to the opinion of the European Parliament²,
Having regard to the opinion of the Economic and Social Committee³,

Whereas the Council adopted, on 11 September 1979, a resolution regarding a Community action promoting micro-electronic technology⁽⁴⁾ inviting the Commission to present concrete projects in the area of industrial policy and of the continuous training of technicians and engineers;

Whereas the Commission transmitted to the European Council, meeting in Dublin in November 1979, a Communication entitled "European Society faced with the challenge of new information technologies : a Community response"⁽⁵⁾; whereas on this basis the European Council asked the Council to study a common strategy for the development of these technologies in Europe⁽⁶⁾;

Whereas in the context of an overall medium-term strategy, economic recovery largely depends on innovation and it is therefore essential to reinforce production investment at Community level, including in the area of new information technology⁽⁷⁾;

(1) COM(82) Final of May 1982
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(4) OJC 231, 13 September 1979
(5) COM(79) 658, 26 November 1979
(6) Bull. EC II-1979, joint 1.1.6
(7) COM(81) 344 Final, 22 July 1981

Whereas the new technology has an impact on employment and there is a need in this connexion to ensure that both basic and continuing vocational training systems take into account the potential of new technologies in such a way as to supply the labour market with the necessary skilled manpower for the future;

Whereas it is important to ensure a socially responsible approach to the control of new technology in a society that is experiencing radical and rapid economic, social and technological change; whereas in this regard a concerted approach is desirable between the social partners and public authorities in relation to the introduction of new information technologies into enterprises ;

Whereas account has been taken of the deliberations of the Standing Committee on Employment in November 1981, on the basis of a Communication from the Commission concerning new information technologies and their social impact on employment, working conditions, education and vocational training⁽¹⁾;

Whereas the European Parliament in its Resolutions of 15 and 17 September 1981 on social policy⁽²⁾, and on the repercussions of energy problems and technological developments on the level of employment⁽³⁾, called for "greater efforts by the Community to promote forms of training which take account of the micro-electronic revolution"

HEREBY ADOPTS THIS RESOLUTION:

I. General guidelines

Action in the vocational training field shall be undertaken to promote the progressive development of a common approach to the introduction of new technology, which is socially sensitive and responsible and at the same time fully responsive to economic and technical needs. This action shall be based on the following general guidelines :

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- (1) COM(81) 578 Final, 12 October 1981 and COM(81) 578 Final/2, 26 October 1981.
(2) European Parliament PV 37 , doc. PE 74.858, 15 September 1981
(3) European Parliament PV 32 , doc. PE 74.712, 17 September 1981.

- (i) - the need to ensure a broadly-based approach to training which provides for acquisition by the individual of a wide range of specific skills so as to realise his or her full potential, facilitates greater vocational and professional mobility and contributes towards enabling workers to play a more active role in their work;
- (ii) - the development of provisions for training in this field to be directed at the working population as a whole, regardless of sex or age, or previous levels of education, so as to avoid polarisation of attitudes between specialists and other workers and the adult population generally;
- (iii) - the need to develop balanced systems of social and vocational preparation and training designed to familiarise young people and adults both with applications of the new technologies and with their social consequences;
- (iv) - the need to take account of the specific training needs of staff in managerial positions in the context of the training programmes to be made more generally available;
- (v) - the need to encourage intensified collaboration between public authorities and the social partners in designing training programmes in this field and in drawing upon all available resources to this end;
- (vi) - the need to link measures in this field with the provisions for facilitating further education and training of workers;
- (vii) - the introduction of special efforts to improve the employment prospects of those who are unemployed especially young people, by incorporating appropriate units of study regarding new technology in their training programmes; and

- (viii) - the pursuit of special efforts to improve the quality and level of training of personnel responsible for setting up programmes for the social and vocational preparation of adults in this field.

II. Action by Member States

In implementing their policies in the field of vocational training, Member States shall give priority to the following areas of common concern :

- (i) - small and medium-sized enterprises which seek to modernise their production processes by the application of new information technology : their training needs and the implications for the planning of training provisions on the basis of consensus with all employees;
- (ii) - large scale enterprises in the services sector which are committed to the progressive introduction of automated techniques of administration and management (for instance in banking and retailing sectors) : the implications for enterprise-based training personnel policies and the scope for positive action towards employees whose skills become redundant;
- (iii) - unqualified unemployed young people who have little aptitude for more traditional forms of vocational training : the scope for using new information technologies as a learning tool to facilitate the acquisition of technological and other vocational skills;
- (iv) - older skilled workers made redundant as a result of the restructuring of traditional manufacturing industry : the scope for the adaptation and updating of existing skills to improve the employment prospects of those in areas of industrial decline, especially areas dominated by the steel industry;

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- (v) - the development of qualifications in the following sectors:
data processing, electronics and information technology;
- (vi) - public awareness and understanding about the applications of new technology : the implications for non-vocational training and information activity, especially involving the contribution of broadcasting authorities.

III. Action at Community level

In order to complement and support action by Member States

- (i) - The Commission is invited, in liaison with the Member States, to set up a network of demonstration projects designed to encourage the transfer of experience and promoting innovations and thus to assist Member States in the continuing evaluation and development of their policies. This network shall be established in accordance with the proposals set out in the Commission's Communication and shall operate for five years beginning in 1983.
- (ii) - The Commission is also invited to ensure the continuing exchange of ideas and experience drawn from the network of demonstration projects as well as from the other initiatives taken by Member States in the priority fields indicated under Section II above.
- (iii) - The Commission is invited, within the context of its work regarding the development of greater comparability of qualifications, to examine the evolution of qualifications in the following sectors: data processing, electronics and information technology.

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- (iv) - The Commission is invited to foster the development of education and information programmes for adults, in collaboration with the broadcasting organisations, to make the public more familiar with the potential of new information technologies and thus to contribute to a wider understanding of their significance.

IV. The Council will examine progress and results with regard to the implementation of this Resolution on the basis of information and reports submitted by the Commission.

V. Community financing for the measures under III above shall be provided in the framework of the procedures and rules governing the Community's budget. As regards the measures under III (i) above, the Community financing required shall be provided within the framework of the European Social Fund.

FINANCIAL DATA SHEET

- 1. The Community measures set out in the communication to the Council should be fully operational in 1984-87. The preparatory work which will include finalising details of the demonstration projects and establishing the project networks will be carried out in 1983.
- 2. The following figures concern the preparatory year (1983) and the first full year of operation (1984). The table shows the trend in annual overall costs for 1984-87.

A. 1983 Preparatory Year

- 3. Expenditure during the preparatory year can be carried out under the two broad budget headings of Article 633 (Community activities relating to vocational training and guidance) and Article 770 (Operations in the data-processing sector). More specifically, the preparatory studies necessary for the launching of the programme can be financed most appropriately on the basis of budget item 7718 (Studies on new information technologies) whilst the meetings of experts, the provision of technical assistance and the initial exchanges and visits to possible project locations should be financed on the basis of newly-created budget item 6331 (vocational training activities specifically related to the introduction of new technologies) which would clearly distinguish activity related to the action programme from other on-going vocational training activities.

Calculations in ECU

Studies	450 000
Meetings of experts	120 000
Technical assistance	50 000
Initial visits and exchanges	<u>95 000</u>

TOTAL 1983

715 000 ECU

B. 1984 First fully operational year of the programme

Expenditure during 1984-87 on the operation of the four groups of demonstration projects could fall under Chapters 60 - 62, following the Review of the Social Fund in 1982. Expenditure on activities related to the projects, on the mutual recognition of qualifications and on increasing public awareness and understanding should be carried out under the new budget item 6331 (mentioned above).

Calculations in ECU

I. Network of four groups of demonstration projects

1. Contribution to operating costs of demonstration projects up to a ceiling of 100 000 ECU per year for each of the 30 projects : $100\ 000 \times 30 =$	3 000 000
2. Inter project liaison, i.e. two visits by two people per year for each of the 30 projects at an average cost of 1 000 ECU per person per visit : $1\ 000 \times 4 \times 30 =$	120 000
3. Coordination and evaluation at Community level : i.e. two experts (120 000), infrastructure (50 000) and missions (30 000)	200 000
4. Technical assistance	100 000
TOTAL I	<u>3 420 000</u> ECU

II. Activities related to the demonstration projects

1. Establishment and operation of a data bank and assessment of data collected :	120 000
2. Programme of visits for those in charge of the measures and the two sides of industry : - 15 visits by five-man teams at an average cost of 1 000 ECU per visit per person (75 000) - five seminars at an average cost of 20 000 ECU per week (100 000)	<u>175 000</u>
TOTAL II	295 000 ECU

III. Activities related to the recognition of qualifications :

- 1. two studies at 30 000
- 2. two meetings of experts at 20 000

TOTAL III 100 000 ECU

IV. Activities related to public awareness and understanding :

- 1. two studies at 30 000
- 2. two meetings of experts at 20 000

TOTAL IV. 100 000 ECU

GRAND TOTAL (I + II + III + IV) (1984) 3 915 000 ECU
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TABLE : ASSESSMENT OF THE COST OF THE COMMUNITY ACTION PROGRAMME

Community Measures	B U D G E T				
	Preparation	Operation			Assessment
		1983	1984	1985	
Preparatory work 1983					
• Studies	450 000				
• Meetings and visits	265 000				
I. Network of demonstration projects (1984-87)					
- operating costs		3 000 000	3 300 000	3 600 000	-
- inter-project liaison		120 000	150 000	200 000	100 000
- evaluation		200 000	380 000	410 000	440 000
- technical assistance		100 000	120 000	140 000	-
Sub-total I (Chapters 60 - 62)		3 420 000	3 950 000	4 350 000	540 000
II. Activities related to demonstration projects					
- data bank		120 000	110 000	120 000	110 000
- visits and seminars		175 000	200 000	200 000	-
III. Activities related to the recognition of qualifications		100 000	70 000	90 000	-
IV. Activities related to public awareness		100 000	120 000	40 000	-
Sub total II + III + IV (Budget item 6331)		495 000	500 000	450 000	110 000
GRAND TOTAL	715 000	3 915 000	4 450 000	4 800 000	650 000

3. Staff

A memorandum setting out additional staff requirements will be presented to the Director-General for Personnel and Administration. Minimum requirements for launching the programme would be those listed in 1A, 1B and 1C. However, for the implementation of the entire programme additional staff would be required : 1A, 2B and 1C - that is a total of 2A, 3B and 2C from the third year of the programme (1985).

4. Supervision

Expenditure control will be exercised in the normal framework of Commission rules (DG XIX, Financial Control and Court of Auditors).

As regards the technical aspects, progress reports will be submitted regularly to the Standing Committee on Employment and the Advisory Committee on Vocational Training.

The abovementioned Community measures will be financed in the framework of Community budgetary rules and procedures.