

MINUTES OF THE MEETING OF THE ORGANIZING COUNCIL HELD IN THE
GULBENKIAN FOUNDATION IN LISBON ON THE 7TH AND 8TH OF DECEMBER,
1972

In attendance

President

Mr. Palomares

Vice-Presidents

Mr. Castelao

Mr. Spoelgen

Dr. Schubert

Dr. Häusler-Angeli

Mr. Louda

Mr. Vlaemminck

Mr. Vastiau

Mr. Lee

Mr. Kang

Mr. Wang

Mr. Liu

Mr. Maestu

Mr. Laman Trip

Mr. Hamer

Mr. Ferrari

Mr. Furuya

Mr. Komaki

Mr. Seger

Mr. Walser

Mr. Carita Diniz

Mr. Costa Dias

Mr. Hill

Mr. Stenton

Mr. Schürch

Mr. Guexx

Observers

Mr. Hibert (France)

Mr. Kim (Korea)

Secretariat

Mr. Albert

Mr. Capdepón

Mr. Carita Diniz, Official Representative of Portugal, introduced Dr. Castelo Branco to the Council. Dr. Castelo Branco is the Director of the Youth Secretariat which is a body of the Portuguese National Ministry of Education and sponsors the National Competitions in his country.

Dr. Castelo Branco began by saying that he was sincerely delighted to see the Representations of comrade countries meeting in Lisbon, meeting to discuss problems of great importance, as are those referring to the International Apprentice Competitions.

The organization of the Competitions in Portugal enters within the scope of the recently created Youth Secretariat which he has the honour of managing, since the juvenile problem is of essential importance.

The Competitions, in their national and international phase, have a double duty which merits the interest and support of the official entities because they give encouragement and stimulus to the Competitors, inspiring them in their technical perfection and giving an appreciable contribution to the all-round training of the young person and to his social promotion.

Apart from fulfilling these objectives, the Competitions facilitate interchange of techniques and work methods, in which the employers are also interested on account of their influence on production increase.

The contribution of the Competitions, in helping to increase the professional qualities of the worker, provides the head

of the Firm with the reevaluation of his managing and collaborating teams. Therefore, the collaboration of all sections in the working world is necessary for carrying out the Apprentice Competitions in order to obtain the best results in the economic and human field. Both aspects interest his country beyond measure and this is why the organization which in Portugal promotes the carrying out of the Competitions, cannot help encouraging their existence in a very special way, minding the human evaluation of their participants, opening wide perspectives which lead to a natural and creative incorporation on the road to collective progress.

These are some of the reasons on which the convenience of the Competitions, started by Spain 21 years ago, seconded by Portugal the following year and later by 14 countries, was based..

Dr. Castelo Branco finished his short intervention wishing for the best results of this Organizing Council's meeting and that his work contribute to a growing perfection of the Competitions, that which, without a doubt, will also contribute to the progress of the countries, and to the technical and human improvement of their young people whose ever-increasing participation we all long for.

The President, Mr. Palomares, thanked Dr. Castelo Branco on behalf of the Organizing Council for his presence in the Meeting Hall and for the hospitality offered to all those present.

He revealed the consideration which the National Ministry of Education gives to the Competitions on account of assessing them as a powerful means of incorporating young people with their desires and labours into adult society.

He expressed his conviction that the new stage opened by the National Ministry of Education would achieve very great possibilities, in the near future through the Youth Secretariat, a team of young men, with such an enthusiastic collaboration from men such as Messrs. Pedro Franco, Carita Diniz and Costa Dias.

He finished by repeating his thanks to Portugal, the people mentioned and the Gulbenkian Foundation which had given up its magnificent and impeccable installations to the Council.

When Mr. Palomares' intervention was over, Dr. Castelo Branco left the Meeting Hall to a round of farewell applause from all present.

When the session was resumed, Mr. Palomares welcomed and introduced the new Official Representatives from Germany and Spain, Messrs. Spoelgen and Castelao who were attending the plenary session of the Council for the first time. The same circumstances applied to Messrs. Stenton, Technical Representative of the United Kingdom, and Louda, Technical Representative of Austria, taking the place of Mr. Bammer.

He most especially welcomed Mr. Hibert, Official Observer of France, and thanked him for his enthusiasm and laborious task of achieving his country's incorporation in the Competitions.

He welcomed Mr. Kim, Official Observer of Korea and said how pleased he was to meet up again with Mr. Hill, Official Representative of The United Kingdom.

Finally, he regretted the necessary absence of Dr. Cech, and of the Official and Technical Representatives of Luxemburg and Malta who were unable to attend.

Following this, he proposed beginning to discuss the points on the agenda for this meeting. The proposal was accepted and they began with point.

1.- APPROVAL OF THE MINUTES OF THE ORGANIZING COUNCIL'S MEETING IN LUXEMBURG.

This was unanimously approved.

2.- APPOINTMENT OF FIRST AND SECOND VICE-PRESIDENTS TO THE ORGANIZING COUNCIL.

In accordance with the Regulations, Mr. Palomares proposed that the two Vice-Presidencies be held by Messrs. Castelao and Spoelgen, Official Representatives of Spain and Germany. This proposal was unanimously accepted.

3.- APPOINTMENT OF VICE-PRESIDENT TO THE SUB-COMMITTEE WHICH STUDIES THE FUTURE OF THE COMPETITION.

Mr. Palomares proposed that Mr. Spoelgen, Official Representative of Germany, be charged with this Vice-Presidency in place of Dr. Cech who held this position up until his resignation.

The proposal of the President was approved.

4.- PROPOSAL OF THE TECHNICAL COMMITTEE REQUESTING THAT THE REGULATIONS BE MODIFIED IN SEVERAL OF ITS ARTICLES.

At its meeting held in Vienna, the Technical Committee studied the possibility of modifying section b) paragraph 5 of the Rules of the Council, and as a consequence, the same modification in section b) point 12 which refers to the "studies of the Juries" in the Regulations of the Council, likewise point 36 of said Regulations.

Mr. Albert summarized the possibility repeatedly expressed by the Technical Committee about its exact dependence on its specific duty with respect to the Organizing Council, on the understanding that all the technical aspects of the Competition should be resolved by said Committee, especially the marking of the work carried out by the Competitors.

Consequently, it was proposed to include in the Regulations an article worded in the following way:

"The Juries will mark the exercises and work carried out by the Competitors in agreement with the rules presently in force. The Technical Committee will inform the Organizing Council of the results of this marking and will pr-opose the awarding of prizes. The Technical Committee will be responsible for confirming or amending the marking of the exercises".

Therefore it will be remembered that the responsibility of marking the exercises falls to the Technical Committee, and only the Technical Committee can have the last word, whatever objection the Council might make in this respect.

However, for the awarding of medals and prizes proposed by the Technical Committee, it is the Organizing Council which will have the last word.

The wording of this article as indicated was approved.

5.- STUDY OF THE PROPOSALS WHICH THE TECHNICAL COMMITTEE PUT FORWARD TO THE ORGANIZING COUNCIL ON THE ORGANIZATION OF THE INTERNATIONAL COMPETITION IN MUNICH IN 1973

Mr. Hamer, President of the Technical Committee, began his report by thanking the members of the Technical Committee and the Secretariat General for their cooperation and went on to report on the following points.

a) Final wording of the programme for the Munich Competition

The programme for this Competition, drafted in Vienna by the Technical Committee at the proposal of the German Representation, was confirmed in all its points.

b) Trades to be competed in and for demonstration

It was likewise confirmed that 31 trades would be competed in with 2 for demonstration (Graphic Arts and Telecommunication Mechanics).

c) Final registration of competitors.

Without counting the possible registrations from Malta and Luxemburg, the number of competitors who will participate in Munich will be 319.

Mr. Hamer announced that in all the trades there is a minimum of registrations of 5 competitors, therefore, the competition will be held in all trades.

d) Information on the constitution of Commissions and Marking Juries.

Mr. Hamer expressed that having increased the number of Experts for this Competition, the constitution of Juries had been easier, although in some trades there had been some difficulty.

The Juries will therefore be composed in the way shown in Annex I of the Minutes of the Technical Committee's meeting.

The Experts assigned to each country are as follows:

| | | | |
|-------------------|----|----------------------|---|
| Germany | 11 | United Kingdom | 6 |
| Spain | 9 | Austria | 5 |
| Switzerland | 9 | Belgium | 5 |
| Netherlands | 8 | Italy | 5 |
| Portugal | 8 | Luxemburg | 5 |
| Korea | 7 | China | 4 |
| Ireland | 7 | Liechtenstein | 2 |
| Japan | 7 | France | 2 |

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e) Information for the Competitors

On dealing with the procedure to inform the Competitors of the work carried out, a small discussion rose. The result of this was the following:

- 1) That informing the Competitors will be done by the Experts to those Competitors who so wish, before the prizes are given away, on the day, time and place decided beforehand. The Expertes must fill out the form available in order to be able to inform each competitor.

Each and every one of the sections indicated in point 5 of these minutes was unanimously approved.

6.- INFORMATION ON THE MUNICH SEMINAR

Dr. Schubert reported on some aspects of what the Seminar on Apprentice Training which will be held during the Munich Competition will consist of and he stated that this Seminar had roused some comments in his country. For this reasons he would like to give two orientation remarks on the same.

1. All the member countries should present a diagram on which the structures of Apprentice training in their countries are shown.

2. These diagrams will be assembled in an explanatory booklet of the dual system, where two basic principles exist, one of an academic type and the other a combination of the enterprise and school (dual) training. The Austrian and Swiss Representations will be responsible for presenting it by means of a reporter to be appointed, on this teaching systems and in its juridical, legislative and regulation aspects.

The German Representation will be in charge of presenting a booklet in five languages and, with the one the Secretariat General has to present, we should get a very good overall panorama.

Mr. Seger thanked Dr. Schubert for his idea which could be the first documentation of the Department which they are endeavouring to establish in the Secretariat General. He suggested it would be appropriate for the outline or diagram presented by each country to be accompanied by an explanatory text. He also indicated that for a better comparison of the Apprentice Training

systems in the member countries, a questionnaire could be drafted on the following two points: previous school training before taking up Apprentice Training and different methods or systems of Apprentice Training.

Dr. Häusler-Angeli agreed to what Dr. Schubert had said and offered his cooperation in Mr. Seger's proposal, although he did not feel it very feasible to attempt to establish one single outline for all the countries owing to the great differences which exist among the same. He preferred that each country be free to present these reports in its own way as it liked.

Mr. Albert felt that the explanatory text sent by the Secretariat could serve to homogenize the educational, human and sociological aspects of Apprentice Training in each country, although heterogeneity may exist among the different systems.

Mr. Vastiau asked if it would be possible to answer said questionnaire in those coincidental aspects, if the answer to the questionnaire could be offered to countries which were not members of the Organizing Council and which countries could attend.

Mr. Carita Diniz said that he was prepared to supply an overall organization chart similar to the one proposed by Dr. Schubert, but he advised that it was only a project, since in Portugal the National Ministries of Education, Labour and Industry grant Apprentice Training, for which he feels it advisable to send a Portuguese specialist to Munich to explain it.

Dr. Schubert thought that the most advisable date to hold the Seminar would be after the markings, more exactly on 13th August.

Apart from all the member countries, this Seminar could be attended by Representatives from the different organizations which deal with Apprentice Training, although not too many on account of the difficulty of simultaneous translation. He was pleased by the attempt of the Secretariat General to combine the questions to be formulated in a questionnaire, but he was afraid that ~~an~~exact translations might lead to misinterpretations. Therefore, he preferred an organization chart, although there be added to the same explanations and the features of the diagram be illustrated.

After this small debate, the Council approved that the countries present a diagram with additional explanations where necessary and that they reply to the questionnaire presented by the Secretariat General. Bearing in mind that said questionnaire

is indicative, it is not compulsory to answer each and every one of its points.

7.- STUDY OF THE INQUIRY PRESENTED BY THE SECRETARIAT GENERAL TO BE APPLIED TO THE PARTICIPANTS OF THE NATIONAL COMPETITIONS WHO SO WISH AND IN THE INTERNATIONAL COMPETITION IN MUNICH.

Mr. Albert made reference to the letter in which said inquiry was enclosed and which had been given to the Counsellors. He recalled that said inquiry made an attempt to examine the opinion of the competitors on the 4 considerations approved at the Sub-Committee's meeting, held in Vienna.

Before May 30th of next year the Secretariat General will be informed of the results of the inquiry application from the country where it is decided ~~which~~ done, likewise the amendments, deletions and additions of questions which have been introduced in the presented inquiry.

This assignation and the procedure to be followed were approved.

8.- WORK DISTRIBUTION TIME-TABLE IN THE INTERNATIONAL APPRENTICE COMPETITIONS.

Mr. Hamer said he would send a proposal for the time-table to be applied in the Competitions held as from 1974. He asked the Council to accpet his offer. It was unanimously accepted.

9.- PROPOSALS FOR HOLDING FUTURE COMPETITIONS.

At the meeting held in Vienna, the Portuguese and Korean Representations asked that an International Competition be held in their countries in 1974 and 1975 respectively. The Ducht Representation pointed out the possibility of holding it in its country in 1976.

The Korean Representation presented a document in which a number of reasons were explained for asking that the International Competition requested by its country in 1975 be postponed a year held there in 1976. The proposal of the Korean Representation was unanimously accepted.

Regarding the holding of the Competition in Portugal in 1974, Mr. Carita Diniz left the confirmation of this in the hands of the State Secretary of Youth and Sport at the request of the President, the confirmation of holding the XXII International Competition in Portugal in 1974 is recorded in these minutes.

When the study of the points on the agenda indicated for the meeting of the 7th was over, Mr. Castelao invited all those present to attend the XXVI National Apprentice Competition in Spain which is being held in Seville from 9th to 17th of this month.

Finally, Mr. Hibert, Official Observer of France, justified his presence and repeated his desire to participate again in our Competitions. He said he would make the greatest effort for France to be an official member of the same. Meanwhile, he reported that his country would present 9 competitors at the Munich Competition. He finished by thanking those present for their friendly welcome.

10.- POSSIBILITY OF REELECTING THE PRESIDENT AND VICE-PRESIDENT OF THE TECHNICAL COMMITTEE.

On December 8th the morning session was opened by discussing this point which refers to the possibility of lengthening the office of the President and Vice-President of the Technical Committee. Dr. Schubert proposed the reelection of Messrs. Hamer and Maestu. Mr. Castelao reminded Dr. Schubert that the Vice-President should be appointed by the President at the proposal of the Technical Committee, according to the Sub-Committee's resolution.

The President proposed that a clause be added to the Regulations in which it says that both appointments may be extended in the length of their office. The procedure to be followed would be in agreement with that which is decided for the election of the managing appointments of our Competitions, but the word "unextendable" which appears in the Regulations of the Competition referring to the length of office of the President and Vice-President of the Technical Committee should be omitted from the same.

11.- REPORT OF THE SUB-COMMITTEE WHICH STUDIES THE FUTURE OF THE COMPETITION.

Mr. Albert made reference to the letter sent to the six

members of this Sub-Committee in which it was proposed 7 points be studied. This proposal was accepted in principle, and the agenda was followed in the way indicated by the President who gave the floor to Mr. Laman Trip to report.

Mr. Laman Trip recalled the correspondence between the President and himself. Following the President's instructions, he informed the Council of the points studied at the Sub-Committee's meetings.

a) Division of the Competitions into zones or areas.

The Sub-Committee did not feel that for the moment the division into zones was suitable. Bearing in mind that in the last 10 years, only 3 countries have joined our Competitions, it seems early at the moment for this division. In accordance with the above, it was agreed that the division into zones of the present member countries of the Competitions be put off on account of it being too soon.

b) Centre of Studies and Documentation.

Mr. Laman Trip reminded the Council that in Vienna the Sub-Committee agreed to create a Centre of Studies and Documentation in the heart of our Competitions. Some ideas which had been collected by Mr. Castela, Official Representative of Spain, were roughly drafted in a document which has been handed to all the Counsellors at these meetings in Lisbon.

After studying this report and discussing its contents fully, the Sub-Committee agreed to put the following conclusions to the Council:

- 1) To esteem suitable the creation of a Department of Studies and Documentation, using as a base the proposal put forward by Mr. Castela. The name "Centre" was rejected as it was considered too grand and not in tune with its concrete and limited purposes.
- 2) That this Department begin its activities orientating the Seminar to be held in Munich in August 1973 and apply the inquiry proposed by the Secretariat General among the participants in the National Competitions of each country.
- 3) That the activities of this Department be established in the Secretariat which will initially finance the expenses incurred, and

- 4) That after considering and contemplating the objectives to be reached in its first stage, the activities of this Department can be increased, always in agreement with the guidance given by the Sub-Committee and the Organizing Council.

The conclusions raised by the Sub-Committee and shown in the four points above were unanimously approved by the Council.

c) Financing of the Competitions and Secretariat General's expenses.

Mr. Laman Trip reported that the agreements adopted in Vienna by the Sub-Committee had been approved in Lisbon in where they refer to progressive support of the expenses which are caused in the Competitions up to 1976. The financing of the Secretariat General's expenses at the proposal of Mr. Castelao had not been studied since it was felt, and the Sub-Committee also considered it so, that without knowing the Council's opinion on the financing of the Competitions, it would not be appropriate to adopt new agreements over those which correspond to the Secretariat. The expenses caused by the Secretariat would continue to be met by the Spanish Representation.

After fully discussing the financial aspects of the Competitions, the Council agreed:

1. To ratify the agreements made in Vienna on financing the Competitions until 1976.
2. To ask the Sub-Committee to study the formula or procedure for paying the expenses foreseen for 1975 and 1976 again, since it appears that the system indicated in Vienna considering the competitor-inhabitants proportion per country, does not offer a clear and fair solution for some of the Counsellors.
3. To consider Mr. Castelao's statements and postpone the study of financing the Secretariat until that which corresponds to the Competitions until 1976 is made completely clear.
4. To thank the Spanish Representation for offering to continue meeting the Secretariat General's expenses until that time.

d) Election system for managing appointments in the Competition.

Mr. Laman Trip asked the Secretary to explain the reasons for which the Secretariat General had presented an election system for managing appointments in the Competition.

Mr. Albert said that the Constitution and Regulations of the Competitions do not set down rules for electing said managing appointments.

Bearing in mind that in the month of October 1973 the appointments of President of the Organizing Council, President of the Technical Committee and Vice-President of the Technical Committee must be elected, he considered it to be of great interest to draft some rules and submit them to the approval of the Sub-Committee and of the Organizing Council.

When the explanation of the Secretary had been heard, Mr. Laman Trip said that as a consequence of the study of the Secretariat's proposal, it was agreed to put forward to the Council said proposal of principles on which to base the regulation of the election system for the managing appointments in the Competitions. This proposal appears in the minutes of the Sub-Committee which studies the future of the Competition.

Mr. Palomares asked the Counsellors to express their opinion on the agreements adopted by the Sub-Committee in this respect.

Dr. Schubert and Mr. Vastâau declared their wish that the formula for delegating the vote be clarified, and likewise the possibility that, should none of the candidates obtain 25% of the necessary votes in order to stand for election, the election may then not be possible on account of all its candidates having been eliminated.

Opinions were also voiced on the election of the Vice-President of the Technical Committee. In this discussion Messrs. Laman Trip, Hamer, Guex and Stenton took part.

After hearing the opinions it was agreed to accept in principle the proposal presented by the Secretariat General for the election system of managing appointments but introducing the following slight changes:

- 1) The election of managing appointments should be carried out by the members present and not be delegation.

- 2) To be elected President of the Organizing Council and of the Technical Committee, the majority of two thirds of the countries in attendance will be necessary.
- 3) If this majority should not be gained the vote will be repeated evaluating then the simple majority.
- 4) If there should be a draw, the vote will be repeated without interruption until the simple majority of votes required is obtained.
- 5) Each candidate for the Presidency of the Organizing Council and the Technical Committee should be presented by three countries without these countries being able to propose more than one for each appointment.
- 6) the Vice-President of the Technical Committee will be appointed by the President of the Organizing Council at the proposal of the Technical Committee in virtue of the agreement which the Technical Committee make at its first meeting. The Technical Committee may present one or several candidates.
- 7) Each country will only have one vote.

Including the agreements expressed in these 7 points in its proposal, the Secretariat General should send all the member countries the final wording of the election proposal for managing appointments, obtaining cooperation, if necessary, from the Counsellors or people with juridical knowledge who can vouch for the correct drafting of this document.

Mr. Palomares urged that his document be sent quickly to the member countries and asked the Counsellors for their urgent reply in stating their agreement or discrepancy of opinions on the contents of the same.

e) Proposals of modifying the Regulations presented by Messrs. Schürch, Carita Diniz and Casteão, and new Regulation proposal for the future of the Competition presented by Mr. Laman Trip.

Mr. Laman Trip said that owing to the lack of time it had not been possible to study the proposals of Switzerland and Portugal in this respect in detail. For this reason he felt that the first be returned to the Technical Committee for its study and the second be sent to said Committee and to the Sub-Commit-

tee for their consideration since this proposal tackles technical and financial aspects of the Competitions.

With regard to the updating of the Regulation presented by Mr. Castelao and that of the new Constitution presented by the Official Representative of the Netherlands, he considered that it should be returned to the Sub-Committee for the complete study of both documents.

Mr. Laman Trip's proposals were unanimously approved and Mr. Balomares asked the Secretariat General to send the Sub-Committee and the Technical Committee the mentioned documents so that they be studied in the meeting which will be held next spring in Madrid.

OTHER BUSINESS

Mr. Albert read a letter from the German Official Board of Chambers of Industry and Commerce in which Mr. Spoelgen is appointed Official Representative of the country in the Competitions, taking the place of Dr. Cech.

This caused Mr. Spoelgen to speak declaring that it would not be easy to follow Dr. Cech, but that he would do his very best. He asked everyone to have faith in him and asserted that the help of Dr. Schubert with his experience and that of Mr. Nispel would be very valuable, although the important thing is not to lose sight of the objectives.

Mr. Palomares welcomed the German Representation and stated that the competition in Munich would be a success. He thanked Portugal, its authorities and all those who have collaborated in this meeting, for their efforts, and also thanked the Council, the Secretariat and the interpreters for their help. Finally he gave thanks to the Gulbenkian Foundation for having let the Council make use of their magnificent installations.

Several members of the Council proposed that Mr. Ramos and Dr. Cech, Vice-Presidents of the Council, and Messrs. Dias Ferreira and Müller, Official Representatives of Portugal and Switzerland, respectively, be appointed Honorary Members of the Competitions.

These proposals were unanimously approved.

Finally, Mr. Palomares introduced to the Council, Mr. Guillermo Fernández Júlbez, National Youth Delegate, who has come to meet the Council and prove his great interest in the Competitions. He thanked him for his invitation to attend the Competition in Seville, his offer for the Council to meet in Madrid next April and the contribution and help he puts into the Competitions.

Mr. Júlbez thanked the President for his kind words and the Council for its excellent work for the good of youth.

As there was no further business, the President closed the session and asked that these minutes be drawn up which I, as Secretary, certify.