



DELEGACION NACIONAL

DEL

FRENTE DE JUVENTUDES

organizing committee of the international vocational training competitions

Rules for the International Vocational Training Competitions

In the year 1950, the National Headquarters of the Spanish Youth Organization and the Portuguese Juvenile Organization «Moçada Portuguesa» organized the First International Vocational Training Competition, to which young men from industrial firms and vocational schools of the two countries entered. The results of the competition were published in the *Revista de Juventude* of the Youth Organization of Spain.

Many of the young men who took part in the competition at Madrid came to see this Competition, as well as that held in 1951 and the meetings held by the organizers of these events. As a result of the interest thus aroused and of the appreciation of their good effects on young workers' training, in 1953 the Third International Competition was organized, with entries from Portugal, Switzerland, Germany, France, Britain, Morocco, and Spain.

In June, 1954, in view of the wide scope acquired by the Competition and the firmness with which the system had become established, the need was felt to establish rules and lay down regulations for the Competition, and, for this purpose, an Organizing Committee was set up. This Committee was formed by the official technical representatives of the interested countries.

After careful study and in the light of the experiences gained in the Fourth Competition—which was attended by the above-named countries plus Belgium—Practical Regulations were issued, to be tried out in the Fifth Competition. This was held in April, 1955.

On 1st October 1955, at a full meeting of the Organizing Committee, the Regulations for subsequent Competitions were finally approved, as follows:

ORGANIZING COMMITTEE OF THE INTERNATIONAL

In the year 1950, the National Headquarters of the Spanish Youth Organization and the Portuguese Juvenile Organization «Mocidade Portuguesa», organized the First International Vocational Training Competition, in which young workmen from industrial firms and pupils of Vocational Training Schools, in the Metal, Wood, Electricity, Graphic Arts, and Building trades, took part.

Many of the diplomatic representatives accredited at Madrid came to see this Competition, as well as that held in 1951 and the meetings held by the organizers of these events. As a result of the interest thus aroused and of the appreciation of their good effects on young workers' training, in 1953 the Third International Competition was organized, with entries from Portugal, Switzerland, Germany, France, Britain, Morocco, and Spain.

In June, 1954, in view of the wide scope acquired by the Competition and the firmness with which the scheme had become established, the need was felt to draft rules and lay down regulations for the Competitions, and, for this purpose, an Organizing Committee was set up. This Committee was formed by the official and technical representatives of the interested countries.

After careful study and in the light of the experience gained in the Fourth Competition—which was attended by the above-named countries plus Belgium—Provisional Regulations were issued, to be tried out in the Fifth Competition. This was held in April, 1955.

On 1st October, 1956, at a full meeting of the Organizing Committee, the Regulations for subsequent Competitions were finally approved, as follows:

ORGANIZING COMMITTEE OF THE INTERNATIONAL VOCATIONAL TRAINING COMPETITIONS

PRESIDENT: Mr Jesús López Cancio.

National Head of the Youth Organization.

VICEPRESIDENT: Mr Faustino Ramos Díez.

Head of the Central Labour Office of the Youth Organization.

SECRETARY: Mr Francisco Albert Vidal.

Head of the Vocational Training Department of the Central Labour Office.

SPAIN:

Official Representative Mr Alberto Pascual Villar, Head of the Intellectual Exchange Branch of the Cultural Relations Department of the Ministry of Foreign Affairs.

Technical Representative: Mr. Diómedes Palencia Albert, Industrial Engineer

PORTUGAL:

Official Representative: Dr Pedro Ennes Franco, Head of the Comradeship Services of the «Mocidades Portuguesas».

Technical Representative: Dr. Antonio Abrantes Saraiva, Industrial Engineer.

FRANCE:

Official Representative: Mr Louis Fougère, Commercial Attaché of the French Embassy at Madrid.

Technical Representative: Mr. Lucien Hibert, Provincial Secretary of the «Association Ouvrière des Compagnons du Devoir du Tour de France».

SWITZERLAND:

Official Representative: Mr Karl Zehr Facot des Combes, appointed by the Swiss Embassy at Madrid.

Technical Representative Mr Lucien Maillard, Chief of Staff of «Société Gènevoise d'Instruments de Physique».

BELGIUM:

Official Representative: Mr F. Ch. Boschloos, Administrative Principal of the Ministry of Middle Classes.

Technical Representative: Mr J Vastiau, Provincial Secretary of Vocational Training in East Flanders.

ITALY:

Official Representative Mr Armando Malagodi, Director of the Modena Industrial Technical Institute.

Technical Representative: Mr Nino Umberto Fochi, Instructor in the Modena Industrial Technical Institute.

GERMANY:

Official Representative Mr. H. Klaus Ditlmann, German Economic and Commercial Board.

Technical Representative: Mr H. Franz Woerner, German Industrial and Commercial Board.

Mr. H. Herbert Raspe, German Chamber of Arts and Crafts Board.

GREAT BRITAIN:

Official Representative: Mr Frederick D Hill, Secretary of the British Organizing Committee for the Competitions.

Technical Representative Mr S. Swift, Engineer, The Metal Box Company Limited.

IRELAND:

Official Representative Mr M. F O'Flanagan, Inspector of the Department of Education, Technical Instruction Branch.

HOLLAND:

Official Representative Mr E. J Manse, Secretariat Netherlands Vocational Training.

RULES

ORGANIZING COMMITTEE

ARTICLE 1. The governing and representative organ of the International Vocational Training Competitions is the Organizing Committee, which consists of: a President, a Vice-President, a Secretary, and one official and one technical representative of each country taking part in the Competition.

This ruling organ shall be known as: THE ORGANIZING COMMITTEE OF THE INTERNATIONAL VOCATIONAL TRAINING COMPETITIONS.

ARTICLE 2. Both the official and the technical representatives may be replaced by others at the proposal of their respective countries or of the Organizing Committee.

The technical representatives on the Committee may act both as technical and as official representatives at one and the same time.

ARTICLE 3. Persons of any nationality who have been proposed by the aforesaid representatives because of their merits or status, and whose appointment has been unanimously accepted by the Committee, may form part of the latter as Honorary Members.

ARTICLE 4. All business or negotiations undertaken in connection with these Competitions outside of the provisions of the present Rules must be submitted to the Committee for its information and for its approbation, if need be.

ARTICLE 5. The Standing Commission of the Organizing Committee shall consist of: The President, the Vice-President, the Secretary, and the official representatives of the different countries. The seat of this Commission shall be in Spain.

ARTICLE 6. At the end of each Competition, the Organizing Committee shall decide in which country and on what date the next Competition shall be held.

SECRETARIAT

ARTICLE 7 The Secretariat of the Organizing Committee, the seat of which is in Spain, co-ordinates the activities of the countries which take part in the Competitions and takes charge of the management of the latter and of the carrying-out of the resolutions passed by the Committee. It shall also be the Secretariat of the Standing Commission and of the Board of Judges.

BOARD OF JUDGES

ARTICLE 8. The Board of Judges is the technical organ of the Competition. It shall consist exclusively of the technical representatives sitting on the Organizing Committee.

ARTICLE 9 The Board of Judges shall settle what theoretical and practical test competitors must be set and judge and award marks to the latter's work. The Board of Judges must reports the results to the Organizing Committee and propose to it, for its final ratification, the proclamation of winners in the Competition.

ARTICLE 10. The judging of the competitors' work pieces and the proposal of prizes to be given to the winners shall, whenever possible, be done by unanimous voting, or, otherwise, by a majority vote. If any member of the Board of Judges should consider that the elementary principles of justice have been infringed he may appeal to the Organizing Committee, but this appeal must be formulated by at least two representatives. When this occurs, the decision of the majority shall not take effect pending the Committee's decision.

ARTICLE 11. The Board of Judges shall meet once a year, five or six days before the opening date of the Competition.

ARTICLE 12 Every technical representative shall send the Secretariat of the Board of Judges, one month before the date fixed for the beginning of the Competition, his proposal with regard to the test which he considers competitors should be required to carry out. These proposals shall be set out on parchment paper and in accordance with DIN standards and with the models that the Secretariat will send to the various represen-

tatives for this purpose. These proposals must contain the largest possible number of details so that there may be no difficulty in interpreting the designs

The Secretariat shall examine the proposals sent in and, with the help of technical staff, revise them as regards the measurements and standardization of the designs and all other items that may be useful to competitors. The Secretariat shall also draw up a list of the materials required for the carrying out of the work and fix the maximum time to be allowed competitors to do their jobs.

When making these proposals the technical representatives must bear in mind that the work must be done in 30 hours at least and 42 hours at most. It is recommended that each representative should send in at least one proposal for a test to be included in the Competition.

Five or six days before the beginning of the Competition, the Board of Judges shall meet to choose from among the proposals sent in the test to be set to the Competitors. This choice shall be made by a show of hands if a unanimous decision is not reached.

If any representative does not send in any proposal, he shall be taken as accepting those of the other countries, which have sent theirs in

ARTICLE 13. The Board of Judges shall be presided over by each of its members in turn, day by day

ARTICLE 14 The Board of Judges shall be helped by specialized assistants appointed by the Standing Commission, which shall draw lots for this purpose.

ARTICLE 15 The number of these technical assistants shall vary in keeping with those of the trades admitted and the competitors entered, and shall be settled by the Secretariat

ARTICLE 16. The Secretariat shall place at the Board's disposal the special and subaltern staff that it may need to meet the requirements of the competition, prepare material, etc.

ARTICLE 17 The Board of Judges shall draft a set of Rules laying down all the details of the norms to be followed by it in the performance of its duties and the organization of the Competition on the technical side. These Rules shall define the Board's attributions and those of its assistants and special and subaltern staff.

COMPETITORS

ARTICLE 18. The nations sending in competitors may choose their apprentices freely and by the system which suits each one best, provided always that the said apprentices meet the requirements of the following Articles.

ARTICLE 19. Competitors must be at least 16 years old and at most 21. These ages must be reached within the year in which the Competition is held. The Organizing Committee shall define the meaning of this article for each competition in order to ensure its correct interpretation.

ARTICLE 20. Competitors shall be classed in two categories: *Category A and Category B*. Lads reaching the age of 19, 20, or 21 within the year in which the Competition is held must enter in Category A. Those who reach the age of 16, 17, or 18 in the same year must enter in Category B on the same terms as the former.

ARTICLE 21. Competing countries must have chosen and officially nominated their future participants two months before the opening date of the competition.

ARTICLE 22. In order to be allowed to take part in the Competition, candidates must fill up and send in the printed form supplied for this purpose by the Secretariat.

ARTICLE 23. The Secretariat shall circulate to the members of the Committee and of the Board of Judges, and to all the competitors the final list of apprentices entered for the Competition; and it shall do so one month before the beginning of the latter.

ARTICLE 24. Competitors must enter and take part in the Competition as individuals and not by teams.

The Organizing Committee may, however, organize competitions by teams if the trades in question so require, and it shall draft the necessary rules for such events.

ARTICLE 25. Countries not officially taking part in the Competition may send in competitors, provided these are presented by business organizations of trade unions.

ARTICLE 26. Once their entries are confirmed, competitors shall be bound to accept and comply with the rules for the organization and conduct of the Competition and submit to the discipline imposed by the Organizing Committee and to the technical decisions of the Board of Judges.

ARTICLE 27. Non-compliance with the rules laid down by

the Organizing Committee or with the elementary principles of good behaviour and good fellowship shall be punished with penalties, which may include the disqualification of the offender.

TRADES ADMITTED INTO THE COMPETITION

ARTICLE 28. Every country may enter for the competition in the trades which suit it; but no country may send in more than one competitor per trade per category.

ARTICLE 29. The Competition shall be held in all the trades and categories announced, even if there is only one entry for any of these. In this case, the Board of Judges, after examining the work pieces done by the sole competitor, shall decide whether or not the latter deserves to be proclaimed a winner in the Competition and shall submit its decision to the Organizing Committee's consideration.

ARTICLE 30. The trades and industrial specialties to be included in an International Vocational Training Competition shall be settled by the Organizing Committee four or five months before the date of the Competition in question and may vary from one Competition to another.

The Secretariat shall draft a memorandum explaining in the fullest possible detail the meaning to be attached to the trade to which the specialty admitted into the Competition belongs, so that there may be no difference of interpretation, and no error, as to whether this is the trade in which the competitor chosen habitually works. This memorandum shall be sent to everyone of the technical representatives.

WORKSHOP TESTS, MATERIALS, TOOLS, AND MACHINERY USED

ARTICLE 31. The Board of Judges shall settle, by the procedure laid down in Article 12, the workshop tests to be carried out by the competitors.

ARTICLE 32. The nature of these tests shall not be made known to the competitors until the actual moment of their starting work.

ARTICLE 33. The materials to be used by the competitors to carry out their workshop jobs shall be supplied to them by the Secretariat, by agreement with the Board of Judges. Competitors may not use other materials, obtained from other sources, unless,

in some special case in which materials of a particular kind are required, the Board of Judges should allow a Competitor to bring these with him.

If, through any cause, a competitor spoiles the materials supplied to him and thus finds himself unable to continue his work, the Board of Judges may, once only, supply him with new materials, and this fact shall be taken into account when judging his work piece. If the competitor who thus received a second lot of materials spoils these, too, he may be given a third lot, but his work shall be declared «hors concours», this favour being granted to him so that he may have the personal satisfaction of finishing his job.

The same rules shall apply in cases where tools have to be replaced, provided always they have not been deliberately spoiled by the competitor.

ARTICLE 34. Every competitor must come to the Competition provided with the usual tools of his trade, except those which are too bulky or heavy to be conveniently brought on the journey. Competitors who bring no tools will be provided with those they need by the Secretariat, from among those existing and available to it in the country where the Competition is held; but competitors shall not be entitled to demand any particular kind or make

ARTICLE 35. A special set of rules issued by the Board of Judges shall settle and limit the use of measuring instruments and tools for each job.

ARTICLE 36. The machines to be used by competitors shall be supplied by the country in which the Competition takes place and shall be inspected beforehand by the Board of Judges. Before starting work, the competitors shall be given two hours, at most, to make themselves familiar with the machines and tools, clear up any doubts that may arise in their minds, and receive instructions regarding the handling of machines, etc.

ARTICLE 37. The Board of Judges shall draw lots, before the beginning of work and in the presence of all the competitors, to settle the place each one is to occupy in the workshops and the machines each one is to use, according to his trade and category

JUDGING

ARTICLE 38. The Board of Judges shall proceed as follows in judging work pieces and allotting marks to them:

The Judges shall take into account three important factors, viz: measured, workmanship, and time. They shall also take into account other secondary or special factors which they consider interesting according to the nature of each test.

a) *Measured* shall be checked by the Judges themselves with the help of their technical assistants.

The Board of Judges shall request the Secretariat to appoint competent experts in each case, or shall use the services of some institution of the country in which the Competition takes place, which may be capable of contributing to the best possible performance of their duties in this matter

In judging the measures, the Board of Judges shall find the difference between those of the drawing and those of the finished work piece. The marks deserved shall be awarded on the basis of the absolute values of the sum total of differences in accordance with the scale fixed by the Board.

The best work piece shall be the one in which the differences are closest to NIL.

b) *Workmanship* means the items to which the Judges may attach importance in judging the work pieces as witnessing to the competitors' vocational qualities. Among these items, the following should be mentioned in particular: "general finish" (in all trades), "fit" (for fitters, lathe workers, and others), "assembly" (for carpenters, joiners, cabinet makers, etc.), "joining" (for house wiremen, coilers, etc.), "symmetry" (for iron-workers, carpenters, cabinet makers, and others), "operation" (for pieces that have to be subjected to mechanical and movement tests), and "economy in the use of materials" (in all trades). The Board may, moreover, conceive of other factors of good workmanship if it deems this advisable with a view to a more accurate judgment.

The Board of Judges shall settle the scale of marks to be awarded to these items of workmanship in each case and in each trade.

The sum total of all the values assigned to the different items shall be the award given under this second heading.

c) The influence of the *time* factor on the verdict shall be in keeping with the nature of the test and the competitor's age, and also with the importance attached to the good use of time in each trade.

The "time" factor shall be appraised as follows: the average time (resulting from the division of the total time employed by all the competitors, each in his own trade and category, by the

number of competitors) shall be divided by the time taken by the competitor whose work piece is being judged. This quotient shall then be multiplied by 0.2 and one unit shall be added to the product. Therefore, the formula to be used is:

$$t = 1 + 0.2 \frac{tm}{te}$$

(average time) (time taken by the competitor)

The Board of Judges shall settle the value of the average time in each case in sight of the results of times taken up, once the job is completed.

The final award to any work piece shall, therefore, be settled as follows: "Measures" factor plus "workmanship" factor, multiplied by the "time" factor. If we call the measures "A", the workmanship "B", and the time "C", we shall find the award "D" by the formula $(A + B) C = D$

The whole judging process as above shall be recorded on filing card after being approved by the Board of Judges

ARTICLE 39 As regards the judging of the workmanship, each member of the Board shall appraise the work piece in question individually and according to his own criterion, using the scale of values fixed by the Board..

Once these individual appraisals have been done, they shall be reported to the Secretariat of the Board, which shall find the resulting average and this shall be the final judgment on the piece in question, as regards workmanship.

If there should be any striking disagreement between the values assigned by one member of the Board and those assigned by the rest to any item of workmanship, at the request of the others the member in question must state the reasons for which he assigned those values; and if no unanimous agreement is reached, the matter shall be settled by a majority vote and the dissident member may, in any case, appeal to the Organizing Committee.

For the Board of Judges' decisions to be valid for the purpose of making awards, a quorum of two-thirds of its total membership shall be required.

If any member of the Board should absent himself without giving notice to the President, he shall be taken as accepting what is agreed in his absence.

PRIZES

ARTICLE 40. The country in which the Competition is held shall create the trophy and other rewards to be given to the winners and other competitors who deserve them.

ARTICLE 41. At the end of the Competition every competitor shall receive a certificate issued by the Secretariat with the approval of the President of the Organizing Committee, stating that he has taken part in the Competition, the trade and category in which he competed, and the place he won.

ARTICLE 42. The Organizing Committee shall approach the business organizations and training institutions to which the competitors belong with requests for rewards or improvements in their positions to be granted to those who have deserved them. Similar request shall be addressed to the governments of the countries represented in the Competition.

FINANCING THE COMPETITION

ARTICLE 43. The expenses entailed by the International Vocational Training Competitions shall be provided for as follows:

Travelling Expenses

1 Competitors, official representatives, technical assistants, and all persons invited by the Organizing Committee shall pay their own travelling expenses, both ways, between their place of residence and the place where the Competition is held, or shall get them paid by their governments or by the organizations or institutions which they represent.

2 The travelling expenses of members of the Board of Judges, when they come to attend meetings officially called, shall be paid by the General Secretariat of the Competition. When the members of the Board come to perform their duties in the Competition their travelling expenses shall be paid by the country in which the Competition is held.

Board and Lodging:

1 The country in which the Competition is held shall pay the board and lodging expenses of competitors, official representatives, technical representatives, technical assistants, and persons invited by the Organizing Committee.

2. The board and lodging expenses of members of the Board of Judges when they come to attend meetings officially called shall be paid by the General Secretariat. When they come to attend the Competition, these expenses shall be paid by the country in which the Competition is held.

Working Expenses

1 The cost of materials needed, for the carrying-out of tests, the fees of specialized and subaltern staff, the travelling expenses inside the town where the competition is held, the cost of publicity, badges, and trophies, and all other expenses inherent in the organization of the Competition shall be borne by the country in which the latter is held.

2 The expenses incurred by the General Secretariat in the fulfilment of its particular duties shall, at first, be paid by the National Youth Organization of Spain.

Later on, when the governments of the countries represented, make provision for these International Competitions in their Estimates, the Organizing Committee shall order the distribution of these Secretariat expenses among the participating countries.

PROVISIONAL RULE

The present Rules cannot be validly amended or extended unless one half plus one of the members of the Organizing Committee so request and the change is approved by two-thirds of their number