

## REPORTS AND INQUIRIES

### The International Exchange of Student Employees

*As part of its activities in connection with the exchange of workers for training purposes, the International Labour Organisation has made a number of periodic inquiries among member States concerning the openings for foreign student employees in different countries.*

*Inquiries held in 1948, 1949 and 1951 showed that in a growing number of countries the public and other authorities concerned were endeavouring to encourage student employee exchanges and that efforts were being made in different quarters to improve the practical, social and educational facilities open to student employees and to co-ordinate the various procedures for the placing of candidates.<sup>1</sup>*

*The results of the 1953 inquiry, which are summarised below, confirm these findings. As compared with previous years, they also reveal an immense increase in the number of persons—young skilled workers, technicians, specialists, and others—who have been able to go abroad for practical training.*

#### GENERAL AIMS OF WORKER EXCHANGES

“ Anyone who has gone to Europe or to the Far East as a representative of the American labor movement will testify that there is no quicker or better way to establish relations between countries than to have their workers understand each other . . . . Because there is no better way to build up international understanding than through face-to-face contacts, the American Labor Education Service does everything possible to stimulate and encourage the exchange of workers between this country and abroad. ”

These words, which are taken from the introduction to a recent pamphlet published for the information of United States workers who wish to round off their general and technical knowledge with a stay abroad <sup>2</sup>, express one of the ideas fundamental to almost all the plans and programmes devised by the various countries for visits of this type. Irrespective of the individual benefit derived by workers from these visits it is becoming increasingly clear that the meetings and exchanges of information arising from them are of profit to the whole community.

<sup>1</sup> See “ Student Employment Abroad ”, in *International Labour Review*, Vol. LXVI, No. 2, Aug. 1952, pp. 142-153.

<sup>2</sup> AMERICAN LABOR EDUCATION SERVICE: *Labor Scholarships Abroad* (New York, 1953).

These exchanges make for peace, and they also have an appreciable effect on technical, economic and social progress. As has been observed in another recent document on worker exchanges—

The time is past when a great nation, whatever its special qualities, can be satisfied with living its own life according to its lights, heedless of its neighbours' experience and practices . . . . This applies not only to the organisation of our economy and the equipment of our undertakings but also, and directly, to our workers. Their living conditions could be bettered if they were given an insight into working conditions and techniques elsewhere . . . . It is therefore essential to organise large-scale worker exchanges. These would result in an exchange of information on working methods and techniques, that is, in economic progress; they would also afford an insight into the other man's conditions of employment, thereby offering a possibility of raising living standards, and there would moreover be a chance for the workers of the different countries to get to know each other and, hence, a way to peace that should not be under-rated.<sup>1</sup>

These two passages, taken from documents of very different origin and purposes, have the same theme and reach the same conclusions. They are, in fact, the expression of a general trend of opinions and ideas, which have already led to a number of practical achievements in the matter of worker exchanges. The extent and characteristic features of some of these achievements have been taken as the subject of this article.

#### NATURE AND CHARACTERISTICS OF STUDENT EMPLOYMENT

Among the various kinds of workers' visits to foreign countries, periods of instructional employment have long been recognised as a particularly effective way of achieving the objectives sought—an exchange of general and technical information and closer relations between peoples.

Such exchanges usually coincide with the stage in a worker's individual development when he is finishing his basic training and starting his working life. A young trainee (particularly if he has hitherto been studying at school) is especially receptive to the impressions gained from his initial contacts with the world of labour and will have an even more retentive memory for those received in a foreign country and a foreign undertaking.

Student employment abroad is equally effective when the visitors are adult workers who already have some background of practical experience. To them, a period of employment in another country means a chance to make comparisons. They spend their time working in their own particular trade or occupation and can consequently note and understand without difficulty a multitude of details that would probably escape them in the course of a short visit or holiday.

From this standpoint, long periods of employment are obviously of the greatest value. In the French resolution to which we have referred it was observed that there is nothing to equal a prolonged stay combined with direct observation; a mere visit to a few factories by workers on a productivity mission, however interesting, cannot be compared in value to a longer period spent working in an undertaking.

<sup>1</sup> From a draft resolution requesting the French Government to organise European worker exchanges (Assemblée nationale, deuxième législature, session de 1953: *Annexe au procès-verbal du 18.5.1953*, Document No. 6178).

Many of the trainee exchange or reception programmes fix an upper age-limit beyond which no applications are considered and, as a general rule, the programmes clearly specify the standard and type of knowledge required of trainees on arrival. The age and capabilities of the trainees are not, however, important features of the system described here; for the purposes of this article the essential point is that the person concerned spends a certain period of time under practical training in one or more undertakings in a foreign country.

In some countries, however, the term "trainee" is also applied to persons following courses in technical or vocational establishments or special centres. The Office consequently decided, when organising the inquiry in 1951, to consult governments on the meaning given to the word in their national institutions and the meaning to be given to it for the purposes of the inquiry.

The results of this consultation led to the adoption of the following definition for its 1953 inquiry; it is more restrictive but also more precise than the one used hitherto;

For the purpose of this inquiry, the term "trainee" means any person who proceeds to a country other than his own for a limited period of time (generally from several weeks to 18 months), on a remunerative or non-remunerative basis, in order to enlarge his vocational or technical knowledge either by working in a public or private undertaking or as an observer in one or more undertakings.

#### LONG AND SHORT-TERM STUDENT EMPLOYMENT

Being only a part of a worker's vocational training, a period of instructional employment can only last for a limited time. Its length can, however, vary considerably, according to the type of knowledge or experience to be acquired.

Visits of a few weeks during the holidays to foreign undertakings can enable students training to be engineers, architects, agriculturists, commercial experts, doctors or chemists to become acquainted with the practice of their future professions in conditions other than those obtaining in their native countries. In some occupations such visits are nowadays an integral part of the training course and, in recent years, extensive multilateral programmes have been organised to ensure that candidates are placed. Similarly, several large-scale industries (notably the iron and steel industry) have recognised the value of short-term exchanges of technical and future managerial staff, and such exchanges are now systematically organised on the basis of bilateral agreements between the main industrial federations concerned.<sup>1</sup>

On the other hand, in the case of young persons going abroad for further training as craftsmen, skilled industrial workers, technicians, office workers, agriculturists, hotel staff, horticulturists, etc., either immediately after finishing their basic training or within a few years of entering employment, the visit usually lasts longer (up to 18 months, or even two years in some cases). The reason is that visits of this kind are intended to enable those concerned to make up for any practical experience they lack, acquire additional technical abilities or brush up their languages.

<sup>1</sup> See tables I-V for details of these programmes and agreements at the present time.

## ARRANGEMENTS FOR THE GRANT OF PERMITS

A desire to encourage this form of international assistance has led the public authorities of many countries during recent years to make special arrangements to enable workers to be admitted for long periods of instructional employment.

At the present time, apart from any arrangements made to establish a common employment market for two or more countries<sup>1</sup> (where such arrangements automatically apply to student employees in the same way as to other workers), there are, roughly speaking, three different types of scheme whereby foreign trainees can be granted permits to take

TABLE I. IRON AND STEEL INDUSTRY

(a) *Staff Exchanges Organised by the British Iron and Steel Federation*

Receiving country	Participating agencies	Conditions of admission and period of training	Country of origin of trainees
Australia .	Australian iron and steel undertakings	Managerial and supervisory staff under age 35. Period : 1 month	United Kingdom
Austria . .	Austrian iron and steel undertakings	"	"
Belgium . .	Association of Belgian Blast Furnaces and Steel Mills	"	"
France . .	French iron and steel undertakings	"	"
Germany (Fed. Rep.)	Association of German Iron Founders	"	"
Luxembourg	Association of Luxembourg Iron and Steel Industries	"	"
Netherlands	Netherlands iron and steel undertakings	"	"
Sweden . .	Iron Board (Jernkontoret)	"	"
United Kingdom	British Iron and Steel Federation	"	Australia, Austria, Belgium, France, Germany (Fed. Rep.), Luxembourg, the Netherlands and Sweden

<sup>1</sup> For example, in the countries of the Benelux group and the Northern European countries.

TABLE I. IRON AND STEEL INDUSTRY (*cont.*)(b) *Student Employment Organised by the Metz (Moselle) Higher Iron and Steel Study Centre*

Receiving country	Participating agencies	Conditions of admission and period of training	Country of origin of trainees
Belgium . .	Belgian iron and steel undertakings	Young engineers seconded from their undertakings. Period: 1 month <sup>1</sup>	France
France . .	French iron and steel undertakings	Young engineers already employed in undertakings in their own countries. Period: 1 month <sup>2</sup>	Belgium, Germany (Fed. Rep.), Italy, Luxembourg, Sweden and the United Kingdom
Germany (Fed. Rep.)	Association of German Iron Founders	Young engineers seconded from their undertakings. Period: 1 month <sup>1</sup>	France
Italy . . .	Italian iron and steel undertakings	"	"
Luxembourg	Luxembourg iron and steel undertakings	"	"
Sweden . .	Swedish iron and steel undertakings	"	"
United Kingdom	British Iron and Steel Federation	"	"

<sup>1</sup> As part of the courses organised by the Centre.<sup>2</sup> In exchange for student employment given to young French engineers.(c) *Student Engineer Exchanges between France and the United Kingdom*

Receiving country	Organised by	Conditions of admission and period of training
France . . .	French Iron and Steel Committee ( <i>Chambre syndicale</i> ) in co-operation with British universities	Engineering students of British and French universities respectively. Period: 4 weeks during the summer holidays
United Kingdom . .	British Iron and Steel Federation in co-operation with French universities	

TABLE II. COALMINING INDUSTRY

*Student Employment in Mining Engineering Organised  
by the National Coal Board<sup>1</sup>*

Receiving country	Participating agencies	Conditions of admission and period of training	Country of origin of trainees
Belgium . .	Ministry of Education in co-operation with British universities	Qualified or student mining engineers. Period: 4 to 6 weeks during the summer holidays	United Kingdom
France . .	French National Coal Board in co-operation with British universities	"	"
Germany (Fed. Rep.)	Association of Ruhr Collieries in co-operation with British universities	"	"
Netherlands	Netherlands State Mines in co-operation with British universities	"	"
United Kingdom	Various technical universities and mining colleges in Belgium, France, Germany (Fed. Rep.) and the Netherlands	"	Belgium, France, Germany (Fed. Rep.), and the Netherlands

<sup>1</sup> Quota fixed each year. Figures for 1953: Belgium, 5; France, 20; Federal Republic of Germany, 40; Netherlands, 5.

up student employment in an undertaking for a certain period of time (often between six and 18 months).<sup>1</sup> These are—

- (1) unilateral arrangements made by the receiving country either under regulations for the admission of foreign workers (as in the United Kingdom) or as part of its assistance to other countries (as, for example, in the United States);
- (2) trainee reception programmes prepared on a multinational basis as a technical assistance project (notably the Colombo Plan);
- (3) diplomatic bilateral or multilateral agreements organising fully reciprocal trainee exchanges between the signatory countries.

<sup>1</sup> For the conditions of issue of labour permits for trainees, as laid down in the laws and agreements in force in the different countries, see "Student Employment Abroad", in *International Labour Review*, Vol. LXVI, No. 2, Aug. 1952. For details of these conditions, see the descriptive notes prepared by the International Labour Office and published by U.N.E.S.C.O. in *Study Abroad*, Vol. VI (Paris, 1954).

TABLE III. VARIOUS TECHNICAL BRANCHES

(a) *Multilateral Exchanges Organised by the International Association for the Exchange of Students for Technical Experience (I.A.E.S.T.E.)*<sup>1</sup>

Countries making exchanges	Participating agencies	Conditions of admission and period of training
Austria Belgium Canada Denmark Finland France Germany (Federal Republic) Iceland Israel Italy Netherlands Norway Spain Sweden Switzerland United Kingdom United States Yugoslavia	Technical universities and industrial undertakings in each country	Engineering students (all branches), students training as agriculturists, architects, scientists, and technologists. Period : 8 weeks during the summer holidays. Integral part of or additional to the regular course of study

<sup>1</sup> See J. NEWBY : "The Work of the I.A.E.S.T.E. ", in *International Labour Review*, Vol. LXVIII, No. 1, July 1953.

(b) *Visits to Undertakings Organised by the Massachusetts Institute of Technology (M.I.T.)*<sup>1</sup>

Receiving country	Participating agencies	Conditions of admission	Country of origin of trainees <sup>2</sup>
United States	Industrial undertakings in the Boston area and in several large industrial centres and Tennessee Valley Authority plants	Engineers and scientific research specialists taking part in the M.I.T. Summer Project <sup>2</sup>	Countries in Africa, Europe, Far East, Latin America, Middle East

<sup>1</sup> As part of the Foreign Student Summer Project.

<sup>2</sup> This programme, devised as a technical assistance project, is financed by fellowships of which there were 81 in 1952 and 89 in 1953. In 1953 the fellowships were distributed as follows : Africa, 8 ; Europe, 39 ; Far East, 25 ; Latin America, 6 ; Middle East, 11.

TABLE IV. ECONOMIC AND COMMERCIAL BRANCHES

*Multilateral Exchanges Organised by the International Association of Students in Economic and Commercial Sciences (I.A.E.S.E.C.)*

Countries making exchanges	Participating agencies	Conditions of admission and period of training
Austria Belgium Denmark Finland France Germany (Fed. Rep.) Italy Mexico Netherlands Norway Spain Sweden Switzerland United Kingdom Yugoslavia	Industrial and commercial undertakings, import, and export firms, banks, etc.	Students from commercial, economic and sociological training colleges. Period : 8 to 15 weeks, generally during the summer holidays. Integral part of or additional to the syllabus

The object of the third system is to give foreign student employees full legal status in the various countries between which such exchanges can be made (hitherto they have been almost entirely limited to Europe). The rapid multiplication of these agreements in recent years and the extreme similarity between them has had the effect of standardising the general conditions of issue of permits within the European area as well as the practical details of the exchanges they cover.

Between 1951 and 1953 ten new agreements were concluded as follows:

Country	Countries with which agreements were concluded
Austria . . . . .	Germany (Fed. Rep.).
Belgium . . . . .	Sweden.
Finland . . . . .	Germany (Fed. Rep.), Switzerland.
France . . . . .	Haiti and Norway.
Germany (Fed. Rep.) . . .	Italy, the Netherlands, Spain and Sweden.

The present network of bilateral and multilateral agreements is as follows:

Country	Countries with which agreements have been concluded
Austria . . . . .	France and Germany (Fed. Rep.).
Belgium . . . . .	Finland, France <sup>1</sup> , Germany (Fed. Rep.), Italy, Luxembourg <sup>2</sup> , the Netherlands <sup>2</sup> , Sweden, Switzerland and the United Kingdom. <sup>2</sup>

<sup>1</sup> Also parties to the multilateral agreement concluded between the five countries signatories to the Brussels Treaty (Belgium, France, Luxembourg, the Netherlands and the United Kingdom).

<sup>2</sup> Multilateral agreement mentioned in footnote 1.

Country	Countries with which agreements have been concluded
Czechoslovakia . . . . .	France.
Denmark . . . . .	France, the Netherlands, Switzerland.
Finland . . . . .	Belgium, France, the Netherlands and Switzerland.
France . . . . .	Austria, Belgium <sup>1</sup> , Czechoslovakia, Denmark, Finland, Germany (Fed. Rep.), Haiti, Ireland, Italy, Luxembourg <sup>1</sup> , the Netherlands <sup>1</sup> , Norway, the Saar, Spain, Sweden, Switzerland, Turkey and the United Kingdom. <sup>1</sup>
Germany (Fed. Rep.) . . .	Austria, Belgium, France, Italy, the Netherlands, Spain and Sweden.
Haiti . . . . .	France.
Ireland . . . . .	France and Switzerland.
Italy . . . . .	Belgium, France, Germany (Fed. Rep.).
Luxembourg . . . . .	Belgium <sup>2</sup> , France <sup>1</sup> , the Netherlands <sup>2</sup> , Switzerland, the United Kingdom. <sup>2</sup>
The Netherlands . . . . .	Belgium <sup>2</sup> , Denmark, Finland, France <sup>1</sup> , Germany (Fed. Rep.), Luxembourg <sup>2</sup> , Norway, Sweden and the United Kingdom. <sup>2</sup>
Spain . . . . .	France, Germany (Fed. Rep.) and Switzerland.
Sweden . . . . .	Belgium, France, Germany (Fed. Rep.), the Netherlands, Norway and Switzerland.
Switzerland . . . . .	Belgium, Denmark, Finland, France (including Algeria), Ireland, Luxembourg, the Netherlands, Spain and Sweden.
Turkey . . . . .	France.
United Kingdom . . . . .	Belgium <sup>2</sup> , France <sup>1</sup> , Luxembourg <sup>2</sup> and the Netherlands. <sup>2</sup>

#### DEVELOPMENT OF SHORT-TERM STUDENT EMPLOYMENT

The arrangements made to give foreign student employees a legal status have little point unless the trainees are actually employed in undertakings, either as supernumeraries or otherwise, and stay a certain length of time. This means reconciling the need to protect the national employment market with the necessity of safeguarding the student employees themselves, not only as trainees but also as temporary workers immediately or progressively capable of doing a productive job.

The position of foreigners on a short-term visit to an undertaking is very different in many respects, and the problem of organising visits of this type has an entirely different setting in the majority of cases. It can hardly be expected that, in the space of a few weeks, the person concerned will be capable of genuinely productive work and in any event that is not the purpose of his visit to the undertaking, whether he comes under a staff exchange scheme or as a student in his university vacation. As a result, undertakings that agree to co-operate in pro-

<sup>1</sup> Also parties to the multilateral agreement concluded between the five countries signatories to the Brussels Treaty (Belgium, France, Luxembourg, the Netherlands and the United Kingdom).

<sup>2</sup> Multilateral agreement mentioned in footnote 1.

TABLE V. MULTILATERAL EXCHANGES

Country sending	Tota exchanges <sup>2</sup>	Country							
		Austria	Belgium	Canada	Denmark	Finland	France	Germany	Great Britain
Austria . . .	(325) 366	—	4	—	10	17	16	98	58
Belgium . . .	(70) 77	5	—	—	2	1	9	25	16
Canada . . .	(—) —	—	—	—	—	—	—	—	—
Denmark . . .	(184) 154	12	2	—	—	2	12	43	27
Finland . . .	(240) 231	18	—	—	1	—	7	111	15
France . . .	(326) 319	13	6	—	9	7	—	69	95
Germany . . .	(682) 759	57	9	4	33	105	24	—	84
Great Britain	(488) 544	20	14	14	24	15	91	63	—
Iceland . . .	(4) 1	—	—	—	—	—	—	1	—
Israel . . .	(50) 96	—	—	—	5	6	4	—	9
Italy . . .	(55) 102	3	3	—	1	2	8	35	17
Netherlands	(353) 307	15	2	4	11	13	54	65	63
Norway . . .	(99) 103	4	2	—	2	2	10	12	35
Spain . . .	(80) 134	9	—	—	—	10	20	44	21
Sweden . . .	(273) 274	29	—	—	2	1	15	80	117
Switzerland .	(100) 110	—	3	—	1	10	8	11	47
United States	(24) 22	—	—	—	—	—	2	1	8
Yugoslavia .	(140) 184	21	3	—	—	5	10	110	11
Totals <sup>2</sup> . .	3,783 (3,493)	206 (164)	48 (47)	22 (—)	101 (91)	196 (146)	290 (275)	768 (534)	623 (602)

<sup>1</sup> Extract from I.A.E.S.T.E.: *Sixth Annual Report* (Nov. 1953), p. 4. <sup>2</sup> The totals in brackets are for 1952. For the I.A.E.S.T.E., in *International Labour Review*, Vol. LXVIII, No. 1, July 1953, p. 68. <sup>3</sup> Interim limited exchange due to

grammes of this kind generally derive no direct profit from them, and their participation, in the short run at any rate, is entirely altruistic and sometimes even costly. Their reward comes only indirectly, in so far as members of their own staff (present or future) benefit from similar facilities abroad and so become increasingly proficient.

The utility of these exchanges is increasingly recognised nowadays not only among the managements of undertakings but also among the student employees themselves, not to mention the schools and other agencies concerned. Definite proof of this is to be found in the increasing scope and variety of the programmes on which the Office has been able to gather information through its 1951 and 1953 inquiries.

Tables I, II, III and IV show the geographical structure of the present network of short-term exchanges in certain sectors and types of student employment.

Among the programmes described above those of the I.A.E.S.T.E. and the A.I.E.S.E.C. are particularly noteworthy when it is considered

ORGANISED BY I.A.E.S.T.E. IN 1953<sup>1</sup>

receiving										Country sending
Iceland	Israel	Italy	Netherlands	Norway	Spain	Sweden	Switzerland	United States	Yugoslavia	
—	—	3	38	13	7	82	7	—	13	Austria
—	1	2	3	3	—	4	3	—	3	Belgium
—	—	—	—	—	—	—	—	—	—	Canada
2	4	1	10	1	—	31	2	3	2	Denmark
—	4	2	6	2	9	41	9	—	6	Finland
—	5	8	41	13	14	23	10	—	6	France
1	—	20	51	12	45	176	43	—	95	Germany
1	3	11	63	36	16	124	37	7	5	Great Britain
—	—	—	—	—	—	—	—	—	—	Iceland
—	—	4	35	8	2	12	3	—	8	Israel
—	2	—	10	3	5	9	2	2	—	Italy
—	5	11	—	11	8	23	14	5	3	Netherlands
—	5	3	8	—	5	9	2	—	4	Norway
—	2	6	10	4	—	6	2	—	—	Spain
1	1	5	5	1	6	—	9	1	1	Sweden
—	2	1	10	3	2	10	—	1	1	Switzerland
—	—	1	—	—	—	9	1	—	—	United States
—	4	—	7	4	—	4	5	—	—	Yugoslavia
5 (3)	38 (44)	78 (48)	297 (240)	114 (86)	119 (82)	563 (820)	149 (137)	19 <sup>3</sup> (71)	147 (103)	Totals <sup>2</sup>

development of I.A.E.S.T.E. exchanges since the Association was established, see J. NEWBY: "The Work of the change of location of United States Committee.

how far and fast they have developed since they were set up (I.A.E.S.T.E. in 1948 and A.I.E.S.E.C. in 1949).

This development, which bears witness to the efficiency of the multi-lateral system chosen for exchanges of this kind, is to be seen not only in the number of participating countries but also in the number of trainees exchanged.

## LONG-TERM STUDENT EMPLOYMENT

The programmes shown in the tables provide typical examples of the different schemes that have been instituted to facilitate the organisation of short-term student employment or simple tours of inspection round various undertakings.

Short-term exchange programmes have also been developed in recent years for other occupations, such as nursing, social services,

TABLE VI. MULTILATERAL EXCHANGES ORGANISED BY THE A.I.E.S.E.C. IN 1952<sup>1</sup>

Country sending	Total exchanges <sup>2</sup>	Country receiving												
		Austria	Belgium	Denmark	Finland	France	Germany	Great Britain	Italy	Netherlands	Norway	Spain	Sweden	Switzerland
Austria . .	(-) 13	-	-	3	4	2	-	-	-	1	-	-	3	-
Belgium . .	(1) 19	1	-	4	1	4	7	-	-	1	-	-	2	-
Denmark . .	(35) 55	4	6	-	9	20	12	-	-	2	1	-	2	-
Finland . .	(35) 76	3	2	8	-	14	24	2	3	1	5	-	13	-
France . .	(36) 88	2	6	20	22	-	14	1	-	2	4	1	15	1
Germany . .	(14) 78	-	3	9	21	14	-	-	1	-	1	-	18	3
Great Britain	(-) 8	-	-	2	2	3	-	-	-	-	-	-	1	-
Italy . . .	(5) 4	-	-	-	-	2	2	-	-	-	-	-	-	-
Netherlands	(6) 9	1	-	1	2	2	2	-	-	-	-	-	1	-
Norway . .	(11) 13	-	-	1	2	5	4	-	-	-	-	-	1	-
Spain . . .	(-) 2	-	-	-	1	1	-	-	-	-	-	-	-	-
Sweden . .	(23) 42	2	3	-	1	14	19	-	-	1	-	-	-	2
Switzerland	(1) 9	-	-	1	-	-	5	-	-	-	-	-	3	-
Yugoslavia .	(-) -	-	-	-	-	-	-	-	-	-	-	-	-	-
Mexico . .	(-) 2	-	-	-	-	2	-	-	-	-	-	-	-	-
Totals <sup>2</sup> .	(167) 418	13 (-)	20 (5)	49 (27)	65 (17)	83 (34)	89 (18)	3 (10)	4 (6)	8 (2)	11 (14)	1 (2)	59 (27)	6 (4)
													6 (-)	1 (1)

<sup>1</sup> Extract from A.I.E.S.E.C. : *General Report* (published for the Fifth Annual Congress, Mar. 1953), p. 14.<sup>2</sup> The totals in brackets are for 1951.

instructors' training, agriculture and horticulture. Nevertheless, in branches such as these, as also in the various skilled trades in industry and commerce, efforts seem to have been concentrated more on organising longer visits, and it may be interesting to consider some aspects of the way such exchanges have developed in the last two years.

The first point to note is that an increasingly large area is being covered by the network of long-term student employment programmes under which foreign trainees are placed in the various receiving countries.

The United States Government, for example, is financing two vast programmes of this kind. The first, which is administered by the International Educational Exchange Service and is intended to provide training for specialists in all branches (the liberal professions, administration, industry and commerce) is open to the nationals of the following countries and territories: Argentina, Australia, Austria, Belgium, Bolivia, Brazil, Burma, Ceylon, Chile, Colombia, Costa Rica, Cuba, Denmark, Ecuador, Egypt, Ethiopia, Finland, Formosa, France, the Federal Republic of Germany, the Gold Coast, Greece, Guatemala, Haiti, Honduras, Hongkong, Iceland, India, Indo-China, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Japan, Jordan, the Lebanon, Libya, Luxembourg, Malaya, Mexico, Morocco, Nepal, the Netherlands, New

Zealand, Nigeria, Norway, Pakistan, Panama, Peru, the Philippines, Portugal, El Salvador, South Korea, Spain, Switzerland, Syria, Thailand, Trieste, Tunisia, Turkey, the Union of South Africa, the United Kingdom, and Uruguay.

The second, applied by the Foreign Operations Administration, is part of United States technical assistance. The countries concerned are those covered by the mutual security programme. The programme offers training facilities for technical staff in the different economic sectors.

Of all the co-ordinated schemes for the practical on-the-job training of foreign specialists, these two programmes probably cover the largest number of countries and occupations. They are, however, "one-way" programmes, providing for the placement of foreign trainees in the United States but not for any movement in the opposite direction.

On the other hand, the oversea placement programme organised as a technical assistance project by the countries participating in the Colombo Plan includes a certain number of bilateral trainee movements, as may be seen from table VII.

TABLE VII. TRAINEES PLACED UNDER THE COLOMBO PLAN  
UP TO 30 JUNE 1953

Country of origin of trainees	Receiving countries							Total
	Australia	Canada	Ceylon	India	New Zealand	Pakistan	United Kingdom	
Borneo . . . .	7	—	—	—	4	—	—	11
Brunei . . . .	2	—	—	—	—	—	—	2
Burma . . . .	2	—	—	5	—	—	—	7
Ceylon . . . .	57	10	—	44	34	3	120	268
India . . . .	110	56	—	—	35	—	151	352
Indonesia . . .	56	—	1	3	—	—	16	76
Malaya . . . .	29	—	—	5	31	—	—	65
Nepal . . . .	3	—	2	4	—	—	1	10
Pakistan . . . .	92	52	—	17	29	—	91	281
Philippines . .	14	—	—	12	—	—	2	28
Sarawak . . . .	6	—	—	—	6	—	—	12
Singapore . . .	15	—	—	—	1	—	—	16
Thailand . . . .	9	—	—	8	—	—	—	17
Total . . . .	402	118	3	98	140	3	381	1,145

Quite a different picture, however, is presented by the trainee exchange movements organised on a general reciprocity basis between the countries and in the occupations where such reciprocity is possible.

Without going into the details of the machinery devised for exchanges of this type, tables VIII, IX and XI give an idea of the distribution by countries and occupations and, as far as possible, of the numerical importance of the main reciprocal exchange schemes for long-term student employment on which the Office has been able to obtain information from its 1953 inquiry.

Tables IX and XI show the trend of exchanges in the hotel trade and agriculture ; they also reflect the systematic efforts made by

TABLE VIII. TRAINEE EXCHANGES BETWEEN 14 EUROPEAN COUNTRIES IN 1952

(a) *Exchanges Organised under Reciprocal Agreements and Independently, compared with 1950*

(Dashes indicate no exchange, asterisks that no information has been received)

Country	Intake of foreign trainees						Trainees sent abroad					
	Under agreements		Independently		Total		Under agreements		Independently		Total	
	1952	1950	1952	1950	1952	1950	1952	1950	1952	1950	1952	1950
Austria . . . .	6	25	256	115	262	140	82	66	718	340	800	406
Belgium . . . .	210	126	67	62	277	188	38 <sup>1</sup>	*	*	*	38 <sup>1</sup>	*
Denmark . . . .	101	159	17	—	118	159	141	124	11	—	152	124
Finland <sup>2</sup> . . . .	218	129	200	13	418	142	589	663	160	27	749	690
France . . . . .	1,118	784	71	85	1,189	869	731	702	*	*	731	702
Germany (F.R.) .	45	—	685	306	730	306	111	—	1,341	595	1,492	595
Ireland . . . . .	25	19	*	*	25	19	18	8	*	*	18	8
Italy . . . . .	3	—	8	—	11	—	26	—	6	—	32	—
Netherlands <sup>2</sup> . .	624	393	175	102	799	495	1,005	451	74	84	1,079	535
Norway <sup>3</sup> . . . .	29	27	*	(540)	29	(567)	4	31	*	(456)	4	(487)
Sweden <sup>2</sup> . . . .	381	235	1,580	175	1,961	410	174	29	472	189	646	218
Switzerland . . .	374	255	—	—	374	255	655	678	159	435	814	1,113
Turkey . . . . .	37	19	4	37	41	53	1,200	938	290	584	1,490	1,522
U.K. <sup>2 4</sup> . . . .	—	—	—	—	3,429	2,828	*	*	*	*	*	*

<sup>1</sup> Sent to France and Switzerland. No data for other countries. <sup>2</sup> Including university student exchanges. <sup>3</sup> The 1952 figures are for exchanges with France and the Netherlands only. No data available for agriculture exchanges with the Scandinavian countries. <sup>4</sup> These totals do not include the employment permits issued to applicants authorised to enter the United Kingdom otherwise than as student employees. Nor do they include student employees from the British colonies, the Commonwealth countries, British protectorates or the Republic of Ireland.

(b) *Distribution by Occupations*

Countries	Intake of foreign trainees						Trainees sent abroad					
	Industry	Com- merce	Hotel trade	Agri- culture	Others	Total	Indus- try	Com- merce	Hotel trade	Agri- culture	Others	Total
Austria . . . .	199	22	1	10	30	262	455	24	58	181	82 <sup>1</sup>	800
Belgium . . . .	175	46	21	1	34	277	23	4	5	1	5	38
Denmark . . . .	42	6	2	67	1 <sup>2</sup>	118	70	38	10	28	6 <sup>3</sup>	152
Finland . . . .	214 <sup>4</sup>	93 <sup>5</sup>	—	51	60 <sup>6</sup>	418	258 <sup>7</sup>	96 <sup>8</sup>	21	157	217 <sup>9</sup>	749
France . . . . .	242	128	—	100	719	1,189	301	162	121	63	84	731
Germany (Fed.Rep.) . . .	504	8	55	61	102	730	660	46	55	464	227 <sup>9</sup>	1,452
Ireland . . . . .	3	1	19	—	2 <sup>10</sup>	25	3	1	12	—	2	18
Italy . . . . .	—	—	7	—	4 <sup>11</sup>	11	—	—	29	—	3 <sup>11</sup>	32
Netherlands . . .	215	31	28	146	379	799	114	22	32	476	435	1,079
Norway . . . . .	—	—	1	2 <sup>12</sup>	1	4	5	16	2	— <sup>12</sup>	6	29
Sweden . . . . .	297	46	23	383 <sup>13</sup>	1,212 <sup>14</sup>	1,961	23	35	17	90 <sup>15</sup>	481 <sup>16</sup>	646
Switzerland . . .	78	78	38	46	134	374	70	377	76	75	216	814
Turkey . . . . .	*	*	*	*	*	41	*	*	*	*	*	1,490
U.K. . . . .	1,303	883	231	325	687 <sup>17</sup>	3,429	*	*	*	*	*	*

<sup>1</sup> Including 48 persons training as home helps and domestic workers. <sup>2</sup> Home help. <sup>3</sup> Including 3 home helps  
<sup>4</sup> Including 146 I.A.E.S.T.E. student employees. <sup>5</sup> Including 68 A.I.E.S.E.C. student employees. <sup>6</sup> Social workers  
<sup>7</sup> Including 240 I.A.E.S.T.E. student employees. <sup>8</sup> Including 79 A.I.E.S.E.C. student employees. <sup>9</sup> Including 80 persons  
training as home helps and domestic workers. <sup>10</sup> Home help. <sup>11</sup> Unspecified branches. <sup>12</sup> These figures refer to exchanges  
with France and the Netherlands. They do not cover Norwegian agricultural exchanges with Denmark, Finland and Sweden.  
<sup>13</sup> Including 108 university students of agriculture and forestry. <sup>14</sup> Including 884 I.A.E.S.T.E. and 66 A.I.E.S.E.C. student  
employees. <sup>15</sup> Including 8 students of agriculture. <sup>16</sup> Including 273 I.A.E.S.T.E. and 61 A.I.E.S.E.C. student employees.  
<sup>17</sup> Including 665 I.A.E.S.T.E. student employees.

TABLE IX. TRAINEE EXCHANGES IN THE HOTEL TRADE

Country of origin of trainees	Receiving country													
	Austria	Belgium	Denmark	Finland	France	Germany (Fed. Rep.)	Ireland	Italy	Luxembourg	Netherlands	Norway	Spain	Sweden	Switzerland
Austria . . . .	-	a	-	-	-	-	-	-	-	-	-	-	-	b
Belgium . . . .	-	-	-	b	a b	a	-	b	-	b	-	-	b	a b
Denmark . . . .	-	a	-	-	a b	-	-	-	-	b	-	-	-	a b
Finland . . . .	-	b	-	-	a	-	-	-	-	-	-	-	-	a
France . . . .	a	b	a b	-	-	a	a	a	-	a b	a	a	a b	a b
Germany (Fed. Rep.) . . . .	-	a	-	-	a	-	-	a	-	a	-	a	a b	a b
Ireland . . . .	-	-	-	-	a	-	-	-	-	-	-	-	-	a b
Italy . . . .	-	a b	-	-	a	a	-	-	-	-	-	-	a	-
Luxembourg . . . .	-	-	-	-	-	-	-	-	-	-	-	-	-	a b
Netherlands . . . .	-	a b	b	-	a b	a	-	-	-	-	b	-	a b	a b
Norway . . . .	-	-	-	-	a	-	-	-	-	b	-	-	-	b
Spain . . . .	-	a	-	-	-	a	-	-	-	-	-	-	b	a b
Sweden . . . .	-	b	-	-	a b	b	-	-	-	b	-	-	-	-
Switzerland . . . .	b	a b	a b	-	a b	b	a b	-	a b	a b	b	a b	a	-
United Kingdom . . . .	-	a b	b	b	a b	b	-	a b	b	a b	b	-	a b	b

a = Countries between which exchanges were organised in 1952 under special or general governmental arrangements.

b = Contacts established between the occupational associations of the hotel trade for the organisation of trainee exchanges.

For details of the information collected by the Office on the activities of these organisations (names and addresses, conditions of admission, periods of student employment, remuneration, etc.) see the list of international trainee exchanges off-printed from *Study Abroad*, Vol. VI (U.N.E.S.C.O., Paris, 1954).

trade circles in both sectors to increase the possibilities of protracted student employment abroad<sup>1</sup>, which is increasingly regarded as an integral part of a complete training.

The hotel trade and agriculture are not the only sectors in which efforts have been made in the last two years to establish contacts and set up networks of bilateral or multilateral exchanges of this kind. The 1953 inquiry yielded information both on the efforts made and the achievements recorded in the exchange of young horticulturists and craftsmen, contractors' sons, young workers in the printing and metal trades, young office workers and persons training to be home helps. The inquiry also yielded information on exchanges which might profitably be encouraged as part of the training for various liberal professions, for pharmaceutical chemists, veterinary surgeons, medical practitioners, welfare workers and nurses.

As regards nursing, very considerable achievements have been recorded in recent years as a result of the work done by the national associations affiliated to the International Council of Nurses.

<sup>1</sup> From three to 12 months for agriculture and from six to 12 months for the hotel trade.

TABLE X. INTERNATIONAL NURSING EXCHANGES

Country <i>Member Associations</i> <sup>1</sup>	Number of members	Salaried employment found for foreign nurses						Number of study programmes for foreign nurses	
		First period of employment		Other appointments		First appoint- ment prolonged		1951	1952
		1951	1952	1951	1952	1951	1952		
Australia . . .	4,071	—	4	—	1	—	—	1	1
Austria . . .	900	3	12	—	—	—	—	2	33
Belgium . . .	1,280	13	10	—	—	1	—	1	4
Brazil . . .	620	—	—	—	—	—	—	—	—
Canada . . .	29,226	139	232	15	—	5	8	6	11
China . . .	*	*	—	*	—	*	—	*	—
Cuba . . .	*	*	*	*	*	*	*	*	*
Denmark . . .	19,641	126	113	—	16	17	43	74	140
Finland . . .	8,284	31	35	1	6	3	13	26	12
France . . .	3,000	—	5	—	—	—	—	157	28
Germany (F.R.)	20,440	—	*	—	*	—	*	*	*
Great Britain .	54,220	363	469	64	84	12	22	19	59
Greece . . .	650	—	—	—	—	—	—	—	—
Haiti . . .	90	*	—	*	—	*	—	*	—
Iceland . . .	299	25	11	—	—	2	2	—	—
India . . .	2,525	—	—	—	—	—	—	—	—
Ireland . . .	539	—	—	—	—	—	—	—	—
Italy . . .	1,343	*	*	*	*	*	*	*	*
Japan . . .	36,236	*	*	*	*	*	*	*	*
Korea . . .	850	*	—	*	—	*	—	*	—
Netherlands . .	2,901	26	17	—	—	3	4	56	55
New Zealand . .	3,601	291	365	—	—	—	—	5	17
Norway . . .	7,270	242	292	—	60	—	130	91	44
Philippines . .	2,000	—	—	—	—	—	—	—	—
South Africa . .	9,787	1	8	—	—	—	—	—	—
S. Rhodesia . .	252	—	—	—	—	—	—	—	—
Sweden . . .	12,743	339	235	41	87	20	86	127	103
Switzerland . .	4,300	226	315	—	48	—	113	66	39
Turkey . . .	57	—	—	—	—	—	—	—	—
United States .	173,201	73	106	17	39	8	6	5	19
Totals . . .		1,898	2,229	138	341	71	427	636	565
<i>Countries with National Associate Representation</i> <sup>1</sup> :									
Ceylon . . .		6	*	—	*	—	*	—	*
Chile . . .		*	*	*	*	*	*	*	*
Colombia . . .		*	*	*	*	*	*	*	*
Israel . . .		9	—	—	—	6	—	1	—
Jamaica . . .		*	—	*	—	*	—	*	—
Lebanon . . .		*	*	*	*	*	*	*	*
Liberia . . .		*	—	*	—	*	—	*	—
Luxembourg . .		*	*	*	*	*	*	*	*
Malaya . . .		—	*	—	*	—	*	—	*
Mexico . . .		*	*	*	*	*	*	*	*
N. Rhodesia . .		—	—	—	—	—	—	—	—
Pakistan . . .		—	*	—	*	—	*	—	*
Portugal . . .		—	*	—	*	—	*	—	*
Spain . . .		—	—	—	—	—	—	—	—
Thailand . . .		*	*	*	*	*	*	*	*
Trinidad . . .		*	—	*	—	*	—	*	—
Venezuela . . .		*	*	*	*	*	*	*	*
Totals . . .		15	*	*	*	6	*	1	*

<sup>1</sup> Dashes indicate no exchange recorded, asterisks that no information was received by the Council.

ORGANISED BY THE INTERNATIONAL COUNCIL OF NURSES

Salaried employment found for own members abroad						Number of study programmes organised for own members abroad		Country <i>Member Associations</i> <sup>1</sup>
First period of employment		Other appointments		First appointment prolonged		1951	1952	
1951	1952	1951	1952	1951	1952	1951	1952	
4	27	—	—	—	—	—	—	Australia
42	39	—	—	—	—	5	—	Austria
6	6	—	—	—	—	1	5	Belgium
—	—	—	—	—	—	10	—	Brazil
12	4	—	—	—	—	—	—	Canada
*	—	*	—	*	—	*	—	China
*	*	*	*	*	*	*	*	Cuba
476	459	—	123	208	233	63	45	Denmark
182	120	16	27	50	69	31	24	Finland
15	18	1	—	2	—	2	—	France
193	*	—	*	25	*	43	*	Germany (F.R.)
127	152	7	10	2	8	8	28	Great Britain
—	—	—	—	—	—	—	—	Greece
*	3	*	—	*	1	*	5	Haiti
18	23	2	2	4	7	2	6	Iceland
—	—	—	—	—	—	1	11	India
—	—	—	—	—	—	—	—	Ireland
*	*	*	*	*	*	*	*	Italy
*	*	*	*	*	*	*	*	Japan
*	—	*	—	*	—	*	—	Korea
189	168	—	12	50	8	3	2	Netherlands
7	5	—	—	1	8	2	2	New Zealand
173	144	—	12	—	21	50	52	Norway
—	70	—	—	—	—	—	—	Philippines
10	14	2	1	—	—	—	—	South Africa
—	—	—	—	—	—	—	—	S. Rhodesia
112	83	5	14	2	1	62	79	Sweden
52	58	—	8	—	2	5	22	Switzerland
—	—	—	—	—	—	—	—	Turkey
6	8	—	—	—	—	—	1	United States
1,624	1,401	33	209	344	358	288	282	Totals
<i>Countries with Nat. Ass. Representation</i> <sup>1</sup>								
—	*	—	*	—	*	10	*	Ceylon
*	*	*	*	*	*	*	*	Chile
*	*	*	*	*	*	*	*	Colombia
—	*	—	—	—	—	—	—	Israel
*	1	*	—	*	—	*	—	Jamaica
*	*	*	*	*	*	*	*	Lebanon
*	—	*	—	*	—	*	13	Liberia
*	*	*	*	*	*	—	*	Luxembourg
—	*	—	*	—	*	—	*	Malaya
*	*	*	*	*	*	*	*	Mexico
—	—	—	—	—	—	—	—	N. Rhodesia
—	*	—	*	—	*	—	*	Pakistan
—	*	—	*	—	*	3	*	Portugal
1	6	—	—	—	—	1	—	Spain
*	*	*	*	*	*	*	*	Thailand
*	—	*	—	*	—	*	—	Trinidad
*	*	*	*	*	*	*	*	Venezuela
1	7	*	*	*	*	14	13	Totals

TABLE XI. TRAINEE EXCHANGES IN AGRICULTURE

Country of origin of trainees	Receiving country																
	Austria	Belgium	Denmark	Finland	France	Germany (Fed. Rep.)	Iceland	Netherlands	Norway	Poland	Portugal	Spain	Sweden	Switzerland	United Kingdom	Yugoslavia	Africa <sup>1</sup>
Austria . . .	-	-	b	-	-	a b	-	-	-	-	-	-	a b	a b	a b	-	-
Belgium . . .	-	-	-	-	a	-	-	-	b	-	-	-	-	b	-	-	-
Denmark . . .	b	-	-	a b	a b	a b	b	a b	a b	-	-	-	a b	a b	b	-	-
Finland . . .	-	a	a b	-	a	a	-	a	a b	a	-	-	a b	a	a b	-	a
France . . .	-	a	a b	-	-	a b	-	a b	a b	-	-	-	a b	a b	a b	-	-
Germany (Fed. Rep.)	a b	a	a b	a	a b	-	-	a b	-	-	-	a	a b	a b	a b	a	-
Iceland . . .	-	-	b	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Luxembourg .	-	-	-	-	a	-	-	-	-	-	-	-	a	-	-	-	-
Netherlands .	-	-	a b	a	a b	a b	-	-	a b	-	b	-	a b	a b	a b	-	b
Norway . . .	-	b	a b	a b	b	-	-	b	-	-	-	-	a b	b	b	-	b
Poland . . .	-	-	-	a	-	-	-	-	-	-	-	-	-	-	-	-	-
Portugal . . .	-	-	-	-	-	-	-	b	-	-	-	-	-	-	-	-	-
Sweden . . .	a b	b	a b	a b	a b	a b	-	a b	a b	-	-	-	-	a b	a b	-	-
Switzerland .	b	-	a b	a	a b	a b	-	a b	b	-	-	-	a b	-	a b	-	-
Turkey . . .	-	-	-	-	-	-	-	-	-	-	-	-	a	-	-	-	-
United Kingdom .	a b	b	b	a b	b	b	-	a b	b	-	-	-	a b	a b	-	-	-
Yugoslavia .	a	-	-	-	-	a	-	-	-	-	-	-	-	-	-	-	-
Afghanistan .	-	-	-	-	-	-	-	b	-	-	-	-	-	-	-	-	-
Canada . . .	-	-	-	-	-	-	-	b	-	-	-	-	-	-	-	-	-
Chile . . . .	-	-	-	-	-	-	-	-	-	-	-	-	a	-	-	-	-
Indonesia . .	-	-	-	-	-	-	-	-	-	-	-	-	a	-	-	-	-
Togoland . .	-	-	-	-	-	-	-	b	-	-	-	-	-	-	-	-	-
United States	-	-	b	a b	b	-	-	-	b	-	-	-	a b	b	-	-	-

a = Countries between which exchanges were organised in 1952 under special or general governmental arrangements.  
b = Contacts established between organisations implementing agricultural trainee exchange programmes.

For details of the information collected by the Office on the activities of these organisations (names and addresses, conditions of admission, periods of student employment, remuneration, etc.) see the list of international trainee exchanges off-printed from *Study Abroad*, Vol. VI (U.N.E.S.C.O., Paris, 1953-54).

<sup>1</sup> No details of countries.

It should be observed that the nursing exchanges indicated in table X are in many respects more than a mere period of practical instruction in a foreign country, though training is one of their principal objectives. Some exchanges were certainly longer than a normal training visit and some nurses took advantage of opportunities for transfers that are not open to trainees as a general rule; in addition, the heading "study programmes" probably includes training courses given principally, if not entirely, in a school.

These nursing exchanges are nevertheless a particularly striking example of what can be achieved in the wider field of employee exchanges mentioned at the beginning of this article. Whatever the obstacles in the way of increased exchanges of this kind in other occupations and economic sectors, it is to be hoped that they will with time be overcome, so that this means of spreading knowledge and increasing understanding among the nations of the world can become fully effective.

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