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ORDER OF 15 JULY 1973, TAKEN BY THE PERMANENT COUNCIL FOR HUMAN RESOURCE DEVELOPMENT REGARDING REGULATIONS GOVERNING ACCELERATED VOCATIONAL TRAINING.

ACCELERATED VOCATIONAL TRAINING

The Permanent Council for Human Resources Development & Training;

Having examined the Civil Service Law No 19 of 1964, and its amending Legislation No 58 of 1970, (Labour);

Having examined Law No 37 of 1973 on Human Resources Development & Training, and
On the basis of the submission of the Chairman of the Council and the approval of its members:
DECIDES:

ARTICLE 1

Accelerated training provided for in these regulations seeks to bring about a qualitative improvement in the national labour force, provide the best employment for it and to develop individual skills of either ordinary workers already employed in the public or private service or for new entrants to the labour market.

ARTICLE 2

Priority in accelerated training programs shall be granted to the following crafts:

- a) Building trade
- b) Agriculture
- c) Marine fisheries
- d) Various professions in the oil sector.
- e) Metal & Mechanical Trades
- f) Electrical Trades

The Labour Minister in agreement with the Governorate Council or the competent Ministry may add other crafts and set the subsidiary occupations in each of the abovementioned groups.

ARTICLE 3

Training shall be provided in the institutes, centres and training locations set up by each competent authority. Training shall also be provided in factories of the public or private sector, in public or private undertakings and companies or with any authority that can be of use in this context.

ARTICLE 4

To be selected a person must fulfil the following requirements:

- a) Be a citizen of the Libyan Arab Republic.
- b) To be of good repute and conduct.
- c) To be aged between 15 and 50 years.
- d) To pass a health check-up according to the conditions set out by the labour Ministry in agreement with the Ministry of Health.
- e) To meet other conditions established by the competent ministry under the provisions of these regulations.

ARTICLE 5

The following Ministries shall assume responsibility for accelerated training:

- a) Labour Ministry for the building, metal, mechanical and electrical trades.
 - b) Agriculture Ministry for crafts in agriculture.
 - c) Industry Ministry for Marine Fisheries and other industrial crafts.
 - d) Petroleum ministry for related crafts.
 - e) Each ministry shall be responsible for the following within the crafts assigned to it:
 - To set the conditions for trainee admission in additions to those conditions set out in these regulations.
 - To define the type of training; whether in training centres, establishments or public / private establishments & companies.
 - To determine the duration of the training period for each craft, providing it does not exceed six months.
 - To set out the training program, subjects and manner of implementation.
- (REMAINDER ON PAGE 23 BELOW)

?? (TRANSLATOR'S NOTE: pages in sequence... but something is missing)

11 th .	Financial Expert	Auditing Expert
10 th .	1st Accountant	1 st . Auditor
9 th .	2 nd . Accountant	2 nd . Auditor
8 th .	3 rd . Accountant	3 rd . Auditor
7 th .	4 th . Accountant	4 th . Auditor
6 th .		

E- Assistant Technical Occupations:

Surveyor/graphics/ technician-architectural/ technician-electrical/ technician-welder/technician-plumber/technician-broadcasting-engineering/technician-meteorology/technician-agriculture/extension-agriculture/technician-wireless/technician - air conditioning/ technician-maintenance/ nurse/ technician – radiology/ midwives/ technician anaesthetist/ technician – dental/ technician – physiotherapy/ technician – laboratory/ technician – pharmacy / health inspector/ health visitor (female)/ technician – artificial limbs/ technician – veterinary/ technician – standards.(?)

GRADES	Assistant Technical Occupations		
13 th .			
12 th .			
11 th .	Head Technician-Surveyor/Head Technician-Nurs/Head Technician-Mechanics		
10 th .	1 st . “ /	1 st . ” “ /	1 st . “ “
9 th .	2 nd . “ “ /	2 nd . “ “ /	2 nd . “ “
8 th .	3 rd . “ /	3 rd . “ /	3 rd . “
7 th .	4 th . “ /	4 th . “ /	4 th . “
6 th .	5 th . “ /	5 th . “ /	5 th . “
5 th .	Assistant “ /	Assistant “ /	Assistant “
4 th .			
3 rd .			

Technical Crafts' Occupations;

Ironsmith/carpenter/mechanic/electrician/driver/gardner/builder/plumber/welder/photographer/tuner/cook/glassworker/joiner/bookbinder/asphalter/fire-fighter/grinder/painter/telephone-operator/photocopy-machineoperator/textile worker/refinery worker/wireless operator/cutter.

_____ Grades

Technical Crafts Occupations

13 th .		
12 th .		
11 th		
10 th .	1 st . Driver- Supervisor	/1 st . Carpenter-supervisor
9 th .	2 nd . “ “ /	2 nd . “ “
8 th .	1 st driver /	1 st . carpenter
7 th .	2 nd . “ /	2 nd . “
6 th .	3 rd . “ /	3 rd . “
5 th .	4 th “./	4 th . “
4 th .	5 th . “ /	5 th . “
3 rd .	assistant “ /	assistant “
2 nd .	beginner “ /	beginner “
1 st .		

F – Administrative Occupations;

Planning/follow-up/organization/ job classification/property/ personnel administration/ training/ exams/employment/ public relations/ libraries/ worker coordination/ translation/ social matters/ labour force/ economics/training/statistics.

In addition, the labour Ministry is responsible for:

- a) Trainee evaluation and award of graduation certificates.
- b) Technical supervision of training process.

ARTICLE 6

The governorates are in charge of the implementation of the accelerated vocational training programs; its responsibilities are as follows:

- a) Provide training opportunities & provides the required facilities
- b) Selection & distribution of trainees.
- c) Appoint trainers jointly with Labour Ministry.
- d) Provide posts and residence facilities for trainers.
- e) Daily supervision of training.
- f) Assist successful trainees in finding work in private or public sector.
- g) Pay trainees & trainers.
- h) Submit any proposals to the competent Ministry regarding comments on the training programs, the number of trainees...etc.

ARTICLE 7

The Labour Department in each governorate shall provide the Governorate Council with the names & information on ordinary workers registered with it & who are searching for work so as to select trainees from among them, according to their wishes and providing they meet training requirements.

As far as workers employed in government or in public establishments and undertakings are concerned, each authority shall in coordination with the Civil Service Ministry, submit the names of the supernumeraries for enlisting in training and propose the profession they wish to train for and place of training.

ARTICLE 8

Each governorate shall announce the training sessions, their duration, and enrolment conditions at least one month beforehand. Persons wishing to enrol shall submit their requests on the forms prepared by the Labour Ministry for this purpose.

ARTICLE 9

The governorate shall provide insurance coverage for the trainees with the Social Insurance Institution for occupational accidents during training as provided for by the Social Insurance Legislation, the insurance fees are to be paid for in equal parts by the governorate & the trainee. The governorate shall deduct the trainees share from the payments made out to him.

ARTICLE 10

Trainees in the building trade shall be paid a monthly remuneration of 35 Dinars, Trainees in the other crafts shall be paid a monthly remuneration 30 Dinars. A trainee who absents himself without acceptable reason shall have his days of absence deducted from his payment. Government trainees and those from institutions, authorities, and companies entirely State-Owned shall continue to receive their full wages through out the training period.

ARTICLE 11

Each trainee shall:

- 1) Observe fully the regulations in the workshops, factories, and centres of training; he shall obey his trainers' orders.
- 2) Not absent himself from training without due explanation approved by his work supervisors.
- 3) To be of good repute, appropriately conduct himself at all times, & handle his tools with care.
- 4) Not reveal the secrets of the work he is training for.
- 5) Not undertake any work or activity that could hinder his training.

ARTICLE 12

Any trainer who fails to obey the duties set out in these regulations, or who fails to respect training requirements or who conducts himself in a manner that could bring into disrepute his work during training, shall be disciplined by:

- 1) Receiving a warning.
- 2) A deduction from his payment not exceeding 4 months worth.
- 3) Dismissal from training course.

ARTICLE 13

The sanctions provided for above are to be applied after hearing the trainee's statement, by decision of the training department in the governorate except for dismissal that may only be decided by decision from the Governor.

ARTICLE 14

The proprietor of the factory or workshop providing the training undertakes to:

- 1) Teach the trainees according to the program prepared by the competent Ministry.
- 2) Provide trainees on his premises with all the required tools and materials.
- 3) Appoint from among his employees a supervisor who shall guide, supervise, and care for the trainees.
- 4) Submit a monthly report about each trainee regarding his assiduity in training, his progress & ability as well as any comments regarding his behaviour.
- 5) Allow governorate or ministry representative to observe training progress.
- 6) Immediately inform the representative of the ministry or governorate about any breaches committed by the trainee that call for his questioning especially for absenteeism.
- 7) To cooperate in solving any problems impeding training.

ARTICLE 15

A workshop or factory proprietor may not dismiss a trainee, refrain from training him, or take any other measures before consulting the governorate.

ARTICLE 16

The governorate shall pay the trainer providing training in a private workshop or factory for each trainee supervised the sum of 20 Dinars for a training course of less than three months, & 35 Dinars for a longer course providing the trainee successfully completes the course.

ARTICLE 17

Each trainer shall sign a training contract, according to the forms prepared by the Labour Ministry, it will set out the course conditions, his responsibilities, the approved remuneration during the course as well as the duties and responsibilities of the trainee.

ARTICLE 18

The Labour Ministry shall allocate the trainees, whenever possible, to the departments in need of them to replace foreign workers in the crafts for which they have been trained. No work-permits for foreigners shall be allocated until all trainees have been placed.

The governorate or employer providing the training shall not be obliged, at the end of the training course, to hire a trainee or provide him with work.

ARTICLE 19

Each governorate or ministry involved in a training program shall submit a report every three months to the Permanent Council for Manpower Development & Training providing a comprehensive explanation of progress achieved, number of trainees, difficulties encountered and any proposals on the matter.

ARTICLE 20

Any accelerated vocational training provision contrary to these regulations is invalid.

ARTICLE 21

The provisions of these regulations shall enter into force as of promulgation.

They shall be published in the official gazette.

Col. Muamar Kadafi

Chairman RCC

Head of Higher Council for Planning.

Abdel Karim Fatahalla Ballou

Planning Minister

Chairman Permanent Council for Manpower Development & Training.

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