

Drastic measures applied from Brussels are already forcing Spanish national and provincial governments and industries to meet European environmental criteria. In this aspect the potential opportunities for Canadian firms in the area of waste water treatment, air quality control, toxic wastes, environmental audits, etc., are excellent.

**F. HUMAN RESOURCES**

The training of R & D professionals is contemplated in the National Plan and for the period 1988-1991 were allocated Cdn \$323 million. The main objectives of this Training Program are:

- \* To increase the number of R & D personnel in Spain
- \* To ensure the proper distribution of the human resources according to established priorities
- \* To facilitate training abroad in understaffed fields
- \* To encourage short-term visits by foreign experts to Spanish research groups
- \* To facilitate scientific personnel exchange between the industry, public research institutions, and universities

According to 1991 statistics there were 320 different groups comprising 1,500 scientists and engineers working in biotechnology R & D projects. Most of these groups were located in Madrid ( 40 %) and Barcelona. Most of them hold postgraduate degrees at the Ph.D level. Projects are funded by both the Spanish Government in fundamental biotechnology, fine chemicals, and new materials, and by the European Community through the programs EUREKA, BRIDGE, ECLAIR, and FLAIR. The distribution by R & D activity in Biotechnology is as follows<sup>37</sup>:

- \* 33 % Food and nutrition
- \* 28 % Fundamental biotechnology
- \* 25 % Human and animal health
- \* 9 % Specialty chemicals, industry, energy, and minerals
- \* 5 % Biomass and Pollution control

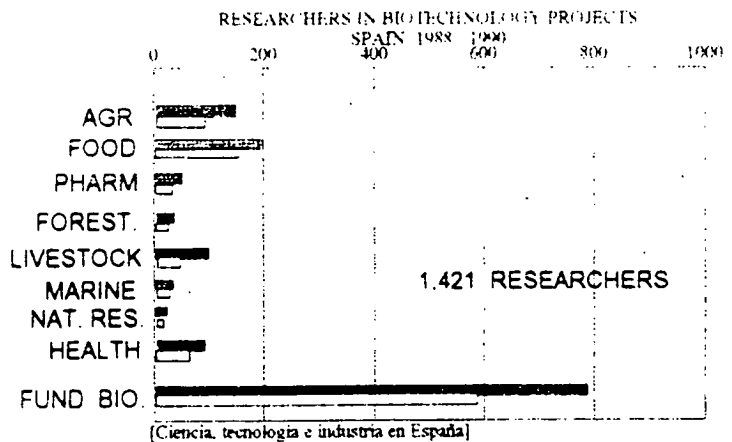


Figure 8