

No. 17952

**SPAIN
and
URUGUAY**

Agreement for the implementation of an advisory programme for the Ministry of Labour of the Eastern Republic of Uruguay, supplementary to the Convention on social co-operation of 27 April 1972 (with protocol). Signed at Madrid on 24 May 1977

Authentic text: Spanish.

Registered by Spain on 27 August 1979.

**ESPAGNE
et
URUGUAY**

Accord pour la mise en œuvre d'un programme de services consultatifs auprès du Ministère du travail de la République orientale de l'Uruguay, complétant l'Accord de coopération sociale du 27 avril 1972 (avec protocole). Signé à Madrid le 24 mai 1977

Texte authentique : espagnol.

Enregistré par l'Espagne le 27 août 1979.

[TRANSLATION — TRADUCTION]

AGREEMENT¹ FOR THE IMPLEMENTATION OF AN ADVISORY PROGRAMME FOR THE MINISTRY OF LABOUR OF THE EASTERN REPUBLIC OF URUGUAY, SUPPLEMENTARY TO THE CONVENTION ON SOCIAL CO-OPERATION BETWEEN THE GOVERNMENT OF URUGUAY AND THE GOVERNMENT OF SPAIN²

The Government of the Kingdom of Spain and the Government of the Eastern Republic of Uruguay,

Pursuant to the Convention on social co-operation between the Government of Uruguay and the Government of Spain, signed by the two countries on 27 April 1972,² have concluded this Supplementary Agreement on technical co-operation, the provisions of which are as follows:

Article I. The purpose of this Agreement is to improve the services of the Ministry of Labour of the Eastern Republic of Uruguay.

Article II. The authority responsible for the implementation of the Agreement shall be the Ministry of Labour, acting through its appropriate services.

Article III. For the purpose of implementing this Agreement, the Spanish Government undertakes:

1. To send to Uruguay a mission composed of four experts to assist in structuring the National Department of Social Security in order to unify social security contributions and to bring Uruguayan social legislation up to date;
2. To send to Uruguay a mission composed of nine experts in labour statistics and censuses, human resources and employment, occupational health and safety, rehabilitation of the handicapped, and labour regulations;
3. To send to Uruguay a planning expert in the field of handicrafts;
4. To grant and defray the cost of 22 fellowships for the advanced training in Spain of the Uruguayans who will work as counterparts to the Spanish experts;
5. To grant and defray the cost of 20 fellowships for the advanced training in Spain of executives and technicians of the social security system and the central services of the Ministry of Labour of Uruguay;
6. To grant and defray the cost of 10 fellowships for the advanced training in Spain of executives and technicians of the Uruguayan Ministry of Labour in matters relating to the Institute of Social and Labour studies, the service for the Recovery and Rehabilitation of the Handicapped, and the Industrial Health and Safety Service.

¹ Came into force on 24 May 1977 by signature, in accordance with article XIV.

² See p. 101 of this volume.

Article IV. One of the experts referred to in the preceding article shall act as head of the technical co-operation missions sent to Uruguay, in addition to his duties as expert in his particular field.

Article V. The experts referred to in article III, paragraphs 1, 2 and 3, shall work in Uruguay for a total period of 71 expert-months.

Article VI. The Protocol annexed to this Supplementary Agreement sets forth the technical qualifications and duties of the Spanish experts and of their Uruguayan counterparts and the timetable proposed for carrying out the various activities referred to in the Agreement.

Article VII. The travel costs and remuneration of the Spanish experts referred to in article III shall be defrayed in full by the Spanish Government.

Article VIII. The fellowships referred to in article III, paragraphs 4, 5 and 6, shall be for an average period of three months and shall cover instruction, work and information materials, and travel in Spain included in the programme, in addition to 30,000 pesetas per month for fellowship-holders' accommodation.

Article IX. The obligations assumed by the Spanish Government under this Supplementary Agreement shall be fulfilled by the Ministry of Labour.

Article X. By this Agreement the Uruguayan Government undertakes:

1. To grant optimum facilities for the implementation of what is laid down in this Agreement;
2. To provide the centres and premises where the actions provided for in the Agreement are to be undertaken;
3. To assume the travel costs of the fellowship-holders referred to in article III, paragraphs 4, 5 and 6.

Article XI. In respect of the Spanish experts, the Uruguayan Government undertakes:

1. To provide the counterparts who are to work closely with the Spanish experts;
2. To provide secretarial and support staff in order to maximize the experts' performance;
3. To make available to the Spanish experts the necessary transport for travel required in the performance of their specific duties.

Article XII. The Uruguayan Government shall grant to the Spanish experts who travel to Uruguay under this Agreement all the privileges and immunities which the Uruguayan Government grants to experts of international agencies and shall provide them, on their arrival in the country and upon presentation of the credentials which accredit them as such experts, with the appropriate international mission document.

Article XIII. The undertakings assumed by the Uruguayan Government under this Agreement shall be fulfilled by the Ministry of Labour.

Article XIV. This Agreement supplementing the Convention on social co-operation between the Government of Uruguay and the Government of Spain shall enter into force on the date of its signature, and its implementation shall begin after the legal formalities required by each Party have been completed.

DONE at Madrid on 24 May 1977, in duplicate, both texts being authentic.

For the Government
of the Kingdom of Spain:

[Signed]

MARCELINO OREJA AGUIRRE
Minister for Foreign
Affairs

For the Government
of the Eastern Republic of Uruguay:

[Signed]

JOSÉ ENRIQUE ETCHEVERRY STIRLING
Minister of Labour
and Social Security

PROTOCOL ANNEXED TO THE AGREEMENT FOR THE IMPLEMENTATION OF AN ADVISORY PROGRAMME FOR THE MINISTRY OF LABOUR OF THE EASTERN REPUBLIC OF URUGUAY, SUPPLEMENTARY TO THE CONVENTION ON SOCIAL CO-OPERATION BETWEEN THE GOVERNMENT OF URUGUAY AND THE GOVERNMENT OF SPAIN

Pursuant to article VI of the Supplementary Agreement and in order to facilitate its implementation and ensure that it meets the requirements of each of the programmes established thereunder, this annex sets forth the technical aspects of the Agreement.

To this end, the following points should be emphasized:

1. *Experts.* The term "experts" means Spanish technicians who, in addition to being specialists in a particular field, have a set of specific skills enabling them to impart their knowledge to others, thereby contributing to the basic and advanced training of technicians in their field of specialization.

Important among the specific skills which experts must have are skills in methodology and teaching; human relations; analysis and evaluation of services; and adaptation to new methods and techniques.

One particular category of expert shall be an individual with extensive experience in planning and organizing, who is thereby qualified to draw up and co-operate in the implementation of either specific or generic plans and programmes, co-ordinating the work of experts in particular fields of specialization.

Lastly, the head of the technical co-operation mission shall be an expert who meets the requirements indicated in the foregoing paragraphs and will be responsible for supervising the missions, co-ordinating the work of all the experts and performing the duties of representation assigned to him under the relevant terms of reference of the technical co-operation mission.

As relates to the advisory programme for the Uruguayan Ministry of Labour, the term "experts" shall mean staff members of the Spanish Ministry of Labour having wide experience in the specific matters to which the programme relates.

2. *General duties of experts.* Although the functions of experts must be adaptable to the practical requirements of the programmes at every stage of their implementation, the primordial duty of all experts shall be to train their respective Uruguayan counterparts.

In addition, experts shall, as a general rule:

- Identify the training requirements and suitability of Uruguayan technicians in their respective fields;
- Design and elaborate programmes to be implemented for the advanced vocational training of Uruguayan technicians;
- Select, adapt and/or prepare teaching and audio-visual materials suitable for the implementation of each programme;
- Give advice, where necessary, on matters relating to the design and installation of laboratories in their respective fields;
- Participate in the conduct of training courses for technicians in their respective fields.

3. *Duties of the head of the technical co-operation missions.* The head of the missions shall also:

- Represent the Spanish Ministry of Labour in contacts with the Uruguayan agencies in which the Spanish technical co-operation missions operate;
- Represent the Spanish Ministry of Labour in contacts with the Uruguayan authorities, through the Spanish Embassy at Montevideo;
- Co-ordinate the work of the experts assigned to the technical co-operation missions;
- Prepare mission reports in accordance with the guidelines indicated to him by the Spanish Ministry of Labour;
- Propose to the Uruguayan authorities such adjustments and changes as may be required to ensure that the programmes are always consistent with current needs and opportunities;
- Collaborate with the Uruguayan authorities in the selection of Uruguayan nationals who are to travel to Spain on fellowships in order to take advanced vocational training courses.

4. *Specific duties of experts.* Experts in occupational safety shall:

- Carry out a consciousness-raising programme for technicians in the area of occupational safety;
- Programme and conduct courses on analytical, auxiliary and operating safety methods;
- Programme and conduct courses on the elimination of the principal hazards common to all occupational sectors.

Experts in industrial health and safety shall:

- Carry out a programme on health hazards in the different industries;
- Carry out a programme on sampling instruments and methods of evaluating the work environment.

Experts in social security shall:

- Advise the National Department on administrative techniques for social security;
- Advise the National Department on the organization of social security medical services;
- Advise the National Department on the coverage of social security services, including rural areas and self-employed persons.

5. *Profiles of Spanish experts.* The experts assigned to the Social Security Programme shall be graduate technicians with wide experience in the matters to which the programme relates. They shall be high-level staff members of the Spanish national social security services.

The experts assigned to the Occupational Safety Programme shall be engineers specializing in industrial safety.

The experts assigned to the Industrial Health Programme shall be graduate physicians with wide experience in matters of industrial safety.

The experts assigned to the Employment Administration Programme shall be high-level staff members of the Spanish Ministry of Labour.

The handicrafts planning experts must have attained a high academic level and broad experience in handicrafts planning.

6. *Timetable in expert-months*

6A. SOCIAL SECURITY

<i>Expert</i>	<i>Expert-months</i>		<i>Total</i>
	1978	1979	
Expert in Social Security organization and methods	3	2 + 2	7
Expert in organization of medical services	2	2	4
Expert in Social Security coverage	2	2	4
Expert in Social Security programming and analysis	4	2 + 2	8
TOTALS	11	12	23

6B. OCCUPATIONAL HEALTH AND SAFETY

<i>Expert</i>	<i>Expert-months</i>		<i>Total</i>
	1978	1979	
Expert in industrial health hazards	3	3	6
Expert in the measurement, evaluation and control of health hazards	3	3	6
Expert in analytical, auxiliary and operating methods	3	3	6
Expert in elimination of risks	3	3	6
TOTALS	12	12	24

6C. EMPLOYMENT ADMINISTRATION

<i>Expert</i>	<i>Expert-months</i>		<i>Total</i>
	1978	1979	
Expert in labour statistics and censuses	2	2	4
Expert in human resources	2	2	4
Employment expert	2	2	4
Expert in labour regulations	2	2	4
Rehabilitation of the handicapped	3	3	6
TOTALS	11	11	22

6D. HANDICRAFT PLANNING

<i>Expert</i>	<i>Expert-months 1978</i>	<i>Total</i>
Expert in handicraft planning	1 + 1	2
TOTALS	2	2

7. *Uruguayan counterparts.* Counterparts are nationals who act as counterparts of the Spanish experts.

Counterparts shall work closely with their respective experts, who shall impart to them all their knowledge, so that, on the completion of the mission assigned to the experts, the counterparts may assume full and final responsibility for the specific duties assigned to them.

Spanish experts shall go to Uruguay not to replace Uruguayan nationals but to co-operate with them in order to help them to achieve the requisite conditions for discharging their duties most effectively. For this reason, the counterparts must be appointed prior to the experts' arrival in Uruguay so as to benefit more fully from the presence of the experts.

8. *Duties of counterparts.* Counterparts shall perform duties identical to those assigned to the respective experts or counterparts.

Initially, the expert shall establish the guidelines for activities within his field of specialization. As the counterpart gradually takes over the duties pertaining to his post, the expert shall concentrate on those areas which have not yet been taken over by the counterpart.

Ultimately, the counterpart shall assume all the relevant duties and shall initiate action; the expert shall then serve solely as an adviser, co-operating with the counterpart in correcting and improving his performance of those duties.

9. *Profiles of Uruguayan counterparts.* These profiles shall be identical to those indicated for the respective experts or counterparts. Where appropriate, persons whose profiles most closely approximate that of the expert shall be selected.

10. *Timetable for the award of fellowships to Uruguayan counterparts*

<i>Year</i>	<i>Number of fellowship-holders</i>
1978	20
1979	32
TOTAL	52 fellowship-holders

This Protocol shall enter into force on the same date as the Agreement on technical co-operation for the implementation of an advisory programme for the Ministry of Labour of the Eastern Republic of Uruguay, supplementary to the Convention on social co-operation between the Government of Uruguay and the Government of Spain.

DONE at Madrid on 24 May 1977 in duplicate, both texts being authentic.

For the Government
of the Kingdom of Spain:

[Signed]

MARCELINO OREJA AGUIRRE
Minister for Foreign
Affairs

For the Government
of the Eastern Republic of Uruguay:

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JOSÉ ENRIQUE ETCHEVERRY STIRLING
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