

**No. 18310**

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**SPAIN  
and  
PERU**

**Agreement on technical co-operation for the implementation of a manpower training programme in Peru, supplementary to the Agreement on social co-operation between Spain and Peru (with annex). Signed at Lima on 27 December 1979**

*Authentic text: Spanish.*

*Registered by Spain on 22 February 1980.*

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**ESPAGNE  
et  
PÉROU**

**Accord de coopération technique complémentaire à l'Accord de coopération sociale hispano-péruvien concernant la mise sur pied d'un programme de formation de main-d'oeuvre au Pérou (avec annexe). Signé à Lima le 27 décembre 1979**

*Texte authentique : espagnol.*

*Enregistré par l'Espagne le 22 février 1980.*

## [TRANSLATION — TRADUCTION]

AGREEMENT<sup>1</sup> ON TECHNICAL CO-OPERATION FOR THE IMPLEMENTATION OF A MANPOWER TRAINING PROGRAMME IN PERU, SUPPLEMENTARY TO THE AGREEMENT ON SOCIAL CO-OPERATION BETWEEN SPAIN AND PERU<sup>2</sup>

The Governments of Spain and Peru, pursuant to the Agreement on social co-operation between Spain and Peru, signed by the two Governments on 24 July 1964,<sup>2</sup> and the Basic Agreement on technical co-operation, signed on 30 June 1971,<sup>3</sup> have concluded this Supplementary Agreement on technical co-operation, the provisions of which are as follows:

*Article I.* The Peruvian Government requests the co-operation of the Spanish Government to undertake a comprehensive programme of vocational training to meet the skilled manpower requirements of the fishing, construction, handicraft and industrial sectors.

*Article II.* The Peruvian agencies responsible for undertaking the programmes shall be the Ministry of Fisheries, the Ministry of Housing and Construction, through the National Training Service for the Construction Industry (SENCICO), and the Ministry of Industry, Trade, Tourism and Integration, through the General Department of Handicrafts and the National Industrial Work Training Service (SENATI).

*Article III.* By this Agreement, the Spanish Government undertakes:

1. To send to Peru a technical co-operation mission composed of five experts to advise the Ministry of Fisheries on the implementation of vocational training programmes in fisheries. These experts shall work in Peru for a total period of 90 expert-months;
2. To send to Peru a technical co-operation mission composed of seven experts to advise the Ministry of Industry, Trade, Tourism and Integration, through the General Department of Handicrafts, on the implementation of a national manpower training programme for the handicrafts sector. These experts shall work in Peru for a total period of 108 expert-months;
3. To send to Peru a technical co-operation mission composed of four experts to advise the National Training Service for the Construction Industry (SENCICO) on the execution of a manpower training programme. These experts shall work in Peru for a total period of 78 expert-months;
4. To send to Peru a technical co-operation mission composed of four experts to advise the National Industrial Work Training Service (SENATI) on the conduct of vocational training. These experts shall work in Peru for a total period of 84 expert-months;

<sup>1</sup> Came into force on 27 December 1979 by signature, in accordance with article XII.

<sup>2</sup> United Nations, *Treaty Series*, vol. 1025, p. 95.

<sup>3</sup> *Ibid.*, p. 103.

5. To grant and defray the costs of 28 fellowships for the completion, in Spain, of the training of the Peruvians who are to work as counterparts to the Spanish experts;
6. To provide Peru, where necessary, and free of charge, with the Spanish reference and teaching materials (teaching kits and basic textbooks) it requires to launch the co-operation programmes for which provision is made in this Agreement;
7. The actions for which provision is made in this Agreement shall be carried out during the years 1980 to 1983.

*Article IV.* The protocol<sup>1</sup> annexed to this Supplementary Agreement sets forth the technical qualifications of the Spanish experts and of their Peruvian counterparts, together with the timetable envisaged for the normal completion of the activities mentioned herein.

*Article V.* Travel costs and remuneration of the Spanish experts referred to in article III shall be defrayed by the Spanish Government.

*Article VI.* The fellowships referred to in article III, paragraph 5, shall be of an average duration of two months, and the amounts thereof, in pesetas, shall cover the costs of instruction, accommodation, subsistence, working and information materials, travel in Spain included in the programme, and the transport of the fellowship-holders.

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

*Article VIII.* By this Agreement, the Peruvian Government undertakes:

1. To grant optimum facilities for the implementation of what is laid down in this Agreement;
2. To provide suitable and sufficient premises where the programmes provided for in this Agreement are to be conducted;
3. To make available to the programmes the counterpart and auxiliary personnel required for their proper operation;
4. To defray the maintenance, overhead, staff and any other costs that may prove necessary for the proper operation of the programmes.

*Article IX.* The Peruvian Government shall provide the Spanish experts with the working materials and secretarial services necessary for the fulfilment of their mission.

It shall likewise provide the experts with the transport for domestic travel in connection with their work assignments in Peru.

The Peruvian Government shall grant to the Spanish experts whom the Spanish Government shall send to Peru by virtue of this Agreement all the exemptions and benefits stipulated in the Basic Agreement on technical co-operation between Spain and Peru of 30 June 1971.

*Article X.* The undertakings assumed by the Peruvian Government under this Agreement shall be fulfilled by the Ministry of Fisheries (Office of Technical and Economic Co-operation — OCTE), the Ministry of Industry, Trade, Tourism

<sup>1</sup> See p. 55 of this volume.

and Integration, through the General Department of Handicrafts and the National Industrial Work Training Service (SENATI), and the Ministry of Housing and Construction, through the National Training Service for the Construction Industry (SENCICO), each being responsible for the respective area assigned to it under the terms of this document.

*Article XI.* In order to guarantee the proper execution of the programmes specified in this Agreement, such programmes shall be periodically assessed by evaluating committees, whose members shall be as follows:

(a) For Peru:

—A representative of the National Planning Institute, who shall act as chairman;

—A representative of the Sectorial Planning Office;

(b) For Spain:

—A representative of the Embassy of Spain;

—A representative of the General Sub-department for International Social Affairs of the Spanish Ministry of Labour.

The counterpart staff of the executing unit and the head and experts of the Spanish technical co-operation mission shall take part in such assessments as informants.

*Article XII.* This Agreement supplementing the Agreement on Social Co-operation between Spain and Peru shall enter into force on the date of its signature, and its implementation shall begin on 1 January 1980.

DONE at Lima on 27 December 1979, in duplicate, both texts being authentic.

For the Spanish Government:

[Signed]

JUAN IGNACIO TENA  
Ambassador of Spain to Peru

For the Peruvian Government:

[Signed]

ARTURO GARCÍA  
Minister for Foreign Affairs

ANNEX TO THE AGREEMENT ON TECHNICAL CO-OPERATION FOR THE  
IMPLEMENTATION OF A MANPOWER TRAINING PROGRAMME IN PERU,  
SUPPLEMENTARY TO THE AGREEMENT ON SOCIAL CO-OPERATION  
BETWEEN SPAIN AND PERU

Pursuant to article IV 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:

I. EXPERTS

The term "experts" means those technicians who, in addition to being specialists in a particular field, have a set of specific skills enabling them to impart their knowledge,

thereby contributing to the training 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; job and functional analysis, and the development and adaptation of teaching methods.

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

Finally, the head of the technical co-operation mission to Peru shall be an expert who meets the requirements indicated in the foregoing paragraph 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.

## II. 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 Peruvian counterparts.

In addition, experts shall, as a general rule:

- Identify the training requirements and suitability of workers in their respective trades;
- Help to draw up the curricula for the various courses and levels of vocational training and advanced training;
- Select, adapt and/or prepare teaching and audio-visual materials to fit any given case;
- Give advice, where necessary, on matters relating to workshop and laboratory facilities for their field of specialization;
- Participate in the organization and conduct of training courses for instructors;
- Participate in the conduct of training courses for technicians in their own trades.

## III. DUTIES OF THE HEAD OF MISSION

In addition, the head of mission shall:

- Through the office of the labour attaché of the Embassy of Spain, represent the Spanish Ministry of Labour in contacts with the Peruvian authorities;
- Co-ordinate the work of the experts assigned to the technical co-operation mission;
- Prepare mission reports in accordance with the guidelines indicated to him by the Spanish Ministry of Labour;
- Propose to the Peruvian authorities such adjustments and changes as may be required to ensure that the programmes are always consistent with current needs and opportunities;
- Participate in the selection of Peruvian nationals who are to travel to Spain on fellowships in order to take vocational training and advanced training courses.

## IV. PROFILES OF THE EXPERTS TO BE INCLUDED IN THE TECHNICAL CO-OPERATION MISSIONS TO PERU

### *Fisheries*

- (a) Fishing gear expert. Certified fishing skipper with proven experience in handling fishing nets and gear.

- (b) Industrial refrigeration expert. With technical diploma and proven experience in the maintenance of refrigeration plants. Must have reached at least the SEAF/PPO trainer level.
- (c) Marine engine expert. Certified skilled marine or industrial expert or marine engineer with proven experience in the assembly and maintenance of marine engines.
- (d) Expert fishing-skipper trainer. With fishing captain's licence and experience in handling sea-going fishing vessels and in training fishing skippers.
- (e) Sea-farming expert. With degree of doctor or licentiate in biological sciences or the like. Proven experience in marine biology, with specialization in sea farming, principally in the area of mussel farming.

#### *Handicrafts*

- (a) Handicraft design expert. With high-level diploma and wide experience in handicraft design and development.
- (b) Handicraft marketing expert. With high-level diploma and proven experience in development and marketing for small and medium-scale handicrafts businesses.
- (c) to
- (g) Experts in ceramics, artistic metalwork, jewelry-making, repoussé work and embossing of materials, and polychrome gilding. Experts with broad mastery of the trade and proven teaching experience in their respective fields of specialization.

#### *SENCICO*

- (a) Mobile unit expert. With technical diploma and experience in adult training through mobile units. SEAF/PPO instructor level or the equivalent.
- (b) Heavy machinery expert. With technical diploma and proven experience in the handling, maintenance and repair of heavy machinery. SEAF/PPO instructor level or the equivalent.
- (c) Pipe-laying (gas-fitting) expert. With technical diploma and experience in construction in general and, specifically, in pipe-laying and sanitation engineering. SEAF/PPO instructor level or trainer level or the equivalent.
- (d) Expert in audio-visual and teaching materials. With high-level diploma and wide experience in the preparation and use of audio-visual and teaching materials for vocational and technical training. SEAF/PPO instructor or technician level or the equivalent.

#### *SENATI*

- (a) Expert in promotion of women. With high-level or intermediate diploma and proven experience in development of rural areas, with special focus on the training and promotion of women and on food industries. SEAF/PPO instructor level or the equivalent.
- (b) Expert in training for small-scale businesses. With high-level or technical diploma and wide experience in training for and within enterprises. SEAF/PPO instructor level or the equivalent.
- (c) Home study expert. With high-level or technical diploma and proven experience in the creation and use of media for home education. Broad knowledge of education by correspondence and of audio-visual media, including educational TV. SEAF/PPO instructor or technician level or the equivalent.
- (d) Evaluation expert. With high-level or technical diploma and wide experience in methods of evaluation of vocational training. SEAF/PPO instructor or technician or the equivalent.

## V. TIMETABLE IN EXPERT-MONTHS

*Fisheries*

<i>Experts</i>	<i>Expert-months</i>				<i>Total</i>
	1980	1981	1982	1983	
Fishing gear .....	6	6	6	—	18
Industrial refrigeration .....	6	6	6	—	18
Marine engines .....	6	12	6	—	24
Fishing-skippers .....	6	6	—	—	12
Sea farming .....	—	6	6	6	18
<b>TOTALS</b>	<b>24</b>	<b>36</b>	<b>24</b>	<b>6</b>	<b>90</b>

*Handicrafts*

<i>Experts</i>	<i>Expert-months</i>				<i>Total</i>
	1980	1981	1982	1983	
Handicraft design .....	12	6	—	—	18
Handicraft marketing .....	6	6	6	—	18
Ceramics .....	6	6	—	—	12
Artistic metalwork .....	—	6	12	6	24
Jewelry .....	—	—	6	12	18
Metal repoussé work .....	—	—	6	6	12
Guilder-polychromer .....	—	—	6	—	6
<b>TOTALS</b>	<b>24</b>	<b>24</b>	<b>36</b>	<b>24</b>	<b>108</b>

*SENCICO*

	<i>Expert-months</i>				<i>Total</i>
	1980	1981	1982	1983	
Mobile units .....	12	6	—	—	18
Heavy machinery .....	—	6	12	6	24
Plumbing (gas-fitting) .....	—	6	12	—	18
Audio-visual and teaching materials .....	6	6	—	6	18
<b>TOTALS</b>	<b>18</b>	<b>24</b>	<b>24</b>	<b>12</b>	<b>78</b>

*SENATI*

	<i>Expert-months</i>				<i>Total</i>
	1980	1981	1982	1983	
Promotion of women .....	6	12	—	—	18
Training for small and medium-scale enterprises ..	6	12	—	—	18
Home study .....	—	6	12	6	24
Evaluation .....	—	6	12	6	24
<b>TOTALS</b>	<b>12</b>	<b>36</b>	<b>24</b>	<b>12</b>	<b>84</b>

## VI. PERUVIAN COUNTERPARTS

Counterparts are Peruvian 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 each expert's mission, his corresponding counterpart may assume full responsibility on a permanent basis for his particular trade in the institution or agency where he is employed.

The Spanish experts are not being sent to Peru to take the place of Peruvian nationals, but to help them to place themselves in the best possible position to improve the performance of their duties. For this reason, the respective counterparts must be designated prior to the arrival of the experts in order to take maximum advantage of the latter's presence in Peru.

## VII. DUTIES OF PERUVIAN COUNTERPARTS

Counterparts shall perform duties identical to those assigned to the respective experts.

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 job, the expert shall concentrate on those areas which have not yet been taken over by the counterpart.

Ultimately, the counterpart shall assume responsibility for all the duties involved in his job and shall take the initiative, while the expert acts solely as an advisor, helping the counterpart to correct and improve his performance.

## VIII. [PROFILES OF PERUVIAN COUNTERPARTS]

Identical or similar to those for the respective Spanish experts.

## IX. TIMETABLE FOR THE AWARD OF FELLOWSHIPS TO PERUVIAN COUNTERPARTS

Year	Number of fellowship-holders				Total
	Fisheries	Handicrafts	SENCICO	SENATI	
1980.....	2	2	1	1	6
1981.....	2	2	2	2	8
1982.....	2	2	2	2	8
1983.....	2	2	1	1	6
TOTALS	8	8	6	6	28

## X

This Protocol shall enter into force on the same date as the Agreement on technical co-operation for the implementation of a manpower training programme in Peru, supplementary to the Agreement on social co-operation between Spain and Peru.

DONE at Lima on 27 December 1979, in duplicate, both texts being authentic.