

No. 21956

**SPAIN
and
NICARAGUA**

Agreement on technical co-operation supplementing the Agreement on social co-operation for the establishment and implementation of a national plan for the vocational training of adults in Nicaragua (with annexed protocol). Signed at Madrid on 29 June 1977

Authentic text: Spanish.

Registered by Spain on 27 June 1983.

**ESPAGNE
et
NICARAGUA**

Accord de coopération technique pour la mise au point et la réalisation d'un plan national de formation professionnelle pour adultes au Nicaragua, complémentaire à l'Accord de coopération dans le domaine social (avec protocole annexé). Signé à Madrid le 29 juin 1977

Texte authentique : espagnol.

Enregistré par l'Espagne le 27 juin 1983.

[TRANSLATION — TRADUCTION]

AGREEMENT¹ ON TECHNICAL CO-OPERATION SUPPLEMENTING
THE AGREEMENT ON SOCIAL CO-OPERATION BETWEEN
NICARAGUA AND SPAIN² FOR THE ESTABLISHMENT AND
IMPLEMENTATION OF A NATIONAL PLAN FOR THE VOCATIONAL
TRAINING OF ADULTS IN NICARAGUA

The Government of the Republic of Nicaragua and the Government of the Kingdom of Spain, in implementation of the Agreement on social co-operation between Nicaragua and Spain signed by the two Governments on 25 March 1966,² have decided to conclude this Supplementary Agreement on technical co-operation, with the following provisions:

Article I. The Nicaraguan Government, with the co-operation of the Spanish Government, agrees to establish and implement a National Plan for the Vocational Training of Adults.

Article II. The Nicaraguan agency responsible for implementing the National Plan shall be the Ministry of Labour, through the National Institute of Apprenticeships (INA), without prejudice to co-ordination with other national and private institutions, as determined by the Nicaraguan authorities.

Article III. Under this Agreement, the Spanish Government undertakes to:

1. Send to Nicaragua a technical co-operation mission composed of eight experts to advise the Ministry of Labour of Nicaragua on the organization and implementation of the National Plan for the Vocational Training of Adults.

The experts shall work in Nicaragua for a total period of 144 expert-months, including any time required for consultations;

2. Grant and defray the costs of 20 fellowships for the completion in Spain of the training of the Nicaraguans who shall work as counterparts to the Spanish experts;
3. Make available to Nicaragua, free of charge, the textbooks of the Employment and Training Service (SEAF/PPO) which may be required to start up specific programmes contained in the National Plan.

Article IV. The Protocol annexed to this Supplementary Agreement sets forth the qualifications and duties of the Spanish experts and of their Nicaraguan counterparts, together with the timetable envisaged for the normal completion of the activities described herein.

Article V. The travel costs and remuneration of the Spanish experts referred to in article III shall be met in their entirety by the Spanish Government.

Article VI. The fellowships referred to in article III, paragraph 2, shall be of an average duration of three months, and the amounts thereof, in pesetas, shall cover the cost of instruction, accommodation, subsistence, working and information

¹ Came into force on 29 June 1977 by signature, with effect from 1 January 1978, in accordance with article XIV.

² See p. 265 of this volume.

materials, any travel included in the programme within Spain and the return tickets of fellowship-holders to Nicaragua.

Article VII. Should the Nicaraguan Government wish to acquire in Spain machinery, equipment or teaching materials for the purposes of the National Plan for the Vocational Training of Adults, the Spanish Government shall serve as the agent of the Nicaraguan Government in dealing with Spanish firms for the purpose of obtaining goods of the same quality and on the same terms as if they were being purchased for the Spanish Government itself; it shall inspect the shipments by means of appropriate checks before their dispatch from Spain.

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

Article IX. Under this Agreement, the Nicaraguan Government undertakes to:

1. Grant the optimum facilities for the execution of the provisions of this Agreement;
2. Provide the centres where the National Plan for the Vocational Training of Adults is to be implemented;
3. Make available to the National Plan the executive, teaching, technical, administrative and service staff required for the proper operation with the sole exception of the experts to be provided by the Spanish Government;
4. Meet the cost of travel to Spain of the fellowship-holders referred to in article III, paragraph 2, of this Agreement.

Article X. With regard to the Spanish experts, the Nicaraguan Government undertakes to:

1. Provide the counterpart personnel, who shall work closely with the Spanish experts;
2. Make available support staff, including a secretary and a typist;
3. Provide the Spanish mission with a furnished and suitably equipped office for the implementation of the project;
4. Provide offices and a meeting room for the experts;
5. Provide the mission with a vehicle and driver for travel by the experts in the execution of their duties.

Article XI. The Nicaraguan Government shall grant to the Spanish experts who travel to Nicaragua under this Agreement all the exemptions and benefits that it has established for experts from international agencies.

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

Article XIII. In order to guarantee the effective implementation of this Agreement, an "Advisory Committee" composed of Nicaraguan representatives and representatives of the Spanish Embassy in Managua shall be established: the Chief of the Permanent Advisory Service for International Technical Assistance of the Spanish Ministry of Labour and the Chief of the Spanish Technical Assistance Mission shall obligatorily be members of this Advisory Committee.

Without prejudice to those functions which it shall establish for itself, the functions of the "Advisory Committee" shall be as follows:

- a) To supervise the implementation of this Agreement;
- b) To give advice on the adoption of appropriate measures to ensure optimum benefit from Spanish co-operation;
- c) To intervene in matters where its high-level advice may be appropriate to redress any possible anomalies in the execution of the Agreement;
- d) Where necessary, to propose to the parties, through the Joint Nicaraguan-Spanish Commission, that the scope of this Agreement be widened and/or that the Agreement be amended.

Article XIV. This Agreement supplementing the Agreement on social co-operation between Nicaragua and Spain shall enter into force on the date of signature and the execution thereof shall commence on 1 January 1978.

DONE at Madrid, on 29 June 1977, in two copies, both texts being equally authentic.

For the Government
of the Republic of Nicaragua:

[Signed]

ARMANDO LUNA SILVA

For the Government
of the Kingdom of Spain:

[Signed]

MARCELINO OREJA AGUIRRE

PROTOCOL ANNEXED TO THE AGREEMENT ON TECHNICAL CO-OPERATION,
SUPPLEMENTING THE AGREEMENT ON SOCIAL CO-OPERATION BETWEEN
NICARAGUA AND SPAIN FOR THE ESTABLISHMENT AND IMPLEMENTA-
TION OF A NATIONAL PLAN FOR THE PROFESSIONAL TRAINING OF
ADULTS IN NICARAGUA

Pursuant to the provisions of article IV of the Supplementary Agreement, and with a view to facilitating its implementation and to ensuring that it meets the requirements for the conduct of the programme of action envisaged therein, this annex establishes the technical aspects governing the Agreement.

To that end, emphasis is laid on the following points:

1. EXPERTS

The experts are those Spanish technical personnel who, in addition to a practical skill, possess a range of specific attributes qualifying them to pass on their knowledge to others, thereby contributing to the training and advanced training of technical personnel in their own fields.

Most important among the specific attributes that they must possess are those relating to the mastery of methodology and teaching, human relations, analysis of the job and of the trade, and of the preparation and/or adaptation of teaching methods.

There shall be a special type of expert who has wide-ranging experience in organizing, conducting and evaluating vocational training, and who is thus qualified to draw up, implement and evaluate both specific and general plans and programmes, and to advise on any amendments and adaptations which might be called for as a result of such evaluation.

Finally, the head of the technical co-operation mission shall be an expert who, having met the conditions laid down in the preceding paragraph, will be responsible for supervising the

missions, co-ordinating the work of all the experts and, in addition, performing the representational functions assigned to him in the relevant technical co-operation mission contract.

2. FUNCTIONS OF THE EXPERTS

Although the functions of the experts must be adaptable to the practical requirements at every stage of the implementation of the National Plan, the basic function of all the experts shall be to train their respective Nicaraguan counterparts.

In addition, the experts generally shall:

- 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 the teaching and audio-visual materials to fit any given case;
- Give advice, where necessary, on matters relating to workshop and laboratory facilities for their trades;
- Participate in the organization and conduct of training courses for adult vocational training instructors;
- Participate in the conduct of technical training courses in their own trades.

3. FUNCTIONS OF THE HEAD OF MISSION

The head of mission shall also perform the following functions:

- Represent the Spanish Ministry of Labour *vis-à-vis* the National Institute of Apprenticeships (INA), the agency of the Nicaraguan Ministry of Labour responsible for implementing the National Plan for the Vocational Training of Adults;
- Represent the Spanish Ministry of Labour *vis-à-vis* the Nicaraguan authorities, through the intermediary of the Spanish Embassy at Managua;
- Co-ordinate the work of the experts assigned to the technical assistance mission;
- Prepare mission reports, in accordance with guidelines laid down by the Spanish Ministry of Labour;
- Propose to the Nicaraguan authorities any adjustments and modifications as may be required for the ongoing adaptation of the curricula to fit the operational requirements and possibilities at any given time;
- Participate in the selection of Nicaraguan nationals to travel to Spain on fellowships in order to follow vocational training or advanced training courses.

4. SPECIFIC FUNCTIONS OF THE EXPERTS

In addition to the general functions of the experts mentioned in sections 2 and 3, above, the head of mission and the experts shall fulfil the following specific functions:

1. *Head of mission*

- Act as general adviser to the Nicaraguan director of the National Plan for the Vocational Training of Adults;
- Advise the Training Department of the Office of Human Resources and the Promotion of Employment and the INA on preparing short-, medium- and long-term programmes;
- Make known the goals of vocational training in general and the significance of the National Plan for the Vocational Training of Adults in particular, by means of talks, conferences and seminars;
- Supervise the training of the Nicaraguan counterparts.

2. *Expert in the organization, implementation and evaluation of vocational training*
 - Draft the programme of operations for the National Plan for the Vocational Training of Adults, in co-operation with the head of mission;
 - Evaluate programmes for the implementation of the National Plan, providing advice when they are initiated;
 - Participate in training the Nicaraguan counterparts;
 - Carry out partial evaluations of course development and a general evaluation of the National Plan, establishing relevant recommendations and conclusions to ensure the greater effectiveness of the National Plan.
3. *Expert in teaching methods*
 - Analyse and select the teaching and audio-visual methods made available for the National Plan;
 - Where necessary, design, adapt and/or prepare teaching and audio-visual materials to suit the requirements of the National Plan;
 - Provide advice with regard to the selection, use and handling of teaching and audio-visual materials;
 - Propose methods and procedures relating to the design, production, use and continued maintenance of teaching and audio-visual materials;
 - Assist with the training of Nicaraguan counterparts.
4. *Expert in teacher training*
 - Assist in setting up training programmes for instructors;
 - Develop training courses for instructors in priority areas;
 - Develop and/or adapt teacher-training manuals;
 - Assist with the training of Nicaraguan counterparts.
5. *Expert in on-the-job training*
 - Evaluate research into the need for and possibilities of on-the-job training within Nicaraguan enterprises;
 - Propose, in co-ordination with the Nicaraguan counterparts, programmes for on-the-job training that will meet Nicaraguan needs;
 - Assist in developing the INA services responsible for providing technical assistance to enterprises;
 - Assist in establishing programmes for small and medium-sized enterprises;
 - Assist with the training of the enterprise supervisors;
 - Assist with the training of Nicaraguan counterparts.
6. *Expert in hotel management (catering)*
7. *Expert in hotel management (bar-restaurant)*
8. *Expert in hotel management (services)*
 - Assist in investigating the training requirements of the hotel sector;
 - Assist in structuring and organizing vocational training for the Nicaraguan hotel industry;
 - Assist in establishing vocational training programmes and developing vocational training courses in hotel management;
 - Assist in preparing and/or adapting teaching materials for the various sectors of the hotel industry.

5. DESCRIPTION OF THE EXPERTS

1. *Head of mission*

This individual must have attained a high academic level and must have substantial experience in planning and organizing adult vocational training.

If possible, he should have gained experience as the head of a technical assistance mission in Latin America.

The level of SEAF/PPO instructor, or the like, is desirable.

2. *Expert in the organization, implementation and evaluation of vocational training*

He must have attained a high academic level and must have substantial experience in organization, data collection and analysis, and the planning and evaluation of adult vocational training.

The level of SEAF/PPO instructor, or the like, is desirable.

3. *Expert in teaching methods*

He must have substantial experience in handling teaching and audio-visual materials, if possible backed up by specific courses in this field, and experience in the organization and operation of audio-visual services in teaching centres.

Knowledge of and the ability to handle closed-circuit TV equipment would be an advantage.

4. *Expert in teacher training*

He must have attained a high academic level and have a broad knowledge of methodology and pedagogy. He must have experience in teacher training.

The level of SEAF/PPO instructor, or the like, is desirable.

5. *Expert in on-the-job training in the workplace*

Must have attained a high technical level and have experience in the planning and integrated development of small and medium-sized enterprises. He must also have demonstrated experience in on-the-job training.

The level of SEAF/PPO instructor, or the like, is desirable.

6, 7 and 8. *Experts in hotel management (catering, bar-restaurant and services)*

Must have attained a high or intermediate technical level and have substantial experience in training adults in hotel management.

The level of SEAF/PPO instructor, or the like, is desirable.

<i>Experts</i>	<i>Expert-months</i>			
	<i>1978</i>	<i>1979</i>	<i>1980</i>	<i>Total</i>
1. Head of mission	12	12	12	36
2. Expert in the organization, implementation and evaluation of vocational training	12	—	—	12
3. Expert in teaching methods	6	12	—	18
4. Expert in teacher training	12	12	—	24
5. Expert in on-the-job training	—	12	—	12
6. Expert in hotel management (catering)	12	6	—	18
7. Expert in hotel management (bar-restaurant)	—	12	—	12
8. Expert in hotel management (services)	—	6	6	12
TOTALS	54	72	18	144

7.¹ NICARAGUAN COUNTERPARTS

Counterparts are the Nicaraguan nationals who shall act as counterparts to the Spanish experts.

The counterparts shall work closely with the corresponding experts, who shall convey to them the full extent of their knowledge in order that, upon the completion of each expert's mission, the counterparts may assume full and final responsibility for their own specialized field in the institution or body to which they are responsible.

The Spanish experts shall be sent to Nicaragua not to replace Nicaraguan nationals but to help them to prepare themselves as fully as possible so that they can discharge their duties most effectively. For this reason, the counterparts should be designated in advance of the experts' arrival in order that the maximum benefit may be derived from the experts' presence in Nicaragua.

8. FUNCTIONS OF THE NICARAGUAN COUNTERPARTS

The counterparts shall fulfil functions identical to those assigned to the corresponding experts.

Initially, the expert shall establish the guidelines for activities within his specialized field. As the counterpart gradually assumes the duties pertaining to his post, the expert shall focus his attention on those areas which have not yet been taken over by the counterpart.

Ultimately, the counterpart shall assume all the duties pertaining to his post and shall initiate action; the expert shall then serve solely as an adviser, helping the counterpart to correct and improve his performance.

9. DESCRIPTION OF THE NICARAGUAN COUNTERPARTS

This should be identical to that indicated for the corresponding Spanish experts.

10. TIMETABLE FOR THE AWARD OF FELLOWSHIPS TO THE NICARAGUAN COUNTERPARTS

<i>Year</i>	<i>Number of fellowship-holders</i>
1978	8
1979	8
1980	4
TOTAL	20

This Protocol shall enter into force on the same date as the Agreement on technical co-operation supplementing the Agreement on social co-operation between Nicaragua and Spain for the establishment and implementation of a National Plan for the Vocational Training of Adults in Nicaragua.

DONE at Madrid, in two copies, both texts being equally authentic.

For the Government
of the Republic of Nicaragua:

[Signed]

ARMANDO LUNA SILVA

For the Government
of the Kingdom of Spain:

[Signed]

MARCELINO OREJA AGUIRRE

¹ See note 1, p. 281.