

技術協力に関する日本国政府とペルー共和国政府との間の基本協定

昭和 55 年 4 月 18 日

外務省告示第 150 号

昭和 54 年 8 月 20 日にリマで、技術協力に関する日本国政府とペルー共和国政府との間の基本協定の署名が行われ、この協定は、昭和 55 年 2 月 16 日に効力を生じた。

技術協力に関する日本国政府とペルー共和国政府との間の基本協定

日本国政府及びペルー共和国政府は、

技術協力の促進により両国間に存在する友好関係を一層強化することを希望し、

また、両国の経済的及び社会的発展を促進することがもたらす相互の利益を考慮して、

次のとおり協定した。

第 1 条

両政府は、それぞれの国の現行法令に従い、両国間の技術協力を促進するよう努力する。

第 2 条

日本国政府は、この協定の目的を達成するため、日本国の現行法令に従い、かつ、第 3 条にいう取極により、自己の負担で次の形態による技術協力を行う。

- (a) 日本国における技術訓練のためにペルー共和国の国民を受け入れること。
- (b) 日本国の専門家をペルー共和国に派遣すること。
- (c) 設備、機械及び資材をペルー共和国政府に供与すること。
- (d) ペルー共和国の経済的及び社会的開発計画の調査を行うための調査団をペルー共和国に派遣すること。
- (e) 相互に合意することのあるその他の形態の技術協力。

第 3 条

両政府は、第 2 条にいう技術協力を行うため、外交経路を通じ、個別の技術協力計画を実施するための別途の取極を文書により行う。

第 4 条

ペルー共和国政府は、第 2 条に規定する日本国の技術協力の結果としてペルー共和国の国民が取得した技術及び知識が経済的及び社会的発展に寄与することを確保する。

第 5 条

日本国政府が専門家を派遣する場合（このような専門家を以下「専門家」という。）には、ペルー共和国政府は、特定の計画に責任を有する実施機関を通じ、自己の負担で次の措置をとる。

- (a) 専門家の任務遂行に必要な事務所その他の施設を提供し、かつ、それらの維持費を負担すること。
- (b) 専門家の任務遂行に必要な現地要員（専門家の相手方となるペルー側要員及び、必要な場合には、適当な通訳を含む。）を提供すること。
- (c) 職務又は現地の環境条件から生ずる事故又は疾病に対する無料の医療便宜を供与すること。
- (d) ペルー共和国内における公用出張のための旅費を負担すること。
- (e) ペルー共和国内における公用通信のための経費を負担すること。
- (f) 現地の条件に従い、かつ、責任を有する実施機関の財政能力の範囲内で、次の経費を負担すること。
 - (i) 通勤費
 - (ii) 専門家及びその家族のための適当な家具付住宅

第 6 条

1. 専門家は、海外から送金される給与に対し又はそれに関連して課される所得税、その他の課徴金を免除される。
2. 専門家は、次のものの輸入に関し、輸入許可証及び為替証明書の取得要件並びに領事手数料、関税、財産及び役務に対する税その他の課徴金を免除される。ただし、特定の役務の提供の対価である料金は、この限りでない。
 - (a) 専門家及びその家族の携帯荷物
 - (b) ペルー共和国の現行法令に従い、専門家及びその家族が最初の住居設営のために携行し又は「別送荷物」として持ち込む身回品及び家財並びに専門家及びその家族がその使用のために持ち込む消費財であって必要性に応じた量のもの
3. 専門家は、ペルー共和国の現行法令に従い、2年ごとに、ペルー共和国において生産される自動車1台を財産及び役務に対する税を免除されて購入することができるものとし、その自動車は、購入の後2年の期間を経過した後は、関税及び内国税を免除されて売却することができる。
4. 専門家は、2にいう携帯荷物、身回品、家財及び消費財並びに3にいう自動車の輸出について、輸出許可証の取得要件及び関税その他の課徴金を免除される。
5. ペルー共和国政府は、また、次の措置をとる。

- (a) 申請があり次第、専門家及びその家族に対し入国及び出国の公用査証を発給すること。
 - (b) 専門家の任務に必要な便宜を与えるために専門家及びその家族に対し身分証明書を交付すること。
6. 専門家及びその家族に対して与えられるその他の特権、免除及び便宜は、ペルー共和国において同様の任務を遂行している第三国又は国際機関の専門家に与えられるものより不利でないものとする。

第 7 条

ペルー共和国政府は、専門家の任務の遂行に起因し、その遂行中に発生し、又はその遂行に関連する請求が専門家に対して生じた場合には、その請求に関する責任を負う。ただし、両政府がその請求が専門家の故意又は重大な過失から生じたことを合意した場合は、この限りでない。

第 8 条

専門家は、ペルー共和国政府が指定する機関を通じ、同政府と緊密に連絡を保つものとする。

第 9 条

1. 日本国政府がペルー共和国政府に設備、機械及び資材を供与する場合には、これらは、荷卸しを行う港又は空港において c.i.f 建てでペルー共和国政府の関係当局に引き渡された時にペルー共和国政府の財産となる。これらの設備、機械及び資材は、供与された目的のために使用される。
2. ペルー共和国政府は、1 にいう設備、機械及び資材につき輸入許可証及び為替証明書の取得要件並びに領事手数料、関税、財産及び役務に対する税その他の課徴金を免除する。
3. 1 にいう設備、機械及び資材のペルー共和国内における輸送のための費用並びにその維持及び修理のための費用は、ペルー共和国政府が負担する。
4. 専門家及び第 2 条(d)にいう調査団がそれらの任務を遂行するために携行する設備、機械及び資材は、別途の合意がある場合を除き日本国政府の財産である。

前記の専門家及び調査団は、ペルー共和国において設備、機械及び資材に課される内国税その他の課徴金を免除され、かつ、設備、機械及び資材の輸入に関し、輸入許可証及び為替証明書の取得要件並びに領事手数料、関税、財産及び役務に対する税その他の課徴金を免除される。

専門家及び調査団は、設備、機械及び資材の再輸出に関し、輸出許可証の取得要件及び関税その他の課徴金を免除される。

5. 4 にいう設備、機械及び資材のペルー共和国における輸送のための費用は、ペルー共和国が負担する。

第 10 条

1. ベルー共和国政府は、この協定に基づいて日本国政府が行う技術協力の実施機関である国際協力事業団の駐在員及び職員（以下「駐在員等」という。）を受け入れる。
2. 駐在員等は、第 3 条にいう個別の技術協力計画の実施のために調査、関係機関との連絡調整等の任務を遂行する。
3. 駐在員等は、第 6 条の規定に従い専門家に対して与えられる特権、免除及び便宜と同様の特権、免除及び便宜を享受する。
4. 駐在員等は、任務を遂行するために必要な設備、機械及び資材につき、ベルー共和国においてそれらに課される内国税その他の課徴金を免除され、かつ、それらの輸入に関し、輸入許可証及び領事手数料、関税、財産及び役務に対する税その他の課徴金を免除される。

駐在員等は、前記の設備、機械及び資材の再輸出に関し、輸出許可証の取得要件及び関税その他の課徴金を免除される。

第 11 条

両政府は、この協定から又はそれに関連して生ずることがあるいかなる事項についても、外交経路を通じ相互に協議する。

第 12 条

1. この協定は、日本国政府がベルー共和国政府からこの協定の効力発生のために必要な国内手続を終了した旨の文書による通告を受領した日に効力を生ずる。
2. この協定は、1 年間効力を有するものとし、いずれか一方の政府が他方の政府に対し少なくとも 6 箇月の予告をもって協定を終了させる意思を書面により通告しない限り、毎年自動的に 1 年ずつ更新される。

第 13 条

この協定の終了は、第 3 条にいう取極に基づいて実施中の計画に影響を与えるものではなく、また、同計画に関する任務を遂行するためにベルー共和国に滞在する専門家、その家族、調査団、駐在員等の特権、免除及び便宜に関しこの協定によって定められた地位に影響を与えるものではない。

以上の証拠として、下名は、正当に委任を受けてこの協定に署名した。

1979年8月20日にリマで、ひとしく正文である日本語及びスペイン語により本書 2 通を作成した。

日本国政府のために

園 田 直

ペルー共和国政府のために

カルロス・ガルシア・ペドレーヤ

Overseas Technical Cooperation Centre Programme of Japan

Outline

Cooperation under this programme is generally offered in accordance with a Record of Discussions agreed upon for implementation of a specific project and signed by the competent authorities of the governments of recipient countries and the Implementation Survey Team of Japan.

In certain cases, it is offered on the basis of agreements between the governments of the recipient countries and Japan.

In general, the Japanese government supplies certain items of machinery, equipment and materials required for the implementation of the Projects, dispatches experts and undertakes training of their counterpart personnels in Japan, whereas the governments of recipient countries are required to secure land, buildings of centres, provide services of counterpart personnels, and bears all the operational expenses of centres.

The important points to be noted are as follows.

1. The government of Japan offers technical cooperation to centres through the Japan International Cooperation Agency, at the request of the governments of recipient countries.
2. The cooperation is offered in accordance with a Record of Discussions agreed and signed by the competent authorities of the governments of recipient countries and the Implementation Survey Team of Japan. In certain cases it is offered on the basis of agreements concluded by the governments of the recipient countries and Japan.
3. The contents of the Japanese cooperation are dispatch of experts, donation of machinery and equipment and receiving counterpart personnels for their technical training in Japan.

4. The objectives of the Japanese cooperation are to have staff members of centres be well trained to operate centres successfully for themselves through training of counterpart personnels and technical advices to them.
5. The period of the Japanese cooperation is generally about four years.
6. Government of recipient countries provide land, buildings, machinery, equipment and other materials and all expenses necessary for the operation of centres.
7. The governments of recipient countries (usually undersecretaries of the competent ministries) have the overall responsibility for the implementation of centres.
8. The Japanese experts have the responsibility in quading the counterpart for the technical matters concerning the operation of centres.

Measures to be taken by the both governments

1. Japanese side

- (1) to dispatch experts at its own expense.
- (2) to provide machinery and equipment at its own expense.
- (3) to receive at its own expense an adequate number of counterpart personnels for technical training in Japan.

Remarks;

- (1) Machinery and equipment are delivered C.I.F.
- (2) Japanese budgetting is single-year system.
- (3) The Japanese cooperation is executed with the prescribed application forms of the Japanese government submitted by recipient governments.

2. Receptiant governments

- (1) To provide services of personnels necessary for the operation of centres;
- (2) To provide land, buildings and facilities necessary for centres;
- (3) To provide machinery, equipment and other materials necessary for the operation of centres other than those provided by Japan;
- (4) To provide necessary for official travels of the Japanese experts;
- (5) To provide for a vehicle with a driver for the Japanese experts during working hours and from and to their residences;
- (6) To provide suitably furnished accommodations for the Japanese experts and their families;
- (7) To bear the following expenses;
 - a. expenses necessary for the domestic transportation of machinery and equipment provided by Japan as well as for their installation, operation, maintenance thereof
 - b. customs duties, internal taxes and other charges, imposed on in respect of machinery and equipment provided by Japan
 - c. expenses necessary for the provision of textbooks
 - d. all running expenses necessary for the implementation of the Projects.

- (8) To provide the Japanese experts and their families with the privileges, exemptions and benefits such as free medical services and exemption from income tax and customs duties no less favourable than those granted to the experts of third countries or international organizations performing similar missions;

- (9) To ensure that the knowledge and techniques acquired in Japan by counterpart personnels are utilized effectively for the operation of centres.

質 問 状

Questionnaire

DETAILED SURVEY ITEMS FOR THE SENATI SOUTH ZONE PROJECT IN PERU

1. Grasp of Project Purpose (Background)

- 1-1 referring to outline of the existing National Development Plan
- 1-2 referring to political role in the National Development Plan
(Major objective of the Project in connection to the NDP)
- 1-3 referring to economical and industrial needs
- 1-4 referring to employment condition in respect of demand and
supply for skilled manpower
- 1-5 referring to main economic index concerned with the project and
related statistics (an unemployment rate, industrial outputs
etc.)
- 1-6 referring to employment promotion effects
- 1-7 referring to priority and urgency of projects in Peru

2. Establishment and Operation of the Project

- 2-1 Administration of the Project.
 - 2-1-1 referring to purpose of establishment of the Project
 - 2-1-2 referring to name of the department in charge of the Ministry
for project implementation and its organization chart
 - 2-1-3 referring to detailed function and responsibilities for making
decision

- 2-1-4 referring to name of director and other heads of divisions who bears overall responsibility for the implementation of the Project
- 2-1-5 referring to relationship between the overall project implementation schedule and timing of budget request to the government
- 2-2 Target of Technical Cooperation and Activity of the Project
 - 2-2-1 referring to target of the Project in detail
 - 2-2-2 referring to details of training courses requested in respect of target, field, scale, period, number and curriculum
 - 2-2-3 referring to training target of each course
 - 2-2-4 referring to trainees in respect of entry method, qualification for entry, certification of graduates, job employment condition, and necessary expense burdened by trainees themselves
 - 2-2-5 referring to counterparts in respect of number, qualification educational background, salary, specific measures for stable job condition, and other domestic recruiting program for counterparts
 - 2-2-6 referring to Japanese experts in respect of role, fields of dispatch, and status of chief advisor
 - 2-2-7 referring to teaching materials in respect of curriculum, syllabus, textbooks, audio visual aids and other specific materials for on-the-job-training
 - 2-2-8 referring to existing equipment (list) to have been donated by Japan
 - 2-2-9 referring to list of equipment to be prepared by Peru

2-3 Budget for running the Project

2-3-1 referring to budget for the Project over the last three years

2-3-2 referring to flow chart of budget

2-3-3 referring to problem on execution of budget if any

2-3-4 referring to budget plan for the Project

2-3-5 referring to budget for construction or reconstruction

1. THE OBJECT OF THE PROJECT COMPRISES

1.1. Outlines with respect to the real Development Plan

The economic structure of the country up to the decade of 50th was based upon a model prevailing primary exporter, which rested in the extractive activities not only agricultural but mining ones to be then oriented to Industrialization.

It must be outlined that the development of the productive structure has been unequal; being expressed in a lack of sectorial integration regional articulation and very heterogeneous degrees of capitalization and surplus generation: In that respect we have that agriculture and cattle sector from 1950 to 1981 reached an annual accumulation increment rate of 2.5%, whereas the manufacturing sector made 5.9% and mining one 5.9% and mining one 6.2%, presenting fluctuating rates this last one, due basically to instability in the international prices of minerals. With respect to the percent participation in the gross national product (GNP) which would be reflecting the levels of growth from the sectors previously mentioned in the same period, it is notable (outstanding) that the agriculture and cattle sector passed from a 23.8% participation in 1950 to 12.6% in 1981; the manufacturing one from 17.0% to 24.9%; and mining one --- from 6.9% to 9.0%.

Another characteristic of the evolution of the productive structure can be appreciated through the payments balance which points the behaviour of economics versus exterior. The essential features of the evolution are given by the significant participation of primary products within the total of exportations, the high level of inputs importations and capital goods, the adoption of imported technology highly intensive in capital and the high grade of external financing.

In the development of the trade balance, a pattern of exchange trade relations has become shaped, according to which our exportations fundamentally composed of primary products (mining, agricultural), whose prices being subject to the international market conditions, show unstable behaviour, making evident a major vulnerability of our

exportations in relation to the fluctuation of developed countries economics.

It is worth to mention that in the composition of exportations is observed that some products have had a relatively major influence in certain decades as it is illustrated in figure 2. It means that there exists a tendency to depend on a reduced group of products. However, in the last years of the 1970s, non traditional exportations acquired appreciable growth, as a result of Promotion Policy of them; having passed in 1970 from 3.3% total exportations to 21% in 1980. In 1981 through they preserved their participation in total, they diminished in 17% with regard to the previous years. This is reasonable by the sensitiveness of these products to the recrudescence of protectionism and system of quotas from developed countries and to the modification of CERTEX levels.

The level of importations shows the high imported component from industrial sector and the growing alimentary dependency, having increased the incidence of importations in our economy as showed in figure 3. The raw material and intermediate products requirements, and capital goods from industrial sector diminished in the last years whereas consumption goods acquired an increasing participation, mainly attributed to the liberalization of importations and fall of tariffs as a result of external opening policy likewise, importations are characterized for a strong geographical concentration, the ones which fundamentally come from E.E. U.U, Japan and West Germany.

Another structural characteristic of our economy is the insufficiency of employment generations sources, both in the country, where they constitute a critical problem, and in the urban area, mainly in the great cities with a increasing labor force (5% annual).

Another feature of the evolution of our economic structure in the last decades, deserving mention, is inflation, which though it has always been present in the Peruvian economy however, it has become very serious in the last seven years. Due to it presents a 55% annual average, whereas in the periods 1950-1975.

FIGURE n.1
GROWTH RATE OF GNP FOR SECTORS, YEARS 1950-1981
(at 1970 prices)

	56/50	66/59	74/69	77/74	68/80	77/68	80/50	81/80
GNP GLOBAL	5.0	7.2	6.3	1.7	5.3	4.5	4.7	3.9
Agriculture, Cattle and Farm	0.9	3.7	3.2	1.4	2.5	3.0	2.1	12.9
Fishing	8.2	18.1	-8.9	-2.2	17.0	-6.9	8.7	-10.1
Mining	8.2	9.2	2.3	8.0	6.8	3.8	6.2	-4.4
Manufacturing	6.9	9.7	8.3	0.8	7.2	5.0	6.0	2.5
Construction	12.6	6.1	12.6	1.6	3.6	8.1	4.5	7.0
Services	-5.1	7.2	6.7	1.4	5.5	4.8	4.8	4.3

SOURCE: National Institute of Planning

FIGURE n.2
EXPORTATION BY PRINCIPAL PRODUCTS
(Per cent composition)

	1950	1960	1968	1971	1975	1979	1980	1981
Cotton	35.8	16.8	6.5	5.0	4.5	1.4	1.9	2.0
Sugar	15.8	11.1	7.2	7.8	22.5	0.9	0.3	-.-
Fish and deriviers	3.2	11.5	26.8	36.9	15.7	7.8	5.0	4.3
Copper	5.3	21.7	27.0	20.0	13.3	19.5	19.5	16.5
Oil and deriviers	13.1	4.1	1.3	0.6	1.7	18.3	20.1	21.6
Other Products	26.8	34.7	31.2	29.7	42.3	52.1	53.2	55.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE: General Direction of Customs

ELABORATION: INP-DGPE

FIGURE No. 3

IMPORTATIONS FOB ACCORDING CUODE YEARS 1970-1981

(PERCENT STRUCTURE)

	1970	1975	1978	1979	1980	1981	1970	1975	1978	1979	1980	1981
1. Consumption Goods	100.0	100.0	100.0	100.0	100.0	100.0	17.7	9.6	8.0	9.9	14.9	18.1
1.1. Nondurable	64.8	65.3	60.5	84.3	73.9	55.2	11.5	6.3	4.8	8.4	11.0	10.0
1.2. Durable	35.2	34.7	39.5	15.7	26.1	44.8	6.2	3.3	3.2	1.5	3.9	8.1
2. Raw materials and Intermediate Products	100.0	100.0	100.0	100.0	100.0	100.0	49.0	53.3	52.5	49.4	42.6	37.9
2.1. Fuels and Lubricants	3.7	23.0	10.0	5.7	3.4	4.4	1.8	12.2	5.2	2.8	1.5	1.7
2.2. R.M. and I.P. for agriculture	3.9	8.6	7.0	6.1	6.0	9.8	1.9	4.6	3.7	3.0	2.5	3.7
2.3. M.P. y P.I. for Industry	92.3	68.4	83.0	88.2	90.6	85.8	45.3	36.5	43.6	43.6	38.6	32.5
3. Capital Goods	100.0	100.0	100.0	100.0	100.0	100.0	33.3	37.0	39.3	40.5	42.5	44.0
3.1. Constructions Materials	8.4	13.1	8.1	5.3	3.9	7.4	2.8	4.8	3.2	2.2	1.6	3.2
3.2. C.G. for agriculture	3.8	2.5	3.3	3.9	4.7	3.5	1.3	1.0	1.3	1.6	2.0	1.5
3.3. C.G. for industry	66.9	63.9	69.0	66.3	63.1	61.3	22.3	23.6	27.1	26.8	26.8	27.0
3.4. Transport equipment	20.9	20.5	19.6	24.5	28.3	27.8	6.9	7.6	7.7	9.9	12.1	12.3
4. Diverses	-	-	-	-	-	-	-	0.1	0.2	0.2	-	-
TOTAL GENERAL (Customs)							100.0	100.0	100.0	100.0	100.0	100.0

Source: Based on data from General Direction of Customs

Cuode : Classification of International Trade Commodities according to usage or economic destiny.
Elaboration. INP-DGPE

1.2. Policy Role of the National Development Plan

The limiting factors have conducted to the giving of a series of measures intended to correct on one side, the junctural problems and, on the other side to settle the bases of a balanced growth.

Among the first measures we can mention, the emergency law for small and medium size Mining, special measures for textile industry, creation of Fishing consolidation Fund, increasement of resources for Public Treasury Fund and the austerity fiscal measures. Among the latter one we have the giving of general laws as industry law, electricity general law and the implementation of the Promotion and Development law in agriculture, cattle and farm and the modification of the mining general law.

The foreseen growth for 1983 (2.8%) is based on the overcoming:

- At internal level of some limiting factors as climatic ones which affected the agriculture, cattle and farm production, the gradual overcoming of internal demand as a result of inflationary process control and the overcoming of the remuneration levels and a major covering of credit - both short and medium term, in the same way the condition of the labour and social agreement National Council which helps to the production - overcoming process;
- At external level, it is expected an improvement in the international - market conditions and on the economics of the developed countries which would allow the obtention of better prices and major distribution volumes of our exporting products.

In sectorial terms, the agriculture, cattle and farm sector is expected to present a 3.0% growth, based on the major dynamison in the rice production, potatoes, sugar cane and chicken.

On fishing sector, a stationary situation is expected because of resources problems, and for the persistence of the unfavourable conditions on can production.

With respect to the mining sector a 5.8% growth is expected based fundamentally on the major oil production (8.2%) and better

exploitation levels by Petro Peru. Likewise, it is considered an overcoming of the copper production levels taking into consideration the perspectives of an improvement in the international market metals.

On its part, Manufacturing would represent a 1.5% growth, based on the gradual overcoming of some industries among them we can mention: food, oil refinement, non metal over and non ferrous metals. Another element that allows to sustain that growth is in the relatively lower levels registered for several industrial groups in 1982.

The construction sector, would show a 6.0% behaviour, relatively less than that in 1982 (7.5%), sustained on the execution of the projects, scheduled by the Public Sector. Likewise, during 1983, a great impulse has been given to house building.

The production of services would achieve a 2.5% growth rate based on the expected behaviour which the productive sectors would obtain in the favourable expansion of the commercial activity.

On being the project a Formation and manpower training, all of its activities are directed to support not only the growing of the activities in productive sectors, but it will allow the integral development of persons -- from the human and productive view point.

1.3. With Reference to economical and industrial needs at national level

1. At the present the Peruvian economics faces an unbalance economic-social situation, reality which has not substancialment varied for the last years, and that at the present period it shows the persistence of the two very important aspects: the fiscal and external sector disequilibrium, with their repercussions on the difficult inflationary situation: however it is worth to mention that in spite of the accentuation of world crisis; Peruvian economics increased in 1981 under a rate greatly superior to the average achieved in the developed countries in Latin America, looking forward a better growth in 1982.

Within this framework and due to the strong restrictions imposed

by the international economical crisis and those coming from the internal market. The global growth of economics in 1982; in a fact, the GKP only increased 1.1% whereas in 1981 it got 3.9%.

This result is due to the dynamisin loss both goods production and services production.

In the case of services production, it is due to a desacceleration in importations as it was foresuable after the initial impact of the external opening policy; secondly, to external problems of national economics and which have originated, in the case of the government and the production linked to this, a reduction of the rhythm observing in the last years, and in the third place, to a reduction in the level of internal activity for the persistence of inflation.

In the case of goods production, in 1982 it did not reach even the levels of 1981.

2. The internal sector during 1982 also was unfavourable for the evolution of the export prices.
-
- 1.4. With Reference to the conditions of employment in relation with the demand and the position of the qualified labour force

During 1975-1980 period, the Peruvian Population grew to a 2.6% annual rhythm, reaching 1981 a total of 17.5 millions of people which means that at the present the population of the country is increasing in more than half a million inhabitants per year.

The registered high growth rates determine a unbalanced structure on age with a numerous proportion of children. The age pyramid of the Peruvian population is therefore one of the flatest in the world, the under 15 children constitute 42% of total population and people in work age (15-64 years) (53.8%). Therefore the rate of dependence (number of children and old men with relation to the number of people in work age) is extremely high (86%).

In the 1975-1980 period the process of urban concentration has accentuated

due to the increasing migration phenomenon from rural ambit. So, in that period the urban area registered a natural increase rate of 2.6% annual, but presented an actual increase rate much lesser (0.7% annual).

This process of urbanization distinguishes for the marked concentration of population in some cities, among them Metropolitan Lima registers an excessive growth. In this sense the migratory displacement determine by themselves a problematic of irrationality in relation with the patterns of settling and demographical distribution, the direction and intensity of those displacement become more serious that problematic, generating critical situations both in demographical terms and social, economical, political, and cultural. Metropolitan Lima concentrates, at the present 25.9% of the total population and urban population 39.8%; being estimated that in absolute terms the population of the metropolis reaches 4.7 millions of inhabitants.

It is worth to mention that the high demographical rate growth open the country is originating a significant rise of the demand for food and social services and also strong pressures on the already saturated work market; generating low productivity employments which oversaturate the terciary sector of economics, becoming more serious the subemployment and urban marginality.

The existing disequilibrium between the availability of manpower and its utilization obeys basically to the narrowness, disarticulation an unbalanced development of the country productive structure, the one that is shown under to generate work parts in a sufficient volumen, all of this within an economical arrangement which is beginning to tend to the employment expansion.

It is estimated that in 1981 the unemployment and subemployment affected 6.8% and 49.9 of EAP, respectively.

In this frame work, the non agricultural unemployment is even much greater, reaching 10.4% on the other hand, unagricultural subemployment is 61.5% (see figure n.4).

FIGURE No. 4

Unemployment, Subemployment and Adequately Employed, Agriculture, Cattle and Non Ones Rates, Years 1969 - 1981 (Relatives figures)

Employment levels	1969	1970	1972	1974	1976	1978	1979	1980	1981
Unemployment									
Total	5.9	4.7	4.2	4.0	5.2	6.5	7.1	7.0	6.8
Agricultural	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Nonagricultural	10.6	8.3	7.3	6.6	8.4	10.4	11.2	10.9	10.4
Subemployment									
Total	46.1	45.9	44.2	41.8	44.3	52.0	51.4	51.2	47.9
Agricultural	66.6	64.3	67.0	65.4	61.8	65.4	63.5	68.2	61.5
Nonagricultural	29.0	30.9	26.6	25.0	32.7	43.7	44.1	41.4	40.3
Adequately employed									
Total	48.0	49.4	51.6	54.2	50.5	41.5	41.5	41.8	45.3
Agricultural	33.1	35.4	32.7	34.3	37.9	34.3	36.2	31.5	33.2
Nonagricultural	60.4	60.8	66.1	68.4	58.9	45.9	44.9	47.7	49.2

SOURCE: Labour Ministry - Employment General Direction
Including Mining and non determined activity
Estimated.

The rised dependence grade of the productive industrial apparatus of the country, as to inputs, technology and imported equipment determine a lower relative capacity of employment absorption.

In the same way, the insufficient manpower demand is conditioned by unadequated patterns of internal consumption and the unbalanced income distributions. On the other hand, the accelerated demographic rise of the country carries an increase even much faster of manpower supply. The one which is being expressed in an increment of EAP at 3.2% (185,000 people per year - approximately).

We must also mention that the qualification of manpower is insufficient, having to notice the scarce access to professional qualification on the workers part from the strate less organised in economics.

In regard to the occupied population of 15 and more years age by economical sectors according to the results of the 1981 census, we can point out that the major volumen of the population go on concentrating in agriculture sectors, from a participation 44.4% in 1972 it passed to 39.6% in 1981.

Services sector is another one which has great population with a participation in the occupied EAP, of 35.8% in 1972 and 42.3% in 1981. That is why Commerce sector occupies the third place respecting population volumen in EAP and it has the major annual average rise (6.5%) in the rest of sectors.

Another aspect we must outline is the rather significant rise of the EAP in the mining sector which during 1972 census absorbed the occupied population 1.5% reaching 2.0% in 1981; in the other hand, the manufacturing industry has shown a decrease from 13.5% to 11.7% in 1972-1981 period (see figure n.5).

With respect to the occupied EAP by categories of occupation (see figure n.6) the major population correspond to the category of independent worker which in the census of 1972 and 1981 constituted 40.2% and 43.0%, respectively.

Employees and workers had a light increase on ranging from 45.7% in 1972 to 46.5% in 1981, due mainly to the rise at employees number since the workers suffered a per cent diminution in the composition of the occupied EAP.

It is necessary to outline that in relative figures the participation of the man is greater than woman's in worker category and the opposite is given in employee category: the relative participation of worker woman stands around 9% and the employees' in 30%.

On the other side, the occupational category of the employer has had a minimum increase (0.5% annual average) and participates according to the census of 1981 with a 1.2% EAP occupied in relation to 0.5% observed in 1972 that is supposed possess the major incomes with respect to the rest of the occupational categories.

FIGURE No.5

Percent Distribution of the Economically Active Population (EAP) Occupied
with 15 Years and More in Age, by Sex According Economical Activity Branches

Economical Activities Branches	Total	Men	Women	Total	Men	Women
Absolute Figures	3'572326	2'866127	706199	4'926033	3'725973	1'200060
Total %	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture	44.4	50.4	19.7	39.6	44.3	24.2
Mining	1.5	1.8	0.2	2.0	2.5	0.5
Manufacturing Industry	13.5	12.4	18.4	11.7	11.5	12.1
Electricity, Gas and Water	0.2	0.3	0.1	0.4	0.4	0.2
Constructions	4.5	5.5	0.2	4.0	5.1	0.3
Trade Restaurant and Hotels	11.2	9.2	18.2	13.5	11.4	20.7
Transport and Food	4.6	5.5	1.0	4.4	5.3	1.3
Financing Establishments	1.3	1.3	1.1	2.6	2.6	2.7
Community Service	18.7	13.3	41.1	21.8	16.9	38.0

Source: National Institute Statistic National Census of Population 1972
and 1981.

FIGURE No.6

Percent Distribution of Occupied 15 Years and More in Age Population, By Sex, According to Occupation Categories

Occupation Categories	1972			1981		
	Total	Men	Women	Total	Men	Women
Absolute Figures	3'572326	2'866127	706199	4'926033	3'725973	1'200060
Total %	100.0	100.0	100.0	100.0	100.0	100.0
Workman	25.1	29.1	9.0	24.3	29.1	8.8
Employer	20.6	18.4	29.8	22.2	19.2	31.7
Independent Worker	44.1	46.7	33.7	43.0	46.4	32.4
Employer	0.7	0.7	0.4	1.2	1.3	0.7
Familiar Worker	5.4	4.6	8.6	5.5	3.3	12.7
House Worker	4.1	0.5	18.5	3.8	0.7	13.7

In 1975-1980 period, the per capita GHP average was 19,422 in 1970 approximately, having registered an average diminution 1.48% annual. However, this decrement is not distributed equitably on population, estimating that whole the participation of remunerations in the National Income, it diminished from 47.5% in 1975, to 39.3% in 1980 (it its lowest point, 37.9% in 1979); the profit sharing of enterprises in National Income reached from 22.6% in 1975 to 31.9% in 1980, in 1979 the profits reached National Income 33.3%, presenting the highest level in the National Count.

With respect to the Educational situation, the education grades average passed by the more than five years population reached from four grades in 1977 to five grades in 1981. These levels are relatively lower it considered that education is compulsory up to the sixty grade.

It is right that the Education supply rase from 4'923,300 students in 1977 to 5'674,900 in 1981, representing 15.3% therefore, the school levels of 3 to 5 years increased from 9.1% to 29.5% in that period. With respect to 6-15 students, the school levels have been maintained

constant during that period.

With respect to the Public sector participation in the Education Supply, it is necessary to point out the high attention percentage given; thus in 1977 it was 85.2% and 84.1% in 1981. The Private Sector, on its point, pays attention mainly toward Initial education, Vocational training for workers and College education.

In the regard to the relation between what was budgeted for Education Sector and the total budget the Education Sector had in 1977, we can see that from 14.9% sharing Education Sector had in 1977 it lowered to 13.4% in 1981, estimating for 1982 a 11.0% from the National Public Budget, being the economical resources allocated to Education Sector, insufficient to cover in its totality the increasing demand as to educational infrastructure and its complementary aspects (equipments and furniture), and to raise the teaching quality.

1.5 Main Rates related to the Project and Statistic References

In the table below we can see tendency of production, labour force and productivity by provinces conforming Zonal South. We can see that the provinces Moquegua (17.8%) and Tacna (6.6%) are the extremes, positive and negative, respectively. The case of Moquegua due to expansion of copper extraction and the development of manufacturing industry derived from this metal since 1976 that impulse the growth of the product in an average annual rate 22%, exceptional case comparatively.

Provinces	P.B.I. %	Labour Force	Productivity
South Zonal			
Moquegua	22.0	3.5	17.8
Tacna	-4.1	2.3	-6.6
Arequipa	2.4	1.8	0.6
Madre de Dios	5.3	0.3	5.0
Cuzco	1.4	1.8	-0.3
Puno	1.5	1.4	-.-
Apurimac	1.3	1.0	0.3

Due to Project will settle in Arequipa, information related to this Province is included, mainly in relation with industrial, mining and fishing sectors.

	1980	
	Absolute	Relative
Agriculture and Fishing	59,824	30.3
Mining and Quarries	5,248	2.7
Manufacture	26,834	13.6
Construction	10,756	5.5
Electricity	438	0.2
Trade	33,850	17.2
Transport	11,739	5.9
Services	44,530	22.5
Others	3,991	2.0
TOTALS	197,210	100.0

Source: N. Henriques, Table 5 INE, PEA by branch of activity and category 1975-81.

It has been estimated that the industrial production would reach 205,000 metric tons in food.

The most preponderant industrial production in this province is that of milky and derivates. In spite of the various problems, the Arequipean industry has great national importance and tends toward modernization. Possibly, at a short term, the main obstacles are insufficiency of electric power, rather availability of infrastructure and the scarcity of inputs. Maining intensity in capital are also important. They are fundamentally influenced by the great copper and silver mining and the existence of abundant resources will give continuity to this situation. This sector and the great irrigations and industry have given importance to Construction and Transport.

INDUSTRIAL PRODUCTION FOR 1983 - AREQUIPA

Product	Unit	Installed Capacity	Production 1983
Evaporated milk	T.M.	140,000	130,000
Flour	"	134,000	51,000
Noodles	"	IND	19,000
Cracker	"	IND	4,000
Balanced	"	73,000	27,000
Beer	H.L.	630,000	525,000
Fizz	"	356,000	IND
Spinning	T.H.	800	400
Silvers Tops	"	3,600	4,400
Bags	Pcs.	11'000,000	10'000,000
Burlap	Meters	3'000,000	3'000,000
Steel profiles	T.M.	40,000	20,000
Tinplate cans	Thousand	378	370
Cement	T.M.	550,000	250,000

1.6 With reference to Employment Promotion Effects

Taking into consideration the estimated increment of the EAP, and the expected growth rates of the GNP, it is likely that the productive apparatus will be using EAP 56.6% approximately.

In spite of the proceeding, in that year the percentages of EAP on open sub-employment and unemployment will always be high, 30.6% and 4.0% respectively.

At a sectorial level, during the Plan Term, the tendencies favour non agricultural sector. So, toward 1985 the variation of the nonagricultural EAP adequately employed reached 38.1% facing a variation of 13.9% agricultural EAP adequately employed in relation to 1982.

On the other side, between 1982 and 1985 the levels of open subemployment and unemployment in nonagricultural sector will be better, 11.9% and 22.7% respectively. As within the agricultural sector, subemployment is improving in 4.2% only, since unemployment increases in 3.2%.

The evolution of employment levels, during 1980-81 shows a relatively favourable behavior. In a fact, the adequately employed EAP ranged from 41.9% in 1980 to 44.8% in 1981, which meant an increment of 246.8 thousand people.

Employment Indexes 1980-1981		
(Base year 1973: 100.0)		
Sectors	1980(a)	1981(a)
Industries	119.0	120.3
Commerce	117.3	120.0
Services	113.9	115.2

(a) Pertaining to annual average

SOURCE: Ministry of Labour and Social Promotion. -

Employment General Direction. - Occupational Situation,
Second Trimester, August 1982

(Monthly survey to companies with 50 or more workers)

According to the preliminary results from 1981 census, the South Region has 3'016,206 inhabitants, calculating 49% approximately in urban areas. At the present there exists a migratory flow toward urban areas, representing an important problem, though its effect in the demographic is not significant, since mainly flows, being the migratory remainder of 3.8 migrater.

The structure of southern population, feature by the concentration of population in the first ages, 53% population has less 19 years, which originates a strong demand for educational services, that, in the future, generates a great work demand.

According to the category of occupation, a major EAP rates corresponds to independent workers, 32%, followed by workers, 30.6%, and employees, 20.8%; the rest corresponds to employers, familiar worker, etc.

With respect to employment levels, it is estimated that not all the occupied EAP is found adequately employed, the subemployment reaches levels superior to 41% EAP, expressing, mainly, in the agriculture, farm and cattle, manufacturing and commercial branches, situation

affecting equally in the masculine and female EAP, being, for the last one, major the subemployment level.

Consequently, the Project, though, it is true, is not a solution to the employment problem, it will contribute in a significant way to correct disequilibriums in the labour ambit, since training is one of the main elements of the industrial growth. Besides, this activity is one of the most important users of manpower and incomes generator, that is why it is an important factor in regional and national development. For that reason, the labour sector has in its objectives, the improvement of the remuneration levels, conditions and labour environment of labour force coincide with the aims of SEHATI Training Project.

1.7 With Reference to Priority and Urgency of Projects in Peru

The most important projects that can be mentioned, for having direct relation with the one SENATI will execute in the Southern Region, are:

- Iron Exploitation
- Oil and derivatives Exploitation
- Agricultural, Farm and Cattle Exploitation
- Energetic Exploitations
- Copper Exploitation
- Settlement of Industrial Parks with taxes, credit and financing incentives.

A more detailed information is given in the picture below which establishes the industrial production of every Province and its especialization coefficient with respect to that activity, The provinces belonging to Southern Region are marked with an asterisk.

Provinces by Products and Especialization Coefficients

Provinces	Products and Especialization Coefficients
Amazonas	Food(5.98)
Aneash	Iron and steel industry(33.77)
*Apurimac	Drinks(10.39), non metal(2.73), Textiles(16.00)
*Arequipa	Food(2.55), drinks(1.87), Textiles(1.25), leather and fur(3.25), Printing(1.04), Plastic(1.46), non metallic(1.55), diverse industries(2.10)
Ayacucho	Food(4.14), drinks(1.49), leather and fur(17.76) furniture(4.34), non metallic(2.28)
Cajamarca	Food(4.94), drinks(1.96)
*Cuzco	Drinks(6.66), textiles, mining
*Huancavelica	Drinks(11.36)
Huanuco	Wood(78.02), Furniture(1.60)
Ica	Drinks(4.67), textiles(1.35), leather and fur(2.49), metallic products, except machinery and equipment (6.46), varied industries(1.09)
Junin	Non metallic(3.89), paper and derivates(3.47) non metallic(1.96), non ferrous metallic industries (13.06)
La Libertad	Food(3.89), paper and derivatives(3.47), non metallic(2.58)
Lambayeque	Food(4.75), drinks(1.78), products derivatives from oil and coal(8.64)
Lima	Tobacco(1.27), textiles(1.16), dress(1.22), leather and fur(1.03), shoe(1.29), furniture(1.16), paper and derivatives(1.02), printing(1.15), chemical products(1.21), other chemical products (1.27), rubber products(1.07), plastic products (1.30), porcelain products and others(1.18), glass(1.30), metallic products, except machinery and equipment(1.18), machinery and equipment(1.26), electrical devices(1.28), material and transport equipment(1.22), special equipment(1.30), varying industries(1.16). Total 29 products from the 28 disaggregate.

Loreto	Drinks(1.09), wood(54.27), furniture(1.25), paper and derivaties(1.15), products derivaties from
Loreto (Cont'd)	oil and coal(1.66)
*Madro de Dios	Food(6.84)
*Moquegua	Food(1.74), drinks(1.79), chemical products(10.69)
Pasco	Wood and cork(84.01)
Piura	Leather and fur(3.32), wood and cork(1.72), printing(1.21), oil refining(28.19), machinery and equipment, except electric devices(1.11)
Puno	Drinks(3.54), non metalic(16.76), textiles, handy crafts(6.00)
San Martin	Tobacco(84.59), wood and cork(7.48)
*Tacna	Drinks(1.78), textiles(3.03), other chemical products(2.40), printing(3.18), varying industries(1.63)
Tumbas	Wood and cork(85.20)

2. ESTABLISHMENT AND OPERATION OF THE PROJECT

2.1. Project Administration

The Main SENATI Technical Cooperation Project with the Japanese Government which will develop in SENATI Southern Zonal, located in the South of the country, will be administrated and directed by the Zonal Direction, itself, in representation of the National Direction of SENATI, who will receive the reports of periodic evaluation according to the Annual Operative Plans.

2.1.1. With Reference to the aim of the Project

In agreement with the aim of the project, the administration should be under the responsibility of SENATI Zonal Direction, even the benefits of the project extend through all over the country, since there will not exit any limitation for the participation of young and adults coming from National EAP.

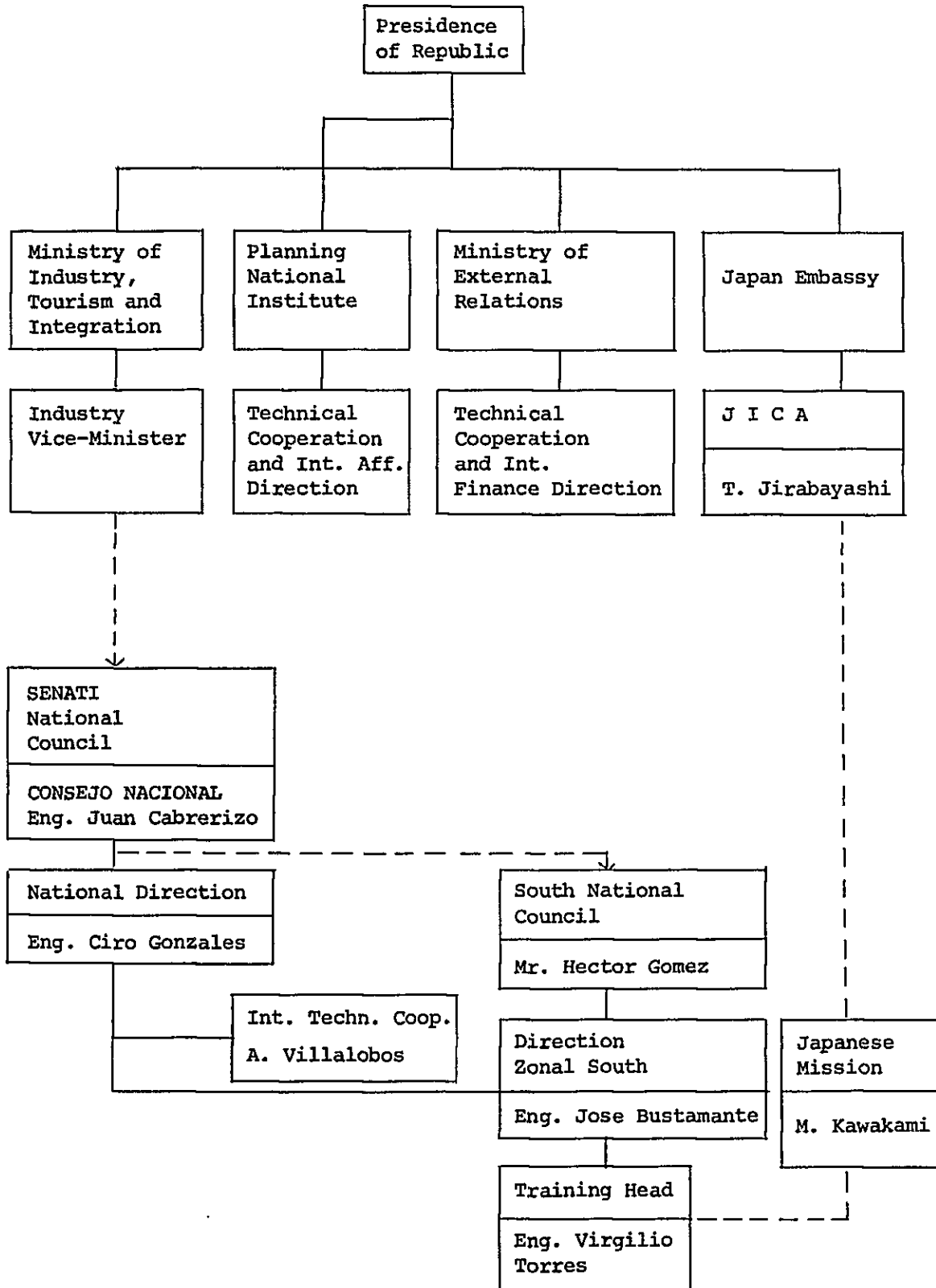
This purposes are to provide assistance in Vocational and Industrial Training for manufacturing industries workers, belonging to a regions comprising the provinces of Arequipa, Moquagua, Tacna, Cuzco, Puno and Madre de Dios. This region has 387,000 Km², where we can find important industrial, agricultural, farm and cattle and mining complexes, and cultural institutions and Centers of College Education.

The total population of these provinces is more than 6'000,000, which is composed fundamentally by farm man, industrial men, mining craftment and fishers, being 2'000,000 EAP, from which 30% develop to industrial activity.

SENATI is the only one professional qualification centre shot can meet demand for training personnel in manufacturing industry and other maintenance services, repair and installations of the other economic sectors, and therefore, it needs to enlarge it operation capacity with increment of instruction equipment and technological transference for Peruvian instructors.

SENATI South is serving with limitations, the specific occupations in lathe, mechanical maintenance, wilding mechanical motorcar; electricity, electronics and other occupations which must be enlarge and others which must be stated like foundry, textile, graphical art and leather tannery.

ANNEX "B"



2.1.2. With reference to the name of the province for project
implementaly and its schemes of organization

SENATI Southern Zonal Direction, is one of the three Zonals with which the Institution achieves its goals at national level. SENATI functions thanks to its law of creation 1971, modificadoed by legislative decretion its lately put into force on June 12th, 1981, because of which it was considered as an Institution of International Public Right, with pedagogical, economical, financing and administrative autonomy. SENATI, only maintains a coordination with the Ministry of Industry, Tourism and Integration, at Vice minister's level, for affairs affecting National Public Sector.

Its administration is autonomous thanks to the mentioned law and its top organizer sector is the National Council that is composed by twelve members representing Ministry of Industry, Tourism and Integration, Planning National Institute, Labour Ministry, Ministry of Education, five representatives from National Society of industries, a representative from small & medium industrial employers, a representative from Commerce Chamber Federation and two representative of SENATI's workers.

Anyway, SENATI has a class coordination with the Government agencies, by means of its areas of International Technical Cooperation, but no one ministerial agency takes part in the Project administration, this, due to its institutional autonomy, which allows to manage its organization in regard to the fulfillment of its goals. In short, an Annex is attached with an organigram allowing to appreciate graphically, the position of SENATI within National Public Sector Schema.

2.1.3. With reference to functions and duties detailed for structural
decision

The National Council is SENATI top organism, whose policy and Institutional life is oriented conformable with law, statutes, regulations agreements to be adopted for the best

fulfillment of its goals and purposes.

The National Council has the legal representation of SENATI, with regard to public power, organizations, associations, and private persons.

By such virtue, it functions with total independency and autonomy it can grant power and make contacts, being authorized to delegate its attributions.

EMPLOYMENT: FORECAST 1982-1985

(in thousands of persons)

Levels of Employment	1982	1983	1984	1985
1. Economically active population (EAP) Total	5,958.0	6,136.7	6,320.8	6,510.5
1.1. Agricultural (EAP)	2,097.2	2,118.2	2,139.4	2,160.7
1.2. Nonagricultural (EAP)	3,860.8	4,018.5	4,181.4	4,349.8
2. Adequately employed population (Total)	2,812.5	3,047.3	3,350.8	3,682.8
2.1. Adequately employed agricultural population	832.9	872.7	913.5	948.5
2.2. Adequately employed nonagricultural population	1,979.6	2,174.6	2,437.3	2,734.3
3. Subemployed population (Total)	2,740.7	2,712.4	2,623.1	2,513.1
3.1. Subemployed agricultural population	1,258.0	1,239.1	1,219.5	1,205.7
3.2. Subemployed nonagricultural population	1,482.7	1,473.3	1,403.6	1,307.4
4. Nonemployed population	404.8	377.0	346.9	314.6
4.1. Nonemployed agricultural population	6.3	6.4	6.4	6.5
4.2. Nonemployed nonagricultural population	398.5	370.6	340.5	308.1
5. Open unemployment (4/1) (% of EAP)	6.8%	6.1%	5.5%	4.8%
5.1. Agricultural open unemployment	0.3%	0.3%	0.3%	0.3%
5.2. Nonagricultural open unemployment	10.3%	9.2%	8.1%	7.1%
6. Subemployment (% EAP)	46.0%	44.2%	41.5%	38.6%
6.1. Agricultural subemployment (3.1/1.1)	60.0%	58.5%	57.0%	55.8%
6.2. Nonagricultural subemployment (3.2/1.2)	38.4%	36.7%	33.6%	30.1%

Source: Labour Ministry and Social Promotion - General Direction of Employment - September 1982.

Its internal organization and the attributions of its government and administration organisms and supervision work as well are established in a statute that is in approved by legal disposition. The procedures, the Council has to adopt in its meetings, are in its respective regulation.

The affairs, that can be resolated by absolute or relative majority, clearly established in that regulation; conform with the autonomy granted.

At a zonal aspect, governmental and administration organisms are zonal councils and zonal directions and with respect to its organization and functioning National Council determines number, circumscription and structure of Zonal councils.

The election of the members of Council takes place in the first trimester of the year and it lasts two years, and it is renovated totally every two year-term. The members of Councils, besides can be, reelected for an indefinite number of terms.

2.1.4. The following functionaries, according hierarchy are responsible on Implementation of Central Project:

Eng. Ciro Gonzalez de Zavala	National Director
Eng. Jose Bustamante Chavez	Southern Zonal Director
Eng. Virgilio Torres	Training Chief
Lic. Masamitsu Kawakami	Japanese Mission Head
Eco. Artemio Villalobos Davila	International Technical Cooperation Head

2.1.5. With reference to the relation between all implementation of the programme and time foreseen to apply for

As established in 2.1 and 2.1.2., SENATI is an autonomous institution in administrative, economical, financing and pedagogical aspects, and, therefore, it need not apply for any authorization to administrate and execute its projects. The projects within technical assistance, only for priority, are carried through Planning National Institute and Peruvian Chancellery toward the cooperating Source, in this case,

Honorable Japanese Government, by means of its diplomatic representative in Lima. Transaction of application forms would take from 30 to 60 days, depending a lot of the size of the project.

2.2. Technical Cooperation Goals and Activities of the Project

2.2.1. The objectives of the principal project coincide with various objectives of SENATI Southern Zonal Direction and also with the whole Institution's aim.

- Increase the present training level of the educational programmes operated in Southern Zonal; apprenticeship specialization to workers in service, training within the enterprise, mobile units, small enterprises training, improvement of instructors, distance education programme and quality control.
- Enlarge and improve Assistance Capacity to cover the demand for technology which fundamentally manufacturing industry from South requires, by means of a modern equipment of workshops.
- Increase the quality of Vocational and Industrial training of National Industry workers, through adequate changes in Industrial Apprenticeship and Improving of workers from industrial enterprises.
- To tend to a permanent technological transference which increase knowledge level of Peruvian counterpart instructors.
- Formulation of necessary didactic material for every one of the specific occupations given in the distinct programmes in SENATI Southern Zonal.
- To council the institution, to settle a programme intended to maintenance and repair of equipment and workshop machinery.

- To endow with a language laboratory, allowing to make a bitter and quater integration at experts level, and their Peruvian counterparts and to enlarge the technological transference on benefit of industry.

2.2.2. Vocational and Industrial Training, is carried by means of the development of integral educational actions.

The educational actions of every specific occupation are development through courses of distinct level and depth, conform with the curriculum of every term utilized to Vocational or Industrial Training of workers.

The distinct levels of Vocational and Industrial Training on which workers from enterprises are placed, are established with regard to the knowledge of the worker whom is surrendered to a prior evaluation. What follows is a close summary of the more significant educational actions.

- a) Training of workers at their work bench, by means of theoretical practical actions within the enterprises themselves, This programme has been developing since 1963 up to now. For this programme, SENATI conceived "The Mobile Units" of the Industrial enterprises like diagnostic instruments, elaboration of educational plans and development of training.
- b) Training of workers in specialized centres of SENATI, up to qualified worker level, developed between 1966 and 1977 and up to highly qualified worker, since 1978 up to now.
- c) Vocational Training by means of Apprenticeship Programme, theoretical practical, in the frame of an integral curriculum. This programme has been developed since 1966 up to the present.
- d) Training of workers from enterprises for from SENATI; centres, by means of mobile units. The development of this programme began in 1970.

- e) Significant help to small and medium enterprises size through training programmes for operative workers and employees, even giving consultancy services and advisory for the development of Projects.

This services are also intended to promotion and creation of new enterprises.

It is worth to mention the creation and put in operation of the Funds of Warranty in Lima and Arequipa with the participation of the Development Financing Cooperation of Peru (COFIDE), Industrial Bank of Peru, and External Contributions in the form of International Technical Cooperation, and Internal ones contributed by organisms representatives of small industrial employers. In this Institutions SENATI participates as technical entity.

This programme functions from 1965, having been intensified since 1973. The Fund of Guarantee (FOGAPI) tends to cover up 20% loans given for investments in small industries.

- f) To increase the covering in amount and quality of SENATI educational services and to avoid the physical presence of workers in SENATI Centres or the direct participation of SENATI specialized personnel been put in action lately.

1 - Grading programme for training, due school level of workers is lower, that why self-educational copybooks are being utilized in Distance Education Modality. This programme started in 1978.

2 - Non school teaching has been taken effect in order to complement integral vocational of apprentices and workers in service by means of self-formative techniques for which it has been necessary to elaborate self-educational Didactic Units whose application is giving very favourable results and it constitutes a significant support for other Institutional Programmes.

- g) To develop training both in SENATI and in enterprises it is indispensable to have instructors and other technical personnel, adequately trained in methodological and pedagogical techniques, for which SENATI has from 1963, vocational actions and specialization of instructors.
- h) An important service for the official acknowledgement of capacities and skills in workers who have not followed a formal training, we are referring to occupational certification pilot programme.

SENATI is developing this programme with the participation of several Ministries, Education, Labour, Industry, Tourism and Integration.

2.2.3. With reference to each course training level

The level of SENATI Educational actions is dimensioned according to national industry needs. That is why it is taken into consideration distinct aspects of the development of this activity, fundamentally, its needs of qualified manpower, contributing, in this way, to the solution of the deficit problem existing in the country, by means of training, especialization and improvement in the different levels.

That is why, this project can be conceived for sure to obtain changes in the situations and physical economical and social relations of human groups choses to receive the vocational training, independent of the place occupied in the occupational pyramid.

SENATI promotes motivation and collaboration of the whole occupational pyramid, since training actions must turn to a functional service and conform with the needs of enterprises. So we have that at management level, it has not only foreseen the development of courses, but information and advisory allowing, besides, to show that Training is a management tool and together with other technicians will help to achieve the objectives of enterprises themselves.

For highly qualified technicians, supervisors, etc. SENATI provides with Supervision basic courses, methodology and Training within the enterprise, human relations, improvement of work methods, Security and industrial Hygiene. In this way we collaborate with the personnel in industry; who have the responsibility of other men's work to know methods and techniques, allowing to fulfill

- a) Consultancy and cooperation in Formulation and development of training curricula, instruction materials, etc.
 - b) Consultancy and cooperation in Training Systems and Methods.
 - c) Technological transference of knowledge and skill in each specific occupation to be developed.
- 2) Action Fields of Japanese Experts -- The field of action will be in relation with educational actions in consultancy and guidance of each one of the programmes developed by SENATI, specially in General Mechanics, motorcar repair, metalsheet cutting and wilding, electricity and electronics, which workers have great demand for. In addition to these will be an expert in Vocational Training Administration.

Besides a Mission head, as an adviser and coordinator for all the project would be asked for.

- 3) Mission head status -- The head of Mission is the main advisor and link between SENATI and the cooperation source. In his capacity of responsible for the Japanese team, will have the whole responsibility of administration, execution of all project. He will consult and help Director of SENATI South, when necessary and National Director, as well in the responsibilities concerned.

- 2.2.7. Respect to teaching material, curricula, syllabus, texts, audio visual aids and other specific teaching materials.

A. For apprenticeship Programme and workers in service training, it will be necessary:

- a) Applied technology material and general didactic material
- b) Individual material for participants from distinct levels in educational actions.

Instructors use the following aids in teaching development: workshop, laboratories, classrooms, library, manual for workshop practice visual aids, slides and films projection.

B. Respect to the applied method in teaching programmes within enterprises for individual teaching, it will be necessary materials for:

- a) Practical demonstrations by an instructor
- b) Participation motivation
- c) Practice for participants with a learning guide, and
- d) Practice evaluation by instructor by oral questions.

their labour successfully.

2.2.4. With reference to shape and training method apprentices and workers receiving their capacitation will have to be adequated to political and legal lineamientos. In apprenticeship will be accepted young men from 14 and less than 20, with a third year minimum secondary level. The participants on the other Zonal educative programmes, are placed through an occupational diagnostic in the corresponding course level.

The previous methods for attention are two, fundamentally: For Apprenticeship Individualized Instruction and the other programmes by means of modular instruction.

With reference to certification and employment conditions, this will be carried out in accordance with normativity established by SENATI and the labour laws ruling employment conditions in Peru. The project can advise to modificate Normative aspects in Certification and Promotion within enterprises, allowing better employment opening for SENATI South graduated.

With reference to the expenditures required for training, this will be free, due fundamentally to industrial sector contribute with 1.5% wages roll of its workers to SENATI, on condition of providing training service, without any expenditure. For that reason, annually, an operative plan of service goals supported with an expenditure budget.

2.2.5. With reference to counterparts, these will be designed according to the number of experts working in the project, for whose effect the technical instructors, possessing the major training grade and have professional degree granted by professional Formation of SENATI Instructors Institute "Blaise Pascal" and for other college centre.

2.2.6. 1) Role of Japanese Experts

Japanese experts will contribute in their own speciality to vocational training development and improvement, conducted

from the Centre Direction of SENATI South, by means of the following activities, designed by Peruvian functionaries counterparts of Japanese experts:

Study of cases will be used in agreement with the following progresses:

- a) Presentation of the case by instructor
- b) Study and discussion of the case by groups.
- c) Presentation and analysis of conclusions by dynamics of groups, and
- d) Evaluations by instructors.

These programmes use the following instructional aids:

- Instruction manual
- Visual aids
- Posters
- Films
- Slides
- Projections

With respect to theoretical knowledge, they would use a teaching methods not used a teaching method used in High School. It is a method which joints a self education method (self learning and learning by groups) and self educational didactic units (UDAS) in Mathematics, Basic Science, Spanish, Technical Drawing and Security and Industrial Hygiene.

Apprentices play a main role because they themselves are a generator of their development, under the control of an instructor who is the promotor and adviser of study.

TASAE Method (self education system, method with usage of

special rooms) is not a common method in school, its main features are:

- excellent level learning
- appropriate usage of special classrooms
- Instructor is an adviser on academic aspects
- The rule is self learning

The method technique TASAE functions by the following steps:

- a) Information and motivation
- b) Periodic evaluation
- c) Self learning
- d) Bibliographic material
- e) Learning groups
- f) Interview with apprentices

Facilities and material utilized:

- Workshops
- Laboratories
- Special rooms
- Library
- Manuals for practice in workshop
- Udas for theoretical courses
- Audiovisual aids
- Films and slides

2.2.8. With reference to the equipment presented by the Government of Japan: 100% of the mentioned equipment in operation belongs to the occupational groups of electricity and electronics the other occupational groups have received some equipments up to now: Automotive 6, general mechanics 2, metal workings 1, as list attached (annex B).

2.2.9. With respect to the equipments to be made by Peru, these basically will be constituted for accessories, fungible tools and materials, which are in national market. However accessories,

and parts required for existing equipments, due their special features and life, should be given by the source of cooperation.

2.3. Budget for Project Running

2.3.1. With reference to SENATI Budget in the last three years, a picture is attached registering the budget figures correspondent to 1981-82-83 desaggregated by expenditure and cost items respectively (Annex "C").

2.3.2. Taking 1981 budget as a basis, 1982 budget was increased in 99% in 1983 171%, these increments obey, in great extent, to the inflationary situation of the peruvian economy.

2.3.3. Usually, there are not problems in the budget execution since the estimated figures have a confidence margin, which would allow to cover contingents.

If an enlargement were necessary with respect to educational programmes and/or physical installations; prior approval by National Council; it will be resorted to budget transference from central office to the Zonal of SENATI South.

2.3.4. The budget for the Project will be elaborated every execution year, according to objectives, goals, steps and operational capacity of SENATI South, so that needs derived from training and Vocational activities, foreseen for short and medium terms, can be financed.

2.3.5. With respect to budgets for constructions and reconstructions programmed and/or needed for project running, SENATI has foreseen the funds based in studies and projects approved, previously by the National Council.

ANNEX "B"

EQUIPMENT FOR ELECTRONICAL WORKSHOP

1.	Rhoestat (variable resistor)	59
2.	Transistor Curve Tracer	1
3.	Transistor Universal Checker	2
4.	Portable Single Phase Wattmeter	6
5.	Ammeters of A.C.	7
6.	Universal digital Meter	1
7.	Coil Box	6
8.	Volt Ammeter of A.C.	5
9.	Automatic Voltage Regulator	1
10.	Portables Milliammeter D.C.	21
11.	Insulation Tester	2
12.	Audio Generator	13
13.	Voltmeter D.C.	34
14.	Portable Three Phase Wattmeter	3
15.	Standard Resistor	3
16.	Portable Ammeter of D.C.	19
17.	Electronic Voltmeter	20
18.	Power Supply	14
19.	Kohlravsch Bridge	3
20.	Portable Potentiometer D.C.	2
21.	Photo Tachometer	4
22.	Portable Tachometer	4
23.	Tachometer Generator	4
24.	Portable Wheatstone Bridge	3
25.	Portable Double Bridge	3
26.	Multimeter	13
27.	Portable Voltmeter of A.C.	2
28.	Portable Frequency Meter	3
29.	Dual Trace Oscilloscope	3
30.	Voltammeter of D.C.	10
31.	Tape Recorder	6
32.	Impedance Meter	2
33.	Oscilloscope	15
34.	Sequence Programmer	1

35.	Portable Miliammeter of A.C.	2
36.	Voltmeter of A.C.	15
37.	Speaker	10
38.	Cassets Recorder	4
39.	Turntable	5
40.	Amplifier	5
41.	LC Meter	5
42.	Digital Mini Multimeter	3
43.	AC Adaptor	3
44.	Digital Multimeter	1
45.	Power Factor Meter	5
46.	Sweep Generator	2
47.	FM Signal Generator	1
48.	"Q" Meter	6
49.	Cycle Counter	1
50.	Electronic Voltmeter	6
51.	Attenuator	4
52.	Tachometer	1
53.	Box of Resistance Decade	11
54.	Vacuum Tube Tester	1
55.	Portable Microammeter of D.C.	4
56.	Test Oscillator	15
57.	T.V. Color Monitor	1
58.	Bar Generator	1

1. AUTOMOBILE REPAIRING

- 1) Side Slip Tester
- 2) Bench Drill
- 3) Air Compressor
- 4) Parts Washer
- 5) Battery Charger
- 6) Plug Cleaner Tester

2. GENERAL MACHINERY

- 1) Vertical Milling Machine
- 2) Universal Tool Milling Machine

3. METAL CONSTRUCTION

Arc welding machine for Argon.

ANNEX "C"

EXPENDITURE OF BUDGET

Item 1981	Total	Regional Council	Direction	Operational Development	Investment Infra. Educ.
01 Remuneration	168'947,000	6'230,000	65'103,000	97'614,000	
02 Consumable Goods	65'250,000	388,000	35'831,000	29'031,000	
03 Services	35'750,000	428,000	19'048,000	16'274,000	
04 Taxes, Social Security, etc.	23'086,000	498,000	9'840,000	12'748,000	12'300,000
05 Construction	12'300,000				3'000,000
06 Capital Goods	3'000,000				15'300,000
	308'333,000	7'544,000	129'822,000	155'667,000	
1982					
01 Remuneration	313'900,000	18'200,000	119'656,000	176'044,000	
02 Consumable Goods	101'179,000	1'200,000	18'300,000	81'679,000	
03 Services	54'485,000	2'000,000	30'000,000	22'485,000	
04 Taxes, Social Security, etc.	47'150,000	1'000,000	19'452,000	26'698,000	75'000,000
05 Construction	75'000,000				20'500,000
06 Capital Goods	20'500,000				95'500,000
	612'214,000	22'400,000	187'408,000	306'906,000	
1983					
01 Remuneration	544'896,000	9'363,000	221'396,000	314'137,000	
02 Consumable Goods	115'563,000	2'040,000	31'125,000	82'398,000	
03 Services	76'521,000	2'600,000	43'885,000	30'036,000	
04 Taxes, Social Security, etc.	70'752,000	1'000,000	27'836,000	41'916,000	25'240,000
05 Construction	25'240,000				2'200,000
06 Capital Goods	2'200,000				27'440,000
	835'172,000	15'003,000	324'242,000	468'487,000	

S E N A T I

NATIONAL SERVICE FOR
TRAINING IN INDUSTRIAL WORK
SENATI

LEGAL DISPOSITIONS

STATUTORY LAW AND POLICY OUTLINES

LIMA = PERU

DISTRIBUTED BY THE RATIONALIZATION DEPARTMENT

LAW OF ORGANIZATION AND FUNCTIONS OF SENATI

LEGISLATIVE DECREE NO. 175

THE PRESIDENT OF THE REPUBLIC

WHEREAS:

The Congress of the Republic, according to the dispositions in article 1880 of the Political Constitution, by Law 23230 promulgated on December 15, 1980 has delegated to the Executive Power the faculty to derogate or modify the legislation passed since October 3, 1968, about the reorganization, competency and functioning of the ministries and de-centralized state organizations, among others:

With the consenting vote of the Council of Ministers;
has passed the following Legislative Decree:

LAW OF ORGANIZATION AND FUNCTIONS
OF THE NATIONAL SERVICE FOR TRAINING IN INDUSTRIAL WORK (SENATI)

CHAPTER I

PURPOSE AND CONSTITUTION

Article 10. - The National Service for Training in Industrial Work (SENATI) is a legal person (institution) of public law, with technical, pedagogical, administrative and financial autonomy, and with its own patrimony.

Article 20. - The purpose of SENATI is to contribute to the formation of apprentices and to the training, perfecting and specialization of workers in the production activities considered in the Major Division of the Uniform-International Standard Industrial Classification (CIU) of All Economic Activities of the United Nations, and in all the industrial, installation, repair and maintenance activities considered in the other Major Divisions of the CIU.

Article 30. - By special agreements and with revenues coming from them, SENATI may carry out educational activities other than those included in the preceding article. It will also be able to participate in research programs on

educational technology, scientific organization of labor and other related subjects.

CHAPTER II
ORGANIZATION

Article 40. - The organizations responsible for the direction and administration of SENATI are:

- a) At the national level: the National Council and the National Direction;
- b) At the zonal level: The Zonal Councils and the Zonal Directions.

Article 50. - The National Council determines the number, circumscription and structure of the Zonal Councils and appoints their members.

Article 60. - The National Council is the highest organization of SENATI, responsible for stating the institutional policy for the best attainment of its aims and objectives; it must give the rules needed for optimum functioning, according to the autonomy granted by this Law, as well as supervise their abidance.

Article 70. - The National Council of SENATI is constituted by the following members:

- One appointed by the Ministry of Industry, Tourism and Integration, who will preside it.
- One appointed by the Ministry of Labor.
- One appointed by the Ministry of Education.
- Five appointed by the Industrial Society.
- One appointed by the Association of Small and Middle Industrials of Peru (APEMIPE).
- One appointed by the Federation of Chambers of Commerce of Peru (FEDECAM).
- Two chosen by SENATI workers in direct, secret and general elections.

Article 80. - The members of the National Council and Zonal Councils will be appointed during the first trimester of the year, and for a period of two years, except for the appointments made to complete a period.

The Councils must be completely renewed at the end of a period.

The members of the Councils may be re-elected for an indefinite number of periods.

Article 90.- The Statute of SENATI will determine its internal organization and the powers of the organizations for the direction and administration, and must be approved by Supreme Decree.

Article 100. - The National Director is appointed by the National Council; he is the executor of the agreements of the National Council, is in charge of the administrative and academic direction of the institution and is its legal representative.

CHAPTER III FINANCIAL AND LABOR SYSTEMS

Article 110. - The following constitute SENATI's own and intangible revenues:

- a) The revenues from the contribution referred to in articles 120 and 130 of this law as well as the penalties of tributary nature applicable as a result of said contribution;
- b) Those generated by its own activities, including the royalties from intellectual and industrial copyrights of its creative activities, and the sale of the goods it may produce.
- c) The proceeds from the sale of goods it possessed.
- d) The financial revenues generated by the administration of its own goods and resources.
- e) The donations, endowments, subsidies and voluntary contributions it may accept.

SENATI's revenues may be destined to purposes other than those expressly stated in article 20 of this law.

Article 120. - The individuals and legal persons who carry out industrial activities included in Great Division 3 of the Uniform International Industrial Classification (CIIU) of the United Nations, are obliged to pay to SENATI a contribution equivalent to one and one half per cent of the total amount paid in salaries to their workers.

When the company carries out other economic activities besides the industrial ones, the payment of the contribution will be made on the amount corresponding to the salaries of the personnel dedicated to the industrial activity and to installation, repair and maintenance tasks.

Article 130. - The companies that carry out activities which are not included in Great Division 3 of CIIU will pay the contribution referred to in the preceding article on the amount corresponding to the salaries of the personnel dedicated to installation, repair and maintenance tasks.

Article 140. - Handicraft companies, and those which during the previous year had a daily average of five or less workers dedicated to industrial activities or installation, repair or maintenance tasks, are not obliged to pay the contribution referred to in articles 120 and 130.

Article 150. - The regulations of the Tributary Code are applicable to the contribution referred to in articles 120 and 130; the collection of outstanding contributions as well as the additional charges, fines and interests, will be done by coercive action. The term and way to present sworn reports and to collect the contribution will be determined by Supreme Decree endorsed by the Ministers of Economy, Finance and Commerce and Industry, Tourism and Integration.

Article 160. - The National Council will approve the annual budget for SENATI.

Article 170. - In the elaboration, approval and execution of the budget for SENATI, it will be taken into account that eighty per cent of the revenues collected must be applied to the fulfillment of the objectives for the Zone where they originate. The remaining twenty per cent will be allotted to the expenses of managing the needs of training, perfecting and

specialization of workers in the production activities included in this law, and of apprenticeship in the zones with insufficient revenues.

Article 180. - SENATI workers are included in the private activity labor regime.

CHAPTER IV. GENERAL DISPOSITIONS

Article 190. - The donations, endowments and subsidies accepted by SENATI are exempt from excise tax and additional excise tax, as well as any other tax that may be imposed on them. The donations, endowments or subsidies from abroad are exempt from the payment of ad valorem CIF duties, other customs duties and the general sales tax.

Article 200. - The donations made in favour of SENATI and accepted by it will be deductible from Income Tax, according to the legislation in force.

Article 210. - The National Council of SENATI accords the drawing of contracts and international agreements of International Technical Cooperation according to the legal dispositions in this matter.

TRANSITORY DISPOSITIONS

FIRST. - The National Council, within 60 days after its installment once its members have been appointed according to this law, will submit the Statute of SENATI for its approval by Supreme Decree.

SECOND. - The National Council to be installed according to this law will perform its functions until the renewal of the same in the first trimester of 1983, according to article 80 of this law.

The present Regional Councils will continue until the approval of the new statute of SENATI.

THIRD. - The present regulations and statutes will continue in force until those corresponding to this law are given, as long as they are not opposed

to the dispositions in this Legislative Decree.

FOURTH. - While the dispositions in article 1870 of the Tributary Code are not effective, the management of the contribution referred to in articles 120 and 130 corresponds to SENATI.

FINAL DISPOSITION

Law 13771, Law Decrees 18983, 19619, 20631 and all other legal dispositions which oppose this law are derogated.

THEREFORE,

I command this to be published and enforced, informing Congress.

Given in the Government House, in Lima.

FERNANDO BELAUNDE TERRY, Constitutional President of the Republic.

MANUEL ULLOA ELIAS, President of the Council of Ministers.

ROBERTO ROTONDO MENDOZA, Minister of Industry, Tourism and Integration.

Lima, Friday, June 19, 1981.

LEGISLATIVE DECREE NO. 175

Article 2

It says: The purpose of SENATI is to contribute to the formation of apprentices and to the training, perfecting and specialization of workers in the production activities considered in Great Division of the Uniform International Industrial Classification (CIIU) of the United Nations, and in all the industrial, installation, repair and maintenance activities considered in the other Great Divisions of the CIIU.

It must say: The purpose of SENATI is to contribute to the formation of apprentices and to the training, perfecting and specialization of workers in the production activities considered in Great Division 3 of the Uniform International Industrial Classification (CIIU) of the United Nations, and in all the industrial, installation, repair and maintenance activities considered in the other Great Divisions of the CIIU.

Date of promulgation: June 12, 1981.

Lima, Friday, June 26, 1981

LEGISLATIVE DECREE NO. 175

****Article 110**

It says: SENATI's revenues may be destined to purposes other than those expressly stated in article 20 of this law.

It must say: SENATI's revenues may not be destined to purposes other than those expressly stated in article 20 of this law.

TRANSITORY DISPOSITIONS - SECOND

***** It says:**

The National Council to be installed according to this law will perform its functions until the renewal of the same in the first trimester of 1983, according to article 80 of this law.

It must say:

The National Council to be installed according to this law will perform its functions until the renewal of the same in the first trimester of 1984, according to article 80 of this law.

APPROVAL OF THE STATUTE FOR THE NATIONAL SERVICE
FOR TRAINING IN INDUSTRIAL WORK
(S.E.N.A.T.I.)

SUPREME DECREE NO. 027.81.III/IND

THE PRESIDENT OF THE REPUBLIC

Considering:

That the legislative decree No.175, Law of Organization and Functions of the National Service for Training in Industrial Work (SENATI) indicates that the Statute of this institution must be approved by Supreme Decree.

That the National Council of SENATI has presented the respective project in due time;

With the favorable opinion of the Vice Minister of Industry;

DECREES:

Single Article . - The Statute of the National Service for Training in Industrial Work (SENATI), composed of 40 articles grouped in 4 chapters and one transitory disposition is approved.

Given in the Government House in Lima the nineteenth day of the month of November of nineteen hundred and eighty one.

FERNANDO BELAUNDE TERRY, Constitutional President of the Republic.

ROBERTO PERSIVALE SERRANO, Minister of Industry, Tourism and Integration.

STATUTE OF THE NATIONAL SERVICE
FOR TRAINING IN INDUSTRIAL WORK (SENATI)

PRELIMINARY DISPOSITIONS

- I. When in this Statute reference is made to the Law, it is understood that legislative decree No.175 is being referred to.
- II. When articles are cited without giving the reference, it is understood that they are articles of this statute.
- III. SENATI will coordinate with the Vice Minister of Industry in its relations with the Ministry of Industry, Tourism and Integration.
- IV. Concerning the national policies for professional training, it will coordinate with the Ministry of Labor and Social Promotion, through the General Direction of Professional Training.

FIRST CHAPTER
GENERAL DISPOSITIONS

Article 10. - SENATI is governed by the dispositions of the Law, by this statute, and by the regulations, rules and agreements approved by the National Council.

Article 20. - According to the autonomy conferred to it by the Law, SENATI is not included in the administrative systems of the Public Sector, and their regulations are not applicable in its case, except for the pertinent control of the General Comptroller of the Republic, and only in matters related to the contributions it receives.

Article 30. - The modifications which the United Nations may introduce to the Uniform International Industrial Classification of Economic Activities (CIIU) of the United Nations may be adopted, insofar they do not affect the financial or operational structure of SENATI; otherwise, they may be adapted.

In both cases, an agreement of the National Council is required.

SECOND CHAPTER

ORGANIZATION

I. NATIONAL ORGANIZATIONS

Article 40. - The National Council and the National Direction have jurisdiction and competency over all the national territory. The Zonal Councils and the Zonal Directions have competency over their respective zones.

Article 50. - The National Council officially represents SENATI. The National Director is the legal representative of the institution.

Article 60. - The National Council has exclusive authority in the management and allotment of SENATI's rents. The National Council is invested with the necessary faculties for the functioning of SENATI, within the limits of the law, this statute and the regulations, rules and agreements approved by the National Council.

Article 70. - The National Council is invested with the faculties that follow, of an enumerative, non-limiting character:

1. Formulate the general policies and the plans and programs of the Institution, according to the autonomy conferred by the law.
2. Approve the internal organization of SENATI.
3. Approve the contracts and agreements that will oblige the entity.
4. Dictate all the regulations to assure the correct application of the rents according to the aims of SENATI, and in agreement with the Law.
5. Approve the Operational Plan and the budget and control their correct execution.
6. Approve the annual accounts and balance, ordering their publication.
7. Submit all matters to external audit permanently.

8. Accept donations, endowments, subsidies and other contributions made to SENATI, to aid in the fulfillment of its objectives.
9. Approve the technical assistance projects which SENATI may require from international organizations or from foreign governments.
10. Establish the regulations which guarantee the security of SENATI's own funds, including fixing the amount and nature of the bond demanded from the officers responsible for the collection and management of revenues.
11. Purchase, manage and transfer the property of SENATI.
12. Incorporate the substitute councilors appointed by the different entities or elected by the persons respectively enumerated in article 70 of the Law.
13. Appoint the members of the Zonal Councils.
14. Appoint and remove the National Director and the high ranking officers of the National Direction.
15. Appoint and remove the Zonal Directors at the proposal of the respective Zonal Councils.
16. Approve the regulations for the carrying out of the work in the organizations of the National Direction, and watch over the strict abidance of their dispositions.
17. Approve the annual report of the National Director.
18. Constitute, from its members, the Committees at may deem necessary to attend to relevant matters. Appoint from its titular and substitute members, the persons who will make up the Committees.
19. Grant the general or special powers deemed necessary.

20. Determine the necessary changes in this statute and submit the projects of said changes for the approval of the Executive Power.
21. Supervise the abidance of the dispositions about the terms and ways of carrying out the collection of the contribution, which are included in the regulations for the contribution to SENATI approved by supreme decree, and order their application to the collection of outstanding contributions, penalties and corresponding interests.
22. Propose to the Executive Power, with previous agreement with the associations mentioned in article 70 of the Law, the modification of the percentage stated in article 120 of the Law.
23. Supervise the detailed recording of the contributions with indication of their origin, and verify that these are distributed according to article 170 of the Law.
24. Approve the general and common objectives of SENATI which will be assigned twenty per cent (20%) of the revenues, according to article 170 of the Law.
25. Indicate the circumscription and sectors of the industrial activity which, because of not having sufficient resources, will be attended to through the use of the twenty per cent (20%) mentioned in the preceding clause.
26. Approve the conditions to be fulfilled by an area of the national territory to establish in it a Zonal Council.
27. Approve the contracts that the Zonal Councils draw up for professional training services with other Zonal Councils or with educational institutions.
28. Approve the objectives for which the eighty per cent (80%) of the revenues obtained in the respective zone will be destined.
29. Approve the contracts or agreements deemed convenient to draw up with national or international institutions for the better attainment of

the purposes of SENATI, the support of productivity and the technological development of the country.

30. Appoint representatives to the national and international meetings in which subjects related to the purposes of SENATI are discussed, as well as delegates to institutions and organizations which request the representation of SENATI.
31. Approve the order of priorities and the characteristics of the educational centers to be established.
32. Establish and improve a policy of effective de-centralization of its activities.

Article 80. - Each National Councilor, with the exception of the President, has a substitute, appointed by the entities indicated in article 70 of the Law.

The National Council has a Vice President elected from its members.

Article 90. - The members of the National Council are personally responsible for their votes. They do not have authority over those who appoint or chose them. They are also collectively responsible for agreements adopted by the National Council against the Law or the statute, except when they abstain.

Article 100. - The National Council meets at least once a month, and as many times as it is necessary for the good functioning of SENATI. The convocation to a Council session is made by the President on his own initiative, or at the request of one third of the total number of members of the National Council, or at the request of the National Director. The convocation is made by a note with a signed receipt, no less than five working days in advance for the first convocation, and no less than two working days for the second convocation. At the first convocation it may be stated the date on which the Council will meet on second convocation. In the letter of convocation the place, day and time of the meeting, and the agenda must be stated. The sessions of the National Council which take

place without previous convocation, or on shorter notice than what was indicated above, will be valid when all the Council members are present and express their unanimous consent to have the meeting, which will be clearly stated in the record.

Article 110. - It constitutes quorum for a meeting of the National Council of SENATI the attendance of one half plus one of the total number of members.

The Substitute Councilors may attend the sessions together with the Titular members but without the right to vote. Their attendance is not considered for the effects of quorum unless they substitute for the respective titular member.

Article 120. - The procedures to be adopted in the meetings of the National Council of SENATI will be established in the regulations the Council itself will approve. In said regulations it will be clearly established which matters may be decided by a majority of votes of the attending Councilors to the respective session, and those which can only be decided by a majority of the total number of members of the National Council.

Article 130. - It corresponds to the President of the National Council of SENATI:

- a. The official representation of SENATI on behalf of the National Council.
- b. Enforce through the National Direction all the resolutions and agreements adopted by the National Council.
- c. Have double vote in case of equal number in the voting of the National Council.
- d. Make the convocation to ordinary and extraordinary sessions of the National Council on his own initiative, on request of 1/3 of the total number of members of the National Council, or on request of the National Director.

- e. Exercise all other faculties granted by the National Council and this statute.

Article 140. - The Vice President will substitute for the President with the faculties mentioned in Article 130 in case of absence or impediment of the President.

When both are absent the National Council will decide who presides it.

Article 150. - The National Direction is organized according to the needs of the Institution and in the manner established by the National Council.

Article 160. - The National Director is the highest ranking executive officer of SENATI. He is the executor of the agreements of the National Council and is in charge of the administrative and academic direction of the institution. He coordinates and controls the work in SENATI's organizations. He is responsible before the National Council for the fulfillment of the institutional plans.

Article 170. - The National Director must have a university degree and experience related to the professional field.

Article 180. - It corresponds to the National Director:

- a. Exercise the legal representation of SENATI.
- b. Exercise the Technical Pedagogical, Administrative and Financial Direction of the Institution.
- c. Abide by and enforce the dispositions included in the Law, those in this statute and those dictated by the National Council.
- d. Attend the sessions of the National Council with right to express opinions but no right to vote.
- e. Carry out at the State Offices the necessary procedures for the better functioning of SENATI.

- f. Propose to the National Council the creation of offices and submit to its consideration the hiring of the high ranking officers of the National Direction.
- g. Hire and dismiss all other workers in the National Direction.
- h. Propose to the National Council the organization of the Institution.
- i. Elaborate the project for the operational plan and submit it to the National Council.
- j. Present before the National Council the project for the annual Budget of SENATI, and once it has been approved, be responsible for its fulfillment.
- k. Appoint the SENATI officers who make up the advisory organizations.
- l. Pass judgement on the motions brought against the National Direction, and inform about those which the Zonal Councils bring before the National Council.
- m. All other faculties, general or specific, granted to him by the National Council.

Article 190. - The National Council may create Advisory Committees and Support Committees and regulate their functions.

Article 200. - The objective of the Advisory Committees is to advise the National Council and the Zonal Councils on the elaboration of specific training programs to attend the needs of professional training in certain areas of the activities included in article 20 of the Law.

The advisory committees are constituted by representatives of the employers in the corresponding areas of activity. The officers of SENATI appointed by the National Director may collaborate with the Advisory Committees.

Article 210. - The objective of the Support Committees is to aid in the

creation of new Zonal Directions of SENATI, or in the promotion of new activities in the respective Zones.

Their members are appointed by the National Council.

II. ZONAL ORGANIZATION

Article 220. - By agreement of the National Council and with previous technical and financial justification, the number, circumscription and structure of the Zonal Councils is established. Each Zonal Council has a number of members determined and appointed by the National Council. Each Zonal Council chooses from among its members a President and a Vice President.

Article 230. - It corresponds to the Zonal Councils:

- a. Assure that the policies of the National Council are carried out in the Zones.
- b. Propose to the National Council specific policies for the Zone and once they are approved, watch over their execution.
- c. Approve the project for annual budget presented by the Zonal Director: this project, once it has been approved by the Zonal Council, is brought before the National Director to integrate the project for consolidated annual budget of SENATI.
- d. Previously approve the contracts that the Zonal Director must draw up, when the total exceeds the amount determined by the National Council.
- e. Approve the annual report of the Zonal Director.
- f. Appoint the members of the Advisory Committees of their Zone, in a similar way to that established in article 200.
- g. Propose to the National Council the appointment or removal of the Zonal Director.

- h. Appoint or remove the high ranking officers of the Zonal Direction.
- i. All other duties specifically indicated by the National Council.

Article 240. - The following are faculties of the President of the Zonal Council:

- a. The official representation of SENATI on behalf of the Zonal Council within the jurisdiction of his Zone.
- b. Enforce through the Zonal Direction the agreements and resolutions approved in the Zonal Council as well as in the National Council.
- c. Have double vote in case of equal number in the voting at the sessions of the Zonal Council.
- d. Call to ordinary or extraordinary sessions of the Zonal Council, according to the rule in article 100.
- e. Attend the sessions of the National Council.

Article 250. - The Zonal Direction is constituted by the Zonal Director, who is the highest ranking executive officer in the Zone, and by the organizations approved by the National Council.

Article 260. - It corresponds to the Zonal Director:

- a. Be responsible before the Zonal Council for the abidance of the dispositions in the law, as well as for the fulfillment of the agreements and resolutions adopted by the National Council, the National Director, and the respective Zonal Council.
- b. Attend the sessions of the Zonal Council and take part in the discussions, with right to express opinion but no right to vote.
- c. Propose to the National Direction the inclusion of the programs and courses he may deem convenient in the plan of objectives of the institution for his zone, and approve the contracting of courses, determining

their costs.

- d. Organize, orientate and direct the functions and activities in his zone, in the technical, pedagogical, administrative and financial aspects.
- e. Elaborate the projects for annual budget and operational plan and present them to the Zonal Council.
- f. Propose to the Zonal Council the approval of the contracts for the high ranking personnel of the zone.
- g. Hire and dismiss all other workers in the zone.
- h. Present to the Zonal Council an annual report of his activities.
- i. Exercise the legal representation of SENATI in his zone.

THIRD CHAPTER
FINANCIAL AND LABOR REGIMES
I. REVENUES

Article 270. - The contribution indicated in article 110 clause a) of the law has the characteristics of a tax, and is therefore subject to the regulations of the Tributary Code which are applicable to it.

Article 280. - The revenues of SENATI are intangible and may not be destined to aims other than those expressly indicated in article 20 of the Law.

Article 290. - It corresponds to the National Council to distribute and control SENATI resources, and it must carry a detailed account of the amounts received, indicating their origin.

Article 300. - The annual budget for SENATI must include, in a single document, the annual policy outlines and a forecast of revenues, expenses and investments.

Article 310. - The distribution of revenues is accomplished through the annual budget of revenues, expenses and investments. The annual budget includes: the budgets of the National Council, the National Direction, the Zonal Councils and the Zonal Directions.

Article 320. - Ninety days before the end of the budgetary period the National Council will decide, based on financial estimates, the amount of the allotments to be made to the National Council, the National Direction, the Zonal Councils and the Zonal Directions for the financial administration of the following year, taking into account the dispositions in article 170 of the Law.

Article 330. - Sixty days before the end of the budgetary period, the Zonal Councils will deliver to the National Direction their own projects and those of their respective Zonal Directions. All these projects, together with the project of the National Direction and the pertinent recommendations, representing the project for annual budget, will be taken before the National Council by the National Direction.

The Council will discuss the project presented, and with the modifications it may deem convenient or without them, it will approve the annual budget before the last thirty days of that budgetary period.

Article 340. - Ninety days after the end of the budgetary period, the National Council will publish the memory, and the financial, economic and patrimonial balance of SENATI, accounting for the institutional activities, the movement of revenues, expenses and investments, as well as for the property.

In order to correctly fulfill this disposition, the departments and officers of SENATI will deliver the relevant data to the National Direction or the Zonal Directions, as the case may be, thirty days after the end of the budgetary period.

Article 350. - No expense may be made outside the annual budget without the respective express authorization of the National Council.

Article 360. - The expenses for wages, salaries, fees, allowances and other payroll expenses may not exceed the percentages fixed by the National Council with respect to the annual budget of SENATI.

II. PERSONNEL

Article 370. - SENATI workers are included in the private activity labor regime. They are not officers or employees of the Public Sector.

Article 380. - The National Direction and the Zonal Directions hold a contest with evaluation and selection tests for the hiring of the personnel required by SENATI, based on the necessary requirements and according to what is established in the respective Regulations, as well as periodic evaluations of the personnel in service. The regulations are approved by the National Council.

Article 390. - The faculties and duties of SENATI personnel which are not determined in this Statute, are determined by the respective regulations, approved by the National Council.

FOURTH CHAPTER STATUTORY REFORM

Article 400. - The National Council of SENATI will propose to the Ministry of Industry, Tourism and Integration the modification of this statute.

TRANSITORY DISPOSITION

The present regulations will continue to be effective until those corresponding to the Law are approved, insofar they are not opposed to it.

職 業 訓 練 法

- 第 1 条 工業及び商業関係の職業訓練計画は、SENATI によって実施される。
- 第 2 条 現在ある法令に適合する訓練は、
- a) センター内訓練
 - b) 企業内訓練
- の形で行われる。
- 第 3 条 見習工訓練は、スポンサーである企業のニーズに基づき SENATI によって行われる。その形は次の内のいずれかである。
- a) 訓練センターに出席する期間が企業により変化する形。
 - b) 訓練センターへの出席が職種毎に相当と考えられる期間連続する形。
 - c) 訓練センターへの出席が一定期間、数日の間隔をおいて続けられる形。
- 上記のいずれの形でも、特定の職業についてのオリエンテーションを目的とする予備訓練期間の後に行われた。この予備訓練は SENATI の中で行われる。
- 第 4 条 法に基づき訓練は見習工訓練生も予備訓練期間の訓練生も無料である。
- 第 5 条 第 3 条に述べた予備訓練に入学しようとする者は、入学試験と選考に合格しなければならない。しかし、
- a) 工業又は商業関係企業に従事した者の孤児。
 - b) 工業又は商業関係企業に従事している者の子供。
- に優先権が与えられる。
- 第 6 条 受験者は、14 才以上 20 才未満でなければならない。又入校に必要な基本的知識は受験者の希望する分野（職種毎）に SENATI が決定する。
- 第 7 条 訓練に関する契約はスポンサーである企業と予備訓練を終った訓練生の父兄又は保護者の間で結ばれ、法の定めるところに従ってなされる。
- 第 8 条 SENATI は定期的に工業及び商業関係の広い範囲の企業の要求と調査の結果に基づいて充足すべき訓練生数の空席数を定める。
- この空席は、その企業が SENATI に訓練税を納めているいないに拘らず、工業及び商業関係企業の任意の要求により充足される。
- 第 9 条 訓練の契約を結んだ企業は、
- a) 訓練期間中監督し、企業内において SENATI が作った計画に基づいた職業訓練を実施する。
 - b) 訓練期間中訓練生に月手当と社会的恩典を払う。
 - c) 訓練修了者に対し、SENATI の訓練コース、又は専門化コースを修了した従業員

員に与えると同様の欠員補充又は新たな任務につける機会を与える。

義務を持つ。

第10条 見習訓練生は、

- a) 見習機関中、SENATI が定める規則を守る。
- b) 見習訓練修了後は、契約した企業に2年以上働く。
- c) 見習契約を自分の責任で取り消した場合、受取った手当等を返済する義務を持つ。

第11条 見習訓練生は、見習訓練期間中、訓練センターが所在する地域の最低賃金の50%以上の月手当をスポンサーである企業より受ける。

第12条 認められない理由により欠席した場合、見習訓練生は欠席日数に応じ第11条に述べる月手当を差引かれる。

第13条 支払われた手当等は支給台帳に記録される。又この手当は給与税を免ぜられる。

第14条 予備訓練生及び見習訓練生は掛金を掛けることなく国の社会保険の被保険者となる。

第15条 SENATI は予備訓練期間中、又契約企業は見習期間中国の社会保険の保険金を支払わねばならない。

第16条 予備訓練生、見習訓練生、SENATI 及びスポンサーである企業は、予備訓練期間及び見習訓練期間中法第18846の範囲の中に含まれる。

第17条 軍隊服役年令の予備訓練生、見習訓練生は軍務服役を免除される。

(第18～第22条は省略)

第23条 SENATI は見習工訓練に必要な訓練コース、訓練期間、訓練内容及び評価方法を決定する。

第24条 18才未満の訓練生の訓練時間は1日8時間、1週間45時間を越えてはならない。日曜日と non-workable holidays は、強制的休日である。

第25条 SENATI によって認められた訓練期間は、企業と父兄等との間の契約の期間となる。

以下略。

事業所の概要

自動車の部品（主としてエンジン関係）加工を主な事業とし、その他産業機械の製作も行っている。一応商品として紹介されたのは手動三本ローラーを動力三本ローラーに改造（押えローラーの両端に150 mm程度のローラーを継ぎ足して電動機を取付ける。）したものであるが、きわめて幼稚なものであった。

設置されている機械は、加工物に比して極めて大形なものが多く、相当な無駄が感じられた。

労働者数

20名（うち事務系5名、技能系15名（うちSENATIのP.T.S修了生2名）

主な機械設備

立フライス盤 #3	1台
万能フライス盤 #3	1台（ポーランド製）
" #2	1台
卓上旋盤	1台（英国製）
旋盤（心間 3,000 mm）	1台
"（" 5,000 mm）	2台
"（" 1,000 mm）	1台
"（" 6,000 mm）	1台
ロール旋盤	1台
立形旋盤	1台
タレット旋盤（Ⅲ形）	1台
平面研削盤（1500×1000 mm）	1台（イタリア製）
円筒研削盤（心間 1,500 mm）	1台
工具研削盤	1台
形削り盤（ストローク 600 mm）	1台
"（" 400 mm）	1台
オープンシェーバー（4,000×1,000 mm）	1台
直立ボール盤	2台
ラジアルボール盤（振り 2,000 mm）	1台
"（" 1,000 mm）	1台
横中ぐり盤	1台
歯切り盤（M16、Ø1,600 mm）	1台
パンチングマシン	1台

ラインボーリングマシン	1台(ドイツ製)
シリンダーボーリングマシン	1台(デンマーク製)
クランクシャフト肉盛り機(2,500mm)	1台(米国製)
クランクシャフトグラインダ(")	1台
コンロッド中ぐり盤	1台
バルブリフェーサー	1台
油圧プレス	1台
アーク溶接機	2台
ガス溶接装置	1式
プレスブレーキ(1,000mm)	1台
シャーリングマシン(厚さ6mm)	1台
自家発電機(ジーゼルエンジン) 64VA	1台
" (")125VA	1台

SENATI に対する要望

- (1) 鑄造部門を設けてほしい。
- (2) 製図の訓練を充実してほしい。
- (3) マヘスプロジェクトで農業機械(例えば散水システム)が、又鉾山では鉾山機械(鉾石の選鉾機)が必要となってくるので、これに対応できる高度な技能を持った人材を訓練してほしい。

「SERIN」

事業所の概要

自動車の部品(主として小形部品)加工を主な事業とし、その他銅をるつぼ炉で溶解して自家製金型でバルブの製作も行っている。

労働者数

10名(うち事務系2名、技能系8名(うちSENATIのP.T.S修了生4名))

主な機械設備

万能フライス盤 井1	1台
旋盤(心間 500mm)	1台
" (" 650mm)	1台
" (" 1,000mm)	1台
" (" 1,200mm)	1台

タレット旋盤(Ⅲ形)	1台
平面研削盤	1台
形削り盤(ストローク200mm)	1台
" " 400mm)	1台
直立ボール盤	1台
立中ぐり盤	1台
金切りのこ盤	1台
バルブシートグラインダ	1台
るつぼ炉(200Kg)	1基

SENATI に対する要望

企業主の子弟は優先的に訓練を受講させてほしい。

「REPARAUTOS」

事業所の概要

アレキパ市で自動車整備工場としては、最大規模の事業所と思われ、主としてVOIVOの大形トラック、バスの整備を行っている。

労働者数

103名(内訳;事務管理部門25名、ジーゼルエンジン整備部門32名、ガソリンエンジン整備部門29名、タイヤ部門3名、燃料部門14名、SENATIでの修了生なし)

主な機械設備

一般に旧形式である。しかし、ペルー国の経済計画の見通しがたてば交換したいとのことであった。

(1) ジーゼルエンジン整備工場

噴射ポンプテスター(7.5KW、12シリンダー) 1台

(2) ガソリンエンジン整備工場

ディストロビューターテスター 1台

エンジンスコープ 1台

ホイールライメントテスター 1台

バルブリフェーサー 1台

SENATI に対する要望

(1) VOIVOのエンジンはAタイプからEタイプへ、そしてGタイプへと進歩してきているが、

SANATI のセンターはこれに対応できていない。ガソリンエンジンについても同様に、新しい方式に対応されていない。

- (2) その理由として、当工場はフォード、ダットサン、スズキ、クライスラー等の代理店となっており、代理店契約を結ぶ時に新しい方式も導入されているが、SANATI は代理店ではないため、その道がとざされ情報が入手できない。
- (3) 車の電気系統のリレー回路も電子式に変わってきている。
- (4) 今までSANATI の訓練を受講させていないのは、訓練内容が古いからで新しい方式が導入されれば、受講について再考する。

(ビール製造工場)

事業所の概要

アレキヤバ市での大企業に属し、ビールを製造している。

労働者数

(うち製造設備のメンテナンス要員 30 名、電気設備のメンテナンス要員 6 名

(全員 SANATI の訓練修了生)

主な機械設備 (ビール製造設備のメンテナンス部門)

横フライス盤 # 1 ½	1 台
旋盤	2 台
直立ボール盤	1 台
金切りのこ盤	1 台
プレスブレーキ (3,000 mm)	1 台
シャーリングマシン (")	1 台
ハンドシャー (100 mm)	1 台
交流アーク溶接機	1 台
ガス溶接装置	1 台

(電気設備のメンテナンス部門 — 電気機器のメンテナンスの外に圧力計等の計器の修理も行っている。)

オシロスコープ (ナショナル VP-5263A) 1 台

プリント配線回路測定装置 (デスクタイプ) 1 式

SANATI に対する要望

高水準の訓練要請を希望しているが、現在ではそのようなコースがない。高水準のコースを設けてほしい。

Mavufactunas des Sun S.A.

事業所の概要

アレキパ市での大企業に属し、ナイロン織物を製造している。

労働者数

387名（うちメンテナンス従事者50名）

主な機械設備（ナイロン織物設備のメンテナンス部門）

機械加工場が設けられているが、工場訪問が勤務時間外であったため、旋錠されていて、設備内容の調査は不能であった。（電気設備のメンテナンス部門 — 電気機器のメンテナンスの外に配線も行っている）

設備として目ぼしいものは設置されていない。

SENATI に対する要望

- (1) SENATI の訓練修了者の両訓練や技能向上訓練（新技術等）を実施してほしい。
- (2) 繊維工場のカナニク、電子・電気、品質管理や監督者のための訓練を実施してほしい。
- (3) SENATI 修了者よりの希望として、訓練センターでの教材が不足しているので充足してほしい。新技術に対応した訓練を実施してほしい。在職者訓練（P.T.S）修了者の再訓練を実施してほしい。

その他

SENATI 修了者に対する企業の評価は、ただ修了したというだけでは優遇はしない。やはり本人がどれだけの技能を有しているか現場で実際に作業につかせてみて評価する。その結果によって給料も上がるであろう。

Condor Textiles Italianos Peruanos Suizos S.A.

事業所の概要

アルパカの毛を紡糸から洋服布地製造までイタリア製の最新自動設備で一貫作業で行っている。（本年6月完成したばかりで、設備は未だ50%しか整備されていない。）

労働者数

70名（事業部門20名、技能部門50名（うちメンテナンス部門6名を含む））

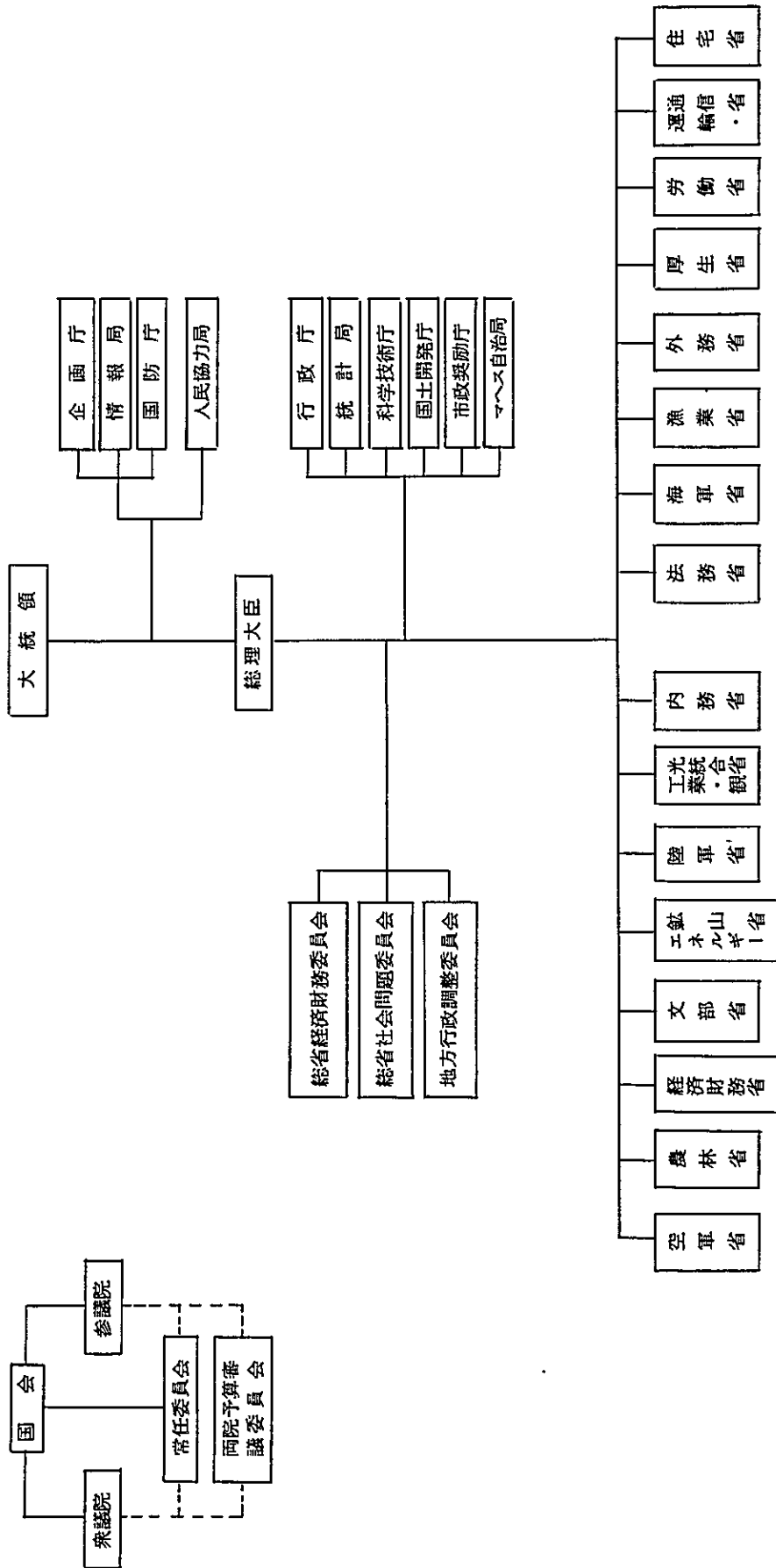
主な機械設備（布地製造ラインのメンテナンス部門）

現在、イタリア人の技術者が調整に当っており、メンテナンス用の設備は未だ設置されていない。しかし、要員としてメンテナンス部長1名、電気操作員2名、機械メンテナンス員2名、補助員1名、計6名が確保されている。

SENATI に対する要望

現在、SENATI の修了者は採用していないが、機械の据付け時に臨時に採用した。将来は修了者を採用したいので新技術を訓練してほしい。

ペル — 共和国行政機構図



REPUBLICA PERUANA

EL SERVICIO NACIONAL DE ADIESTRAMIENTO EN TRABAJO INDUSTRIAL

DE CONFORMIDAD CON LA MODALIDAD EDUCATIVA DE

CALIFICACION PROFESIONAL EXTRAORDINARIA



養成課程修了証

CERTIFICA QUE 氏名



HA SIDO CALIFICADO EN LA OCUPACION ESPECIFICA DE 訓練コース名

EN MERITO DE HABER CULMINADO EL PROGRAMA DE ADIESTRAMIENTO CON UNA DURACION TOTAL DE 訓練時間数 HORAS

DESARROLLADO DEL 訓練期間 日より AL 日まで

年月日 DE DE

DIRECTOR CENTRAL - AGENCIA
アレーキパ 訓練校校長

DIRECTOR REGIONAL DEL SUR
南部地区局長

修了証裏面

SINTESIS DEL PROGRAMA DE APRENDIZAJE

AREA TECNICA 専門科目		AREA SOCIAL 一般教養科目
PRACTICA DE TALLER 実習		
TOTAL	HORAS	TOTAL HORAS
PRACTICA EN EMPRESA 企業内実習		
TOTAL	HORAS	TOTAL HORAS

REGISTRADO CON EL N° EN EL LIBRO
 登録番号 登録番号

工場実習証明

SERVICIO NACIONAL DE ADIESTRAMIENTO EN TRABAJO INDUSTRIAL		
DIRECCION ZONAL SUR 南部地区		
CERTIFICADO DE ENTRENAMIENTO No. 訓練証書		
Certificamos que	名前	
証明をいたす		
Trabajador de la Empresa.	所属企業名	...
Concluyó, en la fecha, el entrenamiento	訓練名	...
realizado con una duración de	訓練時間数	... horas
	年月日	de de 198
CAPACITACION EN EMPRESAS 企業名	DIRECCION ZONAL SUR 南部地区(事務局)	REPRESENTANTE DE LA EMPRESA 企業代表

在職者訓練課程修了証 (PTS)

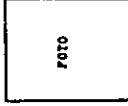
REPUBLICA PERUANA

EL SERVICIO NACIONAL DE ADIESTRAMIENTO EN TRABAJO INDUSTRIAL

DE CONFORMIDAD CON LA MODALIDAD EDUCATIVA DE



CALIFICACION PROFESIONAL EXTRAORDINARIA



在職者訓練課程修了証

CERTIFICA QUE, 姓名

HA SIDO CALIFICADO EN LA OCUPACION ESPECIFICA DE 職業名

EN MERITO DE HABER CULMINADO EL PROGRAMA DE PERFECCIONAMIENTO DE TRABAJADORES EN SERVICIO (P.T.S.)

Registrado con el N° En el libro 登録番号 登記簿名

DE DE

DIRECTOR CCI - AREQUIPA
アレーキパ訓練局長

DIRECTOR REGIONAL DEL SUR
南地区局長

<p>CONTENIDO CURRICULAR DE LA OCUPACIÓN ESPECÍFICA DE DIBUJO TÉCNICO 製図課程カリキュラム内容</p> <p>ÁREA TÉCNICA 専門科目</p> <ul style="list-style-type: none">- <i>Mechánica de Ajuste</i> 機械フィッスト 1,440 horas- <i>Mechánica de Yarnos</i> 歯盤- <i>Dibujos Técnico</i> 製図- <i>Elementos Industriales y Seguridad</i> 工業基礎知識及び安全- <i>Matemática</i> 数学- <i>Ciencias Básicas</i> 基礎科学- <i>Tecnología Mecánica</i> 技術理論、機械- <i>Tecnología (Yarnos-Fresa)</i> 技術理論、旋盤フライス <p>AREA SOCIAL: 一般教養科目</p> <ul style="list-style-type: none">- <i>Ciencias Médicas-Sociales</i> 歴史、社会 270 horas- <i>Lenguaje y Comunicación</i> 国語、伝達 <p>TOTAL PARA LA CALIFICACIÓN 1,710 horas 評価(卒業)所要時間数 時間</p>	<p>2.1.0.0. EL PARTICIPANTE HA ACREDITADO, MEDIANTE LA EVALUACIÓN RESPECTIVA, POSEER UNA CAPACITACIÓN EQUIVALENTE A 1.1.0.0. A _____ HORAS. EN CONSECUENCIA, SU CAPACITACIÓN EN EL SENATI HA SIDO DE _____ HORAS. 本受講生は各事前評価の結果、時間の訓練に値する能力が認められ、なお、SENATIにおける訓練時間数は 時間である。</p>
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REPUBLICA PERUANA

El Servicio Nacional de Adiestramiento en Trabajo Industrial

De conformidad con la modalidad educativa de

CALIFICACION PROFESIONAL EXTRAORDINARIA



Foto



Certifica que:
氏名

Ha cumplido con los requisitos establecidos por el Currículum de
CAPACITACION BASICA para el nivel de Trabajador Semi-Calificado

en: a través del Programa para
コース名

Trabajadores en Servicio desarrollado en
訓練場所

del al con una duración de horas.
訓練期間 ーより ーまで 訓練時間数

年月日 de 19.....

DIRECTOR GCPI
校長(局長)非常訓練センター

DIRECTOR REGIONAL
地区(部)局長

在職者訓練課程（特別コース・特定コース）参加証明書

EL SERVICIO NACIONAL DE ADiestRAMIENTO EN TRABAJO INDUSTRIAL

(REGION SUR)
南部地区

OTORGA al Señor
de la Empresa
氏名
企業名

el presente CERTIFICADO DE ASISTENCIA 参加証明書

por haber participado regularmente en el
参加コース名

realizado del y con una duración de horas,
訓練期間 実施時間数

.....
Director Regional - Sur Gerente
南部事務局長（校長） de la Empresa
企業代表

.....
Programa de Adiestramiento
Dentro de la Empresa
事業内部訓練課

(受講科目：訓練実施内容)

JICA