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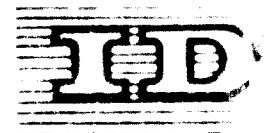
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MANUFACTURE OF PROTOTYPES BY CENTRES ✓

by

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United Nations Industrial Development Organization

United Nations  
Industrial Development  
Organization

United Nations Conference on  
Human Resources Development  
Development Planning  
Vienna, 11-13 May 1979

SUMMARY

INTERNATIONAL CONFERENCE ON HUMAN RESOURCES DEVELOPMENT

By

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Swiss Journal of International Law Association  
Geneva, Switzerland

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We regret that some of the pages in the microfiche copy of this report may not be up to the proper legibility standards, even though the best possible copy was used for preparing the master fiche.

The paper contains six chapters on various topics in relation with prototype production centres; the summary of the individual paragraphs is given below:

First chapter (Organization of prototype production centres)

The tasks and aims of the centre, its necessity and usefulness to the local industry in the developing country. Further it deals with the problems of production, selection of prototypes and cost calculation. The end of the first chapter contains a proposition for a stepwise development of the centres actively during the first years.

Second chapter (Staff organization and proposals)

The required staff for the centre, minimum qualifications and selection methods; salaries of technical staff in comparison with the wages paid by the private industry. Responsibility and competence of UN-experts. Professional training of the technical staff and possibilities of promotions within the organization.

Third chapter (Co-operation with industry)

The importance of co-operation and good relations with the local industry. Making available the centres technical equipment, the industry lacks, and accepting production jobs. Advices to the manufacturers regarding planning of factory layouts; Production-problems, assembly lines and inspection, licence manufacturing and financial assistance.

Fourth chapter (Quality control)

An additional useful activity of the centre would be the quality control of locally produced articles; especially items being developed at the Design-centre and manufactured later on by the local industry. Proposals for quality control and quality control amongst manufacturers and customers.

Fifth chapter (Design section)

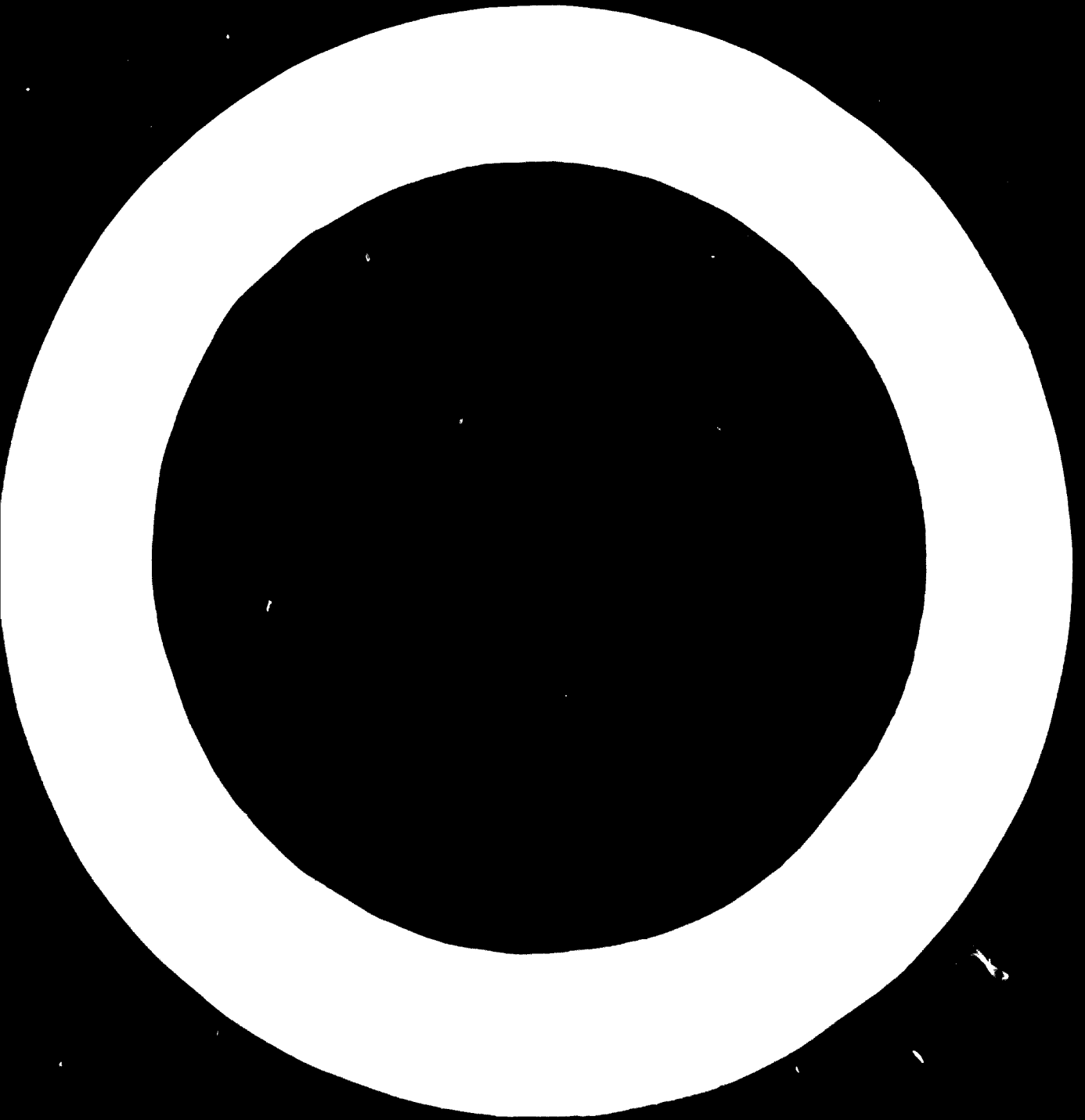
The importance of practical workshop training and experience for the staff of the Design office; possibilities of such training at the prototype production centre.

Sixth chapter (Prototype production centre in the field of Precision Mechanics and Instrumentation.)

Possible collaboration of a Design centre with a Training centre in the field of precision mechanics and instrumentation; the centre would in addition to its educational activity be in charge of the development of prototypes.

Recommendations for the required buildings, selection and training of personnel, fellowships for special training abroad and a list of the technical equipment of a Training centre for precision mechanics normally classes.

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## PRODUCTION OF PROTOTYPES BY CENTRES AND THEIR INTRODUCTION IN VARIOUS BRANCHES OF INDUSTRY IN THE DEVELOPING COUNTRIES.

### 1. ORGANIZATION OF PROTOTYPE PRODUCTION CENTRES.

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- 1.2. Selection of prototypes to be developed.
- 1.3. Production.
- 1.4. Cost calculations.
- 1.5. Progress reports.
- 1.6. Tentative programme for the development of the centre.

### 2. STAFF ORGANIZATION AND PROPOSALS.

- 2.1. Qualifications for employment.
- 2.2. Salaries.
- 2.3. Promotions.
- 2.4. Competence of experts.
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### 3. CO-OPERATION WITH INDUSTRY.

- 3.1. Advice to industry for new production.
- 3.2. Contacts with big, medium and small-scale industry.
- 3.3. Licence manufacturing.
- 3.4. Financial assistance.

### 4. QUALITY CONTROL.

- 4.1. Quality testing at the centre.
- 4.2. Public relations for quality control.

### 5. DESIGN SECTION.

- 5.1. Practical knowledge and training of design engineers and draughtsmen.

### 6. PROTOTYPE PRODUCTION CENTRE IN THE FIELD OF: PRECISION MECHANICS AND INSTRUMENTATION.

- 6.1. Collaboration of existing centres with established or new prototype centres.
- 6.2. Design of prototypes.
- 6.3. Production.
- 6.4. Selection, transfer and specialisation of personnel.
- 6.5. Fellowships and training abroad.
- 6.6. Material treatment.
- 6.7. Layout.
- 6.8. Measuring tools and equipment.
- 6.9. Control equipment.
- 6.10. Use of equipment.



## 1. ORGANIZATION OF PROTOTYPE PRODUCTION CENTRES.

### 1.1. Tasks and aims:

The necessity of fostering the design possibilities and prototype production in developing countries is self evident and will not be contested by persons concerned with the problem of technical development. This activity should even receive priority in industrial aid as many firms will not be able to progress sufficiently if they cannot be provided with the required designs. The output of these firms will remain small and uneconomical and their capacity in force of labour and equipment will not be used to its best advantage. They are condemned to remain copiers, or assemblers of imported components and will never be able to profit from the rapid development of new techniques and the application of new materials.

In most of the countries in question, manpower is available in abundance, but usually its training and proper utilization is inadequate. The local manufacturers should be encouraged to produce items involving a relatively large proportion of labour, instead of importing mainly prefabricated parts; this would at the same time help to save foreign exchange.

To determine the centre's activity, a thorough investigation of the local industry, meetings with industry associations and with the Ministry of Planning and Development are necessary to find out the most urgent and efficient contribution to the future industrial development of the country. Close collaboration between the centre and the industry is absolutely essential: a design and prototype production centre could never be successful acting alone.

In most of the developing countries the feeling for quality is badly lacking. Institutions for quality-control and standardization are either missing or ineffective. These two additional activities could be other useful tasks of engineering centres.

There are hardly two possibilities in running an engineering design centre, which should include the production of prototypes as well as certain gadgets, tools and gauges required for the manufacturing process.

a) A complete independent centre, incorporating all necessary divisions and offices, such as design office, sections for market studies, documentation, patents, materials, standardization, reproduction, laboratory and experiments, packing and transportation, and a workshop for the production of prototypes, with its various sections.

Such a centre would have the advantage of being run under one and the same management, with the attached production workshop entirely at its disposal. It would, however, mean the purchase of very expensive machinery, which could hardly be utilized fully. At the same time it would be difficult to find, or to train, the required operators and specialists for the prototype production.

b) The second possibility would be a centre working in close collaboration with a training centre, for instance for instrument mechanics. Such a centre would have the necessary facilities to produce prototypes in the mechanical, electrical, electronic and optical fields. (More details about the possibility of collaborating in the chapters 6.1. to 6.10).

### 1.2. Selection of prototypes:

In order to achieve a maximum contribution to the economic development of the industry and the production in the country, the selection of the prototypes to be produced is most important. The danger of developing "attractive" prototypes, without guarantee that the industry is really in a position to manufacture them, and perhaps even without a sufficient market and demand for them in the country, should by all means be avoided. The selection for the development of new engineering designs and the manufacturing of the corresponding prototypes depends mainly upon two factors:

- a) a very good knowledge of the existing industrial facilities, and
- b) the results of the latest market survey.

Very often, due to national or personal ambitions, the most advanced engineering items are being produced in developing countries, whereas simple yet very useful articles for day-to-day and domestic use are completely neglected. Articles used in households, offices, schools, etc., like electric switches, door locks, latches for steel-framed windows, handtools etc. are often of inferior quality, and no one cares to improve them. Therefore, we are of the opinion that the improvement of perhaps less attractive, but more useful articles should, at the beginning, be one of the centre's activities. It would be a better contribution and technical assistance than some sophisticated equipment which would benefit only a small minority. The possibilities for exportation should not be a prime target for the selection of a prototype; in the first instance, there should be a reasonably promising market in the country itself.

A very useful field of the centre's activity would be the development of demonstration instruments and equipment for educational purposes; these items are often badly needed for the different teaching subjects such as physics, mechanical and electrical engineering at various levels of education, up to engineering colleges and universities.

The proper way of selecting a new engineering design would be to get in touch with the entrepreneur which is interested in manufacturing a new article after careful study of the consumer market. The centre could then develop the design permitting the entire production in the country itself. At the same time, it would guarantee that one or various enterprises would be ready to take up its production. The development of a new engine ring design, including the production of its prototype, without an immediate subsequent production by the local industry would not only be disappointing, but also very bad for the reputation of the centre's activity.

Especially at the beginning the designs selected and their prototypes should aim rather at improving existing articles already produced in the country. There are tremendous possibilities in improving the designs, not only to facilitate the manufacturing process, but also to improve the functional, practical, and even in certain cases the aesthetic aspects of certain items.

Since the decision for the selection of new designs and development of prototypes is really of great importance, it is suggested to appoint an expert, especially for industrial public relations and market survey, to supply the centre with the necessary information about the most useful and essential projects. This public relations expert should be a personage well familiar with the industrial conditions of the country and able to hold meetings on government level whenever required. This expert could at the same time be the assistant of the project manager and replace him in case of his absence.

### 1.3. Production.

#### a) Production of prototypes:

The prototype production workshop should in all aspects be a model and a good example to the developing industry of the country. The equipment should be so selected that practically all jobs of the centre's various activities could be carried out in the production workshop itself.

The raw materials supply should include moderate quantities of all required locally available and imported items for the production of prototypes and the manufacturing of engineering items for the industry or other customers. As a rule, the development of prototypes in the production workshop should include the total manufacturing process for industrial production, including all the required jigs and fixtures, prestools and control gauges for production, assembly and inspection.

#### c). Production of other items:

During official meetings on government and management levels, details of production problems and difficulties on workshop levels are usually not discussed - for lack of knowledge, national pride or personal prestige. In order to become familiar with the actual industrial problems of the country, the only way is to collaborate with the manufacturers.

The well-equipped production centre may not be fully occupied all the time with the manufacturing and development of its own prototypes. The centre is likely to possess certain costly production and testing equipment which the local industry badly lacks. In brief, spare capacity in development projects must be offered to industry. This can create some of the much needed "good-will" and help to lay a basis of confidence between industry of the private sector and the sometimes isolated projects. This activity furthermore gives the staff of the centre an excellent opportunity to become experts in the various machine tools and in workshop equipment.

A survey of the production industry will in most of the developing countries reveal that there is no adequate tool-making industry that could serve as a basis of profitable high-class production. Trained personnel to man such workshops are rare and the precision machinery required very expensive.

Improving the production potential therefore begins with the creation of facilities for tool-making. One possible way could be the introduction of common facilities centres, or co-operatives, where the producers, work at the same time and at prices much below those of imported ones. A few such centres in industrialized cities of the country could improve the situation to a great extent.

These common facilities centres could also form part of the proposed prototype production centres, and at the same time train personnel required by the industries for their own tool-making sections. These common facilities could be expanded by the addition of auxiliary services for heat and surface treatment, etc. A modest start of one such centre has been made in Andalé (Congo-Brazzaville) with the assistance of the Ford Foundation. The manufacturing showed much interest, and the demand for jobs was very high.

In order to make possible the manufacturing of items in the most economic way, for reasonable prices and acceptable quality, a chain of such auxiliary facilities, in the form of feeder plants should be developed. In most of the developing countries local industry does not yet manufacture and supply "standard-parts" of good quality, such as screws, nuts and washers, rivets, pins, springs, leathes, hand-wheels, plugs, etc. The producer of his products, for instance, is forced to manufacture these standard elements and other parts himself in small quantities, resulting in high costs of the finished article. Without developing such a supporting industry, with various specialised activities in limited fields, the producers will never be able to compete with goods coming from highly industrialized countries.

The plastics industry also forms a very important part of the feeder industry; the reason why the plastics industry for precision parts is lagging in many of the developing countries is again related to the lack of tool-making possibilities and trained manpower.

One experiences similar difficulties with the supply of packing material and packing is general for finished goods. Without going into further details, it has to be mentioned that the process of packing and transportation should get more attention in developing countries.

#### c). Service for repairs and maintenance:

For the above mentioned reasons the centre should also offer service and repair facilities to private and government industries and institutions like hospitals, universities and research centres. In addition to a very great help to all these organisations such repairs, when properly handled, can have an excellent training value for the workshop staff and for designers too. Comparing the advantages and disadvantages of various products and finding out their defects, they should be able to avoid certain mistakes others have made earlier.

1.4. Cost calculations

Along with the financial mechanism of a self-liquidating project, an international organization for carrying out a project has to provide all the necessary facilities, such as the necessary equipment and materials, and also the necessary staff. The cost of these facilities and staff should be calculated on a realistic basis, and not on an inflated basis. The prices of materials and equipment should be calculated on the basis of the local market prices, and not on the inflated prices of the international market. The cost of staff should be calculated on the basis of the local market prices, and not on the inflated prices of the international market. The cost of the project should be calculated on the basis of the local market prices, and not on the inflated prices of the international market. The cost of the project should be calculated on the basis of the local market prices, and not on the inflated prices of the international market. The cost of the project should be calculated on the basis of the local market prices, and not on the inflated prices of the international market. The cost of the project should be calculated on the basis of the local market prices, and not on the inflated prices of the international market.

1.5. Progress reports

A well-planned and well-staffed organization should be able to work as efficiently as a private concern. The programme for the next 12 months should be known and the work distributed accordingly amongst the particular fields. There is a tendency to set up unrealistic targets for the following reporting period, and the experts will not be able to reach them in spite of the fact that they have established the schedules for themselves. It is clear that an advisor cannot be expected to influence progress as he would wish, but this is one of the reasons for which it is strongly recommended that experts on such projects have full executive powers, at least during the initial stage. This would allow the agencies to question the progress of a project and the experts could be held responsible to meet the schedules. The progress reports will then be automatically realistic, and not merely a self-defending excuse for explaining why the work could not be accomplished as scheduled within a certain period.

International organizations should adopt a harder line in this respect.

1.4. Tentative program of work for the first year of  
the project.

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The first year of the project will be devoted to the study of the  
state of the art in the field of the project. This study will be  
carried out in the form of a series of seminars and conferences.  
The seminars will be held on a regular basis and will be  
conducted by the project leader. The conferences will be held  
at intervals of six months and will be conducted by the project  
leader and other members of the project. The seminars and  
conferences will be held in the project office. The project  
leader will be responsible for the organization and conduct of  
the seminars and conferences. The project leader will also be  
responsible for the selection of the topics to be discussed at  
the seminars and conferences. The project leader will also be  
responsible for the preparation of the reports on the seminars  
and conferences. The project leader will also be responsible for  
the preparation of the final report on the first year of the  
project.

The site of the project will be determined by the project leader  
and the type of facilities required will be determined by the  
project leader. The project leader will also be responsible for  
the selection of the personnel to be employed on the project.  
The project leader will also be responsible for the selection of  
the equipment to be used on the project. The project leader will  
also be responsible for the selection of the subcontractors to be  
employed on the project. The project leader will also be  
responsible for the selection of the consultants to be employed  
on the project. The project leader will also be responsible for  
the selection of the vendors to be employed on the project. The  
project leader will also be responsible for the selection of the  
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on the project. The project leader will also be responsible for  
the selection of the vendors to be employed on the project. The  
project leader will also be responsible for the selection of the  
contractors to be employed on the project.

1. Arrangement of the project work program for the first year of the project.  
referred to as the program of work, including the selection of the  
principal contractors and subcontractors, the selection of the  
equipment.
2. Beginning of the development program with special  
mechanical considerations.
3. Precision mechanics, design of tools, machine tools.
4. Electrical engineering and optics.
5. Electronics.

1. Staffing of the Center

2. Staffing of the Center

The first and most important factor in the center is the

3. Staffing of the Center

The second factor is the need for consultation

with the local staff. The local staff should be

consulted in the selection of staff. This can

be done by holding a meeting with the local staff

to discuss the needs of the center. The results

of this meeting should be used as a guide in the

selection of staff. The local staff should be

consulted in the selection of staff. This can

be done by holding a meeting with the local staff

to discuss the needs of the center. The results

of this meeting should be used as a guide in the

4. Staffing of the Center

The third factor is the need for staff who are

qualified to do the work. The local staff should

be consulted in the selection of staff. This can

be done by holding a meeting with the local staff

to discuss the needs of the center. The results

of this meeting should be used as a guide in the

selection of staff. The local staff should be

consulted in the selection of staff. This can

be done by holding a meeting with the local staff

to discuss the needs of the center. The results



## 2.2. Salaries:

One of the major problems for the development of the centre and its successful handing-over to the partner organization is the stability of its staff. Frequent changes of well-trained personnel may nullify continuous progressive activity tremendously. Especially in a centre with a good reputation employees often get attractive offers from industries that will try without hesitation to lure away poorly paid but qualified staff. In order to reduce this "exodus", the salaries of well-selected and very useful employees of the centre, some of them perhaps even with special training abroad, should be above the scale of their equivalents working private industry. The fixed salary system of most of the government organizations is absolutely unacceptable, and makes it almost impossible to create a dynamic atmosphere in a design and prototype development centre. This institution should not only be able to compete with the private sector, but give guidance and provide know-how to manufacturers.

## 2.3. Promotions:

The local personnel should have possibilities of promotion within the organization of the centre, as is the practice in private industry in industrialized countries.

Promotion should be based on performance.

The centre should arrange courses to improve the professional knowledge of its staff. Based on the results of tests and periodical qualification reports, employees with exceptionally good performance should be given a chance of promotion. Under good leadership work at the centre can be extremely interesting and beneficial to the professional knowledge of its staff.

The possibility of promotion to a higher salary class within the centre's organization would certainly help to reduce frequent changes of the local staff to a great extent.

## 2.4. Competence of experts:

Though it is against the general practice of the United Nations, it is strongly recommended that UNIDO experts working in design and prototype development centres should have, at least during the initial stage, full responsibility and competence to organize the centre.

To set up a new engineering centre, a powerful, experienced director (project manager) should be appointed for the planning and the execution and control of various activities. Under his guidance other experts, specialists in their fields, should also be fully responsible for their activities. Responsibility in the true meaning of the word can only be given to a person who has the necessary authority, competence and support from his staff. The sponsoring organization should, throughout the construction have the opportunity to control the execution of the work. Inefficient and wasteful use of local staff cover behind an advisory role. Another possible cause for prolongation of contracts for experts. Not infrequently they depend on the good will of the local staff of the institution or even the counterparts. These partners are sometimes so powerful that for all practical purposes they can veto extensions of individual contracts. Any expert carrying out his duty properly will have to come up with clear and suggestions which will sometimes not please his partner; the easiest way not to accept these proposals is to get rid of the expert. He knows that his contract is at stake, and keeps quiet, even when it would be imperative to speak. In brief, the expert cannot contribute to the development of the centre as he is supposed to. The engagement of experts as "advisors" needs first of all a tremendous amount of diplomacy and usually hampers the progress of a centre.

On the other hand, the training of the local staff should be expedited, if not carried out in advance. Only when the local staff is well trained and in a position to take over certain charges should responsibility gradually be transferred from the UN experts to the local employees.

### 2.5. Training of personnel

The training of counterparts and other local staff members of the centre has to be planned and accomplished in a systematic way on different working levels. This activity requires an additional quality on the part of all experts who should be not only specialists with excellent professional qualifications, but at the same time good teachers with pedagogic aptitudes. During this initial stage of systematic training it is again most essential that the competence and responsibility be with the UN experts.

Since experienced personnel is usually not easily available in developing countries, their training has to be provided at the centre itself, and in order to be successful, not only by advice, but by clear orders and instructions.

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### 3. CO-OPERATION WITH THE STATE

#### 3.1. Alliance to promote local production

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Many... production... of... The... favourable... firm... for... at... ever...

Advice... expert... difficulties... people... programme... issue...

1.2. Continuity of the State

The continuity of the State is a principle of international law which states that the legal personality of a State continues to exist notwithstanding any change in its government, territory or population. This principle is essential for the stability of international relations and the protection of the rights and obligations of States. It is based on the idea that the State is a permanent entity, and its legal personality is not affected by internal or external changes. The continuity of the State is also a principle of international law which states that the legal personality of a State continues to exist notwithstanding any change in its government, territory or population. This principle is essential for the stability of international relations and the protection of the rights and obligations of States. It is based on the idea that the State is a permanent entity, and its legal personality is not affected by internal or external changes.

1.3. Recognition of States

The recognition of States is a process by which one State acknowledges the legal personality of another State. This process is essential for the establishment of international relations between States. There are two main types of recognition: de jure and de facto. De jure recognition is a formal recognition of a State's legal personality, while de facto recognition is a recognition of a State's actual existence. The recognition of States is also a process by which one State acknowledges the legal personality of another State. This process is essential for the establishment of international relations between States. There are two main types of recognition: de jure and de facto. De jure recognition is a formal recognition of a State's legal personality, while de facto recognition is a recognition of a State's actual existence.

1.4. Responsibility of States

The responsibility of States is a principle of international law which states that a State is responsible for its actions and omissions. This principle is essential for the protection of the rights and obligations of States. It is based on the idea that a State is a legal entity, and it is responsible for its actions and omissions. The responsibility of States is also a principle of international law which states that a State is responsible for its actions and omissions. This principle is essential for the protection of the rights and obligations of States. It is based on the idea that a State is a legal entity, and it is responsible for its actions and omissions.

4. QUALITY CONTROL.

4.1. Quality control of the parts.

Quality control of the parts of equipment in the factory, office and workshop should be carried out in accordance with the procedure described in the quality control manual. The quality control of the parts should be carried out in accordance with the procedure described in the quality control manual. The quality control of the parts should be carried out in accordance with the procedure described in the quality control manual.

4.2. Quality control of the equipment.

Relatively few parts of the equipment are of a high quality. The quality of the parts is determined by the quality of the material and the quality of the workmanship. The quality of the parts is determined by the quality of the material and the quality of the workmanship. The quality of the parts is determined by the quality of the material and the quality of the workmanship.

The factory's policy of awarding a certificate of office offers a high quality of workmanship. The quality of the parts is determined by the quality of the material and the quality of the workmanship. The quality of the parts is determined by the quality of the material and the quality of the workmanship. The quality of the parts is determined by the quality of the material and the quality of the workmanship.

5. QUALITY CONTROL

5.1. Theoretical, practical and training of design engineers

For design of a machine or equipment, design of the machine parts, a designer must have a high level of theoretical and practical experience of qualified design engineers. They must be able to calculate and design machine parts.

with all practical, legal, and aspects, including selection of the most suitable materials and determination of the appropriate dimensions.

The practical work programme would include a good instruction in all mechanical operations and training on the various operations, including maintenance and supervision of the workshop in order to improve.

For your reference, the staff of the centre, the design and development of all mechanical parts of the industry, which is a very good explanation, provide very good facilities for the staff to be familiar with the technical aspects of the centre, or of the country, before they proceed to design, quality and complicated design work in connection with new engineering design.

4. PROTOTYPE PRODUCTION CENTRE IN THE FIELD OF MECHANICAL MECHANICS AND INSTRUMENTATION.

4.1. Collaboration with established, or

It is a fact that the development of prototypes and the construction of them are done with a high degree of accuracy and particular activity. In addition, the designers and engineers are interested in the parts made to construct the prototype and to have with comparative ease and accuracy the performance of their design. The development of prototypes, such a centre will be able to provide the necessary equipment, materials and facilities for industrial production experience.

It is a fact that the development of prototypes will be an excellent alternative solution for training programmer and related to all mechanical engineering in the centre; the staff of the centre will be able to develop and produce the products developed at the centre and the staff of the centre and the staff of the centre.

The staff of the centre will be able to provide the necessary equipment, materials and facilities for industrial production experience.

The design centre and the training unit would run under two separate managements; the good collaboration and co-ordination between the project manager and the head of the training centre would be a condition for the smooth working of the two institutions.

### 6.2. Selection of site:

Selection of the most suitable site for a new centre has a great influence on its success and future development. An agricultural centre may be well located in one part of the country and another site for industry in another; changing the two would almost certainly be a disaster. The conditions for a successful activity in the field of precision mechanics are the vicinity of the industry with this particular activity, the climatic conditions (coastal areas usually require costly air-conditioned workshops and work offices, and to a lesser degree many problems for materials and equipment). A third aspect is the question of transport facilities, by rail, road and air; and finally also the living conditions for experts and the local staff and their families, including possibilities for children's education. It is sometimes difficult to convince highly qualified personnel to move from a city with all its social and cultural facilities to some isolated small provincial town.

### 6.3. Buildings:

In exceptional cases existing buildings are made available by the partner organization. Whenever possible, new buildings, built for this particular purpose, are certainly preferable. The buildings of the centre, offices and workshops should be well-planned and in all respects and details conform an example to the developing industry of the country. It is not necessary, and in fact not recommended to build a luxurious industrial palace. Everything should be practical, functional and of good quality. Consideration for natural and artificial light, electrical installations and systems, connections, ventilation and air conditioning arrangements and distribution of the various rooms and the possibility for a further extension have to be especially planned by experienced persons.

### 6.4. Selection, training and specialization of personnel:

The selection of the local staff for the centre should be based entirely on merit.

Good professional practical and theoretical knowledge are the minimal qualifications for all candidates appearing for tests and interviews. The final selection should however be made strictly on the basis of the results of practical and aptitude tests, held at the centre under the guidance of experts.

Especially during the initial stage it will be unavoidable to organise systematic training courses for all technical personnel to acquaint them with all the working equipment. Subsequently the staff should be enabled to work in complete independence according to the orders and specifications of technical drawings.

#### 6.5. Fellowships, and training abroad

Fellowships should only be granted to exceptional qualified persons of the centre for a specialised training in one or various enterprises abroad. The training programme must be very well prepared in detail and discussed in advance with the sponsoring firms. The training should mainly be of a practical nature, and on no account should it happen that trainees are spending several months abroad more or less as observers.

#### 6.6. Standard equipments

The selection of all workshop equipment should be done by the project manager, in consultation with the expert in charge of the workshop. The activity of the centre must be known for at least the first period of one year. Accordingly the recommendations for purchase of the required machinery, tools and machine tools, measuring tools and additional equipment have to be worked out. It is preferable not to equip such a centre with the most modern automatic production machinery with electrocnical control. Such equipment needs highly skilled specialists for its maintenance also. Conventional machine tools of good quality with all necessary additional equipment, to make possible a maximal utilization, are much more useful. Along with the various machine tools, the corresponding cutting tools have also to be selected. In order to be independent from other industries, the necessary tool-grinding machines have also to be provided for the maintenance of all sorts of cutting tools.



For all general tools, measuring tools, special cutting tools, gauges, etc., a suitable tool crib has to be planned. The proper way of storing costly tools is usually not known, or at least neglected, in developing countries with the result of big losses due to unavoidable damage to expensive tools and equipment.

To avoid the purchase of expensive duplicate items, only the absolute minimum should be ordered at the initial stage. But for this reason it is necessary to provide within the first budget already an additional amount which enables the project manager at any later date to order additional equipment, required for new activities taken up by the centre.

### 6.7. Layout

As soon as the list of machineries and equipment has been completed, the planning of the workshop layout can be done in details, preferably with the help of a layout-model on a reduced scale (1 : 50).

The various departments such as machine sections, assembly, repairs, inspection and measuring room, tool grinding, heat treatment, smithy, welding, soldering and brazing, electroplating, painting, carpentry, raw material store, oil and fuel store, spare parts, but also foremen's offices and canteens have to be well separated from each other to assure good working conditions everywhere.

Sufficient spare space has to be provided in all departments for additional activities of the centre at a later date. The layout for each section should be perfectly planned in all details so that it may serve at the same time as incentive example to the local industry.

(See Appendix: Layout Training Centre for Precision Mechanics) (Swiss Foundation - SENATI, Lima - Peru).

### 6.8. Measuring tools and equipment

It is hardly necessary to emphasize that the measuring tools and control gauges for such a centre have to be of top quality. The measuring equipment should include a profile projector, hardness tester, surface quality tester, microscopes and all the necessary electrical and optical control instruments, according to the activity of the centre.

6.9. Additional equipment:

Though the main function of the machine is to perform activities with the help of the electric power supply, additional equipment is required to make the machine independent of the power supply. This equipment is in the position to work according to the requirements of the machine. This additional equipment is: 1. Power supply, 2. Air and gas supply, 3. Oil supply, 4. Water supply, 5. Lubrication and cooling system.

6.10. LIST OF EQUIPMENT:

A. Machine section:

6 Lathes  
Schaublin 102 VM

Accessories:

coolant equipment  
set of tools  
drill chuck  
driving plate  
3-jaw chuck  
4-jaw chuck  
grinding attachment  
free plate  
steady rest  
movable steady rest

5 Toolmaker's Lathes  
Schaublin 100-20

set of tools  
drill chuck  
driving plate  
3-jaw chuck  
thread chasing attachment  
milling attachment  
grinding attachment  
turret attachment  
conical turning attachment  
spherical turning attachment

5 Toolmaker Lathes Habegger - 2	set of collets drill chuck face plate 3-jaw chuck 2-jaw chuck
2 Toolmaker Lathes Schaublin 70	set of collets drill chuck steady rest driving plate 3-jaw chuck
2 Lathes Simonet 450	coolant equipment set of collets face plate driving plate steady rest drill chuck 3-jaw chuck
2 Lathes Menziken 175	coolant equipment 3-jaw chuck face plate steady rest movable steady rest driving plate
1 Lathe Gallic 14	coolant equipment face plate steady rest movable steady rest conical turning attachment drill chuck 3-jaw chuck 4-jaw chuck driving plate
7 Universal Milling machines - Schaublin 13	coolant equipment universal table vertical milling head set of collets parallel vice 3-jaw chuck rotary table dividing equipment

1 Universal Milling machine Schoutlin 53	coolant equipment swivel parallel vice set of collets 3-jaw chuck vertical milling head rotary table
2 Universal Milling machine Sivis 103	coolant equipment vertical milling head parallel vice set of collets slotted head
1 Multi purpose machine Meyer & Burger	coolant equipment 3-jaw chuck face plate steady rest dividing equipment set of collets
4 Sharper Gack	machine vice
1 Sharper von Roll SH 500	machine vice
1 Gear Hobbing machine Mikron 102	coolant equipment cutter support set of collets set of cutters set of exchange gears
1 Surface Grinding machine Maegerle F-7	coolant equipment magnetic chuck universal vice
1 Surface Grinding machine Tripet MHP 500	coolant equipment magnetic chuck dial indicator wheel balancing device
1 Cylindrical Grinding machine Studer - 1 /universal	coolant equipment dial indicator wheel balancing device internal grinding attachment steady rest set of collets face plate grinding vice

1 Cylindrical Grinding machine Tschudin HTG 400/universal	coolant equipment dial indicator wheel balancing device internal grinding attachment magnetic chuck 3-jaw chuck face plate set of collets grinding vice
1 Engraving machine Kuhlmann GMI/1	dividing head vice set of templates
1 Engraving machine Grafograph IT	dividing head vice set of templates
1 Band saw Moessner Record SM 320-B	
1 Screw press Lutny Ø 60	
5 Surface plates	400 x 500 mm
1 Radial Boring machine Cerlikon	
2 Drilling machines Aciera 22 S-1 VR	coolant equipment drill chuck 0-13 mm drills 0-22 mm
2 Drilling machines Fehlmann P-18	coolant equipment drill chuck 1-13 mm drills 1 - 18 mm
2 Drilling machines Fehlmann TB-8	drill chuck 1 - 8 mm
1 Drilling machine Aciera 10 K-2	coolant equipment double spindle drilling and tapping 0-10 mm
1 Drilling machine Aciera 10 K-1	coolant equipment drill chuck 0-10 mm

- |                                      |                                |
|--------------------------------------|--------------------------------|
| 1 Drilling machine<br>Aciera 6 K-1   | drill chuck 0-6 mm             |
| 1 Tapping machine<br>Aciera 3T-3     |                                |
| 1 Drilling machine<br>Aciera E-3     | drill chuck<br>capacity 0-3 mm |
| 1 Hand Shearing<br>machine - von Arx |                                |
| 1 Hand Bending machine<br>Gussel     |                                |
| 1 Tube Bending machine<br>Byhart AG  |                                |
| 1 Slitting saw<br>Adige P-60         |                                |
| 1 Power Hack-saw LWB                 |                                |
| 2 Arbor Presses                      |                                |
| 2 Marking tables                     |                                |

B. Tool grinding section:

- |   |   |
|---|---|
| 1 Tool Grinding machine<br>Kellenberger 57 - W    | coolant equipment<br>dividing equipment<br>internal grinding attachment<br>machine vice |
| 1 Universal Tool Grinding<br>machine/Dubied - 564 | coolant equipment<br>dividing head<br>vice<br>inclinable table                          |
| 1 Cutter Grinding machine<br>Kuhlmann SU-2        |   |
| 1 Tool Grinding machine<br>Ifanger Senior         | coolant equipment<br>twist drill grinding attachment                                    |

- 4 Tool Grippers - Standard
- 1 Polishing Machine - Standard

C. Tool and Equipment

- 1 Vernier Caliper, 150 mm, MIT 300
- 1 Side Rod Gauge, Measuring Instrument TESA 1-10-100 mm
- 1 Universal Hardness Tester RA 35R
- 1 Profile Projector 20-100
- 1 Temperature-Humidity Recorder
- 1 Gear Tooth Gage
  - Gear Tooth Micrometers 0-50 mm
  - Thread Micrometers 0-50 mm
  - Slip Gauges, quality DIN 1 0,5-100 mm
  - Slip Gauges, quality DIN C 0,5- 50 mm
- 1 Measuring Cylinder
- 1 Side Bar
- 1 Height Gauge 100 mm
- 1 Surface Plate, scraped 400 x 500 mm
- 2 Control Benches, with illuminated magnifiers

D. Measuring Tools (to tool crib, for general utilization)

- 4 Precision Calipers TESA 200 mm
- 2 Depth Gauges TESA 150 mm
- 4 Precision Micrometers, TESA MASTER 0 - 25 mm
- 2 Precision Micrometers, TESA MASTER 25 - 50 mm
- 2 Precision Micrometers, TESA MASTER 50 - 75 mm
- 2 Precision Micrometers, TESA MASTER 75 -100 mm
- 1 Set Inside Micrometers 6 -100 mm
- 1 Set Depth Micrometers 0 - 25 mm
- 6 Dial Indicators 100 mm
- 1 Dial Indicator 1000 mm

- 2 Laser Indicators 100000
- 4 Measuring Machine
- Karl Zeiss Indicators
- 1 Hand Dimension Indicator

Tools and Equipment

- 1 Set Ring Gages, 100 - 1000      4 - 10 mm
- 1 Set Ring Gages, 1000 - 2000 mm      M2 - M 20
- 1 Set Thread Gages, Ring      M 3 - M 20
- 1 Set Top Gages
- Morse 0 - 6
- 1 Precision Straight Edge
- 2 Star Profiles
- 1 Control Frame
- 1 Spirit Level, square
- 1 Spirit Level, straight
- 3 Set Feeler Gages
- 4 Sets Machine Gages, concave - convex 1 - 25 mm
- 4 Sets Thread Gages      Metric - English
- 1 Set Three Jaw Vices, universal ranges to grind cutting tools
- 2 Slide Rules, circular scales
- 4 Measuring Tapes      2 m
- 1 Measuring Tape      20 m
- 10 Foot rules      200 mm
- 1 Rule      1 m
- 5 Precision straight edges
- 1 Set Piston Squares 100 x 150 / 100 x 150 / 500 x 1200
- 5 Precision Try Squares
- 5 Precision Try Squares with bev. edges
- 5 Try Squares for 100 mm
- 2 Precision Angle Gages 153A
- 2 Universal and setting dividers
- 1 Centering Gage
- 4 Precision Tracing Height Gages



Electrical Equipment

- 4 Voltmeter - 0-50 V
- 2 Galvanometer - 94
- 1 Galvanometer - 9742
- 1 Water Meter
- 1 Power Supply - 0-100
- 1 Instrument - the DART I-
- 1 Set of standard measuring electrodes

B. Filter-equipment (Personal and table)

- 24 Microscopes with 4X lenses
- 48 Tool cases with 4 drawers each, fixed under the workbenches, containing:
  - 1 Universal Caliper TE3A - 250 mm
  - 1 Micrometer TE3A - 0-25 mm
  - 1 Bevelled straight edge
  - 1 Try square with bev. edges
  - 1 Measuring Tape - 2 m
  - 1 Foot Rule - 200 mm
  - 1 Centre Punch
  - 4 Screw Drivers
  - 1 Marking gaulther
  - 6 Chasers
  - 1 Bench Brush
  - 1 File Bruan
  - 1 Brush round
  - 1 Brush flat
  - 1 Divider
  - 4 Precision Pliers
  - 2 Chisels
  - 1 Hammer 200 gr.
  - 1 Hammer 500 gr.
  - 1 Hand Cutting tool
  - 1 Parallel Clamps
  - 1 Hacksaw

- 1 Oil Pan
- 1 Pair of soft jaws
- 1 Safety marker
- 10 Thin plates
- 1 Oil Pan

General Hand Tools

- 5 Gripped Clamps
- 1 Set of Hexed Wrenches 60 - 125 mm
- 1 Set of Combination Wrenches 100 - 400 mm
- 2 Sets Double-ended spanners 6 - 36 mm
- 1 Set Double-ended Spanners 5/16" - 1"
- 2 Sets Spanners 4 - 7,5 mm
- 1 Set Socket wrenches 5 - 32 mm
- 2 Sets Socket wrenches with plastic handles 2 - 10 mm
- 4 Sets Allen keys 1,5 - 12 mm
- 2 Spanners Hose type 180 and 250 mm
- 2 Sets Philips Screw Drivers Nr. 01 - 4
- 4 Sets Screw Drivers
- 4 Sets Watchmaker Screw Drivers
- 4 Sets Offset Screw Drivers
- 2 Sets Dynamometric Screw Drivers
- 2 Universal Pliers
- 4 Side Cutting Pliers
- 4 Flat Nose Pliers 120 mm
- 4 Round Nose Pliers 120 mm
- 4 Long Lever Round Nose Pliers
- 2 Long Grip Pliers 200 mm
- 4 Adjusting Pliers, straight
- 4 Adjusting Pliers, bent
- 1 Set Circlip Pliers - inside and outside
- 1 Multi Grip Plier

- 1 Pipe Tongues 3"
- 1 Vice Grip Pliers 175 mm
- 2 Cable Strippers
- 4 Tweezers - pointed and straight
- 4 Tweezers - bent
- 4 Tweezers - with needle points
- 1 Universal Spring Winder
- 2 Sheet Metal Cutter - for files
- 2 Foldable Scissors
- 2 Lever Cutters
- 1 Set Paper Scissors
- 1 Set Carpenter tools
- 3 Sets Various Hammers - Steel, Plastic, Rubber, Wood, Lead.
  - Flat Chisels
  - Cross Chisels
  - Groove Chisels
- 2 Sets Chasers
- 1 Set Pulley and Bearing Pullers
- 1 Set 3-Legged Puller for  $\phi$  up to 200 mm
- 2 Sets Screw Removers
- 2 Sets Tap Removers
- 4 Sets Hand Hauling Tools
- 4 Sets Numbering Punches 2 - 5 mm
- 4 Sets Lettering Punches 2 - 5 mm
- 1 Set Template - Letters and Numbers 60 mm
- 100 Sets Tool Tokens
  - 1 Electro Scriber for Metals
  - 10 Sets Taps and Dies M 1 - M 16
  - 2 Sets Taps and Dies/Pipe Threads 1/8" - 1"
  - 1 Set Broaches for Key Ways
    - Various sizes and shapes of Hack- and Fret-saws
- 10 Sets Hand Reamers 0 - 20 mm

- 10 Sets Tapered Reamers, 1 - 50      2 - 9 mm
- 10 Sets Adjustable Reamers              6 - 20 mm
- Various Finishes of different shapes
- Various Oil- and Arkansas Stones - square, round and triangular.
- 10      Triangular scrapers
- 6      Flat Scrapers
- 6      Hand Emerys, carriers
- 6      Soldering Irons - various sizes
- Various Safety Goggles for: Soldering, welding and grinding.
- Various Files of special shapes and sizes.
- 20 Sets Watchmakers - Files
- 2      Electric Hand Drilling machines PERLES
- 1      Electric Hand Grinder
- 1      Electric Plastic welding device

G. Machine Cutting Tools

- 5 Sets Shell End Mills               $\emptyset$  30 - 80 mm
- 5 Sets Shell End Mills for roughing  $\emptyset$  50 - 63 mm
- 6 Sets Cylindrical Cutters               $\emptyset$  50 - 63 mm
- 10 Sets End Mill Cutters with cylindrical shank, 2 flutes
- 10 Sets End Mill Cutters with cylindrical shank, 4 and zero flutes
- 4 Sets Mill and Face Cutters, plain and staggered teeth,                      0,4 - 15 mm
- 2 Sets Gear Cutters, Modul 0.5 - 3
- 2 Sets Gear Cutters (generating) M 0.3 - 2
- 6 Sets T-Slot Cutters                       $\emptyset$  - 12 mm
- 5 Sets Counterborers with guides  $\emptyset$  5.9 - 30.5 mm
- 5 Sets Counterborers with guides  $\emptyset$  5.9 - 14.5 mm
- Various Double and Single Angle Cutters
- Various Radius Cutters - concave and convex
- 4 Sets Slitting Saws

Drills:

- 10 Sets Twist Drills for Steel  $\phi$  0.3 - 20 mm/Steps 0.1 mm up to 10 mm
- 5 Sets Twist Drills for Brass  $\phi$  2 - 10 mm/Steps 0.1 mm
- 3 Sets Twist Drills for Aluminum  $\phi$  2 - 10 mm.
- 4 Sets Twist Drills, Coated Carbide Flipped  $\phi$  6 - 20 mm
- 4 Sets Twist Drills for Steel  $\phi$  1/16" - 1"
- 10 Sets Machine Taps  $M 2 - M 16$
- 10 Sets Machine Reamers  $\phi$  1.4 - 20 mm for various materials and tolerances

Turning Tools

- 10 Sets Tool Bits HSS 4 x 8, 10 x 10, 16 x 16, 20 x 20
- 5 Sets Thread Cutting Tool (RANDEP 60° and 55°)
- 15 Sets Facing Tools - left and right
- 10 Sets Parting Off Tools - various sizes

Various Coated Carbide Cutting Tools for roughing, finishing, outside and inside turning.

Miscellaneous Machine Tools:

- 2 Sets Reduction Blowers, Steel and Plastic - RT 1 - 4
- 3 Sets Grinding Tools - different systems
- 3 Sets Disc Cutting Tools for  $\phi$  up to 200 mm
- 4 Sets Turning Arbors  $\phi$  1 - 20 mm
- 2 Sets Grinding Arbors  $\phi$  1 - 20 mm
- 3 Sets Dogs (Carriage) for  $\phi$  up to 80 mm

HEAT TREATMENT

- 1 Electrical Furnace, with timer SAFED - Type 103 42
- 1 Electrical Furnace, with salt bath SAFED - Type 10 M 30
- 1 Electrical Furnace with air circulation SAFED - Type 4 31 30
- 1 Container with Quenching Oil
- 1 Container with Quenching Water
- 1 Potassium Bath 1 Exhaust Fan

I. Welding-Sections:

- 2 Mobile Gas Welding Sets CONTINENTAL
- 1 Arc Welding Generator BROWN-BOVERI

J. Painting and Sand Blasting Section:

- 1 Spray painting Booth - H.P. ZUERICH
- 1 Electric Crane
- 1 Sand Blasting Booth - BUEHNER MS 40

K. Electroplating Section:

- Electroplating Plant LANZHEIN & PFANHAUSER
- Water Purification Plant
- Refrigerator
- Exhaust system

L. Smithy:

- Furnace with exhaust system
- Anvil - Blacksmith-Vice - Various Hammers and Tongues

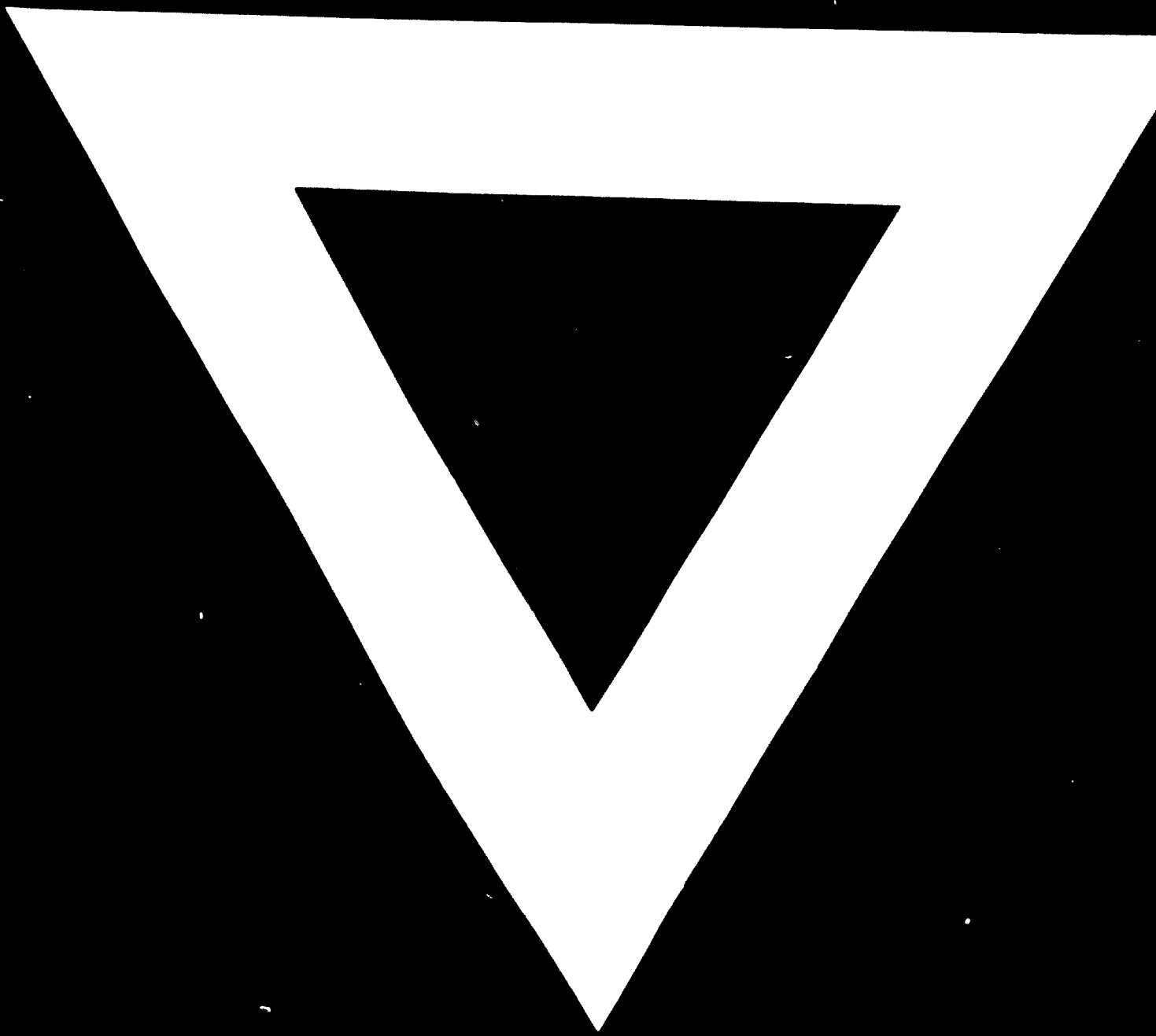
M. Sheet Metal Sections:

- 1 Sheet Metal Machine
- 1 Rolling Machine
- 1 Milling and Drilling Machine
- 1 Creasing Machine
- 2 Hand shears with dies
- Various hand tools, Polishing Irons etc.

N. Carpentry Section:

- |  |   |
|--|---|
| 1 Circular Saw                           | 1 Planer/Thicknesser                          |
| 1 Hand Saw                               | 1 Molding machine with dove-tailed attachment |
| 1 Milling Machine                        | 1 Tool Grinder                                |
| 1 Bolt cutting machine                   | 1 Circular Hand Saw                           |
| 1 Foot Saw Machine                       | 1 Hand Chain Mortising machine                |
| 2 Sets of Carpenter Hand Plane Saw Tools |   |
| 2 Carpentry Screws                       |   |





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