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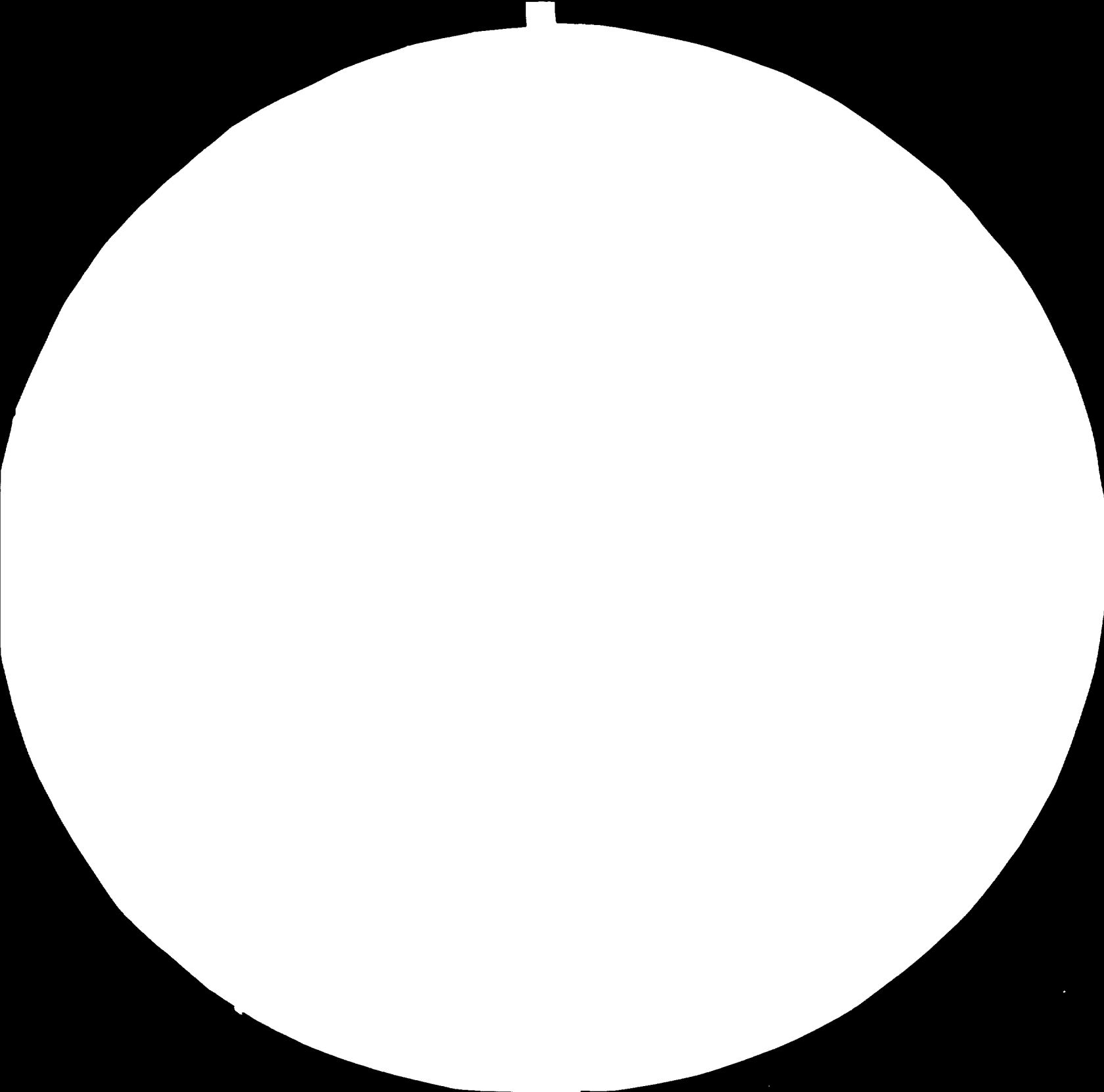
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ENGLISH

EFFORT TO LOCATE FIELD EXPERTS FROM DEVELOPING COUNTRIES*

Report on Mission

to

Argentina, Brazil and Mexico

by

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Deputy Director
Industrial Operations Division

and

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Industrial Operations Division

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1. Introduction

The General Assembly, in operative paragraph 3 of Resolution 3461 (XXX) suggested, among other things, that preferential treatment should be given to developing countries in the area of experts recruitment with the objective of promoting self-reliance in those countries.

The Director of the Industrial Operations Division, conscious of the fact that the more developed of the developing countries in Latin America, namely Argentina, Brazil, and Mexico, are with no doubt potential suppliers of expertise, approved for the travel plan of the last quarter of 1979, the trip of the subscribers that took place between 12 November and 29 November 1979.

Prior to the trip, sufficient exchange of correspondence took place between Headquarters and the field in such a way that the Resident Representative Offices and SIDFA's were advised well in advance (August) of the purpose, aims, and itinerary of the mission.

The subscribers want to state their sincere gratitude to all Resident Representatives and their staff, as well as the SIDFA's Messrs. Martinez-Ordóñez and de Andrea for their excellent logistical support and high efficiency without which our mission would never have been as successful as we hope it was.

2. General Comments - Modus Operandi

Without exception, after an initial briefing session at the Resident Representative Office, the main Government authorities concerned with industrial development were visited, in cases where a programme was already prepared, this programme was discussed, and in the case of Mexico, the programme was prepared in this first preliminary session.

Once the programme was established and the interviews arranged, the subscribers opened the different sessions by:

- a) distributing the relevant documentation;
- b) explaining the purpose of the mission;
- c) obtaining reaction from interlocutors;
- d) establishing a plan of action for the future.

Without exception, public and private representatives (Ministers, associations of industrialists, research and development institutes, etc.) were extremely receptive and very enthusiastic about the UNIDO "crusade" to tap sources of brain power from their countries for UNIDO's technical assistance projects, in some cases as a result of preliminary activities, we got on the spot curricula vitae of prospective candidates.

It was stressed that it is a matter of, in most cases, short-term consultancies, and that the experts will return to their respective countries not only having provided technical assistance to recipient countries, but having enriched themselves with experience abroad in countries of comparative less development and having established beneficial contacts for future bilateral undertakings. When discussing recruitment with institutions, it was made clear to them that the arrangement could be made directly with the firm, and the system of reimbursable loan was thoroughly explained. The Technical Co-operation among Developing Countries (TCDC) of this undertaking was also put into relevance.

The different Annexes and the Conclusions and Recommendation show that this exercise has all the possibilities of becoming a serious and continuous activity for the benefit of all concerned.

The modus operandi agreed upon in every case is the following:

- a) PPRS will send job descriptions of selected vacant posts to the different institutions with copy to the Office of the Resident Representative; (see Annex 2)
- b) in cases of CVs of Argentinian, Brazilian, or Mexican experts received and/or available in our roster which are recruited for UNIDO technical assistance, the Resident Representative Office will be informed accordingly;

- c) whenever a roster search is made contemporaneously the job descriptions will be sent as per a) above;
- d) whenever an expert is proposed by an institution either as an individual expert or under reimbursable loan, the Resident Representative Office will be informed and they, in turn, will inform the Ministry of Foreign Affairs accordingly if the man is hired.

3. The Recruitment Situation - Administrative Assistants in charge of Recruitment

In all countries, we found that there is a machinery at the Resident Representative Office for liaising and processing recruitment of local experts for technical assistance projects (See Annex I). These officers are acquainted with recruitment procedures and their main present task is to assist, brief, and provide local support to all experts working in the different countries. They also assist in the recruitment of local experts for agencies' technical assistance projects abroad, and with the new dimensions, local experts recruited for national projects.

These officers will liaise with the UNIDO recruitment officers.

4. Conclusions and Recommendations

There is no doubt that Argentina, Brazil, and Mexico are countries rich in human resources for UNIDO's technical assistance programme. As a consequence of this mission, it is expected that a continuous flow of information will be established between FFRS and the respective institutions contacted. It is satisfactory to know that one Brazilian expert is already in the field as a result of this mission.

The different institutions contacted (See Annex III) will, as mentioned above, receive job descriptions in order to see if they can suggest candidates.

A series of individual experts were interviewed for potential vacancies and also for general evaluation (see Annex IV).

Finally, it is recommended that all concerned, especially the Substantive Officers give priority to the recruitment of experts coming from developing countries in general and from Argentina, Brazil, and Mexico in particular.

ANNEX I

ARGENTINA

Ms. Jeannette SPERLING-EVERETT
Recruitment Officer
c/o United Nations Development Programme
Casilla de Correo 2257 - Maipú 1252, Pisos 10 y 11
1000 Capital Federal
Buenos Aires

BRAZIL

Ms. Celina Magalhães
Recruitment Officer
c/o United Nations Development Programme
Caixa Postal 743 - Avenida Rui Barbosa 910, 2º e 3º andares
22250 Rio de Janeiro

Ms. Julie Brown
Recruitment Officer
c/o United Nations Development Programme
Caixa Postal 07-0285 - Edificio Venancio II, 3º Andar
Setor Diversoes Sul
70302 Brasilia, D.F.

MEXICO

Ms. Cora Dominguez
Administrative Officer in charge of local contracting of experts
c/o United Nations Development Programme
Apartado Postal 6-719 - Avenida Presidente Mazaryk 29
Mexico 5, D.F.

ANNEX II

Institutions to which selected job descriptions will be sent on a regular basis:

INDUSTRIAL PLANNING

Mr. Roberto Henning
Asesor de Presidencia - Relaciones Internacionales
Instituto Nacional de Tecnología Industrial
Leandro N. Alem 1067, 7° piso
Buenos-Aires, Argentina

Mr. Lucio Ramon Ballester
Vicepresidente 2°
Banco Nacional de Desarrollo
25 de Mayo 145 - 6° piso
Buenos-Aires, Argentina

Mr. Manuel Martinez del Campo
El Colegio de Mexico
Camino al Ajusco 20
Mexico 20, D.F., Mexico

INSTITUTIONAL INFRASTRUCTURE and
FACTORY ESTABLISHMENT AND MANAGEMENT

Mr. Lucio Ramon Ballester
Vicepresidente 2°
Banco Nacional de Desarrollo
25 de Mayo 145 - 6° piso
Buenos-Aires, Argentina

Ms. Mario Conceição de Souza, Chefe
Federação das Indústrias do Estado de São Paulo
Viaduto Dona Paulina, 80 - 6°
Sao Paulo, Brazil

Mr. Arivaldo Silveira Fontes, Chefe
Confederação Nacional da Indústria - DAMPI
Av. Nilo Peçanha, 50 Gr. 2610
Rio de Janeiro - RJ
Brazil

Mr. Alfredo Ramirez Araiza
Director Adjunto de Asuntos Internacionales
Consejo Nacional de Ciencia y Tecnologia
Insurgentes Sur 1677
Mexico 20, D.F., Mexico

TRAINING

Mr. Guillermo Rodolfo Braun
Vice-Presidente
Associação Brasileira de Treinamento e Desenvolvimento
Rua João Adolfo, 118 - 9º Andar
Sao Paulo - Capital
Brazil

FEASIBILITY STUDIES

Mr. Rogelio Rodriguez
Vicepresidente
Instituto Nacional de Tecnología Industrial
Leandro N. Alem 1067, 7º piso
Buenos-Aires, Argentina

Mr. Alfredo Ramirez Araiza
Director Adjunto de Asuntos Internacionales
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Insurgentes Sur 1677
Mexico 20, D.F., Mexico

Mr. Arivaldo Silveira Fontes, Chefe
Confederação Nacional da Indústria - DAMPI
Av. Nilo Peçanha, 50 Gr. 2610
Rio de Janeiro - RJ
Brazil

Mr. Ignacio Deschamps A. - Director General
IMIT - Instituto de Apoyo Técnico para el Financiamiento
a la Industria
Calzada Legaria 694
Mexico 10, D.F. - Mexico

AGRO-INDUSTRIES

Mr. Roberto Henning

Asesor de Presidencia - Relaciones Internacionales
Instituto Nacional de Tecnología Industrial
Leandro N. Alem 1067, 7^o piso,
Buenos-Aires, Argentina

Mr. Michael Paul Zeitlin, Ph. D.

Executive Director of Operations
Instituto de Pesquisas Tecnológicas do Estado de
Sao Paulo S/A - IPT
Cidade Universitária 05508
São Paulo - Cx. P. 7141
Brazil

Mr. Roberto Herminio Moretti

Fundação Tropical de Pesquisas e Tecnologia
FEAA-UNICAMP
Barão Geraldo - Caixa Postal - 1170
13.100 - Campinas - SP
Brazil

Mr. Luis Alberto Perez Aceves

Subdirector de Estudios y Proyectos
Secretaria de Patrimonio y Fomento Industrial
Huatusco No. 37-20. piso
Mexico 7, D.F., Mexico

Mr. León Alazraki

Secretaria de Patrimonio, Direccion de Agroindustrias
Huatusco No. 37 - 10. piso
Mexico 7, D.F., Mexico

Mr. Luis Alberto Frias Morales

Vice-Presidente
ATAM - Asociacion de Tecnólogos en Alimentos de Mexico, A.C.
Indianapolis 63-2
Mexico 18, D.F., Mexico

METALLURGICAL INDUSTRIES

Mr. Néstor A. Barbagelata
Director General
Instituto Argentino de Siderurgia
Carlos María della Paolera 226
1104 - Buenos Aires, Argentina

Mr. Arivaldo Silveira Fontes, Chefe
Confederação Nacional da Indústria
Departamento de Assistência à Média e Pequena Indústria
Av. Nilo Peçanha, 50 Gr. 2610
Rio de Janeiro - RJ
Brazil

Mr. Servando Chávez
Instituto Mexicano de Investigaciones Siderurgicas
Bahia de Corrientes No. 77
Mexico 17, D.F., Mexico

Mr. Ignacio Deschamps A.
Director General
IMIT - Instituto de Apoyo Técnico para el
Financiamiento a la Industria
Calzada Legaria 694
Mexico 10, D.F. - Mexico

ENGINEERING INDUSTRIES

Mr. Norberto O. Japas
Vicepresidente 1°
Centro Argentino de Ingenieros
Cerrito 1250
Buenos Aires - Argentina

Mr. Arivaldo Silveira Fontes, Chefe
Confederação Nacional da Indústria - DAMPI
Av. Nilo Peçanha, 50 Gr. 2610
Rio de Janeiro - RJ
Brazil

Mr. Ignacio Deschamps A.
Director General
IMIT - Instituto de Apoyo Técnico para el
Financiamiento a la Industria
Calzada Legaria 694
Mexico 10, D.F., Mexico

Mr. Raquel Manzanarez López
Asuntos Internacionales
Instituto de Investigaciones Electricas
Leibnitz Núm. 14 - Noveno Piso - 901
Mexico 5, D.F. - Mexico

CHEMICAL INDUSTRIES

Mr. Mario Crivelli
Presidente
Asociación Química Argentina
Sanchez de Bustamante 1749
Buenos-Aires, Argentina

Mr. L. Montemurri
Presidente
Asociación Argentina de Ingenieros Químicos
Calle Parana 224 (4^o piso)
Buenos-Aires, Argentina

Mr. Fermin R. Fernandez Viana
Jefe de la Industria Farmacéutica
Dirección General de Industrias
Hermosillo 26
Mexico 7, D.F. - Mexico

Mr. Arivaldo Silveira Fontes, Chefe
Confederação Nacional da Indústria - DAMPI
Av. Nilo Peçanha, 50 Gr. 2610
Rio de Janeiro - RJ
Brazil

Mr. Manuel Medelín

Secretaria de Patrimonio

Subdirección de Industria Química

Hermosillo 26, 7^o piso

Mexico, D.F. - Mexico

Mr. Juan M. Lomelin G.

Subdirector

IMIT - Instituto de Apoyo Técnico para el Financiamiento
a la Industria

Calzada Legaria 694

Mexico 10, D.F. - Mexico

ANNEX III

LIST OF INSTITUTIONS

ARGENTINA

United Nations Development Programme
Secretaría de Estado de Desarrollo Industrial
Instituto Nacional de Tecnología Industrial
Instituto para el Desarrollo de Empresarios en la Argentina
Banco Nacional de Desarrollo
Instituto de Desarrollo Económico y Social
Asociación Química Argentina
Asociación Argentina de Ingenieros Químicos
Facultad de Ciencias Exactas e Ingeniería, Universidad
Nacional de Rosario
Centro Argentino de Ingenieros
Universidad Nacional del Sur
Instituto Argentino de Siderurgia
Ministerio de Relaciones Exteriores y Culto, Departamento de
Relaciones Económicas Internacionales

BRAZIL

1. Brasilia

United Nations Development Programme
Ministério das Relações Exteriores (DCOPT)
Secretaria de Tecnologia Industrial (STI)

2. Sao Paulo

Instituto de Pesquisas Tecnológicas (IPT)
Federação das Indústrias do Estado de São Paulo
Associação Brasileira de Treinamento e Desenvolvimento
Cooperativa Azucarera de São Paulo (COPERSUCAR)

3. Campinas

Fundação Tropical de Pesquisas e Tecnologia

4. Rio de Janeiro

Confederação Nacional das Industrias
Federação Nacional das Indústrias do Rio de Janeiro
United Nations Development Programme

MEXICO

United Nations Development Programme
Secretaria de Relaciones Exteriores
El Colegio de Mexico
Consejo Nacional de Ciencia y Tecnologia
Instituto Mexicano de Investigaciones Siderurgicas
Secretaria de Patrimonio Nacional
Instituto de Investigaciones Electricas
Instituto Mexicano de Investigaciones Tecnologicas
Asociacion de Tecnicos en Alimentos de Mexico
Secretaria de Patrimonio, Direccion de Agroindustrias
Secretaria de Patrimonio, Subdireccion de Industria Química
Secretaría de Patrimonio y Fomento Industrial
Nacional Financiera S.A.
Instituto de Investigaciones Industriales
Asociacion de Tecnólogos de Alimentos

ANNEX IV

LIST OF CANDIDATES INTERVIEWED

ARGENTINA

Mr. Daniel R. Pérez ENRI
Mr. M. Meier
Mr. I. Baez
Mr. M. Gietz
Mr. M. Glagovsky
Mr. P. Cobertini

BRAZIL

Mr. Rosal-Alcanfor
Mr. W. Camargo
Mr. A. Setti
Mr. C. Pecanha
Mr. S. Freitas
Mr. M. Martinez del Campo

MEXICO

Mr. G. D. Alfonso-Sibaja
Mr. F. C. Garza-Gallindo



