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**INTER-AMERICAN
CENTER
FOR SOCIAL
SECURITY
STUDIES**

Educational, training and research organ of the Inter-American
Conference on Social Security

**Past Present.
Moments of Social
Security in America**

ORIGIN AND EVOLUTION OF THE INTER-AMERICAN CENTER FOR SOCIAL SECURITY STUDIES*

I.- Introduction

Since the creation of the Inter-American Center for social Security Studies (CIESS) in 1962, it has received the decided participation of the Inter-American Conference on Social Security (CISS) as a whole, supported by akin international organizations, for the updating and innovation of the educational task entrusted to the Center. This participation has had, basically, the intervention of factors such as the need to strengthen its own organizational structure and, consequently, its relationship with the other organs of the CISS; the diversification of its academic activities to attend

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to those changes that have had incidence in the evolution of the American social security, as well as its international projection through the consolidation of educational activities outside its see.

Inasmuch as the CIESS is defined as the education, training and research organ of the CISS, this article starts with an outline of the creation of the Conference and of those resolutions that promoted the foundation of the Center. In like manner, and to better understand the importance of social security at an international level, it presents a profile of the principal organizations and basic principles related to the subject, to give way later on to a brief description of the creation and organizational evolution of the Center, and to the conclusions. In attachments it contains information related to the integration of its Boards of Directors, its first academic activities developed in its and outside its see and some reflections expressed with respect to its work, mentioning finally, the names of its different Directors.

It has not been possible, due to reasons of space, to include in this paper all the wealth of the contributions made by the international community to enhance the work of the CIESS; it is too ample and would undoubtedly be a task, by itself, passionate. Let this investigation be a means to render homage to the forerunners and initiators of the Center, to the Mexican Social Security Institute, to the institutions affiliated to the CISS, to the entire Organization and to its employees, to the international organizations that have collaborated since its creation, to those who as professors have contributed with their knowledge, and to the institutions they represent, to the more than thirty seven thousand officers who have been trained in its classrooms, as well as to its directors.

II. Antecedents of the Inter-American Conference on Social Security (CISS)

During the Conferences of the American States Members of the International Labor Organization (OIT), held in Santiago, Chile, in 1936, and in Havana in 1939, the participants recognized the advisability to consider the socio economic and political idiosyncrasy of the different countries, as an indispensable requisite to establish norms that would be adequate to reality, with respect to the structure and application of social security. The Resolution on the Fundamental Principles of Social Security emanated from the first of these conferences, which "sets the basis on which social securities will be structured, with the mandatory characteristics and covering minimum aspects regarding the fringe benefits to be granted and the persons covered"¹.

These meetings were the antecedent for the agreement reached in 1940, on the occasion of the inauguration of the Social Security Labor Hospital in Lima, with official representatives from Argentina, Bolivia, Brazil, Colombia, Chile, Ecuador, The United States of America, Mexico, Peru, Venezuela and authorities of the International Labor Office, to create an Inter-American Initiatives Committee on the Matter of Social Security, that would have as its principal mission to act as a permanent action organization and constitute, within a short period, an Inter-American Conference on Social Security. Numerous countries of America accepted the declarations of the Committee, receiving also the cooperation and the support of the International Labor Office and of the Pan-American Sanitary Office.

From the 10th through the 16th of September 1942, the First Inter-American Social Security Conference was held in Santiago,

Chile, at the invitation of the government of that country and with the sponsorship of the above mentioned Initiatives Committee.²

The main objective of this First Conference was "the promotion of the social and economic well being of workers and their families, on the basis of the doctrinal principles established in the mandatory social security and to define, as a consequence, the essential elements that should contemplate a continental social security program supported by the cooperation of the interested administrations and institutions and of the OIT. On this occasion the Board of Directors of the OIT requested —for the newborn Inter-American Conference on Social Security— the active collaboration of the Pan-American Union and of the Pan-American Sanitary Office".³

As can be appreciated, the period in which the CISS is created is immerse in the development of the Second World War, an epoch of drastic considerations and of a far-reaching effect which, among other aspects, was characterized by international instability at a political, social, economic and labor level. If we make a brief count of the birth of those other international organizations or regulations with a closer link on the matter of social security and other related matters, we will realize the importance represented by the Conference, as it was the first American regional organization to group together, from its initiation, most of the institutions and administrations of the field, with the purpose of propitiating the development of the continental social security.

ORGANIZATIONS CREATED BEFORE THE BIRTH OF THE CISS:

International Labor Organization (OIT), which comes into being in 1919 within the frame of the Treaty of Versailles that put

an end to the First World War. Since its creation it was linked to the Society of Nations. It has as objectives to improve living and working conditions in the world and to attain universal peace based on social justice. The first manifestations of social security in the international ambit are found in the normative action of this Organization, expressed in a large number of agreements and recommendations regarding social securities and social safety. In fact, the OIT has introduced in a sustained manner the conceptual fundamentals followed by social security, a matter which is an intrinsic and specialized aspect of its work.

International Social Security Association (AISS), which has its antecedent in 1927 when, at the Tenth Meeting of the International Labor Conference, the International Conference of the National Unions of Mutual Aid Societies and of Illness Insurance Funds which, in 1936, became the International Mutuality and Social Securities Conference (CIMAS), and it was in 1947, during its VIII General Assembly held in the see of the OIT, where it received its present name. Its fundamental objective was to collaborate in the international ambit, in the protection, promotion and development of social security.

Pan-American Health Organization (OPS), which has its antecedent in the Pan-American Sanitary Office, founded in 1902. In 1947 it becomes the executive organ of the Pan-American Sanitary Organization and in 1958 it changes to its present name. It is a public health international organization that has as purpose to improve the health and the living conditions of American countries. It enjoys international recognition as part of the system of the United Nations and acts as a Regional Office for the Americas of the World Health Organization. Within the Inter-American System, it is the

organization specialized in health. Its mission is to offer technical cooperation to member governments and to stimulate the cooperation between them so that, in addition to preserving a healthy environment and advancing towards a sustainable human development, the population of the American Continent may attain health for all and through all. In 1991, the CIESS and the OPS signed a General Technical Cooperation Agreement, which has been enhanced and extended in 1996 and 2003.

ORGANIZATIONS CREATED AFTER THE BIRTH OF THE CISS:

World Health Organization (OMS), dates from 1948, although as its antecedents we could mention that in 1851 the I International Sanitary Conference was held with the purpose that the nations represented would reach an agreement on the minimum conditions for the maritime quarantine, offering services to trade and navigation and at the same time protecting public health. Later on, since the period 1859 through 1897, numerous International Conferences were developed in different cities, mainly in Europe. One of the outstanding aspects mentioned in its Charter of Incorporation is that "The health of all peoples is a fundamental condition to achieve peace and safety, and it depends on the highest cooperation of the people and of the States" and adds "the enjoyment of the maximum degree of health possible is one of the fundamental rights of every human being, without distinction of race, religion, political or social condition".

Organization of American States (OEA), which was founded in 1948 in Bogota by the Ninth International Conference of American States, to determine defense, economic and social programs—in addition to those strictly political—for the Inter-

American system. The link between social security and the social programs of the OEA can be appreciated in the text of article 3, chapter II—principles—paragraph h) of the Letter of Bogota of 1948 which sets forth that "Social justice and security are the fundamentals of a long lasting peace".

Latin American Social Security Organization (OISS), whose Charter of Incorporation and proposal for the integration of the Bylaws were approved in the II Latin American Social Security Congress held in Lima in 1954. Its antecedents are found in the creation, at the start of the decade of the fifties, of the Latin American Social Security Commission. The OISS emerges as a technical and specialized international organization, with the finality of promoting the economic and social well being of Latin American peoples.

Association of Social Security Institutions of the Caribbean, Central America and Panama (AISSCAP) created in 1965. It had as antecedent the Exchange of Technicians Agreement between the institutions of that geographical region, an instrument that had been recommended during two meetings of the Labor and Social Welfare Ministers Council of the Organization of Central American States (ODECA). During its existence, this Association contributed significantly to the work of the Inter-American Conference on Social Security and, mainly, of the CIESS, and even became a part—as will be appreciated later on—of the Board of Directors of the Center.⁴

DECLARATIONS AND ENUNCIATIONS:

With the creation of the United Nations Organization (ONU), the international society aimed its efforts at the search for consensual mechanisms to re-establish peace, through a strengthened

organization, with a greater scope and with a view to solve the multiple problems that arose at the end of the Second World War. As an antecedent of the birth of the ONU, we could mention the *Letter of the Atlantic*, of August 14 1941, issued by the President of the United States of America, Franklin D. Roosevelt and the Prime Minister of Great Britain Sir Winston Churchill. This joint declaration made public a series of measures to make it possible to establish future peace, by the implementation of a more ample and permanent international safety system; one of these measures considered it necessary "to promote the closest collaboration between nations in the economic field, with the purpose of securing for all concerned an improvement of the levels of life on the job, economic progress and social security".⁵

Declaration of Philadelphia, adopted during the XXVI General Conference of the OIT held in 1944; this Declaration consists of five parts, of which we can mention the following enunciates; work is not a merchandise; the national and international policy of countries must be subordinated to the achievement of social justice; promotion of measures to attain full employment, professional training, minimum salaries and the expansion of social security.

Minutes of Chapultepec, which was one of the results of the Inter-American Conference on the Problems of War and Peace held in Mexico in 1945. Among other proposals stands out that relative to propitiating an ample plan of international cooperation to reach a sufficient minimum of social security. This proposal was subsequently incorporated to the Letter of the Organization of American States (OEA).

Declaration of Human Rights, considered as one of the most important international instruments on which the doctrine and the practice of social security were founded; it

was promulgated by the ONU in 1948. Its article 22 establishes that "Every person has the right to social security and to obtain, through national effort and international cooperation, taking into account the organization and the resources of each State, the satisfaction of the economic, social and cultural rights indispensable for his dignity and for the free development of his personality". This Declaration also consecrates the right to work, the protection against unemployment and the right to equitable remunerations that will assure to the worker and his family a dignified existence.

Ottawa Social Security Program for the Americas, which emerges from the Eight conference of American States members of the OIT, held in Ottawa in 1966. Its importance lies on the proposal that social security must be an instrument of authentic social policy to guarantee a balanced social and economic development and an equitable distribution of the national income. Consequently—as mentioned in the document—social security programs must be integrated in the general economic planning of the State, with the purpose of destining to these programs the maximum possible financial resources compatible with the economic capacity of the country.

III. International meetings, documents and resolutions of the CISS related to the creation of the CIESS

Specifically four Resolutions of the CISS are directly related to the creation of the CIESS. The first resolution, approved in 1951 during the Third Inter-American Social Security Conference held in Buenos Aires and known as *CISS Resolution No. 34*; the second, *Resolution No. 51* issued at the Fifth General Assembly of the CISS held in Caracas in 1955; the third, *CISS*

Resolution No. 55 and the fourth, *CISS Resolution No. 58*; the last two approved at the Sixth Inter-American Social Security Conference held in Mexico City in 1960.

CISS Resolution No. 34. Recommends that the CISS promote for and before the social security institutions of America, the supply of professional technical help, training and periodical and rotating exchange of qualified groups of administrative personnel, so as to attain an increased practical assimilation of the organization, methods and systems of American social security.

CISS Resolution No. 51. Related to the "Training and selection of personnel in social security institutions", this Resolution presents the concerns existing with respect to the training of social security personnel in three fundamental aspects: selection, training and adaptation of personnel to the ends of social security. Recommendations are made for attitude and professional competence tests prior to the admission of personnel and for the granting of training facilities to personnel through courses, also promoting the technical assistance of international organizations. It insists, also, on the exchange of officers through the action of the CISS or through agreements between institutions, proposing that the latter organize intensive learning courses for their personnel. It mentions also the concern about teaching the doctrine of social security in superior education schools and universities as a means to achieve the adaptation of professionals to a new form of service to society. As a complement to these provisions, it was agreed to recommend work stability and adequate remunerations for workers, among other actions.

From October 12 through the 14th 1959, a joint meeting of international social security organizations was held in Geneva,

summoned by the OIT. The conclusions of said meeting were that:

"1.- The OIT., inspired by intentions evidenced in several international meetings and with the prior agreement of the interested organizations, summoned a meeting of the representatives of the International Association of Social Security, of the Inter-American Conference on Social Security, of the Organization of American States and of the Latin American Social Security Organization.... which had the following objectives:

"a) Compare the activity programs of all the interested organizations for the year 1959, as well as the activities scheduled for 1960;

"b) Offer suggestions susceptible of avoiding duplication of the work performed and of coordinating the dates for the different conferences, congresses, meetings, seminars, etc.

"c) Offer suggestions susceptible of eliminating activities with respect to which each organization could have priority of action.

"d) Examine the possibility of collaborating in the execution of certain projects in which several organizations could be interested.

"6.- The wish was expressed that, as far as possible, the dates of the meetings are established in periods sufficiently spread apart in order not to interfere with the attendance to the corresponding meetings.

"The Meeting has taken due note of the following calendar of general meetings scheduled:

"b) CISS: VI Inter-American Social Security Conference scheduled for October or November 1960.

"7.- The Meeting has also taken due note of the calendar for the technical meetings scheduled for the year 1960:

- a) Meeting of the following joint American regional commissions of the AISS and of the CISS; Organization and methods. Medical-social and Prevention of professional risks. These meetings are scheduled for the month of March 1960.
- b) The exact date of the above mentioned meetings will be established by common agreement with the OIT, taking into consideration the date determined by the Board of Directors for the meeting of the Actuarial Sub-Committee of the OIT.

"10.- The Meeting has taken due note of the following program relative to professional training:

- c) CISS. The purpose of establishing periodical courses for technicians of different Latin American countries, to be held in Mexico.

"11.- In order to establish a permanent coordination, the following procedure was recommended:

- a) That each organization inform the others of its short and long term activities.

"12.- The Meeting expressed the convenience that the different organizations strive for mutual collaboration for the best possible results of the work programs within the possibilities and limits of their respective competences and authority.

"13.- The enunciates contained in this document are conclusions to be submitted, in the form of recommendations, to the directive organs of the respective organizations".⁶

The following representatives were present at the above mentioned meeting: for the AISS, Messrs. Gonzalo Arroba and Alfredo Mallet, members of the "Bureau" of the Association, as well as its Secretary General, Mr. Leo Wildman; for the CISS, Mr. Benito Coquet, accompanied by Messrs. Miguel Huerta Maldonado and Juan San Pedro, as well as by the Secretary General, Dr. Amadeo Almada; for the OEA, Mr. Beryl Frank, Head of the Social Affairs Division; for the OISS, its Secretary General, Mr. Marti Bufill, and for the OIT, Messrs. Francis Blanchard, Under Director General; Arturo Zelenka, Head of the Social Security Division and Peter Thullen, actuarial consultant.

A document related to the above is the *Memorandum of the Permanent Inter-American Social Security Committee with respect to the meeting for the coordination among the international organizations of activities carried out America on the matter of social security*.

Said document—which refers to the resolutions adopted at the VIII Meeting of the CPISS held in September 1959 in Mexico City—expresses in its point number 1, relative to the relationships of the CISS with the other international organizations that act in the field of social security in America, that "the international organizations present I.- State that the CISS operates in America as a Social Security organization and agree that its efficient and systematic operation is useful and necessary".

Other chapters of said document that merit special mention due to their relationship with the creation of the CIESS are:

"III).- (The international organizations) also recognize the usefulness and the need to maintain permanent contacts with respect to their respective programs, their modifications and the progress achieved,

as regards activities in the field of social security in America; V).- The international organizations represented here will consider the possibility of incrementing their support to the CISS".

Point number 2 of the *Memorandum*, related to the future activities program of the CISS, mentions that "The meeting scheduled by the groups of experts that acted in Washington last April to prepare the operation of the American Regional Commissions will be held in Mexico (and)... The Permanent Committee will be summoned to an extraordinary meeting to be held on a date immediately after the meeting scheduled by the work groups of the American Regional Commissions.... In any event, and whichever the determination of the Committee may be on that occasion, the Inter-American Conference will be summoned eight months after that date to its VI Assembly".

In this same point, but under the chapter *Technical publications and papers*, and with a view at the integration of the agenda for the VI Meeting of the Conference, it is established, among other subjects, that the Secretariat General of the CISS prepare — as point number IV of the agenda— the report on "Selection, training and working conditions of the personnel working in social security institutions".⁷

IV. VI Inter-American Conference on Social Security

The two other Resolutions related to the creation of the CISS (Numbers 55 and 58) resulted from this meeting, which was held in Mexico City from September 13 through the 27th 1960.⁸ On that occasion, delegates of nineteen countries of America participated, as well as representatives of the following international organizations:

OIT (through a tripartite representation of the Board of Administration and a representative of the Director of the International Labor Office), OEA, AISS, as well as the Pan-American Sanitary Office. The participation of the representation of the United States of America was in a capacity as observer.

The agenda was made up of the following points: I) Report of the Secretary General of the CISS; II) Recent developments of social security in America; III) Cost and financing of medical care services in social security with special attention to the possible causes of financial unbalance; IV) Selection, training and working conditions of the personnel of social security institutions and, V) social security for workers.⁹

The following persons took the floor during the opening session, held at the Auditorium of the Mexican Social Security Institute: Messrs. Fioravanti Alonso Di Piero, from Brazil, in his capacity as Vice-Chairman of the CPISS, who spoke on behalf of the delegates; Enrique Bravo Caro, Representative of the Board of Directors of the OIT; Antonio Zelenka, Representative of the Director General of the International Labor Office; Beryl Frank, Representative of the Secretary General of the OEA; Tulio Fernandez Preboste, Representative of the Director of the Pan-American Sanitary Office. The inauguration speech was given by Mr. Adolfo Lopez Mateos, President of the United States of Mexico.

During the third session of this meeting, point number IV was developed, relative to the subject "Selection, training and working conditions of the personnel working in social security institutions". The special Commission in charge of discussing this point was integrated as follows:

Chairman, Dr. Jaime Diez-Canseco (Peru); Vice-Chairman, Pedro Escalante Arce (El Salvador), Secretary, Oscar Enrique Kenny (Argentina); Reporter, Dr. Ernesto López Paz (Cuba).

Members: Mr. Pedro Ballafín Galeano (Uruguay); Luis Felipe Morúa Carrillo (Costa Rica); Mr. Carlos González Sigui (Guatemala); Mr. Rogelio Martínez Augustinus (Honduras); Dr. Fernando Alegre (Panama); Dr. Alberto J. Simón (Paraguay); Dr. Jorge M. Pecci (Paraguay); Mr. Fernando Pampín Maure (Uruguay); Dr. Amadeo Almada (CISS). Observer, Dr. Ricardo R. Moles (AISS). On the part of Mexico the following persons participated: Mr. José Moisés Benítez Gavira; Dr. Guillermo Dávila García; Prof. Miguel Huerta Maldonado; Mr. Ernesto Ayala; Dr. Fernando González Montesinos; Mr. Ismael Mora Hernández; Mr. Jorge González Durán; Dr. Roberto Curiel Cueto and Mr. Jesús Rodríguez y Rodríguez.¹⁰

This point, in addition to the report presented by the Secretariat General of the CISS, had other contributions: on the part of the Mexican Social Security Institute "Selection, training and working conditions of the personnel of social security institutions"; on the part of the AISS "Considerations on technical training and development of personnel of social security institutions". Likewise, there were contributions of the Cuban delegation, of the Costa Rican Social Security Fund, of the National Social Security Employees Fund of Peru and of the delegate of the Oriental Republic of Uruguay.¹¹

The importance of these participations, added to the above contacts with several international organizations and to the reiterated recommendations made to the CISS by its affiliated institutions regarding the need to adequately develop and train the technical and administrative personnel of these institutions, had as a result that

the VI Conference adopted Resolution No. 55 "Selection, training and working conditions of the personnel of social security institutions" which, among other considerations and resolutions, established the following:

Considering:

"That to efficiently comply with the commitments with the right holders, social security institutions must satisfy the irrenounceable demands for the service, on the basis of suitable and specifically trained personnel;

"That the availability of technical-administrative personnel sufficiently qualified is of special importance for the present and future of the social security policy;

"That the training and development of experts at a synthesis level of social security, falls rather under the methodological competence of international organizations. But, it is essential to discern the unity of social security, that derives from a combination of purposes and from its technical projections which emanate from different spheres of the scientific reality that cannot be sub-divided into particular concepts. That is, that the training of technicians at an international level will essentially have an administrative value;

"That at social security institutions, due to the spirit that inspires them, it is indispensable to maintain the highest quality of human relations between their personnel and the right holding population;

"That it is unquestionable that the strengthening of these relations depends, to a great extent, on the doctrinal training and of the adequate orientation given to the personnel of the institutions at the service of social security.

"Therefore, this VI Meeting of the Inter-American Conference on social Security, by virtue of the competence granted it by Point IV of the Agenda, and having examined the report presented to this effect by its Secretariat General, understands that it is convenient to issue a resolution of a general nature that will codify all the provisions in this respect, both in the national and in the international ambits, thus arriving at an integral agreement on basic measures that will serve also as a reminder and as a reiteration of agreements already existing on this important matter.

Resolution:

II.- Training

"With the purpose of making possible the training of the personnel of the social security institutions, the specialized governments and institutions should carry out and promote, attributing them an utmost importance, the work relative to the training of technicians, which could be planned as follows:

"a) Creation of a school, center or institute for the training of the personnel of social security institutions which, on a permanent basis, will act in the complex of social security—understanding this assignment as an individualized subject of study—as well as in the series of related and complementary disciplines, so that it can impart knowledge in all the different occupations required for the social administration. These courses should also add to the technical know-how imparted, the practice of the different services that this activity requires, in a systematic action with respect to the goals, tasks and systems to be fulfilled. The services of the institution themselves may be a school for this training. The personalities and scholars most distinguished in each subject

should collaborate in the realization of these courses.

"b) As a realistic complement of this learning and so that the officer, in addition to his role as student or apprentice, may acquire practice in the problems of social security in which he must act, he should participate in different acts under the direction of his professors, such as conferences, seminars and round tables, where the most latent and significant problems of social security will be studied with a pragmatic criterion.

"I) That the Inter-American social Security Committee, as a regional counseling organization on the matter of study and promotion of social security, institute a training center for the personnel of the social security institutions in America, that will have as mission not only to impart the knowledge required on this matter, but also to prepare teaching plans to this effect and to create awards and diplomas, as well as take direct action in all that is necessary and leading to the concession and distribution of scholarships and exchange of officers among the different international organizations and institutions of social security. In the teaching of the different disciplines, it must have the collaboration of organizations related to social security and to professional education.

III.- Cooperation in the international order

"That the CISS cooperate with the institutions of member countries for the organization of training courses for personnel, offering technical and didactic counsel and bibliographic materials, as well as organizing periodical seminars.

"That the Secretariat General of the CISS prepare a Social Security Manual, for the training of personnel, which will contain

the principles of social security as an autonomous discipline and that will establish the fundamental notions on the different technical specialties and auxiliary sciences that intervene in its application, bearing in mind the problems and the socio-economic reality of American countries.

"That the CISS promote scholarships for studies and the exchange of technicians among institutions and encourage the realization of scientific and technical research work".¹²

Later on, and at the proposal of the Mexican delegation, Resolution No. 58 that creates the Inter-American Center for Social Security Studies was received with anonymous recognition and enthusiasm, which is transcribed below in its entirety.

"CISS" RESOLUTION NUMBER 58

Creation of the Inter-American Center for social Security Studies

"The VI Meeting of the Inter-American Conference on Social Security

Considering:

"That the social security institutions, members of the Conference, wish to consolidate and increment the measures taken for an adequate training of the personnel working at their service.

Considering:

"That it is indispensable for the development and strengthening of social securities to have personnel that is apt, suitable and socially responsible for his functions.

Resolution:

"1st.- That an Inter-American Center for social Security Studies be established in Mexico, whose operation will be entrusted to the joint action of the Inter-American Permanent Social Security Committee and to the Mexican Social Security Institute.

"2nd.- That a special commission be integrated, designated by the Chairman to this conference, to carry out the immediate installation, organization and operation work of the Inter-American Center for Social Security Studies¹³.

The opinions of the delegates on the Resolutions adopted in this meeting stress the importance of CISS Resolution No. 53 «Mexico Declaration and the Principles of American Social Security» which, in general terms, expresses the need to impel the general social security systems with the purpose of guaranteeing an ever growing well being to the benefit of American peoples, recommending that sufficient means be made available to widen its action systems, indicating which must be the duties of social security reiterating these duties and pointing out their close relationship with democracy, freedom, well being and dignity of man.¹⁴

With respect to the Resolutions related to the creation of the CIESS, other opinions were also expressed, for instance, Dr. Jorge Almada Morrison, from Uruguay, said that «The social and technical importance of the work performed in compliance with the agenda to which it was summoned (the VI Conference), the manner in which the best solutions were found, are per se a reason for deep satisfaction for us and of full justification before our governments and before society.... Specific solutions were found... in the selection, training and working conditions of the personnel of social security institutions... arriving at precise and clear developments".

Mr. Robert Myers, Head of the Actuarial Area of social security of the United States of America pointed out that "...the matter of the selection, training and working conditions of personnel, is of great importance, because, obviously, the best social security system written on paper is worth little if it is not properly administered".

On the other hand, Mr. Enrique Bravo Caro (OIT) stated that "The commendable fruits of the Commissions and the continuous efforts of the plenary sessions will facilitate the achievement... of the high goals that tend to solve the basic problems of populations... Facts speak now eloquently. Each one of the points of the agenda has been carefully studied, examined and approved.... We have deliberated in the course of the meetings and have received...(from) the delegations, ample studies regarding the selection, training and working conditions of the personnel of social security institutions".

Mr. Beryl Frank (OEA), asserted that "With respect to the selection, training and working conditions of the personnel responsible for the social security programs in our countries, the task is somewhat easier. This meeting has approved a series of excellent recommendations that will be a guideline for all our social security institutions. When determining the directives, we have fully complied with the goal established for our deliberations. What is yet to be done is the most difficult part; in other words, put it in practice. Our recommendations are in accordance with the best principles of a true civil service —the full establishment of an administrative career— within the organizations that implement the important programs of social security. I have said on several occasions that social security institutions cannot nor must exist isolated from the conditions prevailing in their environments. The problem of lack of stability of public jobs, is not peculiar to

our institutions. The solution to our problems lies, fundamentally, on the possibility of establishing, within the public administration of all the countries of the Continent, a true conscience on the importance of appointing and promoting persons, on the basis of their competence, of remunerating them adequately and of offering them opportunities to improve their know-how inside or outside the institutions themselves. This latter point is of such a transcendental importance, that the conference has approved the creation of another educational institution in the field of social security. I trust that this step will have as a result the increase in the number of capable officers... I emphasize the usefulness of the Scholarship Program of the OEA, that offers the citizens of all America the opportunity to study in another country of the continent for periods of from three months to two years. The program is at a post-graduate level and includes not only courses in universities, but also study and observation programs in several specialties. At present, the OEA has offices established in 17 countries that can furnish them the information and the necessary application".

Mr. Gonzalo Arroba, in his capacity as Representative of the AISS, mentioned «It is only natural, then, that the AISS is pleased and proud with what has been achieved in this meeting. I wish, however, to stress some points that bear special importance. Another happy agreement is the creation of the Inter-American Center for social Security Studies. It was about time to stop going on pilgrimage to distant Continents in the search of basic training for the cadres responsible for the activities of social security. And here I once more highlight the generous support offered by the IMSS to make this work a positive reality".¹⁵

V.- Inauguration of the Inter-American Center for Social Security Studies (CIESS)

In compliance with the Resolutions of the CISS, the Mexican Social Security Institute planned and constructed the facilities of the CIESS, equipping them with an architectonic complex adequate for study: auditorium, classrooms, simultaneous translation equipment and audio-visual support, library for books and periodicals, as well as residence for students.

On March 19 1963—date on which the work of the XI Meeting of the CPISS also started, jointly with the XV Meeting of the AISS and the II Meeting of the American Medical-Social and Organization and Methods Regional Commissions—the President of the United States of Mexico, Mr. Adolfo Lopez Mateos, inaugurated the Inter-American Center for Social Security Studies.

At the opening of those meetings, Mr. Benito Coquet stated the following during his intervention:

"I am pleased to express—in my dual capacity as Chairman to the Permanent Inter-American Social Security Committee and Director of the Mexican Social Security Institute—the most cordial welcome to the distinguished members of the Committee attending this XI Meeting, in representation of the nations of the continent, and to the members of the Board of Directors of the International Social Security Association that are about to hold their XV Meeting.

"Social Security, as introduced as a result of the need of American peoples, goes beyond the traditional routes that originally brought it to being, and opens new social organizational perspectives for the future. Hence the need to introduce and multiply the social services or fringe

benefits, the economic benefits claimed by collective solidarity and that social security can offer to erase indigence, illness, ignorance, helplessness and misfortune from this Continent. Social Security constitutes, per se, when integrally fulfilled, a revolution, but a bloodless revolution, that does not waste efforts, that does not destroy before constructing, that gives man what must belong to man in dignity, in freedom, in responsibility, in solidarity and in justice.

"This is how social security was conceived by who, justly, has been considered as one of its most brilliant exponents, he who with courage said: "in a revolutionary period in the history of the world, this is the time for revolutions". I have quoted Sir William Beveridge. Only some days ago, we received the sad news of the decease of this exceptional man to whom I render—and I am sure to interpret the general feeling—a fervent and emotive tribute of gratitude for a work which the nobility and generosity on which it was inspired brought beyond the frontiers of his country for the good of humanity.

"The Inter-American Conference on social Security and its Permanent Committee, constitute the organization created by American states on the matter of social security. I express my most fervent wishes that it will continue to be, as up to the present time, the most vigorous link of social security institutions and one of the means to hasten the social development programs in our countries.

"I express my profound gratitude to the International Labor Organization, to the World Health Organization and to the Organization of American States, that have been represented in this meeting of the Permanent Committee; and to the members of the Board of Directors of the International Social Security Association (that groups the institutions acting in this

field throughout the world) for the distinguished honor bestowed upon us with their agreement to hold their XV Meeting in this city of Mexico. I am sure that the very valuable cooperation that we have been receiving from the international organizations represented here will continue to increase and gain importance to the benefit of the social activity constituted by our work.

Mister President:

"The Inter-American Center for Social Security Studies —that you are inaugurating today— corresponds to your generous effort in favor of a greater collaboration in the international ambit, as a task of peace, of approach and of understanding among the people of this continent and all the nations of the world.

"I am certain that the work carried out by this Center, for the development of American social security, will more than correspond to the initial purposes that have lead to its creation, for the good of all our peoples".¹⁶

Inauguration declaration by Mr. Adolfo Lopez Mateos, President of the United States of Mexico

"Today, March 19 1963, I solemnly declare inaugurated the fifteenth meeting of the Board of Directors of the International social Security Association, eleventh of the Permanent Inter-American Social Security Committee and second of the American Medical-Social and Organization and Methods Regional Commissions.

"At the same time I declare inaugurated the buildings constructed by the Mexican Social Security Institute for the Inter-American Center for Social Security

Studies; and the Permanent Inter-American Social Security Committee.

"I wish to express to the delegations present, the cordial welcome of the Government of Mexico and my earnest wishes for the best of success in their tasks.

"Mexico shares the universal desire to guarantee to all men the benefits of a constructive peace, that will be solidary with the great collective needs and respectful of rights and sovereignties, so that man may fully enjoy the creative sense of his work, under the protection of social security and justice".¹⁷

On the other hand, representatives of the different international organizations expressed their faith in the future of the CIESS; this was the case of the Director General of the International Labor Organization (OIT) Mr. Luis Alvarado; the Secretary General of the International Social Security Association (AISS), Mr. Leo Wildman; the representative of the Secretary General of the Organization of American States (OEA) Mr. Beryl Frank, and the representative of the World Health Organization (OMS) Mr. Raul Cantuarias, who also expressed the intention to collaborate on the part of their respective organizations for the success of the tasks of the Center. In like manner, the Commissioner of the Social Security Administration of the United States of America expressed the decision to collaborate closely in the work of the CIESS, due to his firm belief that one of the most practical manners to contribute to the economic and social progress of the continent, is the strengthening of the performance of the tasks that the respective countries have entrusted to social security.

In like manner, the delegations attending the XI Meeting of the CPISS, the meetings of the American Regional Commissions,

and the XV Meeting of the Board of Directors of the AISS, expressed their wishes for success of the so called Charter of Incorporation of the CIESS.

VI.- Reforms to the legal and organizational frame of the CIESS

During the first years of activities of the CIESS, the common characteristic of the region was the consolidation of certain social security systems and the extension, now in process, of their fringe benefits and services to other sectors of population, while at the same time establishing these benefits and services in other systems. The period 1973 through 1982 was characterized by the implementation, in certain countries, of the first non-contributory regimes; by the construction, in some cases, of national social security systems, and by the search of common criteria in the granting of fringe benefits and services, as well as by an unprecedented transformation, expressed in the first plans for reform and modernization of the American social security, started as from the decade of the eighties. All these processes motivated that, since the decade of the seventies, a series of proposals have been propitiated aimed at reviewing the structure and operation of the CIESS, in order to intensify and update its academic activities and increment its relationship with social security institutions, international organizations and superior education centers.

This is how, during the work of the XVII Meeting of the CPISS and of the IX General Assembly of the CISS, held in Quito from August 17 through the 20th 1971, the attendants expressed the need to organize an analytical meeting of the activities of the Center, where it was considered opportune

to increment the educational task and to promote research work, among other aspects.

On this occasion, the Chairman to the CIESS presented proposals that were basic for the scheduling of future activities, among them:

- The CIESS must give preferential attention to the training of social security officers who participate actively at an operational level.
- The educational activity of the CIESS must be intensified and aim at the increased participation of officers in their courses, through a better diffusion among the institutions and a more active promotion of the courses.
- The CIESS must have a defined organic structure, in which the institutions of the American region will participate.
- The integration of the Consulting Technical Council in charge of determining and evaluating the educational programs is indispensable.
- The work of the Center cannot be limited to educational functions, but must also promote research in the field of Inter-American social security.

Likewise, the basis were established to give the Center an international projection directly in the countries, through short length local courses of an adequate specialization for the most important needs of the institutions.¹⁸

On the other hand, and with respect to the above, the IX General Assembly of the CISS approved CISS Resolution No. 75, the fundamental contents of which regarding training were:

- Recommend American social security institutions and administrations, the creation of national centers or services to train and develop personnel and the expansion of these centers or services where they already exist.
- Make sure that the CIESS will offer its collaboration to the institutes that require it with respect to training and development courses at a national level or with on the job training.
- Recommend social security institutions and administrations a better utilization of the services of the Inter-American Center for social Security Studies in the training of medium and upper level cadres of their personnel, and in the development of instructors for national training services.
- Recommend the specific training of medical personnel destined to hold management positions in medical units or in the general organization of social security institutions.

For the compliance with the points emanated from the above mentioned meetings, a Restructuring Commission was integrated by representatives of Argentina, Bolivia, Brazil, Costa Rica, Chile, Ecuador, Mexico, Dominican Republic and Venezuela, whose mission was to prepare a study to update the structure of the Center. This Commission met in Mexico in October 1971 and prepared a draft of Bylaws. The concern expressed in Quito regarding the organic structure of the CIESS, was considered in this draft by including provisions relative to the creation of the following directive and consulting organs: Board of Directors, Chairmanship, Technical Consulting Council, Directorate and Technical Secretariat.

The existence of the Research Area was also established as part of the Technical

Secretariat of the Center which, years later, in addition to the performance of its own tasks, acted as counsel in the educational area in the following fields: educational counseling (direct training and preparation of didactic material), technical counseling (statistical processing and analysis of information) and research counseling (bibliographic consultation and design of investigations).¹⁹

At the XVIII Meeting of the CPISS, held in Mexico City from September 11 through the 14th 1972, with the attendance of representative of social security institutions of nineteen countries and, as observers, representatives of the National Health and Welfare Department of Canada and of the Security Fund of the State of Puerto Rico, in addition to representatives of the OIT, AISS, OEA, OPS, OISS and AISSCAP, the CIESS presented a detailed report on the tasks performed in compliance with the agreement of the Meeting of the CPISS held in Quito.

The attendants approved the report and coincided in that, for the future operation of the Center, it would be necessary to discuss immediately the approval of the Bylaws and, if applicable, proceed to the election of the Board of Directors. This matter motivated an ample participation that evidenced the interest in the strengthening of the work of the CIESS on the part of the social security institutions and of international organizations. The conclusion was that the draft of Bylaws prepared by the Restructuring Commission would continue provisionally in effect until the next Meeting of the CPISS, which would permit, with the viewpoints obtained and the observations made, to proceed to its definite approval.²⁰

In July 1973, the Consulting Technical Council was installed, in compliance with the recommendation to provide the Center with Directive and Administrative organs.

The statutory function of the Board consisted in orienting the educational and research activity through its members: Permanent Inter-American Social Security Committee and Mexican Social Security Institute and group of professors of the CIESS. It was determined that the Council would be presided by the Directorate of the Center itself, and that the Technical Secretary would act as Secretary. This Council was integrated also, by the following persons: Dr. Gaston Novelo, Secretary General of the CPISS; Dr. Jorge Fernandez Osorio, Technical Secretary of the American Professional Risks Prevention Regional Commission; Lucila Leal de Araujo, Head of the International Affairs Department of the IMSS; Dr. Juan Rodriguez Argüelles, Head of the Education and Investigation Department of the Medical Under-Directorate General of the IMSS, and professors Dr. Manuel Barquín Calderon, and the Public Accountants Eduardo González y González and Julio Olavarría.²¹

It should be mentioned that in that same month, the CIESS started to develop academic activities outside its see.

In the month of September, the XIX Meeting of the CPISS was held in Bogota, where the new Bylaws of the CIESS were approved. As a consequence thereof, the Technical Consulting Council—already constituted—undertook the task to review, evaluate and schedule future educational activities. At this meeting it was mentioned that the advisability of giving a wider projection to the activities of the CIESS proposed in Quito, had been subject to careful study on the part of the Restructuring Commission. As a result of this study, the following objectives were established:

a) train the professional, technical and administrative personnel of the American social security institutions and administrations, to collaborate in the

development, in the strengthening and in the improvement of the application of social security in American countries;

- b) promote and carry out investigations in the field of social security; and
- c) promote communications and exchange of studies related to social security in the continent.²²

At the recommendation of the Chairman of the CIESS, the Secretary General of the CPISS and the Director of the Center, held a preliminary meeting with the members of the Board of Directors in Lima, in July 1974. On this occasion, the text of the new Bylaws and general information on the activities of 1974 and the program of courses for 1975 were distributed among the members Board of Directors, thus constituting the first formal reunion of the Board of Directors.

Years later, in Mach 1978, during the meeting summoned by the Board of Directors, the following points were discussed:

- Report of the Chairman of the CIESS
- Discussion of programs
- Proposal for the amendment to the Bylaws of the CIESS
- Draft of Regulations of the CIESS
- Recommendations and conclusions
- Joint meeting of the Technical Consulting Council of the CIESS.

For the presentation of the report and discussion of programs, regulations and proposal for the reforms to the Bylaws, the Chairman of the CIESS had, in addition to that of the members of the Board of Directors and other officers, the collaboration of the Directorate of the Center, and the following collaborators of the CIESS and of the CPISS: Mr. Fernando González Montesinos, Dr. Armando Cordera and Mr. Rafael Sánchez Zamora. The following persons attended as

observers: Mr. Beryl Frank (OEA), Mr. Rogelio Anguizola of the Social Security Fund of Panama and Secretary General of the AISSCAP, and Mr. Reynaldo Chavez, of the Nicaraguan Social Security Institute and Chairman to the Actuary and Statistics Regional Commission.

In this meeting a project of reforms to the Bylaws of the CIESS was approved, which was presented at the XXIII meeting of the CPISS held in November 1978 in Costa Rica where the new Bylaws were approved.

After considering the experience in the operation of the CIESS, particularly after the meeting of Costa Rica, a proposal was presented to the XXVI Meeting of the CPISS held in Mexico City in September 1982 to the effect of modifying the Bylaws of the Center in their articles 5th and 6th relative to the organs, including among those organs the administration services and the Board of Directors respectively. Likewise a proposal was presented to adapt the text of article 19th related to "Administration Services" and to establish the duties and authority of the Administrator pursuant to article 20th. On the other hand, it was considered advisable that Title VI should be entitled "Of the Reforms to the Bylaws" (articles 38th through the 40th). For the purpose of these proposals it was decided that, if accepted, the numbers of the articles should be changed according to the proposed modifications.

With respect to administrative services, the changed proposed was justified considering the functions performed by the Administration, among others:

- Maintain a close relationship with the corresponding authorities of the Mexican Social Security Institute and of the Permanent Inter-American Social Security Commission, in order to take the necessary steps for the adequate

operation of the Center, in compliance with CISS Resolution No. 58.

- Manage, supervise and control the personnel rendering their services at the Center, in adherence to the institutional norms.
- Supervise and control the adequate handling of the funds entrusted to the Center for its operation".²³

With reference to the Board of Directors, the meeting proposed that in addition to the Chairman and the Secretary, it should be integrated by six regular members elected by the CPISS among the social security institutions, in order to have an adequate regional representation.

Later on, in the city of Panama, on the occasion of the XXXIV Meeting of the AISSCAP held jointly with social security organizations and institutions in January 1983, the Chairman of the CIESS suggested the organization of a number of work sessions to analyze at depth the problems that on the matter of training are faced by social security institutions in the light of the generalized economic crisis. On that occasion it was mentioned at the meeting that, from this joint evaluation, new alternatives and strategies would be proposed tending to offer solutions to such problems and to improve the level of training of the human resources of the institutions. This proposal was approved unanimously, designating July 14 and 15 as the dates for said sessions, which would be held within the frame of the XX anniversary of the CIESS.²⁴

The agenda agreed upon for that event was:

- a) The problem of training at social security institutions in the light of the economic crisis;
- b) Training for the prevention of occupational risks;

- c) The training of doctors and administrators of social security institutions, particularly in the light of the new strategies for the granting of social fringe benefits.

SESSIONS ON TRAINING IN SOCIAL SECURITY

Representatives of institutions of sixteen countries and nine international organizations participated. They were presided by the Chairman of the CIESS, Ricardo García Sainz and three vice-chairmen appointed to that effect: Mr. Alvaro Castro (SISS), Mr. Rogelio Anguizola (AISSCAP) and Mr. Beryl Frank (OEA).

During this activity the Chairmanship of the Center proposed to proceed to design a new operative scheme. It would be a modular training system composed of five areas which, on the basis of assigning hierarchies and actual priorities of the institutions, would be in charge not only of scheduling the courses to be held in headquarters, but also of the development of courses outside the see.

Among the various interventions, the Ambassador Gustavo Silva Aranda, Representative residing in Mexico of the United Nations Program for Development, pointed out the identification existing between the action of the CIESS and the multiplying function of international organizations. On the other hand, the Chairman of the AISS, Dr. Jerome Dejardin, highlighted the work of the Center in its twenty years of existence, qualifying it as a nucleus of communication and exchange of ideas. He also spoke of the difficulties of the economic crisis in social security and insisted that this must not be allowed to become a factor of regression, but a starting point for new roads. Later on Mr. Dejardin awarded, on behalf of his organization, a medal and an honor diploma to the CIESS.

Several reports were presented. Among them, we will refer to what Mr. Álvaro Castro mentioned on the subject "The problem of training in social security institutions in the light of the economic crisis", who pointed out the diversity of problems faced both by social security institutions in countries in the process of development and by those in developed countries, maintaining that, when the former seek sources of financing that will permit expanding the coverage of social security as well as the maintenance of the level of the fringe benefits they grant, the latter face a decrease in their income and an increase in their expenses resulting from the payment of long term pensions. With respect to this problematic he said that the optimization of resources in social security institutions, made necessary by the crisis, decidedly involves the training and development of personnel.

On the other hand, Mr. Guillermo López Guízar, Deputy Director of the Zone Office of the OIT in Mexico, presented the subject "Considerations on the activities of the Inter-American Center for Social Security Studies" which was prepared by Mr. Giovanni Tamburi, Head of the Social Security Department of that organization. In this presentation he proposed, as future perspectives, the organization of national courses of a general nature; the utilization of educational personnel of excellence; the reinforcement of the coordination between the CIESS and international organizations such as the OIT, OISS and OEA; the introduction of better evaluation systems; the reduction of certain Inter-American courses, as well as an increased support to the institutions in the training process of the CIESS.

Olga Palmero Zilveti, Head of the Technical Services of the CPISS, referred to the effects of the economic crisis on social security systems and recalled some actions established by different international

organizations, relating them with the need for training of human resources. She also indicated that these training sessions on social security should set forth short and medium term strategies to support the efforts of the social security institutions of the Continent.

On the part of the Mexican Social Security Institute, the following officers participated: Mr. Eduardo Philibert, Administrative Under-Director General; Mr. Guillermo Carrillo Arena, for Construction and Real Estate Patrimony Under Director General; Mr. Juan Francisco Rocha Bandala, Legal Under Director General; Dr. Carlos McGregor, Medical Under Director General, and Mr. Jose Antonio Carranza, Institutional Services Under Director General.

Some of the resolutive points of the training sessions were:

- 1) Operative rationalization of the programs of the CIESS.
- 2) Integration of new national and/or regional approaches for training and technical assistance to the institutions.
- 3) Preparation of inventories of resources, experts and needs in the area of training, as well as with respect to courses already existing, tending to establish an information bank at the CIESS accessible to international social security institutions and organizations, that will permit an updated communication of experiences among them.
- 4) The continuation and increment of the cooperation of international organizations in the training programs of the CIESS.
- 5) An increased participation on the part of social security institutions in the training process of the CIESS.

This event was signified for the ample participation of international institutions and organizations, demonstrating a high

level of interest in the new operative model of training proposed by the Chairman of the CIESS and later on approved at the XIII Meeting of the CISS, held in Panama in September 1983. This model covered initially the following five academic areas: 1) social medicine, 2) administration, 3) actuary, informatics and statistics, 4) occupational risks and 5) supply, construction and real estate patrimony.²⁵

VII. Statutory reforms to the juridical frame of the CISS and its action organs

It is well known that organizations, seeking their utmost performance, tend to self transformation according to the different events of the time, among them, those of a political, social, economic and administrative nature. If we apply what Dr. Antonio Ruezga Barba said, in the sense that "An organization that has a high degree of organic structure, has as a basic policy that, through cooperation, all their members satisfy their individual needs and interests to the extent of their possibilities, so that all of them, through their functions, will contribute to the achievement of the organizational objectives" we can assert that the administrative and operative transformations implemented by the CISS, as well as its organizational adaptation to the present times, have strengthened it to successfully face the fast and profound changes of the contemporary world, to the benefit of its affiliated institutions²⁶.

In this sense, the CISS has held a series of meetings, with the purpose of harmonizing, on the basis of coherence and solidity, its juridical ordinances (Bylaws and Regulations) with respect to the regulations of its different action organs.

The original bylaws of the CISS were adopted at its First Meeting held in

Santiago, Chile, through CISS Resolution No. 15, and its Regulations through CISS Resolution No. 17 of 1942. During the Second Meeting of the CPISS, held in Mexico City in 1945, the Regulations of the Committee were approved.

The convenience of reforming both the Bylaws of the CISS and its Regulations as well as the Regulations of the CPISS, was discussed on several occasions. Subjects related to this matter were included in the agendas of several meetings, among them, Mexico City (1952); Caracas, Venezuela (1955); Mexico City (1958 and 1960); Asuncion, Paraguay (1964); San Jose, Costa Rica (1966); Lima, Peru (1967); Panama City (1968); Acapulco, Mexico (1975); Mexico City (1982). In the XXXI Meeting of the CPISS, held in 1987 in Montevideo, Uruguay, a Commission for the review of the juridical frame of the CISS was created, which was integrated basically by members of the American Legal Social Commission (CAJS) that represented institutions of Costa Rica, Ecuador, United States of America, Guatemala and Uruguay, with the Secretariat General of the CISS acting as Technical Secretary. In 1988, in January and August, this Commission met in Mexico City with the purpose of examining and detailing the document that would be presented to the affiliated institutions. The Bylaws were approved during the First General Extraordinary Assembly held in Mexico City from August 8 through the 12th 1988.

CISS Resolution No. 101 was adopted at this Meeting, which entrusted the Secretariat General with the preparation of the drafts of the regulations of the General Assembly, of the CPISS, of the CIESS, of the American Social Security Commissions (CASS) and Financial, with the support of the Review Commission. With respect to the draft of the Regulations of the CIESS, contemplated

in Document "G" Title X, the following points are worth mentioning:

- "Following the recommendation that in the juridical hierarchy of the Conference there can be only one Bylaw, the Bylaws of the CIESS are revoked and the constitutive norms are incorporated under this title, leaving the operation of the Center to be ruled by the regulations.
- "The functions of the CIESS are complemented and expanded, according to its nature and to the activities it develops.
- "A leading modification is that associated members may integrate the Board of Directors of the CIESS, considering that five regular members of the CIESS and one associated member integrate the Board of Directors of the CIESS.
- "The form in which both the Secretary to the Board and the Secretary General of the CPISS act, is made clear.
- The functions of the Board of Directors as the governing authority in the operation of the Center, are incremented and complemented.

Formally, the approval of the regulations was reached as follows: the Regulations of the General Assembly, on the occasion of the XV General Assembly of the CISS and the regulations of the CPISS, CASS; CIESS and Financial, during the XXXIII Meeting of the CPISS, both held in San Jose, Costa Rica in November 1989²⁷.

With respect to this new juridical scheme, the Secretariat General of the CISS expressed that "The three years elapsed from November 1968 through 1989, were characterized as years of intense modernizing activity, years in which it has been possible to consolidate a series of

fundamental changes for the renewal and revitalization of our Inter-American organization.... This is how the transformation has been achieved, as from its foundations, with the reforms to the Bylaws; to the structure and operation of the action organs; to its regulations and to its priority programs".²⁸

VIII.- Most recent reforms to the Bylaws of the CISS

In November 2003, the Third Extraordinary General Assembly of the CISS, held in Saint Michael, Barbados, approved new modifications to the text of the Bylaws of the Conference and of the regulations of its action organs, to the extent of creating Regulations relative to the election of authorities.

The statement of motives of the new Bylaws mentions that "...at the start of a new millennium, the CISS faces important challenges derived, among other aspects, from demographic, epidemiological, social and economic changes occurred throughout the world and, especially, in Latin America; which,—to a greater or lesser extent— have had repercussions on social security. In this context, several countries of the region have introduced structural changes in their social security systems, causing the uprising of new modalities of participation of the private sector in their administration.

Conscious of this situation, some member institutions proposed the need to update the juridical frame of the CISS in order to adapt its Bylaws and regulations to the new conditions in which its activities will have to be developed".

These modifications have their direct antecedent in the XLIII Meeting of the CPISS, held in November 1999 in Mexico City, where a Commission for the Review

of the Bylaws and Regulations of the CISS was created, which was integrated by a representative of each one of the sub-regions²⁹, with the support of the Secretariat General of the CISS and of the Directorate of the CIESS, in order to guarantee the representation of the entire Organization. With respect to Sub-Region IV, the participation of two officers was authorized with the purpose of having the representation the institutions belonging both to the English speaking Caribbean zone and to North America.

Likewise, the CPISS decided that the Review Commission would analyze, in a priority manner, those points more frequently presented by member institutions, among others:

- The possible inscription of new members to the Conference, attending to the reality of social security in the American continent.
- The responsibilities of the Secretariat General and of the Directorate of the CIESS.
- A clear, transparent and sufficiently legitimated procedure for the election for the positions of the Secretary General and of the Director of the CIESS.

In addition to the above points, the Review Commission agreed to include as point of analysis that relative to the organs of the CISS with the purpose of defining clearly their integration and respective functions. To make the analysis of the present Bylaws the Commission took into account the proposals for modification sent by the member institutions, the document "Proposal of Modification of the Bylaws of the CISS" prepared by the representations of Cuba and Costa Rica, and a draft of bylaws prepared by the Canadian representation.

The Commission held several work meetings during the period March 2000 through November 2003. In the first meeting, Dr. Orlando Peñate Rivero from Cuba, was appointed Chairman to the Commission.

With respect to the aspects related to the CIESS, we can mention the contents of the statement of motives referred to above, when it concludes that "... the concept of autonomy of the organs, implicit in the present Bylaws is expressly consecrated. In a particular manner, this concept was taken into consideration for the CIESS and its field of action with respect to that which corresponds to the Secretariat General. A delimitation of functions was made in the wording of the articles that guarantees the harmonic operation of each one of the organs".

With respect to the election of the Director of the Center, article 31st, paragraph f) of the present Bylaws of the CISS establishes that the Board of Directors, within its duties and attributes, has the authority to "Receive the proposals for candidacies and present to the General Assembly a report on each one of the candidates for the Directorship of the CIESS". Likewise article 34th stipulates that "In the event of temporary or definite absence of the Director of the CIESS, the Permanent Committee, at the proposal of the Board of Directors of the CIESS, will designate an interim Director for the time of the absence or for the rest of the period".

IX.- Conclusions

We have been able to observe that the constant concern of the Inter-American Conference on Social Security and its action organs, to manage in a more effective manner their respective responsibilities, in harmony with the national efforts and the valuable support on the part of international organizations, has become

one of the most effective forms to establish an orderly frame of action in order to favor a better performance of the Organization as a whole.

Particularly, this paper has pretended to present only some of the many contributions that have been made for the creation and the strengthening of the Inter-American Center for Social Security Studies. We can affirm that it would be hard to find more valuable contributions as regards training on the matter of social security, because, encouraged by a sense of solidarity and in close symmetry with the development of the continental social security, they have made it possible in a permanent manner to give new forms and contents to the task of the CIESS, to make it possible that this organ of the CISS, within its competence, will continue to serve with more vigor the American institutions of the field, through the development of educational and research activities, that will be more practical every day, and of an immediate usefulness.

Integration of the Boards of Directors of the CIESS*

1972

Chairman: Chairman of the CIESS (IMSS)

Secretary: Secretary General of the CPISS

Member institutions from:

- Costa Rica
- Colombia
- Dominican Republic
- United States of America
- Panama
- Chile

1980

Chairman: IMSS and Chairman of the CPISS

Secretary: Secretary General of the CPISS

Directorship: Director of the CIESS

Member Institutions:

- Social Security Ministry of State of the Republic of Argentina
- Social Security Administration of the United States of America
- Social Security of Haiti
- Social Security of Peru
- Salvadoran Social Security institute
- Venezuelan Social Securities Institute

1978

Chairman: IMSS and Chairman of the CPISS

Secretary: Secretary General of the CPISS

Directorship: Director of the CIESS

Member Institutions:

- International Department of the Social Security Administration of the United States of America
- Chairmanship of the AISSCAP (Salvadoran social Security Institute)
- Nicaraguan Social Security Institute
- Social Securities Institute of Colombia
- Social Welfare Institute of Paraguay

1984

Chairman: Chairman of the CIESS

Secretary: Secretary General of the CPISS

Directorship of the CIESS

Member Institutions:

- State Committee for Labor and Social Security of Cuba
- Dominican Social Securities Institute
- Ecuadorian Social Security Institute
- Health and Human Services Department of the Social Security Administration of the United States of America
- Guatemalan Social Security Institute
- Social Security Fund of Panama

* Data obtained from minutes and reports related to different meetings of the CISS, CPISS and CIESS.

1989-1992

Chairman: Mexican Social Security Institute

Secretary: Director of the CIESS

Member Institutions:

- Belize Social Security Board
- Social Securities Institute of Colombia
- Dominican Social Security
- Salvadoran Social Security Institute
- Social Welfare Institute of Paraguay
- National System for the Integral Development of the Family, Mexico (associated member)

1996-1998

Chairman: Mexican Social Security Institute

Secretary: Director of the CIESS

Member Institutions:

- National Social Security Administration, Republic of Argentina
- Belize Social Security Board
- Social Securities Institute of Colombia
- Costa Rican Social Security Fund
- Dominican Social Securities Institute
- Los Andes Compensation Fund, Chile (associated member)

1992-1995

Chairman: Mexican Social Security Institute

Secretary: Director of the CIESS

Member Institutions:

- Labor and social Security Ministry, Republic of Argentina
- Belize Social Security Board
- Labor and Social Security Ministry of Cuba
- Honduran Social Security Institute
- Peruvian Social Security Institute
- Los Andes Compensation Fund, Chile (associated member)

1999-2001

Chairman: Mexican Social Security Institute

Secretary: Director of the CIESS

Member Institutions:

- National Social Security Administration, Republic of Argentina
- Social Securities Institute of Colombia
- Salvadoran Social Security Institute
- Honduran Social Security Institute
- Social Security Board, Saint Christopher & Nevis
- Los Andes Compensation Fund, Chile (associated member)

2002-2004

Chairman: Mexican Social Security Institute

Secretary: Director of the CIESS

Member Institutions:

- National Social Security Administration, Republic of Argentina
- National Health Insurance Institute of Bolivia
- Salvadoran Social Security Institute
- Honduran Social Security Institute
- Social Security Board, Saint Christopher & Nevis
- Los Andes Compensation Fund, Chile (associated member)

2005-2007

Chairman: Mexican Social Security Institute

Secretary: Director of the CIESS

Member Institutions:

- National Social Security Administration, Republic of Argentina
 - National Health Insurance Institute of Bolivia
 - Salvadoran Social Security Institute
 - National Social Security Council – Dominican Social Securities Institute, Dominican Republic
 - Social Security Board, Saint Christopher & Nevis
 - Los Andes Compensation Fund, Chile (associated member)
-

First academic activities held at the see of the CIESS*

Initial conference cycle. To initiate its activities and to take advantage of the circumstance that distinguished international personalities in the field of social security were present in Mexico, a cycle of conferences was organized under the responsibility of the following persons:

Dr. Antonio Zelenka, Head of the Social Security Division of the OIT.

Dr. Leo Wildman, Secretary General of the AISS.

Dr. Vladimir Rys, member of the Secretariat of the AISS.

Mr. Jack S. Futterman, Assistant Director of the Social Security Administration of the United States of North America.

Dr. Marcelo Putti, member of the Secretariat of the AISS.

Mr. Ahmed Balma, Chairman-Director General of the National Social Security Fund of Tunisia.

Courses of an Inter-American nature:

"Accounting and audit of social security" (from April 1 through June 28 1963).

Participation: fifty one officers from seven American countries.

Professors: thirteen professors from five American and European countries as well as an officer of the OIT. Also conferences were given by specialists from three other countries.

Technical coordinator: Mr. Antonio Ortega Medina, Controller of the IMSS.

"Safety and health on the job with respect to social security for professional risks" (from August 5 through November 30 1963).

Participation: forty one officers from eight American countries.

Professors: twenty five professors from five American and European countries. Two officers of the OIT participated also, and conferences were given by two specialists from other countries, including a third specialist proposed by the OIT.

Technical coordinator: Dr. Enrique Arreguín V., Head of the Professional Risks and Disability Department of the IMSS:

Likewise, during the year 1963, other academic activities were developed, called "of a national nature".

* Source: El Centro Interamericano de Estudios de Seguridad social en su primer año de actividades. 1963-1964

First academic activities held outside the see of the CIESS*

According to the work program approved at the XVII Meeting of the CPISS (Quito), the Center started its activities outside its see.

The first activity was the course "*Maintenance and preservations of buildings and medical equipment*" held in El Salvador from the 1st through the 27th of July 1973. The host institution was the Salvadoran Social Security Institute (ISSS) and it had the attendance of 20 students. The educational participation was entrusted to engineers Jorge Velasco Rueda and Edmundo Muñoz Ávila, officers of the Maintenance Department of the IMSS; on the part of the ISSS, the Under-Director, Dr. Ricardo Novoa Arciniega participated, who lectured on the doctrine and history of the Salvadoran Social security, and the engineer Ramiro Aguilar Duarte, Head of Maintenance.

On July 30 of that same year, a course on the same subject and of the same duration started in El Salvador. With the support of the IMSS it was possible to have the participation of the two Mexican professors mentioned above. On the part of the Social Security Fund of Panama (CSS) Dr. Guillermo Amaya participated, with the subjects relative to the doctrine and history of the Panamanian Social security; the engineer Ramiro Parada and the architect Carlos E. Escala Head of Maintenance and graduate from the courses of the CIESS also participated. Likewise, Mr. Rogelio Anguizola, commissioned by Dr. Jorge Abadia, Director of the CSS collaborated in the organization, development and coordination of the course with the authorities of the Panamanian social security. Twenty two officers of the see country participated in this course.

Later on, other applications were received from institutions of Guatemala, Honduras, Ecuador, Costa Rica and Peru.

*Source: Revista Seguridad Social. Nos. 83-84. CPISS. September-December 1973. Pages 92-93

Some reflections on the CIESS

- "I am fulfilling what I consider a duty, a very pleasant duty, when expressing publicly the gratitude of the Nicaraguan Social Security Institute for the invaluable support to its development and technification received as a result of the tasks of the Inter-American Center for Social Securities Study whose anniversary the American social securities joyfully celebrate on this occasion.
- The Inter-American Center for Social Security Studies started to operate a few years after the establishment of the Nicaraguan Social Security, just when, after the end of the period of administrative and financial consolidation, the INSS was ready to extend its field of application outside the capital, for groups of workers whose incorporation presented different and more serious problems than the incorporation of social security in Managua.

We could then appreciate how useful and practical and how fruitful had been the idea of the Mexican Social Security Institute to create a study center that would permit training the personnel of social security institutions in the different disciplines necessary for their adequate operation". *Dr. Gilberto Perezalonso Cifuentes*, Director of the Nicaraguan Social Security Institute. XV anniversary of the CIESS, 1978.

- "The CIESS, being an example of international cooperation, has made real the prediction expressed at the inauguration ceremony of 1963. Since that date, it receives the support and the encouragement of institutions of American countries and of organizations concerned about the development of social security, mainly the International Labor Office, the Organization of American States, the Pan-American Health Organization and the International Social Security Association. This cooperation has made it possible to contribute to the objectives of the Social Security Program adopted in Ottawa by the eighth Conference of the American States Members of the International Labor Organization.

The fifteen years of educational experience of the center already represent a tradition in the American ambit, and therefore the commitment to excel the past is rigorous. We express our wishes that the noble endeavor in the training and updating of the human resources of social security institutions will continue with success; the perdurable results of this task will no doubt be the best homage to the Inter-American Center for Social Security Studies". *Dr. Gaston Novelo*, Secretary General of the Permanent Inter-American Social Security Committee. XV anniversary of the CIESS, 1978.

- "Twenty years of collective efforts of the different social security institutions of the American Continent, as well as of the specialized international organizations, accredit the ample experience in the training of human resources and confirm the imperious need to continue on this route.

The generalized economic crisis faced by our Continent at present may lead to institutional isolation in the international sphere.... Only the opportune attention to this problem on the part of all institutions and organizations, may prevent that the diverse and multiple representation will be seriously limited, which, all things considered, determines the truly international nature of our institution.

The CIESS, the result of the solidarity of the international social security, may go as far as the institutions members of the Conference and the international organizations that participate in its development may wish..." *Emilio Rabasa Gamboa*, Director of the CIESS. XX anniversary of the CIESS. 1983

- "I have the honor to speak in this act in representation of all the organizations of the countries that are members of this great family of the Inter-American Conference on Social Security. The CIESS, throughout these 25 years, has been performing a task that has undoubtedly been of great value to all the social security institutions of the American Continent. As all human undertakings, it has had to gradually improve its methods and advance in the purpose of achieving that, effectively and in reality, it will respond to the needs of the member countries of the Conference.

The problems of our continent are very specific; we have a diversity of development in the countries, a diversity of social and economic regimes, and all these factors must be taken into consideration by an institution as this, that pretends to train specialists that will contribute to the development of social security in America... To finalize, I wish to express on behalf of all the delegations, the recognition to the work performed by the CIESS and our request that it continue advancing towards the deepest knowledge of our realities, of our problems, and that they will expand this evolution of the training of human resources, so vital for our institutions to operate and for our peoples to receive the benefits of social security". *Dr. Orlando Peñate Rivero*, Social Security Director of the State Committee for Labor and Social Security. XXV anniversary of the CIESS, 1988.

- "The attainment of material and temporary justice is the primary condition that will allow the spirit to judge destiny without the shadows and the concerns of need". With this wise aphorism, the thinker of America, Jose Vasconcelos, synthesized the sense of the development of society. Likewise, it is clear that in few concepts will this legate from Vasconcelos find an application as real as in the principles of social security.

At present, social security is subject to tendencies that seek exclusive gains and that pretend to give a different orientation to the doctrinal model that inspired the social nature of the institutions, to the extent that they attempt against the propagation of ideas of solidarity and universality inherent to the concept of the social State. The era of interdependence will have to be aimed at precise forms of cooperation, identifying actual needs and respectful negotiations. Under these premises, it is the role of this Studies Center, in its capacity as an education and research organ of the Conference, to emphasize the effectiveness of the meaning of the original postulates of social security. To this effect, it will be fundamental in this direction to respond to the qualitative responsibility which we have committed ourselves to fulfill as a high level training center". *Dr. Alvaro Carranza Urriolagoitia*, Director of the CIESS. XXX anniversary of the CIESS, 1993.

- "... The men and the women who since the first years, were responsible for the operation of the CIESS, had the capacity to work and the vision of the future necessary to make the project a daily task that has become a permanent effort for adaptation and reinforcement.

The CIESS that we now contemplate moves to admiration and fills us with a legitimate pride. With exemplary tenacity and a great sense of responsibility it has been strengthening its organizational structure, improving its courses and programs". *Roberto Rios Ferrer*, Secretary General of the Inter-American Conference on Social Security. XXXI anniversary of the CIESS. 1994.

- "I have a very pleasant memory of my first visit to the Inter-American Center for Social Security Studies (CIESS), an excellent institution, and I am extremely satisfied with the manner in which you have kept up the interest in the analysis of the role that social security systems must perform and how they must operate. These systems, especially in Latin America, are important social institutions that, as all outstanding and successful institutions, are changing, and it is essential that the study of these changes is guided by clearly established criteria.

It is within the competence of the Pan-American Health Organization to observe the degree to which health is considered as a characteristic of a good society and the mechanisms for this to be true. The equality distribution is a central topic for us and we consider equity on the matter of health as one of the fundamental values that guide our work. This search for equity has always been a central point of the health goal for us, that aims at the principles of distributive justice in the sanitary sphere. I am certain that the Inter-American Center for Social Security Studies shares these principles and the OPS will be pleased to continue working with you in the coming years". *Dr. George A. O. Alleyne*, Director of the Pan-American Health Organization. Conference "Health in a better society" given in 2000 within the frame of the cycles of conferences "Social policy, the urgent challenge of Latin America".

- "Forty years ago, the Inter-American Conference on Social Security, integrated at that time by a group of institutions considerably lower in number than that of which it is now composed, made real a long time cherished dream when this Inter-American Center for Social Security Studies was created in Mexico. A fruit of the concerns, of the ardent desires and of the decided will of the men that at that time headed the social security institutions of the Continent, its creation was possible also by virtue of the notable generosity of the government of Mexico and of one of its more representative and emblematic institutions, the Mexican Social Security Institute, whose support and back up were never disproved since that time.

Obviously, there were at that time a good number of problems that social security faced in the Continent and that were subject to the study, analysis and research that the Center undertook in those years, and these same problems are faced today under different forms, or some of the problems that then existed have ceased to be present, while other new problems have become other challenges and defiance for the social security systems of our time.

At the time of finding new challenges and objectives, we view in the horizon the certainty of new defiance, conscious of the need, of the imperative, of facing new problems, with the certainty sometimes unfortunate but always stimulating, that although we may be able to reach some of the intermediate goals that lead us to the final objectives, the latter are always far away and are finally an encouraging element of our task and of our work". *Dr. Luis Jose Martinez Villalba*, Director of the CIESS. XL anniversary of the CIESS. 2003.

Directors of the CIESS

Dr. Gonzalo Arroba	Ecuador	1963-1971
Rodrigo Fournier Guevara	Costa Rica	1973-1976
César Sepúlveda Gutiérrez	México	1977-1978
José Nieto de Pascual	México	1978-1980
Emilio Rabasa Gamboa	México	1982-1985
Agustín Barbabosa Kubli	México	1985-1989
Jeannette Mondragón Coto	México	1989-1991
Juan Garza Ramos	México	1991-1992
Álvaro Carranza Urriolagoitia	Bolivia	1992-1998
Luis José Martínez Villalba	Uruguay	1998 to date

Notes

1. CIESS. *Marco Conceptual de la Seguridad Social*. CIESS. 1984. P.31.
2. CIESS. *Revista CIESS* No. 8. December 2004.
3. CISS-AISS. *Revista Seguridad Social*. Nos. 139-140. CPISS. January-April 1983. pp. 8-10.
4. At the Extraordinary Meeting of the Supreme Council of the AISSCAP, held in Tegucigalpa on October 9 1992, the AISSCAP was dissolved to give birth to the Central American Council of Social Security Institutions (COCISS).
5. IMSS. *La seguridad social en el proceso de cambio internacional*. IMSS. 1980. p. 74.
6. CISS-AISS. *Revista Seguridad Social*. Nos. 8-9. July-October 1959. pp. 121-125.
7. *Ibídem*. pp. 126-128.
8. As complementary information we mention that in this meeting other resolutions were also approved: No. 53 known as "Mexico Declaration. Principles of American Social Security"; No. 54 "Cost and Financing of Medical Care Services in social Security, with Special Attention to the Possible Causes of Financial Unbalance"; No. 56 "Social Security for the Rural Worker"; and No. 57 "Economic Cooperation for the Development of Social Security".
9. CISS. *Historia de la Conferencia Interamericana de Seguridad Social 1942-1994*. CISS. 1994. pp. 46-47.
10. CISS-AISS. *Revista Seguridad Social*. No. 5. September-October 1960. p. 54.
11. *Ibídem*. p. 56.
12. The complete text of this Resolution can be found in *CISS 50 Años de Resoluciones de la Conferencia Interamericana de Seguridad Social. 1942-1992*. CISS. 1992 pp.139-148.
13. *Ibídem*. p. 158.
14. IMSS. *Instituto Mexicano de Seguro Social. 1943-1983, 40 años de historia*. IMSS. 1983. p. 230.
15. CISS-AISS. *Revista Seguridad Social*. No. 5. September-October 1960. pp. 89-99
16. IMSS. *El Centro Interamericano de Estudios de Seguridad Social*. IMSS.1963. pp. 9-12.
17. *Ibídem*. p. 6.
18. CIESS. *Report of the Directorate of the CIESS. September de 19 -February 1980*. p. 10.
19. CIESS. *Report of activities corresponding to the period 1980-1983*. CIESS. p. 38.
20. CISS-AISS. *Revista Seguridad Social*. Nos. 83-84. 1973. pp. 19-21.
21. *Ibídem*. pp. 33-34.
22. CISS-AISS. *Revista Seguridad Social*. No. 73 January-February 1972. p. 193.
23. CIESS. *Report on academic activities for the period May 6 1981 through August 13 1982*. CIESS. pp. 33-36.
24. CIESS. *Report of activities corresponding to the period 1980-1983*. CIESS. pp. 42-44.
25. CIESS. *Attachment I. Sessions on training in social security, held on the occasion of the XX Anniversary of the CIESS*. Final Document containing conclusions and recommendations. CIESS. 1983. pp. 1-27.
26. Ruezga Barba, Antonio. *Enfoque sistémico de la administración de la seguridad social latinoamericana*. CISS. 1993. p. 56.
27. Palmero Zilveti, Olga. *Documento conmemorativo del L Aniversario de la CISS (Preparatory document)* 1992. pp. 72-74.
28. CISS. *Report of the Secretariat General of the CISS. Period December 1986 through November 1989*. p.1.
29. The sub-regions of the CISS are divided as follows: I Andean, II Central American; III South Cone; IV North America and the English Speaking Caribbean, and V Mexico and the Latin Caribbean.

Other sources consulted:

www.ilo.org (consulted on March 30 2005)

www.issa.int (consulted on April 11 2005)

www.oiss.org (consulted on April 14 2005)

www.paho.org (consulted on April 19 2005)

www.ciess.org.mx (consulted on April 7 2005)

www.ciss.org.mx (consulted on May 8 2005)

that can be generated. I consider this a beautiful challenge to overcome in this, its 42nd anniversary; I can only wish the best and greatest of success in that beautiful and fundamental mission.