



Report on the activities of CIESS from January through November 1999

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Meeting of the Social Security Inter-American Conference and its action organs

Mexico City, November 23, 1999.

Conferencia Interamericana de Seguridad Social



**Centro Interamericano de
Estudios de Seguridad Social**

Este documento forma parte de la producción editorial del Centro Interamericano de Estudios de Seguridad Social (CIESS), órgano de docencia, capacitación e investigación de la Conferencia Interamericana de Seguridad Social (CISS)

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MEXICO, D. F., NOVEMBER 23, 1999

CHAIRMAN OF THE
BOARD OF DIRECTORS OF CIESS
MR. GENARO BORREGO ESTRADA

MEMBERS OF THE BOARD OF DIRECTORS:

ON THE OCCASION OF THE ORDINARY BOARD OF DIRECTORS MEETING OF THE SOCIAL SECURITY STUDIES INTER-AMERICAN CENTER (ARTICLE 36 OF THE BY-LAWS OF THE SOCIAL SECURITY INTER-AMERICAN CONFERENCE), AND IN CONSIDERATION OF THE PRESCRIPTIONS OF SAID GOVERNING CENTER, PARTICULARLY ARTICLES 36, 38 AND OTHER RELTIVE ARTICLES, THE DIRECTOR OF CIESS COMES TO INFORM OF THE ACTIVITIES PERFORMED DURING THIS YEAR, AS WELL AS OF THE FINANCIAL AND BUDGETARY SITUATION AND THE PROJECT OF ACTIVITIES TO BE DEVELOPED DURING THE COMING YEAR BOTH INSIDE AND OUTSIDE OUR HEADQUARTERS.

ALTHOUGH THIS MAY IMPLY A REITERATION OF WHAT WAS EXPRESSED IN THE REPORT OF AUGUST 12 PRESENTED TO THE

BOARD OF DIRECTORS ON THE OCCASION OF THE EXTRAORDINARY MEETING HELD ON THAT DATE, THE UNDERSIGNED DIRECTOR CONSIDERS IT HIS DUTY TO TRANSMIT HIS APPRECIATION TO THE AUTHORITIES OF THE SOCIAL SECURITY INTER-AMERICAN CONFERENCE, APPRECIATION WHICH IS MADE EXTENSIVE IN PARTICULAR TO THE EXECUTIVES AND EMPLOYEES OF CIESS FOR THEIR COLLABORATION AND IDENTIFICATION WITH THE TASKS CARRIED OUT BY THE CENTER AND WITH THE INSTITUTION ITSELF.

I. INTRODUCTION.-

AS INDICATED LAST AUGUST, THE DIRECTORSHIP OF CIESS STRIVED TO COMPLY WITH THE ACADEMIC PROGRAM APPROVED IN NOVEMBER 1998 IN SANTIAGO DE CHILE. AS REGARDS THE ACTIVITIES CARRIED OUT IN OUR HEADQUARTERS, THEY WERE TOTALLY FULFILLED AND EVEN OTHER ACTIVITIES THAT WERE NOT FORESEEN INITIALLY WERE SCHEDULED, AS WILL BE EXPLAINED LATER ON. SINCE AT THIS MOMENT THE DIPLOMA COURSE "HEALTH SERVICES MANAGEMENT IN AMERICA" IS IN THE PROCESS OF DEVELOPMENT, AS WELL AS THE COURSE AT-A-DISTANCE "FUNDAMENTALS OF THE ECONOMICS OF HEALTH" (WHICH WILL END RESPECTIVELY ON DECEMBER 3 AND ON NOVEMBER

30) AND HAVING CONCLUDED RECENTLY THE COURSE OUTSIDE HEADQUARTERS "ADMINISTRATION AND DESIGN OF MULTI-PILLAR MODULES OF PUBLIC AND PRIVATE PENSIONS" HELD IN THE DOMINICAN REPUBLIC, WE ARE NOW IN A POSITION TO REPORT THE TOTAL NUMBER OF PARTICIPANTS IN OUR ACTIVITIES THIS YEAR. THE TOTAL NUMBER HAS BEEN 1,101 PARTICIPANTS BELONGING TO INSTITUTIONS OF 20 COUNTRIES. THESE DATA CAN BEST BE FOUND IN DETAIL IN ANNEX A ATTACHED, AND INCLUDES ALL THE ACTIVITIES CARRIED OUT BOTH INSIDE AND OUTSIDE HEADCUARTERS.

WITH RESPECT TO ACTIVITIES OUTSIDE OUR HEADQUARTERS EXCLUSIVELY, THEIR TOTAL NUMBER WAS ELEVEN, WHICH WERE DEVELOPED IN FIVE COUNTRIES. ALTHOUGH IT COULD BE CONSIDERED THAT IT IS A MODEST NUMBER, THIS FIGURE IS 22.2% HIGHER WITH RESPECT TO 1998. A CONSTANT REASON OF CONCERN ON OUR PART HAS BEEN TO INCREASE THE GEOGRAPHICAL AREAS IN WHICH OUR COURSES OUTSIDE HEADQUARTERS ARE HELD; AND TO THIS EFFECT WE HAVE MADE A SIGNIFICANT EFFORT WITH RESPECT TO SUB-REGION IV WHICH INCLUDES THE ENGLISH SPAKING COUNTRIES OF THE CARIBBEAN SEA.

WE HAVE ALSO BEEN 'ABLE TO UNDERTAKE ACTIVITIES THAT HAD NOT BEEN INITIALLY SCHEDULED, IN OUR HEADQUARTERS

IN MEXICO CITY. SUCH WAS THE CASE OF THE WORKSHOP COURSE "ALTERNATIVE SOLUTION OF CONFLICTS OF MEDICAL CARE", WHICH TOOK PLACE IN OUR FACILITIES DURING THE MONTH OF OCTOBER AND WHICH WAS SPONSORED JOINTLY WITH THE NATIONAL MEDICAL ARBITRATION COMMISSION OF MEXICO. IN THIS WORKSHOP-COURSE THAT HAD A HIGH ACADEMIC LEVEL, 89 PERSONS PARTICIPATED, ESPECIALLY DOCTORS, LAWYERS AND OTHER PROFESSIONALS OR EXECUTIVES WHOSE LABOR ACTIVITY IS RELATED TO THE SUBJECT MENTIONED BEFORE.

LIKEWISE WE CONSIDER IT APPROPRIATE TO INFORM WITH SATISFACTION THAT A CYCLE OF CONFERENCES HAS BEEN ORGANIZED, THE PRINCIPAL OBJECTIVE OF WHICH IS TO EXAMINE THE LATIN-AMERICAN SOCIAL REALITY ON THE THRESHOLD OF THE NEW MILLENNIU. THIS CYCLE WAS INAUGURATED LAST TUESDAY THE 16TH OF THIS MONTH WITH A CONFERENCE BY THE DISTINGUISHED MEXICAN INTELLECTUAL MR. FEDERICO REYES HEROLES, SON OF MR. JESUS REYES HEROLES, WHOSE NAME IS BORNE PRECISELY BY OUR SOCIAL SECURITY INTER-AMERICAN STUDIES CENTER.

THIS ACT, PRESIDED BY MR. GENARO BORREGO ESTRADA, CHAIRMAN OF CISS, ALSO ATTENDED BY MRS. MARIA ELVIRA CONTRERAS SAUCEDO, SECRETARY GENERAL OF THE

ORGANIZATION, HAD AN EXCEPTIONALLY GOOD ATTENDANCE, ESTIMATED AT MORE THAN THREE HUNDRED PERSONS, WHICH GIVES AN IDEA OF THE REPERCUSSION AND SUMMONS OF THIS CYCLE. THE CYCLE WILL CONTINUE NEXT NOVEMBER 30 WITH A CONFERENCE BY THE ACTUARY MR. ALEJANDRO BONILLA GARCIA, DEPUTY REGIONAL DIRECTOR FOR LATIN AMERICA AND THE CARIBBEAN OF THE INTERNATIONAL LABOR ORGANIZATION, WHO SHALL EXPOSE THE TOPIC "SOCIAL SECURITY: A PANORAMA OF THE END OF THE CENTURY IN LATIN AMERICA".

AT THIS POINT, IT IS OUR DUTY TO EXPRESS OUR KEEN APPRECIATION TO THE CHAIRMAN OF OUR SOCIAL SECURITY INTER-AMERICAN CONFERENCE AND OF THIS BOARD OF DIRECTORS, MR. GENARO BORREGO ESTRADA, FOR HIS INVALUABLE SUPPORT TO THE MATERIALIZATION OF THIS EFFORT, AS WELL AS TO THE PERSONNEL OF THE SOCIAL COMMUNICATION GENERAL COORDINATION OF THE MEXICAN SOCIAL SECURITY INSTITUTE, FOR THEIR FRANK AND DECIDED SUPPORT. THIS CYCLE WILL HAVE A PARENTHESIS AND SHALL RE-COMMENCE IN FEBRUARY NEXT YEAR. WE ALREADY COUNT, AMONG OTHER EXPONENTS, WITH THE PARTICIPATION OF: DR. GEORGE A. ALLEYNE, DIRECTOR OF THE PAN-AMERICAN HEALTH ORGANIZATION, WHO SHALL EXPOSE ON MARCH 2, PROFESSOR EUGENIO RAUL ZAFFARONI OF ARGENTINA, PROFESSOR CARMELO MESA LAGO AND DR.

ENRIQUE IGLESIAS, PRESIDENT OF THE INTER-AMERICAN DEVELOPMENT BANK.

THESE ACTIVITIES WERE UNDERTAKEN WITHOUT DETRIMENT TO THE PRESERVATION OF A BUDGETARY EQUILIBRIUM, AN OBJECTIVE THAT HAS BEEN A CONSTANT REASON FOR CONCERN FOR THE DIRECTORSHIP OF CIESS, AND THAT WE TRUST WILL BE FULFILLED AT THE END OF THIS FISCAL PERIOD, IN ACCORDANCE WITH THE FIGURES THAT WILL BE SUMMARIZED IN THE CORRESPONDING CHAPTER OF THIS REPORT.

II. ACADEMIC ACTIVITIES.-

IN ADDITION TO THE TWO ACADEMIC ACTIVITIES JUST MENTIONED, OTHER ADDITIONAL ACTIVITIES THAT WE WILL NOW DESCRIBE IN A SUCCINT MANNER WERE ALSO DEVELOPED:

OUR **ACTUARIAL AND FINANCIAL PLANNING DIVISION** HELD IN MEXICO THE DIPLOMA-COURSE "AMERICAN PENSION MODELS" FROM MAY 17 THROUGH JUNE 18, AND THE COURSE "INVESTMENT OF PENSION FUNDS" FROM SEPTEMBER 27 THROUGH OCTOBER 8, THE LATTER WITH THE SPONSORSHIP

OF THE SOCIAL SECURITY RESEARCH, STUDY AND DEVELOPMENT CORPORATION OF CHILE. OUTSIDE HEADQUARTERS A COURSE WAS ORGANIZED ON "COMPLEMENTARY PENSION REGIMES" DURING THE MONTH OF JULY IN COSTA RICA JOINTLY WITH THE NATIONAL TEACHERS PENSIONS AND RETIREMENT BOARD, AND THE SEMINAR "ADMINISTRATION AND DESIGN OF MULTI-PILLAR MODULES OF PUBLIC AND PRIVATE PENSIONS" DURING THIS MONTH OF NOVEMBER IN THE DOMINICAN REPUBLIC, JOINTLY WITH THE DOMINICAN SOCIAL SECURITY INSTITUTE, THE AID AND HOUSING INSTITUTE (SAVICA) AND THE ADMINISTRATOR OF TEACHERS INSURANCE; THIS DIVISION ALSO PARTICIPATED IN THE INTERNATIONAL SEMINAR "INVESTMENT OF WELFARE FUNDS: A DECISION OF RISK AND EXPECTED RETURN" DURING THE MONTH OF OCTOBER IN CHILE, ORGANIZED BY THE SOCIAL SECURITY RESEARCH, STUDY AND DEVELOPMENT CORPORATION OF CHILE AND SPONSORED BY CIESS AND THE INTERNATIONAL FEDERATION OF PENSION FUNDS ADMINISTRATORS. THROUGH THE ACCOUNTANT, LETICIA TREVIÑO SAUCEDO, HEAD OF THE ACTUARIAL AND FINANCIAL PLANNING DIVISION, CIESS PARTICIPATED IN THE BOOK "SOCIAL SECURITY - REFORMS AND CHALLENGES", EDITED BY THE ECONOMIC RESEARCH INSTITUTE OF UNAM AND "EDITORIAL PORRUA" WITH A FOREWORD BY THE FORMER DIRECTOR OF CIESS, DR. ALVARO CARRANZA URRIOLAGOITIA.

THE **ADMINISTRATION DIVISION** PERFORMED AN INTENSE TASK, ESPECIALLY WITH RESPECT TO ACTIVITIES OUTSIDE HEADQUARTERS, WHICH STARTED UNDER THE ACTUARY ROSALÍA CUEVAS FOURNIER AND, AFTER THE RETIREMENT OF THE LATTER TO ENJOY RETIREMENT BENEFITS, IT CONTINUED UNDER MR. ANTONIO PÉREZ GÓMEZ TO WHOM THE DIRECTOR ENTRUSTED THE INTERIM LEADERSHIP OF THE DIVISION. HE HAS HAD UNDER HIS CHARGE THE DIPLOMA COURSE ON "HOSPITAL MANAGEMENT" (AUGUST 9 THROUGH SEPTEMBER 10), HELD IN OUR HEADQUARTERS, AND THE COURSE "STRATEGICAL MANAGEMENT PLANNING" (JULY 5, THROUGH NOVEMBER 5) HELD OUTSIDE HEADQUARTERS UNDER THE AT-A-DISTANCE MODALITY. THE ADMINISTRATION DIVISION ORGANIZED THE FOLLOWING EVENTS: WITH THE COSTA RICAN SOCIAL SECURITY FUND: TWO COURSES ON INTEGRAL AUDIT HELD IN SAN JOSE DE COSTA RICA DURING THE MONTHS OF APRIL AND OCTOBER; WITH THE GUATEMALAN SOCIAL SECURITY INSTITUTE; TWO COURSES ON INTEGRAL AUDIT IN HOSPITALS, WHICH WERE HELD SUCCESSIVELY DURING THE MONTH OF JULY 1999 IN THE CITY OF GUATEMALA; A COURSE ON "STRATEGIC ADMINISTRATION OF HUMAN RESOURCES" IN THE SAME CITY DURING THE MONTH OF APRIL; AND, WITH THE NICARAGUAN SOCIAL SECURITY INSTITUTE, THE COURSE "SERVICES QUALITY MANAGEMENT" HELD IN MANAGUA IN THE MONTH OF JUNE.

CONSEQUENTLY WITH WHAT HAS BEEN HAPPENING UP TO NOW, THE **ADMINISTRATION DIVISION** HAS SUPPORTED AND PARTICIPATED IN THE OPEN AND AT-A-DISTANCE ACTIVITIES, A RESPONSIBILITY THAT HAS PROGRESSIVELY BEEN TRANSFERRED TO THE **EDUCATIONAL TECHNOLOGY UNIT**, CONSTITUTED IN APRIL 1999, AND THAT AT PRESENT IS UNDER THE CHARGE OF THE ACTUARY FERNANDO ARGÜELLES TEJEDA.

THE **SOCIAL-JUDICIAL DIVISION**, HEADED BY MRS. OLGA PALMERO ZILVETI, HAS HELD THE DIPLOMA COURSE "AMERICAN SOCIAL SECURITY MODELS RESULTING FROM THE PROCESS OF CHANGE" WHICH TOOK PLACE FROM MAY 24 THROUGH JUNE 25 IN MEXICO. BEARING IN MIND ITS ORIENTATIONS AND GENERAL OBJECTIVES, THIS IS THE THIRTEENTH TIME THAT THIS ACTIVITY IS CARRIED OUT: HER PURPOSE IS AIMED FUNDAMENTALLY TO INTERPRET THE SOCIAL SECURITY MODELS IN FORCE IN AMERICA, AND TO ANALYZE THE REFORMS AND THE TRANSITION PROCESSES WITH AN INTER-DISCIPLINARY CRITERION.

ALSO, UNDER THE SAME DIVISION, THE SIXTH WORKSHOP-COURSE ON "HEALTH LEGISLATION" WAS HELD (6/10 SEPTEMBER) . IT DEALT ON THE REGULATION OF HUMAN RESOURCES IN THE PROCESSES OF CHANGE IN HEALTH AND

SOCIAL SECURITY. THE COURSE WAS SPONSORED BY CIESS AND PHO / WHO, AND HAD - AS IN PRIOR OCCASIONS - AN EXTRAORDINARY SUCCESS, BOTH BECAUSE OF THE NUMBER OF PARTICIPANTS AND BECAUSE OF THE HIERARCHY OF ATTENDANTS AND EXPONENTS THAT PARTICIPATED. THE RESULTS MOTIVATED, ON THE PART OF THE PAN-AMERICAN HEALTH ORGANIZATION, THE EXPRESSION OF ITS RENEWED INTEREST IN DIFFERENT JOINT ACTIVITIES (SUCH AS ON THE OTHER HAND HAD OCCURED ON THE OCCASION OF THE MEETINGS HELD WITH AUTHORITIES OF SAID ORGANIZATION IN WASHINGTON, AS SUMMARIZED IN OUR REPORT FOR THE MONTH OF AUGUST).

OUTSIDE HEADQUARTERS, THE **DIVISION** HELD IN THE CITY OF GUATEMALA, JOINTLY WITH THE GUATEMALAN SOCIAL SECURITY INSTITUTE, THE HIGH LEVEL SEMINAR "MODELS OF THE REFORM OF SOCIAL SECURITY: PERSPECTIVES AND ARTICULATIONS", WHICH TOOK PLACE IN THE MONTH OF JULY. THE **DIVISION** ALSO PARTICIPATED ACTIVELY IN THE PREPARATION OF STUDIES AND PRESENTATIONS AND IN INTERNATIONAL MEETINGS AMONG WHICH WE MUST POINT OUT THOSE HELD IN TEXAS, U.S.A., IN JUNE, AND IN HAVANA, CUBA, IN OCTOBER.

THE **SOCIAL MEDICINE DIVISION**, WHOSE INTERIM HEAD IS DR. SONIA CISNEROS TAJA, DEVELOPED WITH SPECIAL SUCCESS FROM AUGUST 16 TO 27, THE COURSE "INTERNATIONAL VISION OF AGING", CO-SPONSORED BY THE PHO / WHO AND WITH THE PARTICIPATION, AMONG OTHER DISTINGUISHED EXPONENTS, OF THE REGIONAL REPRESENTATIVE FOR LATIN AMERICA OF "HELP-AGE INTERNATIONAL" (INTERNATIONAL PROGRAM FOR SUPPORT AND PROTECTION OF THE AGING POPULATION WITH HEADQUARTERS IN ENGLAND) AND OF THE CHAIRMAN OF THE NATIONAL COUNCIL FOR THE AGING HISPANIC OF WASHINGTON, AND, OBVIOUSLY, WITH THE PRESENCE OF EXPERTS OF THE PAN-AMERICAN HEALTH ORGANIZATION. AT PRESENT, THE DIVISION COORDINATES AND DIRECTS THE DIPLOMA-COURSE "HEALTH SERVICES MANAGEMENT IN AMERICA", WHICH WILL END ON DECEMBER 3, AND HAS, AMONG OTHER ACADEMIC SUPPORTS, THE EDUCATIONAL SUPPORT OF THE PAN-AMERICAN HEALTH ORGANIZATION (WASHINGTON AND MEXICO); OF THE NATIONAL AUTONOMOUS UNIVERSITY OF MEXICO, OF THE IBERO-AMERICAN UNIVERSITY, OF THE MEXICAN SOCIAL SECURITY INSTITUTE, OF THE MINISTRY OF HEALTH AND OF OTHER RENOWNED ENTITIES.

THE **SOCIAL MEDICINE DIVISION** HAS ALSO HAD OR HAS AT PRESENT AN EDUCATIONAL PARTICIPATION IN THE MASTERS PROGRAM "ADMINISTRATION OF HEALTH SERVICES" THAT IS

HELD JOINTLY WITH THE MERITORIOUS AUTONOMOUS UNIVERSITY OF PUEBLA; IN THE SYMPOSIUM "INTEGRAL CARE OF SENIOR ADULTS" ORGANIZED IN THE MONTH OF AUGUST BY THE COMMUNITARY HEALTH COORDINATION OF THE MEXICAN SOCIAL SECURITY INSTITUTE; IN THE BI-NATIONAL MEXICO-UNITED STATES WORKSHOP "TOWARDS A HEALTHY OLD AGE IN THE XXI CENTURY" HELD LAST SEPTEMBER IN THE STATE OF MORELOS; IN THE DIPLOMA-COURSE "GERIATRY AND GERONTOLOGY" ORGANIZED BY THE MEDICAL BENEFITS COORDINATION OF THE MEXICAN SOCIAL SECURITY INSTITUTE AND CURRENTLY IN PROCESS, ETC...

OUR HEALTH IN THE WORKPLACE DIVISION CARRIED OUT IN OUR HEADQUARTERS THE FOLLOWING ACTIVITIES: THE DIPLOMA-COURSE "OCCUPATIONAL HEALTH RESEARCH, WITH EMPHASIS ON THE ECONOMICS OF HEALTH", FROM APRIL 19 THROUGH MAY 21, WHICH HAD THE ACADEMIC SUPPORT OF PROFESSORS FROM PRESTIGIOUS PUBLIC AND PRIVATE EDUCATIONAL INSTITUTIONS. FROM SEPTEMBER 27 THROUGH OCTOBER 29, IT HELD THE DIPLOMA- COURSE "OCCUPATIONAL RISKS PREVENTION AT INSTITUTIONS AND ENTERPRISES", SUPPORTED BY THE SCHOLARSHIP DEPARTMENT OF THE AMERICAN STATES ORGANIZATION. THE ACADEMIC AND EDUCATIONAL SUPPORT WAS OF A HIERARCHY SIMILAR TO THAT PEVIOUSLY MENTIONED.

OUTSIDE HEADQUARTERS, THE DIVISION HELD THE WORKSHOP-COURSE "STUDY OF THE PROBLEMS OF NOISE IN ENTERPRISES OF THE DOMINICAN REPUBLIC", FROM JULY 26 THROUGH JULY 30 IN SANTO DOMINGO, WITH THE SPONSORSHIP OF THE DOMINICAN SOCIAL SECURITY INSTITUTION, AN ACTIVITY THAT SATISFIED THE EXPECTATIONS OF THE CO-SPONSORING INSTITUTION.

THE **HEALTH IN THE WORKPLACE DIVISION** HAD ALSO, MAINLY THROUGH ITS HEAD, THE ENGINEER RODOLFO ARIAS DIAZ, AN ACTIVE EDUCATIONAL PARTICIPATION IN DIFFERENT DIPLOMA-COURSES, ENCOUNTERS, SEMINARS, SCIENTIFIC COMMITTEES, ETC.

UNTIL THE MONTH OF SEPTEMBER, THE **HEALTH ECONOMICS AREA** WAS UNDER THE CHARGE OF MR. JAVIER LOPEZ VAZQUEZ AND, AFTER THE TRANSFER OF THIS EXECUTIVE TO EUROPE WHERE HE IS ATTENDING A MASTERS COURSE ON TOPICS OF HIS SPECIALTY; IT IS NOW UNDER THE CHARGE OF DR. CLAUDIA JUAREZ RUIZ. IN CIESS HEADQUARTERS, THE AFOREMENTIONED ACADEMIC AREA, COORDINATED THE WORKSHOP- COURSE "ECONOMIC AND FINANCIAL COMPONENTS OF THE HEALTH SECTOR AND OF SOCIAL SECURITY" (MARCH 15 THROUGH MARCH 26), WITH THE INSTITUTIONAL COLLABORATION OF PHO / WHO AND **REDEFS**.

LIKEWISE, IT COORDINATED THE COURSE AT-A-DISTANCE "FUNDAMENTALS OF HEALTH ECONOMICS" WHICH STARTED ON AUGUST 2 AND SHALL CONTINUE UNTIL NOVEMBER 30. THE PREPARATION OF THE STUDY MATERIAL AND OF THE DIDACTIC GUIDE WAS UNDER THE SUPERVISION OF THREE PROFESSIONALS OF CIESS AND AN EQUAL NUMBER OF EXTERNAL PROFESSORS. IN THIS COURSE WE HAVE HAD THE COLLABORATION OF THE NATIONAL INSTITUTE OF PUBLIC HEALTH, THE UNIVERSITY OF "LA PLATA" (REPUBLIC OF ARGENTINA) AND THE METROPOLITAN AUTONOMOUS UNIVERSITY OF MEXICO.

WITHIN THE SAME ACADEMIC AMBIT TOOK PLACE THE PRESENTATION OF THE BOOK "HEALTH ECONOMICS AND FINANCING PROGRAM FOR MEXICO AND CENTRAL AMERICA: RESULTS OF RESEARCH (1995-1999)". ON THE OCCASION OF THE PRESENTATION OF THIS BOOK WITH THE ATTENDANCE OF THE CHAIRMAN OF CISS, MR. GENARO BORREGO ESTRADA, THE BOOK WAS LAUDATORILY COMMENTED BY QUALIFIED REPRESENTATIVES OF THE HEALTH MINISTRY OF MEXICO, OF THE PAN-AMERICAN HEALTH ORGANIZATION AND OF THE NATIONAL AUTONOMOUS UNIVERSITY OF MEXICO. THIS EDITORIAL SUCCESS WAS POSSIBLE THANKS TO THE COLLABORATION OF THE INTERNATIONAL DEVELOPMENT DEPARTMENT OF THE UNITED KINGDOM, THE BRITISH COUNCIL AND THE YORK UNIVERSITY.

THIS AREA OF HEALTH ECONOMICS, THROUGH MR. JAVIER LOPEZ VAZQUEZ, WAS ALSO PRESENT AT INTERNATIONAL MEETINGS OF A HIGH LEVEL HELD IN ROTTERDAM, HOLLAND, DURING THE MONTH OF JULY, AND IN YORK, ENGLAND, DURING THE MONTH OF SEPTEMBER, COUNTING, IN BOTH INSTANCES, WITH THE SUPPORT AND ECONOMIC AID OF PRESTIGIOUS INTERNATIONAL ENTITIES, WHICH PROVES THE EFFECTIVENESS OF CIESS IN THIS RESPECT.

FINALLY, IT IS WORTH DECLARING THAT, THROUGH NEW COLLABORATION INSTANCES, IT HAS BEEN POSSIBLE TO REACTIVATE THE EXISTING AGREEMENT WITH THE NATIONAL PUBLIC HEALTH INSTITUTE WITH HEADQUARTERS IN CUERNAVACA, MEXICO.

THE **INFORMATICS AREA** CARRIED THROUGH THE DIPLOMA-COURSE "INFORMATICS IN AMERICAN SOCIAL SECURITY (AUDIT, CONTROL AND SECURITY)" IN THE MONTHS OF APRIL AND MAY. IT PARTICIPATED THROUGH A PRESENTATION BY THE HEAD OF THIS AREA, MISS FABIOLA SANCHEZ GOMEZ, AT THE SEMINAR "SOCIAL SECURITY AND INFORMATICS CONVERSION TO THE YEAR 2000" WHICH, ORGANIZED BY CIESS, TOOK PLACE IN MEXICO DURING THE PAST MONTH OF MARCH. THIS AREA ALSO PARTICIPATED IN THE WORK TEAM

THAT ANALYZED THE EVENTUALITY OF A NEW ISSUE OF A COMPACT DISC OF CIESS THAT WILL CONTAIN ITS BIBLIO-HEMEROGRAPHIC COLLECTION, AS WELL AS OTHER ASPECTS THAT ARE RELEVANT TO THE INSTITUTION. THROUGH MISS SANCHEZ, MENTIONED ABOVE, THIS AREA PARTICIPATED IN THE "NINTH INTERNATIONAL CONFERENCE ON THE TECHNOLOGY OF INFORMATICS IN SOCIAL SECURITY", HELD LAST SEPTEMBER IN MONTREAL, CANADA, UNDER THE SPONSORSHIP OF THE INTERNATIONAL SOCIAL SECURITY ASSOCIATION. THIS AREA ALSO PARTICIPATED IN OTHER DIVERSE ACADEMIC ACTIVITIES, AMONG WHICH IT IS WORTH POINTING OUT THE ACADEMIC INFORMATION AND EVALUATION SYSTEM AND THE INTEGRATION OF A WORK TEAM FOR THE ANALYSIS OF THE 1999 QUESTIONNAIRE.

THIS DIVISION, IN ADDITION TO ITS ACADEMIC ACTIVITY "STRICTO SENSU", SUPPORTS OTHER DIVISIONS INVOLVED IN COMPUTATION, AND ALSO SUPPORTS, THROUGH PROFESSORS AND PARTICIPANTS, THE ACTIVITIES OF CIESS, IN TASKS SUCH AS PREPARATION AND DESIGN OF DOCUMENTS, PREPARATION OF PRESENTATIONS, PRINTING OF PAPERS, COUNSEL ON THE USE OF COMPUTERS, ETC.

AS FROM LAST APRIL, THE **EDUCATIONAL TECHNOLOGY AREA** WAS INSTITUTED, HEADED - AS MENTIONED BEFORE - BY THE

ACTUARY FERNANDO ARGÜELLES TEJEDA. THE ESTABLISHMENT OF THIS SPECIFIC AREA IS A CONSEQUENCE OF THE EXPANSION AND DIVERSIFICATION OF EDUCATION AND TRAINING MODALITIES UNDER **CIESS**. IT IS ONLY A SIMPLE MATTER OF CLASSIFICATION OF ACTIVITIES INSIDE OR OUTSIDE HEADQUARTERS, BUT, ESPECIALLY, OF THE UTILIZATION OF NEW TOOLS AND NEW METHODS. THIS IS THE CASE OF OPEN, AT-A-DISTANCE AND SEMI-PRESENTIAL EDUCATION, WHOSE OFFER WAS INCREMENTED DURING 1999 AND WILL AGAIN BE INCREASED IN THE YEAR 2000.

THE MODALITIES REFERRED TO, ARE SUPPORTED ON TECHNICAL RESOURCES HERETOFORE UNKNOWN, SUCH AS INTERNET, ELECTRONIC MAIL OR EVEN THE VIDEO-CONFERENCES. ALL IN ALL, THE MOST IMPORTANT FACTOR IS THE ADEQUATE DESIGN, THE CORRECT COUNSELLING AND THE DIDACTIC CONTENT OF STUDY MATERIALS. MANY CURRENT SYSTEMS OF THE HIGHEST LEVEL CONTINUE TO USE TO A GREAT EXTENT PRINTED MATERIALS. A SYSTEM EQUIPPED WITH HIGH TECHNOLOGY IS NOT, PER SE, A SYNONYM OF HIGH PEDAGOGICAL EFFECTIVENESS. EDUCATION AT-A-DISTANCE IMPLIES THE TRANSMISSION OF KNOWLEDGE AND THE DEVELOPMENT OF THE TEACHING-TRAINING PROCESS, WITHOUT THE SIMULTANEOUS PRESENCE IN THE SAME PHYSICAL AMBIT OF THE PARTICIPANTS OF SAID PROCESS. THIS CAN BE CARRIED OUT WITHOUT ONE AND THE OTHER

PARTY EVER MEETING PHYSICALLY; OR, PERHAPS, THERE CAN BE AT THE START, AT THE END OR AT BOTH INSTANCES A PERIOD, GENERALLY BRIEF, DURING WHICH A PRESENTIAL ACTIVITY IS PERFORMED WITH THE PURPOSE OF EVALUATING THE BENEFITS OF THE COURSE. DIDACTIC MATERIALS ARE USED WITH THE COUNSEL OF A TUTOR, AND TELEFAX, TELEPHONE, ELECTRONIC MAIL AND TRADITIONAL MAIL SYSTEM ARE USED AS MEDIA.

AS A COMBINATION OF THE PRESENTIAL MODALITY AND OF THE AT-A-DISTANCE MODALITY, WE PLAN FOR THE YEAR 2000 THE REALIZATION OF A DIPLOMA-COURSE OF A SEMI-PRESENTIAL NATURE ON TECHNOLOGIES OF INFORMATION AT SOCIAL SECURITY INSTITUTIONS, (THE COURSE REFERRED TO BEFORE); A DIPLOMA COURSE AT-A-DISTANCE, AND ANOTHER COURSE ALSO UNDER THIS LATTER MODALITY, IN WHICH THE STUDENT DOES NOT HAVE TO LEAVE HIS OR HER PLACE OF RESIDENCE.

THESE MODALITIES MAKE IT POSSIBLE TO HAVE ACCESS TO THE TRAINING OF THOSE WHO CANNOT TRAVEL TO THE SEAT OF AN ACADEMIC ACTIVITY, AND TO ADAPT THE RHYTHM OF STUDY TO THE CHARACTERISTICS OF EACH PARTICIPANT, FAVORING ATTENTION TO HETEROGENEOUS GROUPS AND

PROPITIATING THE APPLICATION OF THE KNOWHOW TO THE LABOR ENVIRONMENT.

GOING BACK TO THE TASK UNDER THE CHARGE OF THE EDUCATIONAL TECHNOLOGY UNIT, IT IS APPROPRIATE TO POINT OUT ITS PARTICIPATION IN THE 8TH AT-A-DISTANCE SUPERIOR EDUCATION LATIN AMERICAN ENCOUNTER, HELD IN QUITO (ECUADOR), WHERE THE PERSON RESPONSIBLE FOR THAT AREA PRESENTED A REPORT. THIS AREA ALSO PARTICIPATED IN THE INTER-DISCIPLINARY TECHNICAL MEETING OF SUB-REGION V AND CISS, HELD IN TOLUCA, MEXICO, SPONSORED BY THE ISSEMYM, AN AFFILIATED ENTITY WITH HEADQUARTERS IN THE STATE OF MEXICO. WITH THE PRESENCE OF MR. MARTIN GOMEZ SILVA, THIS EDUCATIONAL TECHNOLOGY AREA ALSO PARTICIPATED IN THE X TECHNOLOGY AND EDUCATION AT-A-DISTANCE CONGRESS, IN SAN JOSE, COSTA RICA, FROM THE 1ST THROUGH THE 5TH OF THIS MONTH.

THE RESEARCH COORDINATION OF CIESS, HAS BEEN ASSIGNED SINCE THE MONTH OF MAY, TO MR. NESTOR ELIZONDO MARTINEZ. SUCCESSIVE CHANGES THAT OCCURRED IN THIS AMBIT, THE LAST OF WHICH WAS THE RESULT OF THE VOLUNTARY RESIGNATION OF DR. ALEJO ALCALA DE LIRA - WHO HAD PERFORMED, ALTHOUGH DURING A SHORT PERIOD,

A VALUABLE ACTIVITY - DETERMINED A RE-PLANNING OF THE TASKS AND IMMEDIATE OBJECTIVES OF THE AREA. REASONS OF AN ECONOMIC NATURE CONTRIBUTED TO THIS DECISION, CONSISTING FUNDAMENTALLY IN THE INSUFFICIENCY OF RESOURCES TO UNDERTAKE VERY AMBITIOUS RESEARCH FOR OUR OWN ACCOUNT.

THUS, THE ANALYSIS OF NEEDS OF THE AFFILIATED INSTITUTIONS RECEIVED FIRST PRIORITY, ESPECIALLY WITH RESPECT TO TRAINING, AND A WORK TEAM, WITH THE PARTICIPATION OF MR. ELIZONDO, DESIGNED THE 1999 ACADEMIC QUESTIONNAIRE WHICH CONSTITUTED THE STARTING POINT FOR THE PREPARATION OF OUR PROJECT FOR THE COMING YEAR.

IN A PARALLEL MANNER, AN INTERESTING INITIATIVE WAS ASSIGNED TO THIS ACADEMIC SECTOR, RELATED TO THE EXPANSION OF HEALTH COVERAGE OR, AS IS PREFERENTIALLY DENOMINATED IN EUROPE, WITH THE MICRO-INSURANCE SYSTEM. THIS IS A THREE YEAR RESEARCH PROGRAM, IN WHICH WE EXPECT THE PARTICIPATION OF THE PAN-AMERICAN HEALTH ORGANIZATION, OF THE INTERNATIONAL LABOR ORGANIZATION, OF THE UNIVERSITY OF HEIDELBERG (GERMANY) AND, THROUGH THEIR TROPICAL HYGIENE AND PUBLIC HEALTH DEPARTMENT, OF THE PUBLIC HEALTH

SCHOOLS OF RIO DE JANEIRO (BRAZIL) AND OF CHILE AND THE ANDALUCIA PUBLIC HEALTH SCHOOL (UNIVERSITY OF GRANADA, SPAIN) AND, OBVIOUSLY, OF CIESS. IT IS ESTIMATED THAT THIS PROJECT, DENOMINATED "SOCIAL SECURITY FOR EXCLUDED GROUPS OF LATIN AMERICA AND THE CARIBBEAN", SHALL LAST THREE YEARS AND ITS OBJECTIVE WILL BE TO EXTEND HEALTH SERVICES COVERAGE TO SAID GROUPS.

CIESS HAS COMPLIED WITH ALL OF THE REQUISITES FOR ITS PARTICIPATION IN THE PROJECT, WHICH AT PRESENT IS IN ITS FINAL PHASE OF STUDY WITH SEVERAL INSTITUTIONS AND AUTHORITIES, AMONG THEM, THE EUROPEAN ECONOMIC COMMUNITY THAT WILL FINANCE A GOOD PART OF THIS ACADEMIC WORK.

THE RESEARCH COORDINATION AREA WAS ALSO ENTRUSTED, IN A FIRST INSTANCE, WITH THE ESTABLISHMENT OF A DIRECT RELATIONSHIP WITH THE INSTITUTIONS PERTAINING TO THE ENGLISH SPEAKING COUNTRIES OF THE CARIBBEAN ZONE. IN THIS MANNER WE ARE FULFILLING AN OBJECTIVE ALREADY ESTABLISHED BY THE DIRECTOR OF CIESS AT THE TIME OF SUBMITTING HIS REPORT LAST AUGUST, AND LIKEWISE AT THE PRESENTATION MADE BEFORE THE AMERICAN ORGANIZATION AND ADMINISTRATIVE SYSTEMS COMMISSION

ON THE OCCASION OF ITS MEETING HELD IN ARLINGTON, TEXAS, DURING THE MONTH OF JUNE. AS A RESULT OF THESE EFFORTS, WE CAN ASSERT THAT CIESS WILL BE PRESENT DURING THE YEAR 2000 IN SAID GEOGRAPHIC AREA, NOT ONLY THROUGH A MORE CONSTANT AND DINAMYC RELATIONSHIP, BUT ALSO BY MEANS OF A COURSE OUTSIDE HEADQUARTERS TO BE HELD IN THE COMING MONTH OF APRIL AND EVENTUALLY OF ANOTHER COURSE TO BE HELD DURING THE SECOND HALF OF THE YEAR.

ALSO, WITHIN THE SAME ACADEMIC AMBIT (RESEARCH COORDINATION), A FEASIBILITY STUDY IS UNDERWAY ON THE EVENTUAL IMPLEMENTATION OF A PLAN OR PILOT CASE FOR THE APPLICATION OF STANDARDS OF LABOR COMPETENCE WITH RESPECT TO WORKERS OF INSTITUTIONS OF THE SOCIAL SECURITY SECTOR, ADAPTING - IF THAT SHOULD BE THE CASE - OUR TRAINING ACTIVITIES WITH RESPECT TO SAID STANDARDS.

IN THE OPINION OF THIS EXPONENT, THE TASK DEVELOPED BY THE **TECHNICAL SECRETARIAT OR ACADEMIC COORDINATION** OF THE CENTER UNDER THE CHARGE OF DR. GUILLERMO FAJARDO ORTIZA, MERITS A SPECIAL MENTION. HIS RELEVANT WORK MUST BE ESPECIALLY POINTED OUT AND THE DIRECTORSHIP IS PLEASED TO DO SO AT THIS POINT.

III. SPECIAL CONSIDERATIONS ON CERTAIN ACTIVITIES.-

THE MENTION JUST MADE LEADS US TO HEAD THIS CHAPTER WITH A SPECIAL COMMENT ON THE MASTER COURSE "ADMINISTRATION OF HEALTH SERVICES", DEVELOPED JOINTLY WITH THE MERITORIOUS AUTONOMOUS UNIVERSITY OF PUEBLA, AND HELD IN THE CITY OF PUEBLA, CAPITAL OF THE STATE WITH THE SAME NAME. ALTHOUGH INSERTED WITHIN OUR 1999 ACADEMIC PROGRAM, THE SPECIAL NATURE OF THIS MASTER, THE HIGH LEVEL REACHED, AND THE RELEVANCE OF THE SPONSORING ACADEMIC INSTITUTION, JUSTIFY THESE LINES DEDICATED TO THIS ACTIVITY. AIMED AT DOCTORS AND SPECIALIZED ADMINISTRATORS GRADUATED AT A UNIVERSITY LEVEL, IT HAS BEEN CARRIED OUT FOR THE THIRD CONSECUTIVE YEAR. STRUCTURED IN 23 SUBJECTS DISTRIBUTED IN FOUR SEMESTERS, IT CONSTITUTES AN EXPRESSION OF THE ACADEMIC LEVEL REACHED BY THE CENTER AND, AT THE SAME TIME, OF THE IMPORTANCE THAT THE TOPICS RELATED TO HEALTH PROCESSES HAVE WITHIN OUR EDUCATIONAL PROPOSAL. THE PRESENCE OF CIESS IN THIS MASTER COURSE IS THROUGH THE RECOGNIZED PARTICIPATION OF DR. GUILLERMO FAJARDO ORTIZ, WHO HAS ALSO HAD THE VALUABLE COLLABORATION OF DR. SONIA CISNEROS TAJA.

ALSO WORTH OF MENTION IS THE WORKSHOP-COURSE ON ALTERNATIVE SOLUTION OF CONTROVERSIES ON MEDICAL CARE, HELD JOINTLY WITH THE MEDICAL ARBITRATION NATIONAL COMMISSION OF MEXICO AND WHICH HAS BEEN MENTIONED BEFORE. STARTING FROM THE EXISTENCE OF TRAINING NEEDS IN THE AREAS OF CLAIMS AND ATTENTION TO BENEFICIARIES ON THE PART OF SOCIAL SECURITY INSTITUTIONS RENDERING HEALTH SERVICES, WE ESTABLISHED, JOINTLY WITH **CONAMED** AND BY INITIATIVE OF THE LATTER, THE OBJECTIVE OF CONTRIBUTING TO THE TRAINING AND KNOWLEDGE ON THE PART OF MEDIUM AND HIGH LEVEL EXECUTIVES, WITH RESPECT TO THE SOLUTION OF DOCTOR-PATIENT CONTROVERSIES THROUGH ALTERNATIVE BUT NOT JUDICIAL MEDIA. THE COURSE DEVELOPED ALONG THE MONTH OF OCTOBER AS INDICATED BEFORE, DEALT ON MATTERS SUCH AS "QUALITY OF MEDICAL CARE", "LEGAL RESPONSIBILITY OF MEDICAL PRACTICE", "CIVIL AND PENAL RESPONSIBILITY", "JUDICIAL PROCEEDINGS IN CLAIMS ON MEDICAL CARE", "ADMINISTRATIVE RESPONSIBILITY", "HUMAN RIGHTS AND CONTROVERSIES ON MEDICAL CARE", "BIO-ETHICS AND ETHICAL CODE OF MEDICAL PRACTICE", "ALTERNATIVE SOLUTION OF CONFLICTS", "IMPORTANCE OF THE CLINICAL FILE", "MEDIATION AND CONCILIATION", "ARBITRATION", "JUDICIAL FORMS", "ARBITRATION PROCEEDINGS AND DECISION", AMONG OTHERS. AT THE END OF THE ACADEMIC EVENT, THE STUDENTS RECEIVED

DIPLOMAS BACKED BY BOTH INSTITUTIONS AND A MEMORY IN COMPUTER DISKETTES OF THE PRINCIPAL REPORTS. DUE TO THE EXPECTATIONS THAT THE COURSE GENERATED IN HEALTH INSTITUTIONS, SOCIAL SECURITY AND OTHER RELATED ORGANIZATIONS, AND DUE ALSO TO THE SUCCESS ACHIEVED, WE ARE CONSIDERING THE EVENTUAL PREPARATION OF SIMILAR EVENTS DURING THE YEAR 2000, AT A NATIONAL AND INTERNATIONAL LEVEL, IN COLLABORATION BETWEEN **CONAMED**, CIESS, INTERNATIONAL HEALTH AND SOCIAL SECURITY ORGANIZATIONS AND SUPERIOR EDUCATION INSTITUTIONS.

ANOTHER ASPECT WORTH MENTIONING WITHIN THIS CHAPTER, IS THAT RELATED TO THE 1999 ACADEMIC QUESTIONNAIRE. WE ARE NOT GOING TO REPEAT ITS CHARACTERISTICS AND FUNDAMENTAL OBJECTIVES; WE WILL SIMPLY INFORM THAT IT WAS USED AS A BASIC TOOL FOR THE PREPARATION OF OUR PROJECT FOR NEXT YEAR'S PROGRAM. STARTING, OBVIOUSLY, FROM THE FOLLOWING PREMISES: IT IS NOT POSSIBLE TO TAKE CARE OF ALL REQUIREMENTS, AND THEREFORE THE EFFORT MUST BE ORIENTED TO THOSE THEMATIC AREAS OF GREATER DEMAND WITH RESPECT TO WHICH WE CAN HAVE EFFECTIVELY, A CAPACITY TO RESPOND; IT IS PROBABLE THAT CERTAIN ACTIVITIES WILL HAVE TO BE DEFERRED, DUE TO THE NEED TO ADEQUATELY DISTRIBUTE OUR HUMAN, MATERIAL AND TECHNICAL RESOURCES, AND IN

PARTICULAR, DUE TO THE NATURAL ECONOMIC LIMITATIONS; AND LASTLY, IT IS ESSENTIAL TO TAKE INTO CONSIDERATION THE LARGE AREAS OF KNOWLEDGE RATHER THAN THE SPECIFIC ASPECTS WITHIN EACH ONE OF THEM. LIKEWISE, IT SHOULD BE BORNE IN MIND THAT OUR ACADEMIC PROPOSAL IS NOT LIMITED EXCLUSIVELY TO ACTIVITIES IN OUR HEADQUARTERS, AND THEREFORE WE WILL TRY TO SATISFY THE DEMAND OF INSTITUTIONS THROUGH EVENTS INSIDE OR OUTSIDE OUR FACILITIES.

THE NUMBER OF REPLIES OBTAINED WAS SLIGHTLY HIGHER THAN 50% OF THE INSTITUTIONS, A GOOD PERCENTAGE WHICH, HOWEVER, WE EXPECT TO INCREASE IN SUCCESSIVE YERS. THE DIRECTORSHIP WANTS TO MAKE SPECIAL MENTION REGARDING THIS POINT, OF THE VALUABLE PARTICIPATION IN THIS ACTIVITY OF MISS SOFIA DEL BOSQUE ARAUJO, OF MESSRS. NESTOR ELIZONDO, MARTIN GOMEZ SILVA, FABIOLA SANCHEZ GOMEZ AND DR. CLAUDIA JUAREZ RUIZ.

WITH RESPECT TO THE PROCESSES OF EVALUATION OF OUR ACTIVITIES, WE HAVE CONTINUED TO APPLY METHODICALLY THE INFORMATION AND ACADEMIC EVALUATION SYSTEM. WITHOUT DETRIMENT TO THE FOREGOING, NEW MODALITIES AND PROCEDURES ARE BEING EXAMINED WITH THE PURPOSE

OF INCREASING THE EFFICIENCY AND REALIABILITY OF THAT SYSTEM.

TO CLOSE THIS CHAPTER, WE RETURN TO OUR CYCLE OF CONFERENCES "NEW MILLENIUM: THE SOCIAL POLICY, THE URGENT CHALLENGE OF LATIN AMERICA" WHICH, AS SAID BEFORE, STARTED A WEEK AGO, WILL CONTINUE ON THE 30TH OF THIS MONTH AND THEN, AFTER A YEAR-END PARENTHESIS, WILL GO ON DURING THE FIRST HALF OF THE YEAR 2000. THIS ACADEMIC ACTIVITY HAS HAD, AS ALREADY EXPRESSED, AMPLE RESONANCE AND IS BEING DEVELOPED WITHOUT INCURRING IN EXPENSES OVER AND ABOVE THE BUDGETARY CEILING AUTHORIZED FOR THE CENTER.

IV. ACADEMIC ACTIVITIES SCHEDULED FOR THE YEAR 2000.

ANNEX "B" ILLUSTRATES OUR INSIDE HEADQUARTERS ACADEMIC ACTIVITIES PROJECT FOR THE YEAR 2000. WE HAVE STRIVED TO HARMONIZE ITS CONTENTS IN SUCH MANNER THAT THEY WILL APPROPRIATELY REFLECT THE DIVERSITY OF THEMATIC AREAS AND WILL BE DISTRIBUTED IN A REASONABLE MANNER AMONG ALL OF THEM. PREFERENCE HAS BEEN GIVEN TO THE TOPICS THAT AT THE PRESENT TIME ARE OF MORE INTEREST AND IMPACT, TAKING AS A STARTING

POINT THE REPLIES TO OUR 1999 QUESTIONNAIRE. WITH RESPECT TO THE DATES FOR THE DEVELOPMENT OF THIS ACTIVITY, WE HAVE TAKEN INTO CONSIDERATION OUR EXPERIENCE IN ORDER TO DETERMINE THE MOST ADEQUATE TIME; WITHOUT LOSING SIGHT OF THE NEED TO DESTINE THE FIRST PART OF THE YEAR TO AN INTERNAL ORGANIZATION, PREPARATION AND KNOW HOW UPDATING PROJECT.

IF THE NUMBER OF ACTIVITIES SCHEDULED TO BE HELD IN OUR HEADQUARTERS IS COMPARED WITH THE NUMBER OF ACTIVITIES DEVELOPED THROUGHOUT THIS YEAR, IT IS POSSIBLE TO OBSERVE A FORESEEN INCREMENT: FROM 15 (1999) WE INTEND TO HOLD 19 (2000), NOT INCLUDING THE EVENTUAL ORGANIZATION OF SOME OTHER NEW COURSES, DEPENDING ON CIRCUMSTANCES LIKE THOSE THAT, IN THE COURSE OF THE CURRENT YEAR, MADE IT POSSIBLE TO HOLD THE WORKSHOP-COURSE ON "ALTERNATIVE SOLUTION OF MEDICAL CARE CONFLICTS".

THIS INCREASE IN TASKS WILL ALSO REQUIRE A CERTAIN INCREMENT IN AVAILABLE RESOURCES, AS WELL AS A RATIONAL UTILIZATION THEREOF. FOR THE TIME BEING, A NEW DESIGN OF THE ACADEMIC PROGRAM IMPLIES CERTAIN QUALITATIVE CHANGES. FOR INSTANCE, OF A TOTAL OF SEVEN FIVE-WEEK DIPLOMA-COURSES HELD DURING 1999, WE

INTEND TO HOLD ONLY TWO WITH THOSE CHARACTERISTICS; ONE OF THEM: "HEALTH SERVICES QUALITY MANAGEMENT", AND THE OTHER: "CHALLENGES, TRANSITION AND PERSPECTIVES OF SOCIAL SECURITY". IN THIS RESPECT WE HAVE BORNE IN MIND THE PROBLEMS EXPRESSED BY THE PERSONS RESPONSIBLE FOR DIFFERENT ORGANIZATIONS OF SENDING TO MEXICO A CERTAIN NUMBER OF EXECUTIVES FOR AN EXTENSIVE PERIOD.

THE CHANGE, ALL IN ALL, WILL BE GRADUAL. AT LEAST TWO COURSES, ONE UNDER THE RESPONSIBILITY OF THE ACTUARIAL AND FINANCIAL PLANNING DIVISION AND THE OTHER UNDER THE CHARGE OF THE OCCUPATIONAL HEALTH DIVISION. THEY SHALL HAVE A FOUR-WEEK DURATION. THIS IS BECAUSE THE NATURE OF THE TOPICS TO BE EXPOSED REQUIRES A MINIMUM PERIOD TO REACH THE ACADEMIC OBJECTIVES IN EACH CASE. ON THE ONE HAND, THE DIPLOMA-COURSES DENOMINATED "TECHNOLOGIES OF INFORMATION IN SOCIAL SECURITY INSTITUTIONS" AND "MANAGEMENT AND ECONOMICS OF HEALTH SERVICES" WILL BE HELD: THE FIRST IN THE SEMI-PRESENTIAL MODALITY AND THE SECOND IN THE AT-A-DISTANCE MODALITY. SUMMING UP, THE NUMBER OF FIVE-WEEK DIPLOMA-COURSES HAS BEEN REDUCED TO TWO, INSTEAD OF THE PREVIOUS SEVEN; TWO OF THOSE DIPLOMA-COURSES ARE BEING TRANSFORMED INTO FOUR-WEEK COURSES, AND TWO MORE SHALL BE OFFERED THROUGH NEW

MODALITIES, PERMITTING ACCESS TO THEM TO MANY PERSONS WHO OTHERWISE WOULD NOT BE ABLE TO PARTICIPATE.

THIS IS NOT THE ONLY NOVELTY. CHANGES HAVE ALSO BEEN INTRODUCED IN THE DENOMINATION AND, OBVIOUSLY, IN THE CONTENTS OF COURSES, WITH THE INTENTION OF TAKING ADVANTAGE NOT ONLY OF THE RESULTS OF THE QUESTIONNAIRE BUT ALSO OF THE EXPERIENCE ACCUMULATED. ON THE OTHER HAND, SEVERAL ACTIVITIES WILL BE COORDINATED JOINTLY BY TWO OR THREE DIVISIONS, THUS EMPHASIZING THEIR INTER-DISCIPLINARY NATURE, AS WELL AS THE NEED TO UNIFY OUR EDUCATIONAL ACTION: THE DIPLOMA-COURSE "HEALTH SERVICES QUALITY MANAGEMENT" WILL BE CONDUCTED BY THE SOCIAL MEDICINE AND ADMINISTRATION DIVISIONS; THE "MANAGEMENT AND ECONOMICS OF HEALTH SERVICES" DIPLOMA-COURSE BY THE ADMINISTRATION DIVISION AND THE HEALTH ECONOMICS AREA; THE WORKSHOP-COURSE "ADMINISTRATION INSTRUMENTS IN THE APPLICATION OF OCCUPATIONAL HEALTH, SECURITY AND HYGIENE", SHALL BE CONDUCTED JOINTLY BY THE OCCUPATIONAL HEALTH DIVISION, THE ADMINISTRATION DIVISION AND THE HEALTH ECONOMICS AREA; ALL OF THIS WITHOUT DISREGARDING THE PARTICIPATION, WHEREVER PERTINENT, OF OUR EDUCATIONAL TECHNOLOGY AREA.

IT SHOULD ALSO BE POINTED OUT THAT WE FORESEE AN INCREMENT IN THE COLLABORATION BY INTERNATIONAL ORGANIZATIONS AND EDUCATIONAL ENTITIES. THE RESEARCH PROJECT, MENTIONED BEFORE, ON THE EXPANSION OF COVERAGE FOR HEALTH, REFLECTS IN A CERTAIN WAY AN INCREASE OF OUR TRADITIONAL BOND WITH THE PAN-AMERICAN HEALTH ORGANIZATION, TO WHICH WE REFERRED IN OUR REPORT PRESENTED LAST AUGUST. WE WISH TO MAINTAIN, AT LEAST, THE SAME NUMBER OF SCHOLARSHIPS ASSIGNED BY THE ORGANIZATION OF AMERICAN STATES, ALTHOUGH WE ARE AWARE OF THE RESTRICTIONS THAT SAID ORGANIZATION HAS IMPOSED ON THIS MATTER. WE COUNT WITH THE GOOD WILL EXPRESSED BY THOSE RESPONSIBLE FOR THE INTERNATIONAL LABOR ORGANIZATION, TO IMPROVE THE LEVELS OF ITS CONTRIBUTION, ESPECIALLY THROUGH THE PARTICIPATION OF TECHNICIANS OF THAT ORGANIZATION IN OUR PROGRAMS. THEREFORE, WE HAVE REASON TO EXPECT THAT THIS MAY MATERIALIZE, ESPECIALLY AFTER THE NEGOTIATIONS CARRIED OUT TO THIS EFFECT BOTH BY THE DIRECTOR OF THE CENTER AND BY THE CHAIRMAN OF OUR BOARD OF DIRECTORS AND OF THE CONFERENCE ITSELF. WE ALSO TRUST IN A MORE ADVANTAGEOUS RELATIONSHIP WITH THE INTER-AMERICAN DEVELOPMENT BANK, WITH THE BRITISH COUNCIL, WITH THE NATIONAL PUBLIC HEALTH INSTITUTE WITH SEAT IN CUERNAVACA AND WITH ORGANIZATIONS OF

THE GOVERNMENT OF SPAIN: IN THIS LATTER ASPECT, THE LABOR COUNCIL OF THE SPANISH EMBASSY HAS EXPRESSED EXPLICITELY THEIR DECISION TO INCREASE THE COLLABORTION THAT WE HAVE ENJOYED UP TO THE PRESENT TIME AND, PRECISELY IN THE COURSE OF NEXT WEEK, A MEETING TO THIS END WILL BE HELD IN MEXICO BETWEEN THE EXECUTIVE RESPONSIBLE FOR THAT COUNCIL AND THE EXPONENT OF THIS REPORT.

REGARDING THE ANDEAN SUB-REGION I. WE FORESEE THE EVENTUAL IMPLEMENTATION OF A COURSE ON PENSIONS, THE SEAT OF WHICH SHALL HAVE TO BE DETERMINED BY THE RESPECTIVE AUTHORITIES. WE WOULD ALSO CONSIDER, IF AN INTEREST ON THIS SUBJECT IS RATIFIED, THE DEVELOPMENT OF A SEMINARY ON QUESTIONS RELATIVE TO THE NATURE AND EQUITY OF SOCIAL SECURITY.

WITH RESPECT TO THE CENTRAL AMERICAN SUB-REGION II, IT IS TRADITIONAL THAT DIFFERENT ACTIVITIES ARE HELD IN THAT SUB-REGION OUTSIDE HEADQUARTERS. HOWEVER, NO PLANS HAVE BEEN RECEIVED SO FAR. WE ESTIMATE THAT THIS MAY BE DUE - PROBABLY - TO CHANGES MADE DURING THE LAST FEW MONTHS IN SOME INSTITUTIONS OF THE AREA. NATURALLY, CIESS SHALL RESPOND, WITHIN ITS POSSIBILITIES, TO THE DEMANDS OF THIS SUB-REGION, WHICH HAS ALWAYS

BEEN SO CLOSELY LINKED TO OUR ACADEMIC TASK. IN SPITE OF THE FOREGOING, WE CAN REPORT THAT A FEASIBILITY ANALYSIS OF A MASTERS IN ACTUARY IS UNDERWAY, IN ACCORDANCE WITH A PLAN UPDATED AT THE MEETING HELD LAST AUGUST IN ANTIGUA, GUATEMALA. WE ALSO WANT TO ADD THAT WE ARE CONSIDERING THE EVENTUAL MATERIALIZATION OF A SEMINAR ON REFORM, TRANSITION AND NEW MODELS OF SOCIAL SECURITY, ACCORDING TO THE REQUEST PRESENTED ON THE SAME OCCASION. LASTLY, IT IS PERTINENT TO POINT OUT THAT CIESS, THROUGH ITS DIRECTORSHIP, ITS ACADEMIC COORDINATION AND THE OCCUPATIONAL HEALTH DIVISION, HAS MAINTAINED CONTACTS AIMED AT OBTAINING THE ECONOMIC AND EDUCATORS SUPPORT OF THE INTERNATIONAL LABOR ORGANIZATION THROUGH THE OFFICE OF THIS ORGANIZATION WITH SEAT IN COSTA RICA (WHICH IS INCLUDED WITHIN THE FRAME OF COOPERATION WITH SAID INTERNATIONAL ORGANIZATION REFERRED TO BEFORE).

THE SOUTH CONE SUB-REGION III HAS PLANNED AT LEAST A COUPLE OF COURSES WITH SEATS POSSIBLY IN URUGUAY AND CHILE. THE FIRST COURSE WOULD DEAL WITH THE HARMONIZING OF JUDICIAL REGIMES OF SOCIAL SECURITY AND COVERAGE OF MIGRATING WORKERS. A PROJECT HAS ALREADY BEEN PREPARED IN THIS RESPECT BY THE ADMINISTRATION AND SOCIAL JUDICIAL DIVISIONS, JOINTLY

WITH THE INFORMATICS AREA. THE SECOND COURSE WOULD HAVE THE PURPOSE OF EXAMINING THE EXPANSION OF COVERAGE FOR INFORMAL WORKERS, AND CIESS HAS ALREADY MADE PROGRESS IN THE PREPARATION OF A SCHEME OR DRAFT ON THE MANNER IN WHICH THIS TOPIC MUST BE APPROACHED. WE ARE ALSO ANALYZING THE POSSIBLE REALIZATION OF A WORKSHOP-COURSE ON INDUSTRIAL HYGIENE IN THE OCCUPATIONAL ENVIRONMENT. LASTLY, WE FORESEE A NEW COLLABORATION INSTANCE, IN THE FORM OF A SEMINAR OR COURSE ALSO TO BE HELD IN CHILE, WITH THE SOCIAL SECURITY RESEARCH, STUDY AND DEVELOPMENT CORPORATION. THE NOVELTY, IN THIS CASE, CONSISTS IN THAT IT IS INTENDED TO APPROACH FROM THE ANGLE OF SOCIAL SECURITY, ISSUES RELATIVE TO HOUSING EXTENDED AS A RIGHT AND ALSO AS ONE OF THE OBJECTIVES OR ALTERNATIVE POSSIBILITIES OF THE INVESTMENT OF FUNDS.

WITH RESPECT TO THE NORTH AMERICAN AND THE ANGLO CARIBBEAN SUB-REGION IV, WE HAVE BEEN PLANNING DURING SEVERAL MONTHS, THE OBJECTIVE OF INCREMENTING OUR EFFECTIVE RELATIONSHIP WITH THIS SUB-REGION (AS PREVIOUSLY EXPLAINED). IT CAN BE CONSIDERED AS PRACTICALLY CERTAIN THAT THERE WILL BE ONE OR TWO COURSES OUTSIDE HEADQUARTERS IN SAID SUB-REGION DURING THE YEARF 2000, ALSO AS PREVIOUSLY MENTIONED, AND WE WILL CONTINUE OUR COORDINATION EFFORTS THAT

HAVE INCLUDED, AMONG OTHER INSTANCES, THE INTERVIEWS HELD, IN MEXICO AND AT THE BAHAMAS, WITH THE EXECUTIVES RESPONSIBLE FOR INSTITUTIONS OF THAT AREA. TO THIS EFFECT, WE WILL HAVE THE VALUABLE COLLABORATION OF TECHNICIANS OF THE SOCIAL SECURITY ADMINISTRATION (USA).

FINALLY, WE ALSO EXPECT TO MATERIALIZE COURSES IN MEXICO AND THE LATIN CARIBBEAN SUB-REGION V, EVEN WHEN THE RECENT CHANGE PRODUCED IN THE DIRECTORSHIP OF ISSEMYM, WHICH IS IN CHARGE OF THE COORDINATION OF THIS SUB-REGION, HAS PROVOKED - LIKE IN OTHER INSTANCES - AN UNDERSTANDABLE DELAY IN PLANNING.

IT IS OUR PURPOSE, AS CAN BE UNDERSTOOD FROM THE ABOVE, TO MATERIALIZE ACTIVITIES OUTSIDE HEADQUARTERS STARTING FROM THE PRINCIPLES OF HARMONIZATION, PERTINENCE AND ADEQUATE SUB-REGIONAL DISTRIBUTION; TRYING TO TAKE CARE OF THE NEEDS AND REQUIREMENTS OF THE INSTITUTIONS AS EXPRESSED IN OUR 1999 ACADEMIC QUESTIONNAIRE. IN THIS SENSE, WE START FROM THE BASIS OF MAINTANING AND EVENTUALLY INCREASING THE NUMBER OF COURSES TO BE HELD IN THE CURRENT YEAR, WITHIN CRITERIA OF REASONABILITY AND GRADUALISM.

V. RELATIONSHIPS WITH OTHER ORGANIZATIONS

OUR RELATIONSHIPS WITH INTERNATIONAL INSTITUTIONS, GOVERNMENTAL INSTITUTIONS, UNIVERSITIES AND SPECIALIZED CENTERS, ARE OF VITAL IMPORTANCE FOR OUR CENTER. WITH SEVERAL OF THESE INSTITUTIONS WE HAVE HELD, AS IS WELL KNOWN, AGREEMENTS AND COVENANTS. WE WILL REFER NOW TO OUR LINKS WITH SOME OF THE MOST IMPORTANT ENTITIES.

WE MAINTAIN A CLOSE RELATIONSHIP WITH THE PAN-AMERICAN HEALTH ORGANIZATION / WORLD HEALTH ORGANIZATION. ON THE OCCASION OF THE VISIT TO WASHINGTON OF THE DIRECTOR AND THE ACADEMIC COORDINATOR OF THE CENTER DURING THE MONTH OF JULY, WE PLANNED THE REINFORCEMENT AND RENEWAL OF ACADEMIC PROPOSALS WITH THE BACK-UP OF THAT ORGANIZATION. CONSIDERABLE ADVANCEMENT HAS BEEN ACHIEVED IN CERTAIN ASPECTS, AS IN THE CASE OF RESEARCH AS DESCRIBED BEFORE.

ALSO TRANSCENDENTAL IS OUR RELATIONSHIP WITH THE AMERICAN STATES ORGANIZATION. WITH RESPECT TO THIS ORGANIZATION, IT IS IMPORTANT TO POINT OUT THE RENEWED GOOD WILL OF THE ORGANIZATION AS REGARDS

THE GRANTING OF SCHOLARSHIPS (AS MENTIONED BEFORE), A TOPIC THAT WAS ALSO DISCUSSED LAST JULY THROUGH A PERSONAL INTERVIEW WITH THE EXECUTIVE RESPONSIBLE FOR THE SCHOLARSHIPS AREA OF THE ORGANIZATION, DR. JUAN LUIS COLAIACOVO.

WE HAVE ALREADY REFERRED TO THE FORESEEABLE INCREMENT OF THE COLLABORATION ON THE PART OF THE INTERNATIONAL LABOR ORGANIZATION, THROUGH THE ASSISTANCE OF EXPERTS AND, EVENTUALLY, THROUGH ECONOMIC AIDS THAT WILL CONTRIBUTE TO THE MATERIALIZATION OF ACTIVITIES OF COMMON INTEREST.

SIMILAR COMMENTS CAN BE MADE WITH RESPECT TO THE INTER-AMERICAN DEVELOPMENT BANK, AN INSTITUTION THAT INTENDS TO SEND NEXT YEAR ONE OR MORE EXPERTS TO ACT AS EXPONENTS.

THE TASKS CARRIED OUT THIS YEAR WITHIN THE HEALTH ECONOMICS AREA MERIT A SEPARATE CHAPTER. ALTHOUGH A STAGE HAS BEEN DEFINITELY CONCLUDED IN THE DEVELOPMENT OF PROGRAMS OF THE INTER-AMERICAN NET ON HEALTH ECONOMICS AND FINANCING, WE ARE TRYING TO ESTABLISH NEW OBJECTIVES WITH THE COOPERATION OF THE PAN-AMERICAN HEALTH ORGANIZATION. IT IS WORTH

POINTING OUT, WITHIN THE SAME ACADEMIC AMBIT, THE MATERIAL PREPARED FOR THE AT-A-DISTANCE COURSE "FUNDAMENTALS OF HEALTH ECONOMICS", AND THE BOOK RECENTLY PRESENTED ON THE RESULT OF RESEARCH CARRIED OUT IN MEXICO AND IN CENTRAL AMERICA.

ON THE MATTER OF AGREEMENTS, CONSIDERED OF A GENERAL NATURE, THIS DIRECTORSHIP HAS DEERMINED THE CRITERION THAT THEY MUST HAVE A PRACTICAL CONTENT AND BRING ABOUT RESULTS WITH RESPECT TO SOCIAL SECURITY AND TO INSTITUTIONS. THIS IMPLIES THE UPDATING OF PRE-EXISTING AGREEMENTS, AS WELL AS THE DEPURATION OF AN EXTENSIVE LIST IN WHICH A GOOD PART OF THE AGREEMENTS DO NOT REACH AN EFFECTIVE APPLICATION.

AS IS WELL KNOWN, THE EXPONENTS OF CIESS COME, IN A HIGH PERCENTAGE, FROM ACADEMIC INSTITUTIONS AND DIVERSE ORGANIZATIONS. THIS IS AN EFFECTIVE AND TRADITIONAL FORM OF COLLABORATION, FOR WHICH WE, ON OUR PART, CONSIDER IT OUR DUTY TO AGAIN EXPRESS OUR APPRECIATION. ANNEX C DESCRIBES THE INSTITUTIONS, INTERNATIONAL ORGANIZATIONS, UNIVERSITIES, SUPERIOR EDUCATION CENTERS AND OTHER ENTITIES WHOSE COOPERATION IS OF ESPECIAL VALUE TO CIESS. WE CANNOT IGNORE THE IMPORTANCE, AMONG ALL OF THEM, OF THE

CONTRIBUTION OF THE MEXICAN SOCIAL SECURITY INSTITUTE, OF THE NATIONAL AUTONOMOUS UNIVERSITY OF MEXICO AND OF THE PAN-AMERICAN HEALTH ORGANIZATION.

VI. RELEVANT ASPECTS AT THE ADMINISTRATIVE LEVEL

THERE HAS BEEN A CONSTANT CONCERN TO MAINTAIN THE LEVEL OF EXPENSES WITHIN THE BUDGETARY FRAME ESTABLISHED ONE YEAR BEFORE. THE EVOLUTION OF EXPENSES IS, THEREFORE, A SUBJECT OF PERIODICAL EXAMINATION. THE BUDGETARY CEILING HAS BEEN CAREFULLY OBSERVED, AND THERE IS HARMONY BETWEEN FORECAST AND ACTUAL PERFORMANCE. THE BALANCE EFFECTIVELY AVAILABLE FOR THE PERIOD NOVEMBER-DECEMBER 1999, IS 63,305.73 DOLLARS. IF WE CONSIDER THAT ONE TWELFTH OF THE TOTAL FUNDS ASSIGNED IS EQUIVALENT TO 34,312.50 DOLLARS, AND TAKING INTO ACCOUNT THE DECREASE IN EXPENSES THAT WILL OCCUR IN THE MONTH OF DECEMBER, IT CAN BE READILY ASSERTED THAT WE WILL REACH AT THE CLOSE OF THE FISCAL EXERCISE, THE LEVEL OF EQUILIBRIUM, WHICH, IF IT COMES TRUE, WILL HAPPEN FOR THE FIRST TIME IN SEVERAL YEARS. THIS WILL CONSITUTE THE FRUIT OF A DELIBERATE EFFORT, FOR WHICH WE MUST RECOGNIZE IN OUR PERSONNEL AS A GROUP, THE SENSE OF RESPONSIBILITY DEMONSTRATED FOR THE

ACHIEVEMENT OF THAT GOAL. THIS RECOGNITION MUST BE EXTENDED TO ALL THE ADMINISTRATIVE SECTORS OF THE CENTER AND TO THE HEAD OF THIS AREA, MR. JOSE LAZCANO REYES.

DURING THE COURSE OF THE YEAR, WE HAVE INCREASED THE NUMBER OF CLASSROOMS, WHICH ARE TEN AT PRESENT, IN ADDITION TO THE TWO COMMISSION ROOMS AND A CONFERENCE ROOM THAT ARE LOCATED IN THE AREA OF THE INTER-AMERICAN SOCIAL SECURITY PERMANENT COMMITTEE. WE HAVE ALSO UNDERTAKEN THE REFURBISHING OF OUR FACILITIES, WHICH HAS RESULTED IN AN IMPROVEMENT OF THE ENVIRONMENT AND OUTSIDE IMAGE; WE HAVE MODERNIZED THE EQUIPMENT OF ROOMS IN ORDER TO OFFER OUR GUESTS INCREASED COMFORT; WE HAVE RATIONALIZED THE USE OF STATIONERY AND OFFICE SUPPLIES, WHICH HAS PERMITTED DURING THE FIRST NINE MONTHS OF THE YEAR A CONSIDERABLE DECREASE IN COSTS WITH RESPECT TO THE SAME PERIOD IN 1998; WE HAVE ESTABLISHED CONTROL MECHANISMS IN THE RECEPTION AND PRESERVATION OF FOOD, IMPROVING IN THIS MANNER THE QUALITY OF THE SERVICE, TOGETHER WITH A DECREASE IN THE EXPENSES INCURRED FOR THIS PURPOSE; WE HAVE ACQUIRED NEW MATERIALS THROUGH THE PURCHASING COMMITTEE OF CISS DESTINED TO THE DIETOLOGY AREA; WE APPLIED AN AUSTERITY PROGRAM ON THE MATTER OF PHOTOCOPYING,

WHICH DETERMINED A DECREASE IN THIS EXPENSE OF APPROXIMATELY 45%; WE IMPROVED TRANSPORTATION SERVICES THROUGH THE INCORPORATION OF THREE NEW VEHICLES ASSIGNED TO CIESS BY THE MEXICAN SOCIAL SECURITY INSTITUTE: AND WE WILL MATERIALIZE AS SOON AS POSSIBLE - ALSO WITH THE INVALUABLE SUPPORT OF IMSS - THE RENEWAL OF OUR COMPUTATION EQUIPMENT WHICH, ONCE EFFECTED, WILL FAVOR CONSIDERABLY THE DEVELOPMENT OF ACADEMIC ACTIVITIES.

IT MUST BE POINTED OUT THAT, WITH DEBIT TO THE BUDGETARY ENTRY ASSIGNED TO THE GENERAL SECRETARIAT OF CISS, WE HAVE REFURBISHED THE AREA NOW OCCUPIED BY THE ADMINISTRATION AREA, AS WELL AS OTHER SPACES CONVERTED INTO CLASSROOMS, TO WHICH WE HAVE REFERRED BEFORE.

THE RATIONALIZATION MENTIONED HAS NOT AFFECTED, HOWEVER, THE EFFORT TO KEEP UP THE ACADEMIC LEVEL OF THE CENTER, AS REQUIRED BY THE PARTICIPATION OF ITS PERSONNEL IN MEETINGS, CONGRESSES OR INTERNATIONAL ENCOUNTERS. THEREFORE, WE HAVE CONTINUED TO PROMOTE THE TRAINING AND SPECIALIZATION OF ACADEMIC PERSONNEL, AND WE HAVE PARTICIPATED IN THOSE EVENTS OF AN INTERNATIONAL NATURE THAT ARE IN HARMONY WITH

THE ENDS AND OBJECTIVES OF THE INSTITUTION. THIS KIND OF PARTICIPATION IS INCLUDED WITHIN THE FRAME OF THE RELATIONSHIP OF OUR CENTER WITH THE ACADEMIC AMBITS OF A HIGHER SIGNIFICANCE, BUT IS VIEWED FROM A STARTING POINT OF A SELECTIVE CRITERION, SO THAT THE PARTICIPATION WILL BE LIMITED TO MEETINGS TRULY RELEVANT FROM WHICH WE CAN EXPECT AN ADEQUATE RETURN IN TERMS OF KNOW-HOW, TRAINING AND SUBSEQUENT PRACTICAL RESULTS.

THE CRITERION JUST MENTIONED IS ONLY AN EXPRESSION OF THE PURPOSE, MENTIONED BEFORE, OF HANDLING AVAILABLE FUNDS ON THE BASIS OF REASONABILITY DIRECTIVES AND APROPRIATE REDUCTION OF EXPENSES, WHICH HAS MATERIALIZED THROUGH THE EFFORTS BOTH OF THE ACADEMIC AND OF THE ADMINISTRATIVE AREAS.

VII. FINAL CONSIDERATIONS.-

IT IS ESSENTIAL NOT TO INDULGE IN SELF SATISFACTION, BELIEVING THAT THE FACT OF HAVING ACHIEVED CERTAIN GOALS IS SUFFICIENT PER SE. ON THE CONTRARY, WE MUST BE DEMANDING AND CONSTANT IN THE DETERMINATION OF NEW OBJECTIVES, AS WELL AS IN THE REALIZATION OF A CRITICAL EXAMINATION, THAT WILL PERMIT US TO IDENTIFY

THOSE FIELDS IN WHICH WE MUST PROGRESS AND IMPROVE EVEN FURTHER. AS EXPRESSED IN OUR REPORT OF LAST AUGUST, SUBMITTED BEFORE THE BOARD OF DIRECTORS OF CIESS, OUR CENTER IS NOW IN A PERIOD OF TRANSITION. A GOOD PART OF ITS ACADEMIC PERSONNEL IS INTEGRATED BY YOUNG PROFESSIONALS, WHO REQUIRE BACK-UP, CONFIDENCE AND ALSO EXPERIENCE. THEIR COMMITMENT AND PARTICIPATION IN A GLOBAL PROJECT FOR THE IMPROVEMENT OF THE CENTER IS, THEREFORE, ESSENTIAL. TO THIS END, AND AMONG OTHER ACTIONS, WE HAVE SCHEDULED SEVERAL INTERNAL TRAINING AND UPDATING ACTIVITIES (AS MENTIONED BEFORE) WHICH SHALL BE DEVELOPED BEFORE THE START OF OUR ACADEMIC CALENDAR FOR THE YEAR 2000.

THE IMPLEMENTATION OF A STRUCTURE THAT, REGARDING OUR PERSONNEL AND THEIR FUNCTIONS, WILL RESPOND IN AN EFFECTIVE MANNER TO THE CHARACTERISTICS OF THE CENTER AND TO THE NATURE OF ITS RESPONSIBILITIES, IS A TASK THAT IS STILL PENDING. THIS IS A FUNDAMENTAL ASPECT IN WHICH THE DIRECTORSHIP HAS BEEN WORKING, BUT WITH RESPECT TO WHICH IT IS STILL NECESSARY TO COVER OTHER STAGES OF ANALYSIS BEFORE ADOPTING NEW DECISIONS. IT IS ESSENTIAL TO AVOID PURELY EMPIRIC AND LAST MINUTE SOLUTIONS, HAVING AS A PRINCIPAL OBJECTIVE TO REACH HIGHER LEVELS IN TERMS OF ACADEMIC EXCELLENCE. THIS OBJECTIVE REQUIRES, AS OF NOW, AN UPWARD REVISION OF

THE AMOUNTS SPENT FOR RETRIBUTIONS FOR THE TEACHING AND EDUCATIONAL WORK IN GENERAL, AND THE ESTABLISHMENT OF CRITERIA THAT WILL MAKE IT POSSIBLE TO DETERMINE THE *QUANTUM* OF REGULAR AND PERMANENT ASSIGNMENTS IN ACCORDANCE WITH DIRECTIVES OBJECTIVELY DETERMINED. SUCH CRITERIA AND DIRECTIVES SHOULD COVER THE TOTAL OF THOSE WHO WORK IN THE CENTER.

THE CONTINUOUS EFFORT FOR A JOINT AND HARMONIOUS ACTIVITY WITHIN THE CENTER AND WITH THE REMAINING ORGANS OF CISS, CONSTITUTES AN OBJECTIVE TO WHICH THE DIRECTORSHIP HAS TRIED TO ADJUST WITH DETERMINATION AND FIRMNESS. FOR THE TIME BEING, AND AS CAN BE DEDUCTED FROM WHAT HAS BEEN MENTIONED BEFORE, THE TEAM WORK AMONG THE PERSONS RESPONSIBLE FOR DIFFERENT AREAS OR DIVISIONS HAS BEGAN TO BECOME EVIDENT. TO THIS EFFECT, WE MUST AVOID AT ALL COSTS THAT A SORT OF SEPARATION BE ESTABLISHED AMONG ACADEMIC DIVISIONS IN THE MANNER OF WATERTIGHT COMPARTMENTS, BY PROMOTING ON THE CONTRARY, THE COLLABORATION AMONG THEM AS A HABIT AND AS A STYLE OF THE INSTITUTION. IN THIS RESPECT, THE DIRECTORSHIP CONSIDERS THAT STEPS HAVE BEEN TAKEN, ALTHOUGH MODEST, WHICH ARE SUFFICIENTLY SIGNIFICANT; NEVERTHELESS, WE STILL HAVE A LONG WAY TO TRAVEL.

IT IS ESSENTIAL THAT A PERMANENT ATTITUDE OF SEARCH AND ANALYSIS EXIST, IN ORDER TO IDENTIFY THE TOPICS AND THE AREAS THAT ARE OF A PRIORITY NATURE IN THE EDUCATIONAL, TEACHING AND RESEARCH FIELDS. IN THIS RESPECT, OUR ACADEMIC PROGRAM PROJECT CONSIDERS NOW A SPECTRUM OF TOPICS THAT IS NOT THE SIMPLE REITERATION OF THOSE THAT WE HAVE DISCUSSED IN THE PAST; AND PER FORCE IT WILL CONTINUE TO BE SO, AS LONG AS WE ARE FAITHFUL TO THE OBJECTIVES AND PURPOSES INHERENT TO AN ORGANIZATION TO WHICH HAVE BEEN ENTRUSTED, IN ACCORDANCE WITH THE BY-LAWS OF CISS, THE EDUCATIONAL, TRAINING AND RESEARCH TASKS (ARTICLE 31). TO THIS EFFECT, TOPICS SUCH AS THE OLD AGE POPULATION (THAT CONTINUES TO INCREASE AT A FASTER RHYTHM THAN THE AVERAGE OF TOTAL POPULATION) AS RELATED TO SOCIAL SECURITY, OR THE MANNER IN WHICH TO PROGRESSIVELY PROVIDE COVERAGE FOR INFORMAL WORKERS, AS WELL AS THE PHENOMENON OF UNEMPLOYMENT, WILL CONSTITUTE, AMONG OTHERS, THE SUBJECT OF OUR SHORT AND MEDIUM TERM ACADEMIC ACTIVITY.

THE POINT WHERE WE ARE NOW IS PROPITIOUS TO EXPRESS OUR APPRECIATION TO THE ORGANS AND AUTHORITIES OF THE SOCIAL SECURITY INTER-AMERICAN CONFERENCE FOR THE

SUPPORT THEY HAVE AFFORDED TO CIESS. IT IS ALSO PERTINENT TO THANK ALL THE PRSONNEL OF OUR CENTER FOR THE GOOD WILL DEMONSTRATED IN THE COMMON PURPOSE OF LEADING IT TO BETTER DESTINIES.

WE AWAIT THE ADVENT OF A NEW YEAR WITH THE CERTAINTY THAT OUR SOCIAL SECURITY INTER-AMERICAN CONFERENCE, WILL PUT INTO EFFECT, DURING ITS COURSE, NEW GOALS AND BETTER ACHIEVEMENTS, ASSUMING AS OF NOW, THE COMMITMENT TO CONTRIBUTE WITH OUR EFFORTS TOWARDS THE COMMON DESIGN OF REACHING THE HIGH OBJECTIVES OF OUR INTERNATIONAL ORGANIZATION.

IN THESE TERMS, WE SUBMIT TO THE CONSIDERATION OF THE BOARD OF DIRECTORS THE REPORT CORRESPONDING TO THE ORDINARY MEETING SUMMONED FOR NOVEMBER 23, NINETEEN HUNDRED AND NINETY NINE.

DR. LUIS JOSE MARTINEZ VILLALBA
Director of CIESS

ANNEX A

ACADEMIC ACTIVITIES IN HEADQUARTERS

PERIOD JANUARY - NOVEMBER 1999

Date	Name	Nature	Responsible Area	Number of Attendants*
March 15-26	Economic and financial components of the health sector and of social security	Workshop-Course	Health Economics Area	21
April 12 - May 14	Informatics in American social security. Audit, control and safety.	Diploma	Informatics Area	13
April 19 - May 21	Research on occupational health with emphasis on health economics	Diploma	Occupational Health Division	22
May 17 - June 18	American pension models	Diploma	Actuarial and Fin. Planning Division	20
May 24 - June 23	American social security models resulting from the change process	Diploma	Social-Judicial Division	23
August 9 - Sept. 10	Hospital management	Diploma	Administration Division	43
August 16-27	International vision of aging	Course	Social Medicine Division	44
Sept. 6 - 10	Health legislation	Workshop-Course	Judicial-Social Division	42
Sept. 27 - October 29	Occupational risk prevention models at institutions and enterprises	Diploma	Occupational Health Division	26
Sept. 27 - October 8	Investment of pension funds	Course	Actuarial and Fin. Planning Division	22
Nov. 1 - Dec. 3	Health Services Management in America	Diploma	Social Medicine Division	26
October 1-30	Intensive for Alternative Resolution of Medical Care Conflicts	Course	Social Medicine Division	89
1999-2000	Master in Health Services Administration	Master	Social Medicine	51

EDUCATION AT- A- DISTANCE

Date	Name	Nature	esponsible rea	Number of Attendants
July 5 - November 5	Management strategic planning	Course	Administration Division	92
August 2 - November 30	Fundamentals of health economics	Course	Social Medicine Division	74

- Countries of origin: Argentina, Bolivia, Brazil, Colombia, Costa Rica, Cuba, Chile, Ecuador, El Salvador, Guatemala, Haiti, Honduras, México, Nicaragua, Panamá, Paraguay, Perú, Dominican Republic, Uruguay and Venezuela.

ACADEMIC ACTIVITIES OUTSIDE HEADQUARTERS

PERIOD JANUARY - NOVEMBER 1999

Date	Name	Country	Nature	Responsible Area	Number of Attendants*
April 5-16	Integral audit	Costa Rica	Course	Administration Division	37
April 19-23	Strategic administration of human resources in line with organizational purposes	Guatemala	Course	Administration Division	50
June 21-25	Services quality management	Nicaragua	Course	Administration Division	48
July 12-16	Models of social security reform. Perspectives and articulations	Guatemala	Seminar	Social-Judicial Division	72
July 19-23	Integral audit in hospitals	Guatemala	Course	Administration Division	32
July 26-30	Study of the problems of noise in enterprises of the Dominican Republic	Dominican Republic	Workshop	Occupational Health Division	35
July 26-30	Complementary pensions regimes	Costa Rica	Seminar	Actuarial and Fin. Planning Division	34
July 26-30	Integral audit in hospitals	Guatemala	Course	Administration Division	45
Oct. 4-15	Integral audit	Costa Rica	Courses	Administration Division	38
Oct. 26-27	Investment of welfare funds: a risk and expected returns decision	Chile	Seminar	Actuarial and Fin. Planning Division	22
Nov. 8-12	Administration and design of multi-pillar models of public and private pensions	Dominican Republic	Course	Actuarial and Fin. Planning Division	80

- Countries of origin: The majority of attendants correspond to the seat country. In the case of the course Services Quality Management, held in Nicaragua, there were two attendants from Costa Rica; at the seminar Complementary Pensions Regimes, held in Costa Rica, there were four attendants from Honduras; at the seminar Investment of Welfare Funds: a risk and expected returns, held in Chile, there were participants from Bolivia, Colombia, Costa Rica, Guatemala, México, Paraguay and Venezuela, and at the course Administration and Design of Multi-Pillar Modules of Public and Private Pensions, held in the Dominican Republic, there were 2 participants from Honduras.

ANNEX B

Interamerican Center For Social Security Studies
Draft of On-Campus Academic Activities for the year 2000

Academic Activity	Dates	Co-ordination
DIPLOMA COURSES		
QUALITY MANAGEMENT OF HEALTH CARE SERVICES	May 29 - June 30	SOCIAL MEDICINE AND ADMINISTRATION DIVISIONS
SOCIAL SECURITY: CHALLENGES, TRANSITION AND PROSPECTS	October 30 - December 1	LEGAL SOCIAL DIVISION
COURSES		
PENSION REGIMS: EVALUATION, REALITY AND PERSPECTIVES	July 17 - August 11	ACTUARIAL AND FINANCIAL PLANNING DIVISION
AGING AND SOCIAL SECURITY	August 7 - 18	SOCIAL MEDICIN DIVISION CO-SPONSOR: PHO/WHO, BEN GURION UNIVERSITY OF ISRAEL, NATIONAL INSTITUTE OF NUTRITION SALVADOR ZUBIRAN
INVESTMENT OF PENSION FUNDS	September 18- 19	ACTUARIAL AND FINANCIAL PLANNING DIVISION. CO-SPONSOR: CENTER FOR RESEARCH, STUDIES AND DEVELOPMENT OF SOCIAL SECURITY, CHILE
OCCUPATIONAL RISK-PREVENTION MODELS IN INSTITUTIONS AND ENTERPRISES	September 18-October 13	HEALTH IN THE WORKPLACE DIVISION

Academic Activity	Dates	Co-ordination
<p>COURSE WORKSHOPS</p> <p>ACTUARIAL ASESMENT IN SOCIAL SECURITY</p> <p>APPLICATION OF MANAGEMENT TOOLS IN HEALTH SAFETY AND HYGIENE IN THE WORKPLACE</p> <p>NEW LEGAL BASIS OF SOCIAL SECURITY IN AMERICA</p> <p>ORGANIZATIONAL LEARNING IN SOCIAL SECURITY INSTITUTIONS</p> <p>HEALTH LEGISLATION. GLOBALIZATION, INTERNATIONAL TRADE AND HEALTH</p> <p>HEALTH ECONOMICS AND RESEARCH FOR DECISION MAKING</p>	<p>March 27 - April 14</p> <p>May 15 - 26</p> <p>June 19 - 30</p> <p>July 31 - August 11</p> <p>September 4 - 8</p> <p>October 2- 20</p>	<p>ACTUARIAL AND FINANCIAL PLANNING DIVISION</p> <p>HEALTH IN THE WORKPLACE AND ADMINISTRATION DIVISIONS AND HEALTH ECONOMICS AREA</p> <p>LEGAL SOCIAL DIVISION</p> <p>ADMINISTRATION DIVISION</p> <p>LEGAL SOCIAL DIVISION CO-SPONSOR: PHO/WHO</p> <p>HEALTH ECONOMICS AREA</p>
<p>SEMINARS</p> <p>OCCUPATIONAL HEALTH AND THE PROCESS OF GLOBALIZATION IN LATIN AMERICA</p> <p>ALTERNATIVE CONFFLICT RESOLUTION FOR MEDICAL MALPRACTICE</p> <p>TRENDS IN SERVICE DELIVERY BY ELECTRONIC MEANS</p>	<p>March 27 - 31</p> <p>July 17 - 21</p> <p>August 7 - 11</p>	<p>HEALTH IN THE WORKPLACE DIVISION</p> <p>SOCIAL MEDICINE DIVISION</p> <p>INFORMATICS AREA</p>

Academic Activity	Dates	Co-ordination
<p>IN-PERSON/DISTANCE EDUCATION MODE</p> <p>DIPLOMA COURSE: INFORMATION TECHNOLOGIES IN SOCIAL SECURITY INSTITUTIONS</p>	<p>Distance education phase: May 15 - September 15 In-person Phase: September 18 - 29</p>	<p>INFORMATICS AREA AND EDUCATIONAL TECHNOLOGY UNIT</p>
<p>DISTANCE EDUCATION MODE</p> <p>DIPLOMA COURSE: MANAGEMENT AND ECONOMICS OF HEALTH SERVICES</p> <p>COURSE: MANAGEMENT OF HEALTH-CARE SERVICES</p>	<p>June 5 - November 24</p> <p>August 28 - November 17</p>	<p>HEALTH ECONOMICS AREA, ADMINISTRATION DIVISION AND EDUCATIONAL TECHNOLOGY UNIT</p> <p>SOCIAL MEDICINE DIVISION AND EDUCATIONAL TECHNOLOGY</p>
<p>MASTER'S DEGREE</p> <p>ADMINISTRATION OF HEALTH SERVICES</p>	<p>Preparatory course: January 6</p> <p>Masters's degree: February 24</p>	<p>SOCIAL MEDICINE DIVISION</p>

ANNEX C

ORIGIN OF SOME OF THE EXPONENTS WHO HAVE COLLABORATED WITH CIESS DURING 1999*

INSTITUTIONS

- . INSTITUTO MEXICANO DEL SEGURO SOCIAL
- . SECRETARIA DE SALUD, MEXICO
- . CAJA DE COMPENSACION DE LOS ANDES, CHILE
- . INSTITUTO NACIONAL DE SALUD PÚBLICA, MEXICO
- . INSTITUTO DE NORMALIZACIÓN PREVISIONAL, CHILE
- . MINISTERIO DE TRABAJO Y SEGURIDAD SOCIAL, ESPAÑA
- . INSTITUTO NACIONAL DE CANCEROLOGÍA, MÉXICO
- . CÁMARA CHILENA DE LA CONSTRUCCIÓN
- . FUNDACIÓN MEXICANA PARA LA SALUD
- . INSTITUTO NACIONAL DE PERINATOLOGÍA, MÉXICO
- . COMISIÓN NACIONAL DE ARBITRAJE MÉDICO, MÉXICO
- . INSTITUTO MEXICANO DE NORMALIZACIÓN

INTERNATIONAL ORGANIZATIONS

- . CONFERENCIA INTERAMERICANA DE SEGURIDAD SOCIAL, CISS
- . ORGANIZACIÓN PANAMERICANA DE LA SALUD PHO / WHO U.S.A. AND MEXICO
- . ORGANIZACIÓN INTERNACIONAL DEL TRABAJO. ILO, MEXICO AND COSTA RICA
- . COMISIÓN ECONÓMICA PARA AMÉRICA LATINA, CEPAL
- . REPRESENTACIÓN REGIONAL PARA AMÉRICA LATINA DE HELP AGE INTERNATIONAL
- . CONSEJO NACIONAL PARA EL ENVEJECIMIENTO, U.S.A.
- . ETSEMAF - MAPFRE
- . BANCO INTERAMERICANO DE DESARROLLO, IDB
- . BANCO MUNDIAL. WB

UNIVERSITIES AND SUPERIOR EDUCATION CENTERS

- . UNIVERSIDAD NACIONAL DE LA PLATA, ARGENTINA
- . UNIVERSIDAD DE BUENOS AIRES, ARGENTINA
- . UNIVERSIDAD DE SAO PAULO, BRAZIL
- . UNIVERSIDAD KUOPIO, FINLAND
- . UNIVERSIDAD NACIONAL AUTÓNOMA DE MÉXICO
- . BENEMÉRITA UNIVERSIDAD AUTÓNOMA DE PUEBLA, MÉXICO
- . UNIVERSIDAD AUTÓNOMA METROPOLITANA, MÉXICO
- . UNIVERSIDAD IBEROAMERICANA, MÉXICO
- . UNIVERSIDAD JUÁREZ AUTÓNOMA DE TABASCO, MÉXICO
- . INSTITUTO TECNOLÓGICO AUTÓNOMO DE MÉXICO

OTHER INSTITUTIONS

- . COMISIÓN NACIONAL DEL SISTEMA DE AHORRO PARA EL RETIRO, MÉXICO
- . AFORE BANCOMER, MÉXICO
- . AFORE SIGLO XXI, MÉXICO
- . AFP HORIZONTE, PERÚ
- . FORD MOTOR COMPANY
- . INSTITUTO DE CAPACITACIÓN DE LA INDUSTRIA DE LA CONSTRUCCIÓN, MÉXICO
- . GRUPO NACIONAL PROVINCIAL, MÉXICO.

* It should be pointed out that in the development of courses outside our headquarters, we have the participation of specialists of the co-sponsoring institutions, as well as of universities and other public and private organizations of the seat country.