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Mr. Foster Knight, Chief, PAD

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Human Resources-CAPS/IDF/PNDC/Coop School

Monthly Progress Report - June

Civil Service

- The proposed salary scale was completed during the month, ready for submission to Congress by the Executive. It would cost some \$500,000, as a minimum, to implement. Passage at this time: doubtful.
- All 560 Class Specifications in the five career categories were completed, and are now being printed at INAD.
- The INAD Reproduction facilities have been running seven days a week, some twelve hours a day, turning out the pads of printed forms for:
 - Emergency (Temporary) Appointments
 - Recommendation Agency Request for Temporary Appointments
 - Appointment to Position, Outside Capital
 - Probationary Appointment
 - Personnel Vacancy Notification and Request for Eligible List
 - Request for Probationary Appointments
 - Request for Admission to Civil Service Exams
 - Regular Appointment Form
- The system covers approximately 44,000 employees, including teachers.
- Work now proceeds on incorporating all Emergency Appointments into the system.
- The Basic Civil Service Regulations have been completed.
- The Civil Service Commission has completed their review of basic Governing Regulations.
- Work proceeds on an alternate salary plan.
- During the month, a major crisis was confronted. As previously

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reported, there has been growing consternation over the possibility of "losing" control of the appointment process at the highest office level. A top supported proposal for congressional amendment to allow a one year breather in the imposition of the system was gaining wide party and executive adherents. Additionally, there is the increasing fear that the best informed personnel technicians are being groomed in the INAD academic program, with opposition party inclinations. The attitude of the Chief Executive fell on the side of continuing with the implementation steps of the project, but amenable to stepping back in the face of sufficient executive and party pressure. In a series of ministerial and congressional meetings, the program was reviewed, and as a result the decision was made to proceed.

It is very likely that the go slow, no publicity tactic, prevailing heretofore, will be supplemented by a strong press and radio achievement propaganda campaign by government and party.

Such a maneuver could be beneficial in orienting the public, parties, and government employees as to what Civil Service should accomplish. It would finally commit the present party to carry through. On the negative side, it could stamp the system as that of one party, and bring down the opposition and abolition of the system if another party should take over.

In any event, USAID's lack of identification with the system at this time, is fortuitous.

Local Government Development

- The Regional Course at Chimaltenango go off to a rousing start. The Governor, Mayor, numerous central government officials, and about 200 invited participants and guests attended the inaugural session which was broadcast on TGW. The Acción Conjunta group with the United Nations Community Development Team attended. The formal session was immediately followed with a meeting of the League of Municipal Officials. It is noted that the AID/INAD participants in the three U.S. Municipal Secretary Courses exercise leadership and have formed a nucleus which will perhaps dominate in future Association and INFOM relationships. The formal course has some 90 officials enrolled. The Controller General's Office is assisting in the instruction. The INFOM instructor has apparently dropped out.

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- The second Regional Course in Mazatenango got underway with about sixty participants. INAD graduates and students are managing the courses.
- INAD participated in the Governing Board of the Association of Municipalities in San Pedro Sacatepéquez, San Marcos, 7 June 1969.

Foreign Programs

- The INAD Director has again been invited to Colombia to direct the forthcoming OEA Interamerican University Administration Course. He previously participated in drafting the program.
- An INAD student has received an invitation to participate in the September congress of Loyola graduates in Panama.

Secondary Text

- The text will be reviewed in the upcoming Social Science Secondary School Seminar.

Academic Program

- Political party leaders, Minister of Foreign Relations, Dr. Fuentes Mohr, Congressional Deputy Juan Quintana, and Vinicio José Aguilar represented their contending groups in the National Government Course.
- Work continues with a Congressional Committee on the elaboration of a model law for the protection of minors, and the operation of the Juvenile Courts.

Publicity

- USIS interviewed INAD officials for a TV presentation on the Municipal Government movement.

Student Activities

- One student acting as Professorial Assistant, University of

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- San Carlos, Faculty of Economics, in presenting Economic Development Course.
- Two students are teaching law at the National University.
 - Another served as Auxiliary Professor in a Secondary Education Teacher Training Course.
 - One serves as full time Law Professor.
 - Two students presented papers before the recent International Community Development Congress. One was named Congress Secretary.
 - One professor has been named as Advisor to the Attorney General of the nation.
 - One student is presenting courses in the Productivity Center.
- (Three ex-Ministers served as professors in INAD during the month. Two INAD professors taught in the National University, two at Landivar, and one at the Productivity Center.)
- One new survey is in progress: "What is and what should be the responsibility or attitude of the young in relationship to the social problems of Guatemala."
 - Three INAD employees are teaching at Landivar.

National Community Development Program of the Presidency

- Documentation completed for the provision of AID commodities to assist in the organization of the National Campesino Training School.
- Request for U. S. training of Diesel Mechanic discussed with Director, and it was agreed that the request will be directed to the Guatemalan Technical Vocation School.

Visits

- Chimaltenango inauguration of Regional Municipal Development Course.
- Palencia - Graduation of new group of Monitores, and inauguration of Radio Education School.

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- Chiquimula - Graduation of regional Women's Secondary School.
- Jalapa - Congress of all graduates of CAPS course.
- Landívar - Graduation of new group of Social Promotores.
- Jalapa - Installation of Acción Conjunta organization.
- Landívar - Group Dynamics session.
- The President of the Executive Management Service, Washington, D. C., arrived to discuss contract possibilities: None.
- The Chairman of the Photographic Technology Department of the State University of New York visited and offered future assistance.
- ESAPAC (ICAP) professors working out details for upcoming courses.
- University of Kansas and Illinois professors visited.

Publications

- Kansas summer student study now in printing plant.
- Cohen study publication authorized under Pro-Ag. Bids received.
- Advice of charge request to ETAC dispatched for new texts in amount of \$615.00.

Training

- Income Tax Office Management Study and Supervisor Development Course.
 - Still awaiting AID/W clearance.
 - Nominee, Rodríguez, Puerto Rico, accepted tentative terms.
 - Draft INAD contract now circulating for USAID/G revision, approval and reproduction (dates blank), to have ready as soon as AID/W OK received. Coordination with Mr. Ramos.

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- **INAD Training Plan** now in final form. Awaiting approval of **INAD Director**. To be attached to **Pro-Ag** once approved.

Advisor departs for home leave 1 July 1969. Mr. Alex Morisey briefed on assuming **Local Government Development Program**, and monitoring **USAID** relationships with **INAD/Civil Service**.

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