



United States Agency for International Development

CONTRACT INFORMATION MANAGEMENT SYSTEM (CIMS)

PD-ABF-315



DIRECT ACTION DATA FORM FOR GRANTS & COOPERATIVE AGREEMENTS

1. Basic Award Number 598-0616-0000-0064-00

(See CIB 09-37)

2. Recipient Name Universidad de las Americas

3. Award Description (This description will be seen by high level Agency officials, as well members of Congress.) The recipient shall provide information regarding the high employee attrition rates in the maquila industry. Identify the social repercussions, positive effects, and national and international migration patterns related to the maquila industry.

4. Principal Place of Performance Mexico City

5. Benefiting Country Mexico

6. Project Officer Office Symbol A.I.D./M Private Sector Office

Name (Last, First) Sherwood-Fabre, Liese Anne

- 7. Grant Agreement Type
A. Disaster Assistance
B. American Schools & Hospitals Abroad (ASHA)
C. Other Than Those Listed Above
D. Title XII Authority

- 8. Basic Purpose
A. Tech. Services to Host Country
B. Commodities
C. Train. Services To Host Country
D. Research
E. Arch. & Engineering Services
F. Construction

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Section

9. Taxpayer Identification Number N/A

- 10. Business Organization Type
A. Corporation
B. Individual
C. University or College
D. Historically Black College or University
E. Educational Organization (other than University or College)
F. International Center
G. Research Organization (other than International Center)
H. Voluntary Organization
I. Foundation
J. Hospital
K. Other

11. If U.S. University, Host Country Institution

12. If obligated amount is in local currency, provide U.S. Dollar amount \$22,628

13. a. Negotiator (Last, First, MI) Bowers, Gerard R.

13. b. Signature [Signature]

14. a. Contract Officer (Last, First, MI) Bowers, Gerard R.

14. b. Signature [Signature]

COPY OF AWARD DOCUMENT MUST BE ATTACHED TO THIS FORM

AGENCY FOR INTERNATIONAL DEVELOPMENT

AMERICAN EMBASSY

**PASEO DE LA REFORMA No. 305
COL. CUAUHTEMOC
06500 MEXICO, D. F.**

**U.S. Mailing Address:
AMEMB Mexico City
P.O. Box 8087
Laredo, TX 78044**

8 August 1990

**Dr. Xavier Aguilar Milanes
Director, Dept. of Admin. Sciences
Universidad de Las Americas, A.C.
Calle de Puebla 223,
Col. Roma
06700 Mexico, D.F.**

Subject: Grant No. 598-0616.25-523-00-64

Dear Dr. Aguilar:

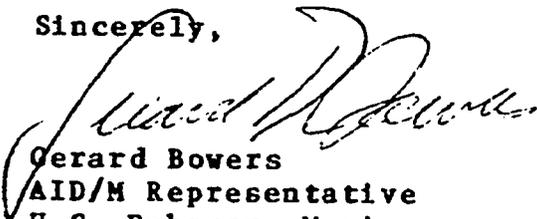
Pursuant to the authority contained in the Foreign Assistance Act of 1961, as amended, the Agency for International Development (hereinafter referred to as "AID" or "Grantor") hereby grants to Universidad de Las Americas, A.C., (hereinafter referred to as UA or Grantee") the amount of \$22,628.00 U.S. (Twenty Two Thousand Six Hundred Twenty Eight U.S. dollars) to augment the costs of conducting the Maquila Employee Attrition study, as described in Attachment I, entitled "Project Activity." This support is provided under AID's Inter-Country Technology Transfer (ITT), Private Sector, Energy, and Environment.

This Grant is effective and obligation is made as of the date of this letter and shall apply to commitments made by the Grantee in furtherance of program objectives during the period beginning September 1, 1990, and ending February 29, 1992 (18 months).

This grant is made to the Grantee on condition that funding is used in accordance with the terms and conditions set forth in Attachment I, entitled "Schedule"; Attachment II, entitled "Program Description"; and Attachment III, "Standard Provisions," which have been agreed to by your organization.

Please sign the original and three (3) copies of this letter to acknowledge your receipt of the grant, and return the original and two (2) copies to the undersigned AID Office, Room 212, U.S. Embassy, Mexico City.

Sincerely,


Gerard Bowers
AID/M Representative
U.S. Embassy, Mexico

ACCEPTED

Universidad de Las Americas, A.C.

By:



Dr. Xavier Aguilar Milanes

Title: Director, Dept. of Admin. Sciences

DATE:

September 4, 1990

Fiscal Data

Amount: \$22,628

Budget Allowance: LDSA90-25523-KG12

Appropriation: 72-1101021

Project No.: 598-0616.23-523-04

Project Initiation Date: September 1, 1990

Project Completion Date: February 29, 1992

Attachments:

- 1. Schedule**
- 2. Program Description**
- 3. Standard Provisions**

GRANT AGREEMENT
AGENCY FOR INTERNATIONAL DEVELOPMENT
AND
UNIVERSIDAD DE LAS AMERICAS, A.C.

SCHEDULE

A. Purpose of Grant

The purpose of this grant is to provide support to Universidad de Las Americas, A.C., a local institution of higher education, in their effort to conduct a study of employee attrition in the Maquila industry. Activities are more specifically described in Attachment 2 to this Grant entitled "Program Description."

B. Period of Grant

1. The effective date of this Grant is September 1, 1990; the expiration date is February 29, 1992.

2. Funds obligated hereunder are available for program expenditures for the estimated period September 1, 1990 to February 29, 1992 as shown in the Grant budget below.

C. Amount of Grant and Payment

1. The total estimated amount of this Grant No. 598-0616.23-573-00-64 is \$22,628.

2. A.I.D. hereby obligates the amount of \$22,628 for program expenditure during the period set forth in B.2. above and as shown in the Financial Plan below.

3. Payment shall be made to the Grantee in accordance with procedures set forth in Attachment 3 Standard Provision no. 2, entitled "Payment - Periodic Advance".

D. Financial Plan

The following is the Grant Budget. Revisions to this budget shall be made in accordance with Standard Provision of this Grant, entitled "Revision of Grant Budget."
(Please see Budget, attached)

E. Reporting and Evaluation

1. Grantee shall adhere to specifications and timetables established by A.I.D. for Financial Reporting requirements.

2. Grantee shall submit interim (6 mo.) reports and a final performance report (technical report) that briefly presents the following:

- a. A comparison of actual accomplishments with the goals established for the period.
- b. Reasons why established goals were not met.
- c. Other pertinent information including, when appropriate, analysis and explanation of cost overruns or high unit costs.

F. Title to Property

1. Grantee shall maintain adequate records as specified in "Standard Provisions", and shall maintain procurement records and files for purchases, to include the following information:

- a. Basis for contractor (provider) selection
- b. Justification for lack of competition when competitive bids or offers are not obtained
- c. Basis for award cost or price

2. Within thirty calendar days after the end of the grant, the grantee will provide a list to the grant officer of each item that has an appraised value of \$1,000 or more with a detailed proposal of what the grantee intends to do with that property. If the grant officer does not respond within 120 calendar days, the grantee may proceed with the disposition of the property. However, if the grantee uses the property for purposes other than those of the grant or sells or leases the property, AID shall be reimbursed for its share of the property unless the grant officer authorizes AID's share of the income from selling or leasing the property to be used as program income. This share is based upon the percentage of AID's contribution to the grantee's program. If AID paid 100% of the grantee's costs, then AID would receive 100% of the selling cost less a nominal selling fee of \$100.

GRANT AGREEMENT
AGENCY FOR INTERNATIONAL DEVELOPMENT
AND
UNIVERSIDAD DE LAS AMERICAS, A.C.

BUDGET
(A Detailed Budget is Found in UA Proposal, Enclosed)

<u>Item</u>	<u>USAID</u>	<u>UA</u>	<u>Private Sector</u>
Personnel	\$ -0-	\$35,000	\$ -0-
Research Assistants	6,500	1,200	7,000
Interviewers	3,000	-0-	2,000
Quality Control	1,000	-0-	-0-
Advisors	5,250	5,000	4,000
Printing, Communication	3,500	1,500	-0-
Travel, Per Diem	3,138	725	-0-
Study Follow-up			5,000
Sub-Total	21,550	43,425	18,000
Indirect Costs (5%)	1,078		
Totals	\$22,628	43,425	\$18,000

GRAND TOTAL: \$84,053

GRANT AGREEMENT
AGENCY FOR INTERNATIONAL DEVELOPMENT
AND
UNIVERSIDAD DE LAS AMERICAS, A.C.

MEMORANDUM OF NEGOTIATION
(ITT Project No. 598-0616.12-523-00-64)

This activity will provide invaluable information regarding the high employee attrition rates inherent in maquila industries. Of particular importance to A.I.D. are social repercussions (e.g., health, housing, economic, educational), successes of the maquila industry (e.g., economic, transfers of technology, micro-enterprise generation, employment generation), as well as national and international migration issues.

This is an unsolicited proposal and is in accordance with the Marshall D. Brown, DAA/LAC Memo, dated May 29, 1985, "Programming Procedures for Activities to be Funded under the Inter-Country Technology Transfer (ITT) Project.

Funding authorized for this activity is \$22,628 U.S. Dollars. Duration of the project is September 1, 1990 to February 29, 1992 (18 months). Costs are in keeping with other, similar projects.

The Universidad de las Americas, A.C. is a Mexican, non-profit, institute of higher education.

The agreement was signed on August 28, 1990.

GRANT AGREEMENT
AGENCY FOR INTERNATIONAL DEVELOPMENT
AND
UNIVERSIDAD DE LAS AMERICAS, A.C.

PROJECT DESCRIPTION
(ITT Project No. 598-0616.12-523-00-64)

The University of the Americas, A.C., is a Mexican, non-profit, institute of higher education. The University has been provided substantial A.I.D. funding in the past through ASHA.

JUSTIFICATION

"The rapidly growing Mexican in-bond or maquiladora industry is an increasingly visible and important aspect of United States-Mexican relations. Since its inception at the end of the Bracero Program in 1965, and especially since the first stages of the Mexican peso in 1982, hundreds of United States-based companies have set up operations in Mexico, primarily in the northern border region. According to the Economic Trends Report from the American Embassy in Mexico (November, 1989), the contribution of in-bond manufacturing and assembly grew by 39.7% from 1988 to 1989, and surpassed net tourism. It is estimated that approximately 450,000 Mexicans work in over 1,670 maquiladoras." (information taken from UA proposal)

This activity will provide invaluable information regarding the high employee attrition rates inherent in maquila industries. Of particular importance to A.I.D. are social repercussions (e.g., health, housing, economic, educational), successes of the maquila industry (e.g., economic, transfers of technology, micro-enterprise generation, employment generation), as well as national and international migration issues.

OBJECTIVES

Specific objectives include the following:

1. To determine the most important causes of maquiladora employee turnover with the cooperation of workers and management as well as the Mexican Government.
2. To suggest the most effective management solutions to the turnover problem based on the rationale of the decision making process of maquiladora workers terminating employment.
3. To apply the results to actual maquiladora settings in an effort to reduce employee attrition.
4. To encourage the development of cooperative linkages between United States and Mexican universities and Federal Government Agencies.

BUDGET:

The amount of funding provided by AID for the University of the Americas, A.C., project is \$22,628. A detailed budget is attached, indicating the following amounts for the each of the line items listed below:

<u>Item</u>	<u>USAID</u>	<u>UA</u>	<u>Private Sector</u>
Personnel	\$ -0-	\$35,000	\$ -0-
Research Assistants	6,500	1,200	7,000
Interviewers	3,000	-0-	2,000
Quality Control	1,000	-0-	-0-
Advisors	5,250	5,000	4,000
Printing, Communication	3,500	1,500	-0-
Travel, Per Diem	3,138	725	-0-
Study Follow-up			5,000
Sub-Total	21,550	43,425	18,000
Indirect Costs (5%)	1,078		
Totals	\$22,628	43,425	\$18,000

GRAND TOTAL: \$84,053

ACTIVITY STARTING AND ENDING DATES

AID funding for FY 1990 will begin on September 1, 1990 and terminate on February 29, 1992.

REPORTING PLAN

The Project Director will submit interim (6 month) and a final technical reports, as well as financial reports as specified under E.2. of Schedule.