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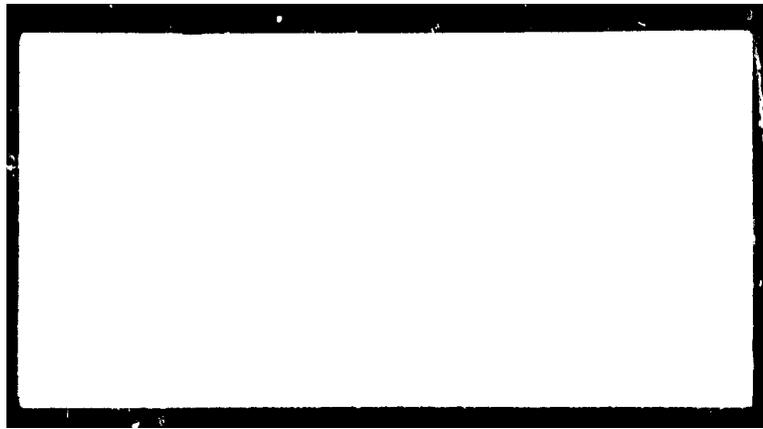
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A REPORT ON
TECHNICAL ASSISTANCE IN REVISING
TRAINING ACTIVITIES IN FAMILY PLANNING
AND DEVELOPING A
TRAINING ASSISTANCE STRATEGY
FOR PERU

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PREFACE

I wish to express my sincere thanks to Helene Kaufman, Health and Population Officer, and Genny Martines, Program Specialist, both of AID/Peru, for having given me the opportunity to do this work and for enabling me to continue with my professional activities, which were interrupted because of conjugal solidarity. For their collaboration in providing information and in discussing the findings of this work, I am particularly grateful.

I also wish to thank all the people I interviewed for their cooperation and for responding to my requests for information.

Finally, I would like to thank Esme C. de Bontá, my good friend, for typing and translating this work into English.

EXECUTIVE SUMMARY

The objective of this task of revising the training programs and of identifying the persons trained in family planning (FP) in Peru during the last five years was to make recommendations for a future USAID training strategy.

The effort took four weeks to complete. Numerous persons were interviewed and records and files were examined. An analysis was made of the university-level training of personnel required for clinical-level family planning programs (medical doctors, midwives, and nurses) to find out whether FP training was included in the curriculum and whether trained resources would be available in the future (to determine the need for special training programs hereafter). It should be noted that the efforts that have been made have been positive and that in Peru FP is taught as such in the schools of medicine and nursing but not in the schools for midwives. There are few personnel at the level required for a community program within or outside the health sector, and even these staff do not receive FP training.

The consultant observed the training programs and the persons trained in and outside Peru. Several training programs had been held and numbers of personnel had been trained.

At the theoretical level of information and motivation, several courses have been held with the purpose of motivating people to start FP services. Many people have been trained both outside and in Peru in contraceptive techniques. However, services have not yet started in the same proportion and trained persons have been unable to work because the government has not supported a family planning program with determination. In fact, on some occasions the government has opposed FP. The new government openly upholds family planning. It is expected that this training will be used. The theoretical aspect of motivation can be considered sufficient. There are trained personnel throughout much of the country who can start services and at the same time train institutional staff who have not yet received instruction.

In a family planning program, informing and motivating the community and administering project activities are important. There has been little training in information dissemination and motivation in Peru and the private sector especially has received no instruction in information, education, and communication (IE&C). Some people have been trained abroad, principally in the United States, in administration and project design. Although it is difficult to measure the impact of this activity, there is a lack of such training in the country itself.

The training strategy for the future must involve a service project and be oriented towards the application of knowledge acquired by personnel already trained.

ABBREVIATIONS

ADEFAM	Asociación de Desarrollo Integral de la Familia
ALAFARPE	Asociación Nacional de Laboratorios Farmacéuticos del Peru
AMIDEP	Asociación Multidisciplinaria de Investigación y Docencia en Población
APPF	Peruvian Association for Family Protection
ASPEFAM	Asociación Peruana de Facultades de Medicina
CBD	Community-Based Distribution
DAI	Development Associates
FP	Family Planning
IE&C	Information, Education, and Communication
IFRP	International Fertility Research Program
INAPRONEF	Instituto Nacional de Protección del Niño y la Familia
INPPARES	Instituto Peruano de Paternidad Responsable
INPRMI	Instituto de Neonatología y Protección Materno Infantil
IPPF	International Planned Parenthood Federation
JHPIEGO	Johns Hopkins Program of International Education in Gynecology and Obstetrics
MCH	Maternal and Child Health
MOH	Ministry of Health
PAHO	Pan American Health Organization
PALF	Programa Apostolado Laico Familiar
PHC	Primary Health Care
UNFPA	United Nations Fund for Population Activities
USAID	United States Agency for International Development

I. INTRODUCTION AND BACKGROUND

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Purposes of the Assignment

The consultant was requested to:

1. Prepare a list of Peruvians who had been trained in family planning in Peru and abroad between 1975 and 1980.
2. To assess various in-country training programs, to improve those programs that might be implemented, and to channel funds to the most efficient programs.
3. To assist USAID in developing a training assistance strategy.

Family planning programs need doctors, nurses, and midwives who can provide clinical services and who are trained in contraception methods, information and education, and administration. The educational component is designed for social workers, promoters, and auxiliary nurses. In a project with a community focus, some members of the community are integrated into the program.

Staff who are trained to do research were not considered in this analysis, which was a limited and irregularly scheduled activity.

The consultant observed training activities to determine whether a sufficient number of personnel were being trained to develop FP projects according to the country strategy.

Observation was limited to FP activities in the last five years, because such activities began again in 1977, and because little was done before 1975. Furthermore, it is difficult to obtain information on pre-1975 activities.

The curriculum for the regular academic training program for doctors, nurses, and midwives was revised so that the consultant could determine that family planning was being taught and that it was theoretical and practical. (No school of social workers was included.) The quality of the training was not considered because the objective was to confirm that trained staff would be available for FP activities.

The consultant also observed informal short courses. In order to observe these activities, the consultant had to know project objectives, the number of people who are covered, and the professions of those who are

covered. An attempt was made to assess quality and to measure progress (results of evaluation, impact of changes in curriculum).

In gathering information, the consultant held personal interviews with the project director and revised records. All the interviews were done in Lima, where 90 percent of the activities are organized.

FP services and private and public projects in IE&C were summarized. The summary was used as a reference to measure the impact of training and to identify future needs.

Country Profile

The estimated population in Peru is 17.3 million. Of the total population, 67 percent live in urban areas and 33 percent in rural areas. Approximately 50 percent of the population are Indian. The annual population growth is 2.9 percent; the mortality rate is 13/1,000; the birth rate is estimated to be 42/1,000. Infant mortality is 101/1,000.

Peru had a military government for 12 years. In July 1980, Fernando Belaunde Terry was elected president in a democratic process.

Peru continues to face severe economic problems, but it has made some economic improvements. Until 1973, Peru's economic growth was adequate. Prices remained fairly stable. Later, however, a rapid increase in the public debt, both domestic and foreign, revealed that the economy was not sound. Inflation has led to a negative balance of payments, a reduced rate of growth in gross domestic product, and decreasing real income.

A moderate increase in real urban incomes is expected in 1980. The expectation is based on the very good performance of Peru's external sector and on the increase in foreign exchange and export earnings. In the next several years it is expected that Peru will have strong external accounts, that the domestic economy will pick up, and that inflationary pressures will be dampened.

A. Contraceptive Knowledge, Current Use, and Unmet Need

Knowledge of contraceptive methods is fairly high in Peru. Only 18 percent of the women interviewed were not familiar with any contraceptive method; knowledge of specific methods differs. The greatest familiarity is with the pill (63 percent), injection (61 percent), IUD (49 percent), and female sterilization (59 percent). There is less knowledge of contraceptive methods in Peru than in other countries in Latin America.

Forty-one percent of exposed women use some FP method, but only 38 percent use efficient contraception at a national level. The unmet need of contraceptives in Peru is high: 59 percent of those who do not want more children are exposed to the risk of pregnancy because they do not use any method of birth control; 85 percent do not use an efficient method.

B. Population Policy

In the 1960s there was concern about the magnitude of population problems, but the government did not develop an explicit population policy. In 1964, the Center for Population and Development Studies was founded with the purpose of promoting research on training personnel in population. A number of small private and public family planning programs was begun in the mid-1960s, mostly in the Lima area. The Peruvian Association for Family Protection (APPF), an IPPF affiliate, was established in 1967.

In 1968, the government and PAHO signed an agreement to integrate maternal and child health (MCH) with FP in public health facilities and hospitals. The military government took power, however, before the project could be implemented. In the next six years, government policies toward FP/population activities became increasingly restrictive. In 1973, the government closed the eight APPF clinics and later confiscated the organization's property. The only programs not closed by the government were supported by Catholic authorities (ADIFAM and PALF), Hospital Loayza, and Instituto Marcelino. The sale of contraceptives was permitted.

In 1976, after he took office, President Morales Bermudez appointed a commission to suggest guidelines for a proposed population policy. In August 1976, the government of Peru established guidelines for a population policy as part of its 1975-1978 national development plan. According to these guidelines, the government will provide educational services and contraceptives to facilitate free and responsible parenthood, but not to decrease individual or aggregate levels of national fertility. Abortion and sterilization are prohibited as methods of contraception.

In February 1977, a ministerial resolution specifying the norms for implementing the population policy in the health sector was issued. At that time, the government established a Division for Population and Health in the Ministry of Health (MOH). Later, this division was integrated into the Epidemiology and Programming Division and still later into the Directorate of MCH and Population.

In 1979, FP services were prohibited at all operational levels of the Ministry of Health. Two months after it was issued, the order was rescinded.

C. FP Programs

After the population policy was issued, no substantial changes were made in the public sector. There was little evidence of concrete action to deliver FP services or of commitment to such action by high-level authorities. Expansion of services was also limited in the private sector.

1. FP Programs in the Public Sector

a. Ministry of Public Health

In 1979, the Ministry of Health created the Directorate of MCH and Population. To date, its efforts to establish a FP program have been very limited.

A MCH and FP project has been targeted for five regions: Lima, Piura, Tacna, Iquitos, and Arequipa. UNFPA is supporting the effort. To date, only educational seminars have been held. Few methods of contraception have been distributed.

Unfortunately, there is too little information on the number of users on which to base a final conclusion. It can be assumed that FP services have been offered in hospitals and health centers in the regions listed above.

In October 1979, a MCH and FP project in Ica Región de Salud Sur Medio was started with AID support. The project is to provide MCH and FP services at all levels of the health infrastructure, including the community level, where services will be offered door-to-door by paraprofessional health workers. After one year of operation, the project has trained a considerable number of people (see Appendix B). A logistics system also has been developed.

In the other regions in Peru, few FP activities are conducted outside hospitals, where efforts to offer services are timid.

The Ministry of Health is conducting a primary health care project that is supported by a grant/loan from AID. The project does not include FP activities at the community level. The project has been implemented in five regions. It will be implemented in the remaining regions when the new government decides it is convenient to do so.

The new government has acknowledged publicly the need for FP services. It is expected that FP services will be provided more aggressively through

the health system. This means that FP activities in the 60 hospitals, 195 health centers, and 75 health posts in the remaining 11 regions will have to be organized. Since the Ministry of Health has a primary health care project that covers health posts at the community level, the FP activity would become part of that project, too.

b. Social Security

In 1980, with the support of The Pathfinder Fund and JHPIEGO, Social Security will begin FP services in two hospitals in Lima. It is expected that these services will be extended to other hospitals outside the capital.

In the public sector there are other organizations, such as the Army and the railways, that provide health services that depend directly on the organizations for financial support. Some attempts have been made to introduce FP, but there is no specific FP program.

2. Private Sector FP Programs

To date, FP services in the private sector have been dispersed among different organizations. Each organization has a small service project with little coverage. Most of the projects are clinically oriented; however, a timid effort is being made to expand several projects into community programs.

The following organizations have a FP project:

a. ALAFARPE

ALAFARPE has four clinics in four pueblos jóvenes in Lima. A CBD program is being organized.

b. Instituto Marcelino

This project operates one clinic in an over-populated area in Lima and two clinics outside Lima. The CBD components of the project are funded under an OBG/AID grant.

c. ADIFAM

ADIFAM operates 20 clinics in Lima and a small CBD program in a pueblo joven.

d. PALF

PALF staff operate 22 clinics in Lima and surrounding areas. They are planning to initiate a CBD program.

e. Hospital Loayza

The hospital offers one FP service.

f. Colegio de Obstetricas

One FP clinic is being operated.

g. INPPARES

The project runs four clinics in Ica and Cuzco and eight University Hospital services (four in Lima, one in Arequipa, one in Ica, and two in Lima). It runs two community projects in Lima, in San Juan de Lurigancho and Carmen de la Legua.

FP activities have been very limited in the private and public sectors because of political opposition. In the public sector, services still need to be expanded in the Ministry of Health to the other 10 regions, to the primary health level, to the Social Security hospitals outside Lima, and to the Armed Forces.

There is a need for a more aggressive, large-scale action in the private sector. One or two strong organizations, rather than many small and isolated projects, should provide national coverage.

II. OBSERVATIONS AND FINDINGS

II. OBSERVATIONS AND FINDINGS

FP Teaching in Medical, Nursing, and Midwifery Schools

A. Medical Training

In Peru there are six medical schools. Three are in Lima (Cayetano Heredia, Universidad de San Marcos, and Federico Villarreal) and three are outside Lima (Trujillo, Arequipa, and Ica).

One should note ASPEFAM's role in introducing demography and reproduction physiology in the schools of medicine. In 1973, 1974, and 1975, courses on health and demography financed by the Population Council were offered and slides were produced for demographic training in the schools of medicine. Between 1974 and 1976, no demography classes were taught in Arequipa, Ica, or Federico Villarreal, but after 1976, all the schools of medicine introduced demography as a regular course for medical students.

Since 1976, ASPEFAM has been interested in introducing "Population and Its Solutions." In fulfilling this objective, five workshops were organized for members of the faculty and personnel of the Ministry of Health. The workshops embraced such different subjects as "Physiology of Reproduction," "Health and Population," and "Role of the Schools of Medicine in the Implementation of Population Policy." Each workshop was financed by the Population Council.

The Population Council is supporting a project to provide to health sciences professionals instruction in MCH and population. This organization has donated instruments to establish FP services in hospitals so that the students can acquire practical experience.

In 1977 Pathfinder financed a workshop on the "Design of the Curriculum of Maternal and Child Health and Population in the Schools of Medicine." Dr. Gonzalez believes that this seminar was vital to the initiation of FP instruction in the schools of medicine.

According to Dr. Gonzales Enders of ASPEFAM, since 1979 all medical students have received theoretical and practical training in FP. Some of the professors interviewed by the consultant said that practice in FP varies from school to school. The consultant therefore decided to make personal visits to the practicing areas.

1. Cayetano Heredia University

The students of Cayetano Heredia are instructed in FP and receive practical training in three hospitals: Loayza, Cayetano Heredia, and Maternity of Lima.

Dr. Carlos Muñoz T., director of the gynecology departments at the university and at Loayza Hospital, explained that the hospital has provided FP services since 1960 and that it was the only one that remained open when Velasco was in power. This is one of the places where medical students practice (they have done so since 1960).

Fifth-year students of Cayetano Heredia practice FP in the hospitals listed above and during their internships. As interns, students are sent to rural zones for a month--an innovative custom. The university supplies them with Kit #1 and contraceptive methods.

Before they can graduate, the students are obligated to practice one year. During this time they are known as secigras. The university again supplies methods and simple equipment.

Students also intern in gynecology at the Maternity. There is a FP service in Pavilion 3 under the direction of Dr. Beckman, a professor at Cayetano Heredia University. Dr. Beckman is responsible for the interns of the university, where students also receive practical training. The Cayetano Heredia Hospital was not visited, because all the persons who were interviewed stated that students do their FP practice there. The doctors who graduated from Cayetano Heredia University in 1979 know how to handle clinical methods of FP and therefore do not need re-training. Those who graduated from or who received practical training at Loayza Hospital have been instructed in FP since 1960.

2. University of San Marcos

This university has three hospitals for practical training: San Bartolomé, the Maternity of Lima, and San Juan de Dios. Those who go to San Bartolomé receive FP training in the Instituto Marcelino, a private, non-profit organization which provides FP services. Students there practice the insertion of IUDs. Those who intern in the Maternity of Lima do not rotate in the FP service that is located in one of the hospital pavilions.

In San Juan de Dios, INPPARES has scheduled an intensive course in FP for final-year students to reinforce their instruction and to complete the training which they receive while practicing.

3. Federico Villarreal University

The Faculty of Medicine of Federico Villarreal instruct students in three teaching hospitals: Santa Rosa, Hipólito Unanue, and Maternity of Lima. Reproduction is taught in a theoretical context to all students.

With the support of ASPEFAM and the Population Council, teaching and services were started in Hospital Santa Rosa in July 1979. Every three months, a group of 15 or 16 final-year students rotate among outpatient clinics and hospitalization and gynecological centers that provide FP services. Each student must insert a minimum of four IUDs (The records show that this requirement is fulfilled.). Postgraduate students also practice in the hospital. In the opinion of Dr. Fritz Jordan, students do not need re-training in FP.

At Hospital Hipólito Unanue, students of Federico Villarreal University receive practical training as interns in gynecology. The internship lasts three months. There are groups of eight interns. Instruction in FP is part of the intern program, and interns must rotate on the FP service. To date, practical training in FP has not been sufficient because the demand for the service has been low. The interns must insert a minimum of four IUDs.

The residents in gynecology also rotate on the FP service. At present, there are 16 residents.

According to Dr. Beckman, director of Pavilion 3 at the Maternity of Lima and of the only FP service in the hospital, the interns of Villarreal do not rotate on FP service. With the support of Pathfinder, Dr. Jorge Vereau, a professor at the university, has set up a FP service in Lince. There, students interning in the Maternity receive practical training in FP methods. All of the students who graduate in 1980 from Federico Villarreal will have received practical and theoretical training in FP.

In regard to the faculties of medicine at Trujillo, Ica, and Arequipa, all have a FP service in the hospitals where the students intern in gynecology. According to Dr. Gonzalez, those from Arequipa and Trujillo practice handling the methods. No information on the students from Ica is available.

B. Training of Nurses

Nurses' training is provided at two levels. At the university level, students take a five-year program. There are 12 universities with

nursing programs: Cajamarca, Chiclayo, Trujillo, Huánuco, Hunacayo, Ayacucho, and San Marcos in Lima; San Agustín and Católica in Arequipa; and Cuzco, Puno, and Iquitos.

There is a MCH unit with a specific section in FP at several universities, but the students cannot practice FP because there are no places for this type of training. According to Mrs. Bisbal, however, FP is not practiced because the nurses are not permitted to give consultations. Midwives are exempt.

The students of the Universidad de San Marcos practiced in IPPF clinics until 1974, when the clinics were closed. In 1977, the Instituto Marcelino was allowed to give instruction in FP practice, and specifically in the insertion of IUDs.

At the schools of nursing, which are located in the hospitals, a three-year program is offered. There are 11 schools--nine in Lima, one in Tarma, and one in Tacna; four belong to the Ministry of Public Health, three to the Armed Forces, one to Social Security, and one to Beneficencia. There are two private schools.

As is true of the university programs, there is a MCH unit with a FP component but no practical training is provided.

According to the research of Bertila de Bisbal, 80 percent of the schools have a teacher trained in MCH and FP in Cali, Colombia, where FP has high priority.

A specific objective of the training of the nurses is to "teach the student to understand the meaning of FP and inform the couples so that they can have an opportunity to decide conscientiously on the number of children they wish to have."

Mrs. Bisbal's work on nursing was presented at the "Seminar on Human Reproduction in Academic Programs of Health Sciences," held in Ica in 1980. Her research indicated that FP is a concept that has been integrated into the design of the curriculum and that it is not studied as an isolated topic.

C. Training of Midwives

Midwifery training is provided to midwives in three universities: San Marcos (Lima), University of Huamanga (Ayacucho), and Catholic University (Arequipa). The program for these midwives has always been directed by the schools of medicine, which have prevented its full development.

At the seminar in Ica, the lack of an updated curriculum, with modern teaching methods, was stressed. FP is not necessarily a program of study but a core of different related subjects. The seminar was very positive, as the midwives were made aware of their deficiencies and formed a committee that included Vilma Gallo of the MCH Division of the Ministry of Public Health, Salome León García of the Universidad Católica in Arequipa, and a midwife from the University of San Marcos.

In 1978 INPPARES held a two-month course for midwives in the last year of study at San Marcos University.

Through Dr. Roger Guerra, Universidad Cayetano Heredia has presented a proposal to Pathfinder to teach midwives human reproduction in two-week courses. This would be a subsequent project, because a proper curriculum must first be designed. Furthermore, the proposal must come directly from the School of Midwives.

Pathfinder sponsored a seminar in Chile for directors of midwifery schools. The purpose was to modify the curriculum. Three midwives from Peru attended. The results of the meeting are not yet available. It is important to know that the School of Midwives and the College of Midwives are separate organizations that have little or no intercommunication; the college is more concerned with training graduates than with promoting the introduction of family planning instruction in the schools.

D. Training of Health Auxiliaries and Promoters

The other personnel of the health structure who can participate in FP are the health auxiliaries who work in the health posts and the health promoters. To date, these staff have received no information on FP. Their training is the responsibility of the School of Public Health, which designs the curriculum. The health regions carry out the programs.

In-Country Training Programs

A. Instituto Marcelino

The Instituto Marcelino is one of the only places which remained open from 1968 to 1976. It trained doctors, nurses, and midwives in family planning services and gynecology. Students learned how to insert IUDs and prescribe pills. The institute has collaborated on the training of students in medical schools.

Since 1970 the Universidad de San Marcos has trained fifth-year medical students in the San Bartolomé Hospital. Since 1975, 130 students have been trained. Furthermore, 20 gynecology residents of San Marcos and six residents from Cayetano Heredia have been trained. In 1977, the nursing students of San Marcos received practical training in FP.

In addition to contributing to the formal training of health sciences personnel, the institute has been holding, since 1977, one-week training courses for medical and paramedical personnel in the practical handling of contraceptive methods. Five persons can participate in each course.

In 1977 and at the end of 1978, the institute organized courses for INPROMI nurses; a total of 22 nurses, four midwives, and nine non-professionals listed in the register were trained. The courses were financed by USAID. In 1979 and 1980, 25 physicians, 16 midwives, and 15 nurses from Region Sur Medio Ica were trained.

The institute is conducting a project to give grants to 60 general practitioners, 60 midwives, and 30 nurses who are working in organizations that provide services, preferably in the Ministry of Public Health. The course for nurses and midwives will last two weeks; that for general practitioners will last one week. The courses will consist of an introduction to FP, contraceptive methods, and the organization of FP services. Fifty percent of the time will be devoted to practical training. The project is financed by Pathfinder.

The training provided by the institute is of good quality. There is a good practice field. Highly qualified professors with wide experience in training conduct the classes. One can say with assurance that those who are trained by the institute are sufficiently skilled in FP and able to handle contraceptive methods.

B. Cayetano Heredia University

In addition to the regular training of students, the Gynecology Department offers informal courses in FP training for different persons in the health professions. The university has two types of projects. Some are supervised by Dr. Carlos Muñoz T., director of the department; others are under the direction of Dr. Roger Guerra Garcia, a professor at Cayetano Heredia.

C. Miscellaneous Training Courses

1. Dr. Carlos Muñoz T.

Three-day theoretical courses in FP are held to inform and motivate the personnel of the health regions, physicians as well as nurses, midwives, and social workers. Courses have been organized in Tacna (400 persons), Piura (400), Cajamarca (500), Cerro de Pasco (1,100), Iquitos (5), Huánuco (200), Chiclayo (220), Ica (200), Huancayo (200), Jauja (100), and Cuzco (300). The impact of the courses has not been determined.

Practical training is provided for health staff in Lima, Ica, Cajamarca, Piura, Cuzco, Ilo, and the Employees Hospital. Unfortunately, the persons who have been trained cannot be identified.

Since 1979, practical minilap courses have been offered to gynecologists so that sterilization services can be offered in the hospitals. The training includes donation of equipment. Three-day courses have been held in Cuzco, Huánuco, and Ica. It is expected that courses will be given at four additional sites in 1980. The course is for gynecologists, and one can assume that these persons received training in gynecological techniques since they already received surgical training. The operation and administration of the sterilization services are weak. It is not known whether the courses have fulfilled the objective of organizing services.

Dr. Muñoz has a project with JHPIEGO with two components. The first is a course at Johns Hopkins University on infertility and laparoscopy; practical training will be received in a Latin country. Four physicians have been trained under these grants. The second component is administration courses for family planning programs at Johns Hopkins. These courses last two weeks. To date, as many as 31 persons have taken the courses.

Dr. Muñoz has wide experience in training. One can assume that in regard to training in FP techniques, the personnel acquire skills in the handling of methods. Excellent professors are involved in the training programs. The practical training is good.

2. Dr. Roger Guerra

Dr. Guerra carried out a training project that began in February 1978 and was renewed, until March 1980, with the support of Pathfinder. The project had two components, of which one was an intensive six-month training program involving two physicians in endocrinology and physiology of reproduction. These physicians had to be university professors. The

object was to produce highly qualified personnel who could conduct programs in the physiology of reproduction at the universities.

Nine physicians from the Universidad Villarreal, Trujillo, San Marcos, Ica, and Arequipa and from the health region of Huancayo were trained. Eighty percent of the grantees have returned to their universities to provide to students practical training in the physiology of reproduction. Their courses may complement and occasionally duplicate the work of ASPEFAM.

The second component of the project is intensive three-day courses in the physiology of reproduction and FP for physicians, nurses, and midwives of the universities and Ministry of Health and for hospital staff. The purpose is to present an updated revision of the most important subjects in FP and demonstrations in IUD insertions and minilap. Eight courses have been offered in Huancayo, Tarma, Cerro de Pasco, Iquitos, Huánuco, Ayacucho, Cuzco, and Pucallpa. Ninety-seven medical doctors, 62 nurses, and 21 midwives have been trained. The courses were similar to those held by Dr. Muñoz. Their effectiveness in motivating staff to provide services is not known.

Dr. Guerra said that the participants received practical training. However, Dr. Bustamente, from Pathfinder, was of the opinion that the FP courses were theoretical. The consultant agrees with Dr. Bustamente because the training was short, there were few places to practice, and the courses were held on weekends.

3. ASPEFAM

Courses and seminars have been held to promote the introduction of courses in the physiology of reproduction in the faculties of medicine.

ASPEFAM has organized several other courses.

- Courses for secigras in the application of the Manual of Guidelines and Procedures for the Attention of Health of Mother and Child and Population. Two of the eight scheduled courses were held--one in Arequipa and one in Huaraz. Both were financed by the Population Council in 1979. It has been difficult to determine why the project was not successful; apparently, what the secigras need are equipment and medicines, not courses.
- Eight courses in fertility regulation for the health areas; offered in 1979. The purpose was to promote the provision of FP services in the health regions. The courses were not,

however, carried out at the request of the regions. It should be mentioned that the courses included instruction in the techniques of informing and educating acceptors. The effectiveness of the courses is not known. The following courses were offered:

- * Maternity of Lima: a course for 35 midwives that included a practical component--insertion of 10 IUDs in patients brought to the hospital by the students.
- * Hospital Area 6, Lima Region: a theoretical course for 59 persons--13 physicians, 13 midwives, and 13 residents.
- * Hipólito Unanue, Area 3, Lima: a theoretical course for 54 persons.
- * San Bartolomé, Health Area 2, Lima: a theoretical-practical course for 30 nurses and midwives, each of whom inserted three or four IUDs.
- * Trujillo: two theoretical courses.

In Arequipa, five courses were given, two for the health region of Arequipa and one each for Tacna, Ayacucho, and Puno. The courses had a practical component. Each person inserted a minimum of three IUDs. At the end, contraceptive material was distributed and population reports and statistical forms were collected. The courses lasted three days. Thirty-three persons were trained in Puno, 21 in Ayacucho, 23 in Tacna, and 18 in Arequipa (the list for one course is missing).

The persons who attended the course at the Maternity and at San Bartolomé acquired skill in the handling of methods. With respect to the courses in Arequipa, Dr. Gonzales Enders asserted that all of the participants were well trained in the insertion of IUDs.

4. INPPARES

INPPARES is a private, non-profit organization (an IPPF affiliate). It has carried out several training activities. Among its theoretical courses are:

- Courses in family and sex education for college teachers from Ica and Lima.

- A seminar on sex education in INAPRONEF.
- A course for factory workers, physicians, and paramedics.
- A seminar on sex education and FP for the teachers of the six nursing schools of the Navy.
- A course in sex education and FP for 3,000 parents and adolescents of Parents Clubs of Educational Centers.

Among its other practical courses are:

- Courses for students in the last year of the program at the School of Midwives.
- Courses for San Marcos medical students in the last year of study at Hospital San Juan de Dios (1981).
- FP training for as many as 30 persons at the Universidad Ayacucho teaching center (1981).

INPPARES' activities are designed to motivate and provide information on sex education and FP to persons who, in turn, can inform others. This is important, but a work plan for these trained people must be prepared.

The other practical training activities have duplicated the work of other organizations, such as ASPEFAM and the midwifery school. Occasionally, there is no work plan.

5. ADIFAM

ADIFAM is a private, non-profit organization that gives orientations in family life and services. It has sponsored the following informal courses:

- Three-day courses to train social workers of factories and institutions in FP and contraceptive methods. To date, four courses have been held with an average of 20 participants per course.

- In 1976-77, twenty 20-hour courses on sex education for teachers were held. Approximately 30 persons attended each course.

Six hundred persons participated in the entire project, the purpose of which was to produce instructors in sex education. The program was financed by Ford, Pathfinder, and DAI.

- Since 1979, training courses in FP and contraceptive methods have been held for 500 pharmacy employees. Sixteen courses have been carried out in Lima; one course has been given in Chiclayo, Trujillo, Chimbote, and Huancayo.

A two-week course to train promoters and distributors of community programs has been approved. The objective of the theoretical-practical courses is to train personnel so that they can provide information and education on FP and handle non-clinical methods.

The IE&C activities for teachers and factory workers are similar to those of INPPARES, but the courses for pharmacy employees are not similar. The latter courses are not considered to be very important because employees of pharmacies do not play a major role in health care in Peru.

6. Midwives School

The Midwives School, with the support of DAI and INPPARES, organized a teaching center for FP and gynecology services for women. The center is located in the college headquarters. One eight-week course has been approved for eight midwives of Lima hospitals. It is expected that the midwives will be FP instructors in the hospitals. How and whom these midwives will train have not been defined clearly.

This type of training project is also carried out in the Instituto Marcelino, but there the courses are shorter.

The consultant does not believe it is necessary to train more midwives from Lima, though those from other areas would be benefited. Therefore, the courses should not be provided over a long period in Lima.

7. Instituto Hipólito Unanue and ALAFARPE

This organization has a program in FP services in pueblos jóvenes. Training activities are conducted by staff of FP services.

A seminar/workshop on community distribution programs was held in August 1980 to inform and motivate directors of FP programs, both at private and official levels in Peru. The topic was CBD programs in other countries. A group of 25 persons from the same organizations was trained in the operating systems. The group that attended the course was heterogeneous, but this did not prevent the course from being successful, because it was designed to be practical. The impact of the course is not known at this time.

This type of training, focused on the promotion of services, is needed now in Peru.

8. Ministry of Public Health, MCH and Population Division

The MCH Health Division is entrusted with the implementation of the population policy at the government level. Since 1978, the Division of Health and Population and INPROMI, which were integrated to form the MCH Division, have carried out population-related activities.

Since 1977, when the division began operations, the following training activities have been carried out with the support of UNFPA/PAHO:

- Three courses in health and population have been given in conjunction with the School of Public Health. The courses were designed for 124 professionals of the Technical-Administrative Office of the health regions.
- Three grants were given for a health administration course in Mexico.
- In 1978, hospital staff in Lima and at the central level of MCH carried out routine activities providing information on the project. There were 670 participants.
- Seven workshops were held in 1978 on "Coordination of Education and Social Communication Activities." There were 280 participants from the health regions and other sectors. Four workshops were held in Lima for personnel from other regions, Ica, Arequipa, and INPROMI. Instruction in the teaching of IE&C techniques and in the production of educational material was given.
- Two grants were given to attend the health administration course in Mexico. Three grants were awarded for a three-month course in MCH and population in Chile.

- In 1979, a "Basic Orientation Course" in sex education was organized to train five regional teams from Arequipa, Lima, Iquitos, Piura, and Tacna. These teams in turn trained the people of their regions. To date, five regional seminars have been held: two in Lima with 80 persons, two in Piura with 50 persons, and one in Tacna with 30 persons.
- A follow-up course will be given to the five teams (those from Huancayo and Ica will not participate). Special emphasis will be placed on educational technology and the production of material. Three more courses have been scheduled for other regions.
- In 1979, a one-month grant was given to six persons to observe MCH and FP programs in Colombia.

The MCH and FP training activities have emphasized IE&C techniques. Little instruction has been given in the administration of a MCH and FP program. This may have limited the success of the program in the various regions, since the strategy used to extend MCH services had to be revised.

9. Social Security of Peru

In 1979, with the support of the Population Council and the Mexican Institute of Social Security, a five-day "International Meeting on Health and Population" was held to discuss and share ideas on demographic problems and FP. Two hundred sixty employees of the Social Security attended; among them were physicians, nurses, and midwives from Lima and other areas.

In February 1980, two FP units responsible for "research, training and services" were opened in Employees Hospital 1 and 2, respectively. Two more, one in Chiclayo and one in Arequipa, are expected to open. The personnel for these units will be trained in Lima.

The training activities scheduled for this year will be carried out with the support of IFRP. A meeting on health and population and a practical course in minilap will be held for eight doctors, four from Lima and four from areas outside Lima. The purpose will be to start FP services. IFRP will bring in a professor from another country to teach this course.

Two seminars on fertility regulation have been scheduled. One will be held in Chiclayo and one in Arequipa.

At present there is one nurse trained in FP practices in PROFAMILIA and two midwives in Chile who are paid by DAI. These personnel can also offer services.

For a list of informal training courses in FP in Peru, see Table 1.

Persons Trained

A. FP and Non-Surgical Contraceptive Methods

To date, training has been primarily theoretical. Thirty-two courses have been held throughout Peru (see Table 2) in the capitals of the departments. All of the courses have been conducted for service personnel; approximately 4,500 persons have taken these courses.

A considerable amount of information on contraceptive methods has been provided. In the courses of the Ministry of Health and ASPEFAM, some information was provided on the organization of a FP service.

In regard to personnel trained in FP and contraceptive methods with practice, information is available on the persons trained by the Instituto Marcelino; there are no lists of persons trained by Dr. Carlos Muñoz. Nor are data available on those who were trained by service personnel. A list of persons trained outside the country by DAI, Pathfinder, and Johns Hopkins is available. (See Table 3.)

A total of 201 midwives have received instruction in FP; 54 have been trained abroad in Denver, at PROFAMILIA centers, and in Chile.

Most of the training has taken place in Lima, where, as a result, resources are now concentrated. This has had an adverse effect on other areas of the country.

One hundred fifty-six nurses have been trained; 30 received their instruction abroad. As is true of midwives, the majority of the nurses have concentrated in Lima.

Adding the number of paramedical personnel--nurses and midwives--who were trained in FP and practiced handling methods, the total number of trained personnel is 357. This figure does not include persons trained by these personnel or the 84 persons who were trained abroad. If of these 357 only half are applying their knowledge in a FP service, one could assume that there is a sufficient number of practical places to train the rest of the personnel required. However, for political reasons, the number is, in fact, insufficient.

Table 1
 INFORMAL TRAINING COURSES IN FP IN PERU
 (1975 - 1980)

	Practical FP	Theoretical FP	IE&C	Sterilization	Administration
Instituto Marcelino	x				
C. Muñoz C. Heredia	x	x		x	x
R. Guerra C. Heredia		x		x	
Ministry of Public Health, MCH Division		x	x		x
INPROMI	x	x			
ASPEFAM	x	x			x
ADIFAM			x		
Midwives Schools	x				
INPPARES	x	x			
Social Security	x	x			

Table 2
MOTIVATION COURSES PER DEPARTMENT, 1975-1980

<u>Department</u>	<u>Number of Courses</u>
Ayacucho	2
Arequipa	2
Cajamarca	1
Chiclayo	1
Cuzco	2
Cerro de Pasco	1
Huanuco	2
Huancayo	2
Huaraz	1
Ica	1
Iquitos	2
Jauja	1
Lima	7*
Piura	1
Puno	1
Pucallpa	1
Tarma	1
Tacna	1
Trujillo	2

* Includes three national courses; 670 persons were informed of routine activities.

Table 3
PERSONS TRAINED IN FP WITH PRACTICE PER DEPARTMENT,
1975-1980

<u>Department</u>	<u>Number of Midwives</u>	<u>Number of Nurses</u>	<u>Number of Doctors</u>
Ayacucho	10	7	4
Arequipa	15	24	20
Cajamarca			1
Chiclayo	11	6	6
Cuzco		2	
Cerro de Pasco	--	--	--
Huanuco	1	--	6
Huancayo	2	2	3
Huaraz	3	--	--
Ica	16	18	26
Iquitos	--	--	--
Jauja	--	--	--
Lima	106	46	16
Piura	7	13	6
Puno	14	23	6
Pucallpa	6	6	6
Tarma			
Tacna*			
Trujillo	10	8	8
Tingo Maria		1	

* ASPEFAM realized a practical course but the list is missing.

Information is available on 108 physicians trained in FP techniques. To this number can be added all of the gynecologists who have been instructed in contraceptive methods and who may be working in hospitals and the graduates of Universidad Cayetano Heredia, Trujillo, and San Marcos, who are interns in San Bartolomé. No information is available on the persons trained by C. Muñoz.

B. Surgical Methods

To date, 13 physicians have been trained in female sterilization; two have been trained in male sterilization. This figure does not include persons trained by these physicians and by Dr. Muñoz in his last three national courses.

Of the persons instructed, five are from Lima, the rest from other cities. Places outside Lima are more strongly represented.

As stipulated in the Population Law of Peru, sterilization cannot be provided as a FP method, though it can be performed for medical reasons. Sterilizations must be done in hospitals. The woman is required to meet numerous requirements; for example, she must have permission from her husband, from the notary, from the director of the hospital, etc. Sterilization activities have been limited significantly as a result.

C. Information and Education Techniques

Seventeen persons have been trained in IE&C outside the country; all came from Lima. The selection criteria did not favor persons who are in fact responsible for this activity.

The MCH and Population Division has given much importance to educational activities. In 1978, 280 persons were trained in information and educational techniques and the elaboration of material. Seven regional teams are being trained in sexual education, FP, IE&C techniques, and the production of material.

In Lima, no courses in IE&C have been held for personnel responsible for private sector IE&C programs.

D. Administration of FP Projects

Carlos Muñoz, with the support of Johns Hopkins, has sent 31 persons to the United States to be trained in the administration of FP

projects. Half came from Lima, the rest from other zones of the country; not all the regions were represented. Most of the trainees work in hospitals and are not directly involved in the administration of projects.

Courses such as those given by the University of Colorado are held in settings quite different from those in Latin America. As a result, the trainees do not have an opportunity to practice their new skills, as they acquire them, in operating projects.

PAHO has sent five persons to attend a course in the administration of FP programs in Mexico. Mexico is an adequate setting for training. Furthermore, students can observe programs that can be replicated in Peru.

Field trips to observe administration and project operation are part of the course. Thirty persons from Lima and Ica have gone to visit different types of projects. Those who were selected work in FP projects.

To summarize, 66 persons, most of whom are from Lima, have benefited from this training.

The workshop on community distribution, which was organized by ALAFARPE in August 1980, can be considered a vehicle for training staff to administer FP projects. However, the impact of the administration courses has not been demonstrated in projects that are better designed or better managed. One might conclude, therefore, that the objective of the training--to produce staff who can better organize and manage FP programs and services--has not been achieved.

III. CONCLUSIONS

III. CONCLUSIONS

In general, one can conclude that, in Peru, between 1978 and 1980, a significant number of people were trained in FP, and especially in the handling of FP methods, in theoretical and practical courses. An examination of FP services shows that in the private and government sectors, the number of services offered is not comparable to the people trained; therefore, one can say that many of those who have been trained are not applying the knowledge they have acquired. There is an explanation for this: the indecision of the government, which at times has opposed FP programs. However, these trained personnel will be very useful to the new government when it decides to initiate a FP program. Because these persons are already trained, time and money can be expended on other activities.

Efforts to introduce FP in the curriculum of the medical and nursing schools have had positive results; the same cannot be said for the midwifery schools. The six medical schools have introduced theoretical instruction in demographic, population and human reproduction. Practice in the handling of non-surgical methods has varied during the period since it was institutionalized in the schools, but one can assert that all of the students of Cayetano Heredia, Federico Villarreal, Universidad de Trujillo, Universidad de Arequipa, and Universidad de San Marcos (except those who practice in the Maternity) are learning through practice, how to insert IUDs. No information on the Universidad de Ica is available.

As of this year, FP programs will have a sufficient number of physicians and other medical staff trained in FP. Added to these resources are the students of Cayetano Heredia, interns at San Bartolome (San Marcos), and students of the Universidad de Trujillo who have received theoretical and practical training in FP in the last five years.

It is likely that some general practitioners now working in health organizations outside Lima have not received FP instruction and may need to be trained.

Since 1978, nursing students have received theoretical instruction in family planning and contraceptive methods, but they have not had practical training. Nurses are the only professionals skilled in giving FP information to the community. Practical training has been limited in part because of a lack of places for practice. But, more important, the health code stipulates that nurses are not to be allowed to attend consultations (a ruling from which midwives are exempt); furthermore, a nurse's role in a FP program is not defined. Therefore, if nurses are required to provide contraceptive services, special training will be required.

The midwifery schools have not introduced FP as a program of study. Nor do midwives receive practice-training. They will require practical training in the handling of methods when a program is started at the national level.

One of the programs of the health sector gives primary attention to the use of community personnel as promoters and empirical midwives. These persons are directly supervised by a health auxiliary. To date, they have not been trained to give information on or provide FP services.

Family planning was not taught regularly in the schools until recently. It has been necessary to hold short training courses to motivate people to provide FP services. In Peru, many people have been instructed so that they will be motivated to initiate service projects. In fact, the purpose of the instruction has been to produce staff capable of providing FP services.

One can conclude that sufficient theoretical courses in motivation towards FP have been held throughout the country. People have become familiar with the subject, and it is possible that attitudes have been changed. It may even be possible to initiate a national program.

A significant number of medical personnel, midwives, and nurses have been instructed in FP and been allowed to practice handling methods. Most of the people who have been trained are from Lima. There is a sufficient number of trained persons to provide services and train others. In all the regions outside Lima, except Cuzco, Iquitos, Huanuco, and Huaraz, a sufficient number of persons has been trained and a service project could be initiated. These personnel could work in teams to train other people from the region. Except for an ADIFAM course for promoters, no training has been offered to non-medical personnel.

Few physicians have been trained abroad in surgical methods. Sterilization can only be performed in a hospital, because the government prohibits sterilization as a FP method. Furthermore, training has emphasized the teaching of the technique, not the organization of a sterilization service.

Training has, for the most part, been limited to the technical aspects of FP service; the organization and administration of services have been neglected. Although persons have received some training in administration, this training has been insufficient. Training in administration needs to be strengthened, particularly in the private organizations where, because of a deficiency in the project design, administration is weak and there are few alternatives for providing services. Seminars and workshops such as the CBD workshop organized by ALAFARPE are sorely needed in Peru.

Training in IE&C techniques was also examined, as this activity is considered to be a very important component of a FP program. Training has been done at the government level in those regions where there are MCH programs. In 1978, a course was held in other regions, but no other training has been provided. In the private sector this activity has been still more restricted; not one course has been held in Peru.

A considerable number of people have had an opportunity to go abroad to receive training in administration, IE&C, sterilization, and contraceptive methods. This training has been crucial to the goal of motivating people towards FP. Moreover, skills that could not be acquired in the country have been learned abroad.

To date, training activities have been carried out primarily by private organizations.

IV. RECOMMENDATIONS

IV. RECOMMENDATIONS

Schools of Medicine, Nursing, and Midwifery

1. The introduction of FP instruction in the curriculum of midwifery schools should be promoted.
2. No special action is required to introduce the practice of FP training in the schools of nursing until the government provides specific program guidelines.
3. In the schools of medicine, supervision by ASPEFAM is required to further solidify FP training.

Training Programs

4. The training strategy must be incorporated into a service project. Given the number of people who have already been trained, the very selective criteria should be used to identify training candidates.
5. In order to extend a MCH/FP program to the 10 regions that do not have one and to provide FP service in hospitals and health centers, training in the organization and administration of a FP program and in information and motivation techniques must be provided. Training in contraceptive techniques must be highly selective and it must be done in the same regions.
6. To introduce FP to the community, it will be necessary to examine the training curriculum for personnel trained in the country. Those who are already working in the communities may have to be retrained.
7. It must be decided whether one or two private sector organizations will be strengthened. If such an effort is to be made, the organizations must be identified. Training in administration must be provided. Subsequently, personnel must be trained, but in a service project.
8. Visits to foreign countries must be continued to encourage work in FP. The objective should be to observe systems that provide services in countries similar to Peru.

9. There is a need for IE&C training. A workshop for persons in the private sector who are responsible for this activity could be held immediately. Educational techniques, designs of messages, etc., could be stressed. Subsequent IE&C activities must be part of a strategy to inform and educate the country.
10. An effort must be made to get the government to permit operation of a sterilization program as such. If the government's attitude toward sterilization is changed, a maximum of five physicians should be trained and sent to observe how a sterilization service is organized in a country similar to Peru. They should be assured that they will be able to begin such a program when they return.
11. The results of this observation should be disseminated. A meeting with the different organizations mentioned should be scheduled so that ideas can be exchanged and duplication avoided.

APPENDICES

Appendix A
PERSONS INTERVIEWED

Appendix A

PERSONS INTERVIEWED

AID

Helene Kaufman, Population and Health Officer
Jenny Martinez, Adviser, Population and Health Office

Others

Dr. Alfredo Larranaga, Director, Instituto Marcelino
Dr. Rodolfo Gonzales Enders, Coordinator, Human Reproduction
Instruction Program, ASPEFAM
Dr. Carlos Munoz, Director, Department of Gynecology,
Faculty of Medicine, Universidad Cayetano Heredia
Dr. Norberto Martinez, Maternal and Child Adviser, Pan
American Health Organization
Cristina Ramirez, Nurse, Maternal and Child and Population
Direction, Ministry of Public Health
Maricel Monfredo, Regional Adviser, Nursing, PAHO
Bertila de Bisbal, Professor, Maternal/Child Nursing Program,
Universidad de San Marcos
Dr. Roger Guerra, Professor, Medicine Program, Universidad
Cayetano Heredia, and Director, AMIDEP
Consuelo Montoya, Dean, College of Midwives
Dr. Ricardo Subiria, Director, ADIFAM
Dr. Carmen Dethaus, Adviser, ASPEFAM
Dr. Alfredo Guzman, Coordinator, FP Project, ALAFARPE
Dr. Fritz Jordan, Sub-Director, Gynecology Department,
Hospital Santa Rosa
Dr. Hugo Exebio Gonzalez, President, Coordinating Committee
of Responsible Parenthood Programs, Social Security of
Peru
Flor Pena Campos, Nurse, Health Area of the General Direction
of Superior Education, Ministry of Public Health
Lily Gomez, Nurse, Primary Attention, Ministry of Public
Health
Dr. Carlos Bachman, Director, Pavilion 3, Lima Maternity
Dr. Jorge Cheande, Director, Ob/Gyn Service, Hospital
Hipolito Unanue
Hayde Obando, Health Region of Cuzco, Cuzco
Gabriela Perez Albella, Director of Projects, INPPARES
Fermin Avila, Educator, Direccion Materno Infantil,
Ministry of Public Health

Others, cont.

Dr. Carlos Susuki, Director, Region de Salud de Ancash
Mercedes de Susuki, Head Nurse, Region de Salud de Ancash
Hugo Curoto Poto, Sub-Director, Region de Salud de Ancash

Appendix B
PERSONS TRAINED

OBSTETRICES ADIESTRADAS EN REPRODUCCION HUMANA Y
METODO DE PF CON PRACTICA

Nombre	Lugar de Trabajo	Dpto
Tereza Gutiérrez de López	H. Goracoa	Ica
Agustina Saravia Saravia	C. de S. Santiago	Ica
Victoria Navas de Celestino	Area H. Chincha-Pisco	Ica
Mercedes Tupac Yupanqui	" " " "	Ica
Luz Magallanes Magallanes	" " " "	Ica
Berta Jurado Rodríguez	H. de Palpa	Ica
Edith Hernández de Gutiérrez	Area Hospital Chincha-Pisco	Ica
Myriam Silva Espino	H. Regional	Ica
Néilda Berrocal de Rengifo	Area H. Chincha-Pisco	Ica
Raquel Espino Hernández	H. Regional	Ica
Felícita Huamantínco Cisneros	H. San José de Chincha	Ica
Oriole Quiróz de Alva	Area H. Chincha-Pisco	Ica
Domitila Tenorio	H. Regional	Ica
Dora Chana Huayanco	H. Santa María del Socorro	Ica
Isabel Guarda de Suárez	H. de Purquito	Ica
Juana Figueroa de Macedo	H. Regional	Huaraz
Elsa Alva de Icoreno	H. Regional	Trujillo
Carmen Zelaya Riano	C. de Salud #3 La Victoria	Lima
Raquel Vidal Turico	H. Regional	Trujillo

OBSTETRICES ADIESTRADAS EN REPRODUCCION HUMANA Y
METODO DE PF CON PRACTICA

Nombre	Lugar de Trabajo	Dpto
Carmen Arone Cayqualla	H. Regional	Chiclayo
Gloria Vidalón Alva	H. Cooperativa Cayalti	Chiclayo
Alejandra Talledo Pinto	Area Hospital #8	Lima
Delfina Mass Sara	H. Regional	Piura
Natalia Romero Sotomayor	Area Hospital #5	Lima
Olga Orrillo M.	C.de S. de Lince	Lima
Nelly Lora	Hospital Central #2	Lima
Mónica Manrique	Maternidad de Lima	Lima
Julia L. de Morales	Maternidad de Lima	Lima
América Campos Garcés	H. del Seguro Social	Lima
Elda Isabel Rojas S.	Maternidad de Lima	Lima
Carmen Rosa de Murillo	H. Central de Aeronáutica	Lima
Amelia de Sanz	H. General de Goyeneche	Arequipa
Vilma A. Gallo	Area Hospital #7	Lima
Berth Lazo	Hospital General Base	Arequipa
Evangelina de Price	Area H. de Salud de Jauja	Huancayo
Luisa R. Schavier	H. General Base San José	Ica
Virginia de Martell	Area Hospital # 4	Lima
Catalina de Morales	Area Hospital # 6	Lima
Elsa Chamorro Espinosa	(Tel: 811272)	Lima
Nicida Buibert Pérez	Urb.Los Pinos Avda. Aurelio García 940	Lima
Felícita Jara	INPROMI	Lima

OBSTETRICES ADIESTRADAS EN REPRODUCCION HUMANA Y
METODO DE PF CON PRACTICA

Nombre	Lugar de Trabajo	Dpto
Violeta Cabel	Cooperativa # 16	Lima
Luisa Cisneros	Hospital General Base	Huanuco
Josefina Ruiz	Coop. Agraria San Jacinto	Ancash
Julia Francia Zavala	(Teléfono: 32 28 21)	Lima
Esperanza Mateo	Hospital Regional	Trujillo
Lilian Morey Valera	Area Hospital #5	Lima
Ester Haro Chávez	J. Bizel 371 Urb. Primavera	
	H. Azucarera	Trujillo
Esther Pacheco Aguilar	Residencial Pasual Saco 7-c-4	Chiclayo
Rosa Lurquín de Villar	Sanidad de Policía	Lima
Victoria Delgado de Vinatea	Um. San Agustín	Arequipa
Virginia Gamarra	Inpromi/Area Hospital #4	Lima
Luzmila Cabrera de Mejía	C. de Salud # 4	Chiclayo
Vilma Suárez	Inpromi	Lima
	Jirón San Martín 3269	
	San Martín de Porres	
María Vásquez Zúñiga	Alameda San Lázaro 107	Arequipa
Dora Trillo	Seguro Social	Lima
Lila Ureta	H. Rosalía Lavallo	Lima
Ruddel Arce	H. Seguro Social	Lima
Elvira Ortega Navarro	H. Seguro Social	Lima
Miriam Ventura	H. Seguro Social	Lima
Olga Guardia	H. Seguro Social	Lima

OBSTETRICES ADIESTRADAS EN REPRODUCCION HUMANA Y
METODO DE PF CON PRACTICA

Nombre	Lugar de Trabajo	Dpto
Raquel Huamán Arroyo	Maternidad de Lima	Lima
Isabel Urquiza	Maternidad de Lima	Lima
Irma Núñez	Maternidad de Lima	Lima
Orlinda Vizcarra	Maternidad de Lima	Lima
Consuelo Montoya de S.	H. Fuerzas Aéreas	Lima
Graciela López Isaguirre	Area Hospital # 1	Lima
Luisa Parra Silva	Area Hospital #1	Lima
Lucía Izaguirre	Area Hospital #2	Lima
Bertha Ibarra P	Area Hospitalaria # 5	Lima
Juana Florez	Area Hospitalaria #7	Lima
Luisa Delgado	Area Hospitalaria #5	Lima
Noemí Meneses	Area Hospitalaria #6	Lima
Elena Jibaya	Area Hospitalaria #6	Lima
Elena Quispichuco	Ara Hospitalaria #6	Lima
Salomé León	Arica 218	Arequipa
Carmen Arone	Fco. Cabrera 1263	Chiclayo
Bertha Zacarías	Calle Arequipa 509-1 Tarma	Huancayo
Lilian Gallardo	Enrique Palacios 411	Chimbote
Rosa Luna Saniz		Lima

OBSTETRICES ADIESTRADAS EN REPRODUCCION HUMANA Y
METODOS DE EF CPN PRACTICA

<u>Nombre</u>	<u>Lugar de Trabajo</u>	<u>Dpto</u>
Rita Eracamonte Aoki		Lima
Raquel Gutierrez Arias		Lima
Julia Lopez de Morales		Lima
Carmen Rosa Luna de Murillo		Lima
Blanca Malasquez Durand		Lima
Yolanda Misari Rafael		Lima
Celia Paredes Aguilar		Lima
Luz Amada Perez Sanchez		Lima
Lucia Dordan Depolo	Maternidad de Lima	Lima
Rina Neyra Villagran	" "	Lima
Luz Ibarra Ruch	" "	Lima
Raquel Huaman Arroyo	" "	Lima
Soledad Morales Elorez	" "	Lima
Petronila Carito Robinson	" "	Lima
Carmen Sanchez Salazar	" "	Lima
Celia Rita Paredes Aguilar	" "	Lima
Alejanarina Coba Gonzalez	" "	Lima
Manuela Schult Lopez	" "	Lima
Glady's Pineda M	" "	Lima
Dula Delgado A	" "	Lima
Ma Luisa Cardenas Vega	" "	Lima
Hiener A Quezada Brañez	" "	Lima
Maria R Raquel Raffo	" "	Lima
Rosa Urcuhuaranga Cochao	" "	Lima
Súsilda Arana de la Rocha	" "	Lima
Maria Lidia Torres	" "	Lima
Victoria I rivas Gomez	" "	Lima
Elvira Equren Ugarte	" "	Lima
Blanca Arcaya Agurto	" "	Lima
Blanca Arcaya Agurto	" "	Lima
Clara Rojas Espinosa	" "	Lima
Lucia Chavez Castañeda	" "	Lima
Mónica Falla Avila	" "	Lima
Moscol Vaca Teodora	" "	Lima

OBSTETRICAS ADIESTRADAS EN REPRODUCCION HUMANA Y
METODOS DE PF CON PRACTICA

<u>Nombre</u>	<u>Lugar de Trabajo</u>	<u>Dpto</u>
Magda Shapáama Taipe	Area Hospitalaria No 2	Lima
Aida Westry Save	" "	Lima
Felicicia Zapata Requena	" "	Lima
Carmen Pereyra Toledo	" "	Lima
Blanca Soriano Montoya	Maternidad de Lima	Lima
Zaida Zagaceta Guervera	" "	Lima
Isabel Perez Pachas	" "	Lima
Elba Belapatin Pachecho	" "	Lima
Maria Luisa Cardenas Vega	" "	Lima
Wilda Celis Lozano	" "	Lima
Dora Ugarte Herrea	" "	Lima
Rosa Ramirez Lopez	" "	Lima
Felicita Arroyo Ballarte	" "	Lima
Emma Salazra Salvatierra	" "	Lima
Ada Nalvarte Martinez	" "	Lima
Victoria Saavedra Fineda	" "	Lima
Laura Crosco Lidia	" "	Lima
Olinda Lopez Justo	" "	Lima
Luz Rosales Raymondo	" "	Lima
Gloria Valencia Arana	" "	Lima
Emmzueta Vasquez Polanco	" "	Lima

OBSTETRICAS ADIESTRADAS EN REPRODUCCION HUMANA Y
METODOS DE PF CON PRACTICA

<u>Nombre</u>	<u>Lugar de Trabajo</u>	<u>Dpto</u>
Carmen Fonce	Hospital General	Puno
Ruth Cueto	Hospital General	Puno
Amador Ballido	Hospital General	Puno
Norma Cazorla	Hospital General	Puno
Ermitania Catacora	Hospital General	Juliaca
Luisa Chavez de M	Hospital General	Asangaro
Nery Bernal de Aquise	P.A.B.	Puno
Gladys Jesus Ramirez	Region de Salud	Puno
Ursula Sarate		Puno
Graciela Mendoza	Hospital General	Ayacucho
Olga Santa Cruz	Hospital General	Ayacucho
Maria Sanchez	Cde S Morochucos	Ayacucho
Gladys Falla	C de S de Ocros	Ayacucho
Magna Meneses	C de S de Vilcas Huaman	Ayacucho
Teodomira Zaga	Cde S de Churcampa	Ayacucho
Gladys Villegas	C de S de Pichari	Ayacucho
Gloria Cardenas	C de S de Huambalpa	Ayacucho
Nora Juscamaita	P.S. Huambalpa	Ayacucho
Consuelo Huamanchao	Uni Huamanga	Ayacucho
Susana F, Perez	H.G Mollendo	Arequipa
Luz Portocarrero	H Aplao	Arequipa
Adelina Umeres Alvarez	Region de Salud	Arequipa
Julia Meza F	Cde S 15 de Agosto	Arequipa
Angelica Albarracin	Area Hospitalia N° 2	Lima
Angeles Avila Olga	" "	Lima
Graciela Bravo Diaz	" "	Lima
Cornelia Campos Iturrizaga	" "	Lima
Lucia Izaguirre La Jara	" "	Lima
Elsa Ludeña Borda	" "	Lima
Gloria Muñoz Giron	" "	Lima
Rosa Pino Contreras	" "	Lima
Rosa Pinto Pajares	" "	Lima
Elena Rios Fernandes	" "	Lima

ENFERMERAS ADIESTRADAS EN CURSOS CON PRACTICA EN
REPRODUCCION HUMANA Y PF CON PRACTICA

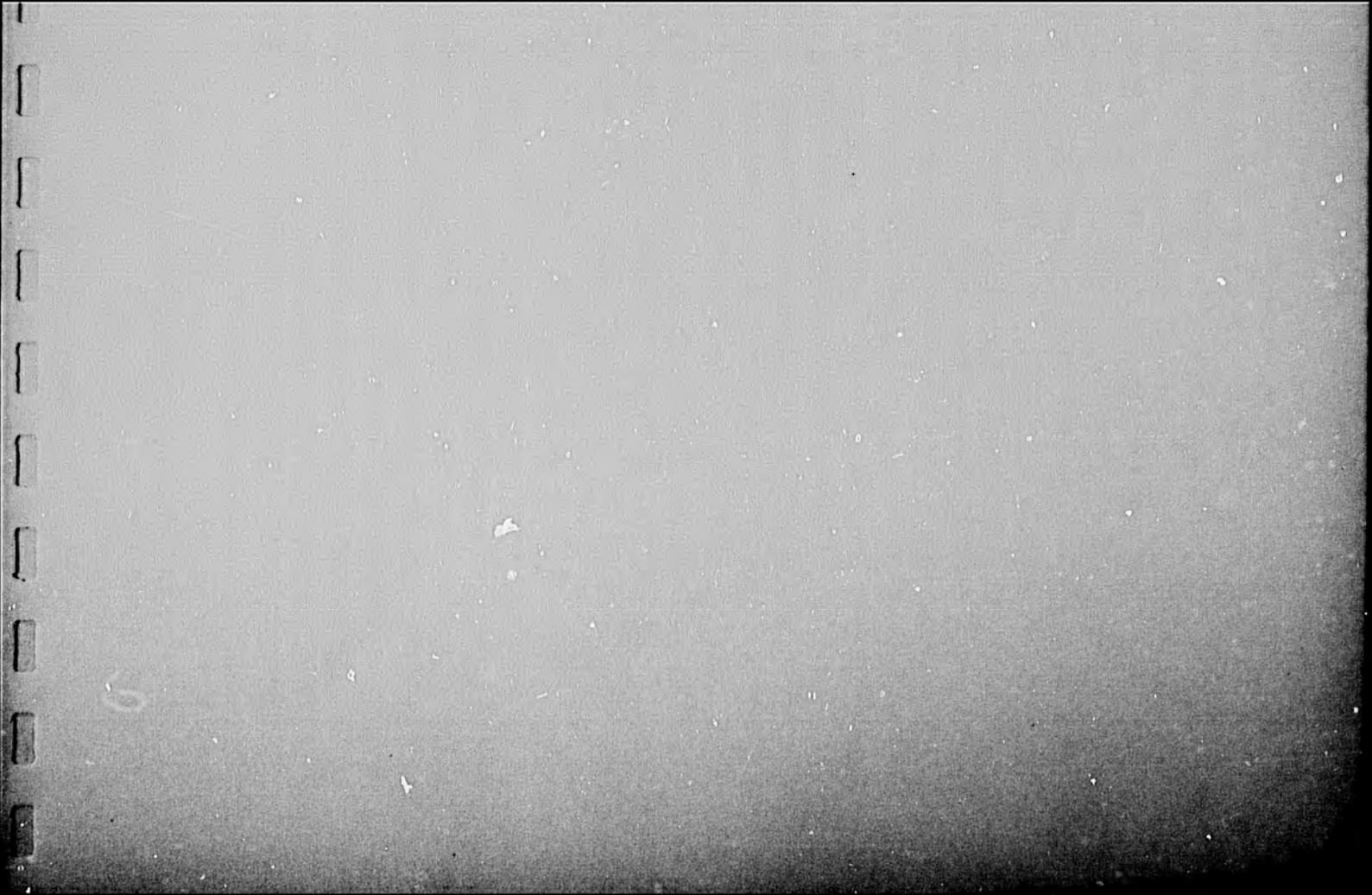
Nombre	Lugar de Trabajo	Dpto.
Irene Girón Téllez	C. de S. Pauza	Ica
Raquel Zegarra Chiri	C. de S. Pauza	Ica
Nanette Devincenzi	Area Hospital .Chincha-Pisco	Ica
Tereza Gutiérrez de López	H. de Goracora	Ica
Vicenta Melgar Reballa	Area Hospitalaria Chincha-Pisco	Ica
Paula Carrasco Torres	C. DE S. Ingenio	Ica
Antonia Huamán Loaysa	Area Hospitalaria Chincha-Pisco	Ica
Dora López de Jeri	C. de S. Guadalupe	Ica
Carmen Bendezu Dávila	C.de S. Los Molinos	Ica
Teodomira de la Luz Lapa	C.de S. Aucara	Ica
Beatriz Puma Riquelme	Hospital General	Juliaca
Silvia Judy Ardella Díaz	Seguro Social	Huancayo
Nelly Rodas Correa	Hospital General	Chancay
Milena Gálvez Robles	Area Hosp. #1 C.de S. Canto G.	Lima
Clorinda Loga Paredes	H. Base Sultan	
Irma Sarete Silva	Hospital	Chancay
Luz Olaechea	H. Regional	Ica
Fabiola Gutiérrez	Hospital Regional	Ica
Rosario Perilla		Pucalpa
Silvia Martell		Tingo María
Luz Ticona		Tacna
María Luz Valdivia	Hospital Goyenechea	Arequipa
Luz Victoria Chaparro		Piura
Amparo Ríos	Inpromi	Lima
Susana Padilla	Hospital Policía	Lima

ENFERMERAS ADIESTRADAS EN CURSOS CON PRACTICA EN
REPRODUCCION HUMANA Y PF CON PRACTICA

Nombre	Lugar de Trabajo	Dpto.
Silvia Salazar	Inpromi	Lima
Adela Saavedra	Escuela Enfermería Hosp.del Niño	Lima
María Meneses	Area #3 de la Victoria	Lima
Consuelo Aguilar	Hospital de Huacho	Lima
Alva Ramos Grimaldos	H. Seguro Social #2	Lima
Elsa García de Díaz	Hospital Naval	Lima
Susana Romero	Hospital Loaysa	Lima
Rosa Vilchez	Area Hospital #1 C.de S. Canto Grande	Lima
Luz Victoria Chaparro	Hospital Regional	Piura
Martha Rodríguez	Hospital Azangaro	Piura
Betty Rosales de Jesús	C. de S. Los Molinos	Lima
María Cecilia Salcedo Zúñiga	H.G. Base de Aboncay	
Irma Tirisco Gómez	Hospital Base Taima	Huancayo
Lilian Zevallos Moisés	C.de S. La Unión	Piura
Nelly Arteaga	C. de S. Castilla	Piura
Luisa Burgos Amaya	C.deS. Santa Rosa	Piura
Otilia Muñoz Cajamarca	C. de S. Chulucanas	Piura
Idail Reyes Oliva	C. de S. Catalcanas	Piura
Zulman Moncada Zapata	C. de S. Chulucanas	Piura
Edelmira Lora Ch.	C. de S. de Bernal	Piura
Magdalena Benítes	C. de S. Santa Julia	Piura
Doris Martínez de García	C. de S. Santa Rosa	Piura
Anita García Morey	C. de S. San José	Piura

ENFERMERAS ADIESTRADAS EN CURSOS CON PRACTICA EN
REPRODUCCION HUMANA Y PF CON PRACTICA

Nombre	Lugar de Trabajo	Dpto.
Armandina Chaponane C.	C. de S. La Unión	Piura
María Detello	Area Hospitalaria #1	Lima
Mercedes Valdivia	Hospital General Base	Arequipa
Leonor de Sandoval	Inpromi	Lima
Yolanda Tapia	Inpromi	Lima
Carmen R. de Mestanza	Hospital Regional	Trujillo
Hilda de Sánchez	Hospital Regional	Trujillo
Lindauro Liendo L	Manuel del Pino # 279 Lince	Lima
Olga de Mateo	Garcilazo de la Vega 346 Urbanización San Joaquín	Callao
Carolina Mendoza	Inpromi	Lima
Susana Castro de Céspedes	Inpromi	Lima
Juana Lilia Gómez G.	Inpromi	Lima
Julia de Meléndez	Inpromi	Lima
María de la Paz Choque	H. Antonio Lorena	Cuzco
María Magdalena Espinosa	Hospital del Niño	Lima
Pilar Román	Inpromi	Lima
María Antonia Zavaleta	Inpromi	Lima
Doris Andrade	Hospital General Base	Arequipa
Deelia Berrío	Area Hospitalaria #2	Cuzco
Graciela Rechante Valdés	C. de S. Hermay	Ica
Rosario Barrutia		Ica
Lucía Obregón Peña	H. de Pugio	Ica
Seila D. Tejada Salco	Alafaipe	Lima



ENFERMERAS ADIESTRADAS EN REPRODUCCION HUMANA Y
METODOS DE PF CON PRACTICA

<u>Nombre</u>	<u>Lugar de Trabajo</u>	<u>Dpto</u>
Blanca Angulo Jave	Area Hospitalaria No 2	Lima
Mirian Bocanegra Peralta	" "	Lima
Nelly Bueno Jave	" "	Lima
Hilda Capcha Mirayauri	" "	Lima
Elvia Ehacon Diaz	" "	Lima
Maria Gonty Garcia	" "	Lima
Martha Ladera Susuki	" "	Lima
Isabel Medina Castro	" "	Lima
Sara Mejia Arrascue	" "	Lima
Nila Oliveria Mejia	" "	Lima
Alejandrina Osoria C Higgins	" "	Lima
Maria Ramirez Zegarra	" "	Lima
Irma Rojas de Sarapura	" "	Lima
Silvia Soto Malaga	" "	Lima
Graciela Vela Peñaherrera	" "	Lima
Maria Tapia	E, Regional	Arequipa
Haydee Chirinos	H. Regional	Arequipa
Ruth Gallegos	E.S. Fco Bolognesi	Arequipa
Esther Ruñes Calle	" "	Arequipa
Maria E Febrero	C de S 15 de Agosto	Arequipa
Olga Mollepasa	C de S Misti	Arequipa
Delia Florez	H. Base Apurimac	Arequipa
Leonor Suaquita G	Simon Bolivar	Arequipa
Carmen Ricalde	Mariscal Castilla	Arequipa
Flora M Cutiri	Zamacola	Arequipa
Deonila Vera	Alto Jesus	Arequipa
Maria de la Paz Choque	Region de Salud	Puno
Hilda Moron de Lombardi	Region de Salud	Puno
Paulina Rojas	Hospital General	Puno
Angela Sanchez	Hospital General	Puno
Felicitas Raos	C de S Acora	Puno
Rosa Laura	C de S Acora	Puno
Jenny Aranibar	C de S Capachica	Puno
Neiva Chirinos	C de S de Lampa	Puno
Vila Muchica	C de S Turaco	Puno
Alejandra Apaza	C de S Asillo	Puno

ENFERMERAS ADIESTRADAS EN REPRODUCCION HUMANA Y
METODOS DE PF CON PRACTICA

<u>Nombre</u>	<u>Lugar de Trabajo</u>	<u>Dpto</u>
Rosa Diaz	C de S de Fucara	Puno
Yolandra Rodriguez	P.A.E.	Puno
Lucy Rodriguez de A	P.A.E.	Puno
Nery Bernal de Aquise	P.A.E.	Puno
Martina Vilca de A	P.A.E.	Puno
Ketty Gallardo de Talas	H. General	Puno
Elizabeth Linares	Hl General	Puno
Vilmas Gambarindi	C de S la Punta	Arequipa
Maria E paez	C de S de Cocachacra	Arequipa
Irene Gallegos	H. Camana	Arequipa
Ediberta Torres	C de S Chivay	Arequipa
Yolanda Maria Vasquez	H. Regional Base	Ica
Anyhela Mendoza Arce	Alafarpe	Lima
Maria Bertha Legua		
Flor de Maria Cardozo	Alafarpe	Lima
Juana Alde Espinosa	Region de Salud	Ica
Anita Salazar	Hospital Central No 2 Seguro Social	Lima
Marina Yataco Aguirre		Ica
Gricelda Farfan		Lima
Leila Aranda	Impromi	Lima
Gloria Silva	C de S Lince	Lima
Hayde Ibarra	H. General Huranta	Ayacucho
Dolores Soto M	H. General San Miguel	Ayacucho
Yolanda Palomino	C de S Tambo	Ayacucho
Fortunata Mendoza	C de S de Cangallo	Ayacucho
Carmen Ayala	C de s de Cangallo	Ayacucho
Felicitas Cordero	P.S. de Quinua	Ayacucho
Elva Moreno de Ch	Uni Huamanga	Ayacucho

MEDICOS ADIESTRADOS EN PF CON CURSOS PRACTICOS

Nombre	Lugar de Trabajo	Dpto.
Marco Antonio Matos	Area Hospitalaria Chincha P.	Ica
José Francisco Sarolli S.	H. General	
Carlos Jerónimo Cardoya	C.de S. Los Molinos	Ica
Roberto Donayre Vizarreta	C.de S. Guadalupe	Ica
José Espinosa Vásquez	Hospital Regional	Ica
César Solís	H. Chinca	Ica
Jorge Zapata Cánepa	C.de S. Humay Pisco	Ica
Carlos Ponce Mayuri	Hospital Regional	Ica
Rafael Caparo Hidalgo	Hospital Regional	Ica
Hilda Raffo Angulo	Hospital Pisco	Ica
Rosa Guitarra Rodríguez	C.de S. Chincha	Ica
Edmundo Changllio R.	Hospital Regional	Ica
Manuel Lizarzaburo E.	C.de S. Uazca	Ica
Raúl López Bendazu	C.de S. Santiago	Ica
Martín Cáceres Revilla	H. de Puquio	Ica
Aquiles Felipa Ramos	Hospital de Chincha	Ica
Ana Ruscki Ishii	Hospital de Pisco	Ica
Roger Uribe Uribe	C.de S. Castrovirreyna	Ica
Daniel Yeren Hernández	Hospital de Puquio	Ica
Manuel Salvatierra Alcántara	Hospital de Chincha	Ica

MEDICOS ADIESTRADOS EN PF CON CURSOS PRACTICOS

Nombre	Lugar de Trabajo	Dpto.
Víctor Carpo Florez	C. de S. Ingenio	Ica
Walter Ríos Arnao	C. de S. Palpa	Ica
César Zúñiga Fernández	Hospital Regional	Ica
Luis Atenorio Rejas	Hospital de Palpa	Ica
Aldo Torres Napo	H. Santa María del Socorro	Ica
Luciano Zelaya Tievero	Hospital Regional	Ica
Edmundo Rodríguez Trías	Hospital Regional	Piura
Augusto Paz Gamarra	Hospital General	Tarma
Javier Bravo Alva	C.de S. Bampamacea	Cajamarca
Luz Romero Palma	S. Social	Oroya
José Burgos Amaya	C. de S. La Unión	Piura
Néstor Guillén	Hospital Paita	Piura
Braulio Bellida	Hospital Paita	Piura
Carlos Trelles	C. de S. Chulucanas	Piura
Oriol Saavedra	C.de S. Santa Rosa	Piura
Jorge Vereau	U.F. Villarreal	Lima
Marcos Pesartes	U. de Trujillo	Trujillo
Horacio Chavez	U.Nacional de Cuzco	Cuzco
Carlos Vasquez	U.Mayor de San Marcos	Lima
José Solís	U.Cayetano Heredia	Lima

MEDICOS ADIESTRADOS EN PF CON CURSOS PRACTICOS

Nombre	Lugar de Trabajo	Dpto.
Carlos Román Ruiz	U.Nacional de Ica	Ica
Octavio Zavala Becerra	U. Nacional San Agustín	Arequipa
Benito Ruiz	U. Nacional	Trujillo
Marino León	Hospital Regional	Huancayo
	U. F. Villarreal	Lima
Estela Apac Robles	Hospital Regional	Huanuco
Fredy Luyo Vallejos	Universidad Valdivon	Huanuco
Antar Espinosa Feinard	Hospital Regional	Huanuco
Mariano Tamayo Calderón	Hospital Regional	Huanuco
José de la Torre Allar	Hospital Seguro Social	Huanuco
Enrique Perry L.	H. Regional T. María	Huanuco
José Rodríguez Villar	Maternidad de Lima	Lima
Carmen Maldonado	Impioni	Lima
René Cervantes	Impioni	Lima
Jorge Montoya	Impioni	Lima
Ricardo Ballena Quepuy	Dionisio Dertiano 1534	Lima
	Urbanización Los Cipreses	
Alejandro Boza	U.N. San Agustín	Arequipa
Julio Luis Fierro	Hospital Loaysa	Lima
Alfonso Aloli Figueroa	Girón Trujillo 474	Lima
	Rimac	
Segundo A. Suárez	Hospital Loaysa	Lima
Ricardo Subiria	H.A.Difan	Lima

MEDICOS ADIESTRADOS EN PF CON CURSOS PRACTICOS

<u>Nombre</u>	<u>Lugar de Trabajo</u>	<u>Dpto</u>
Alberto Paulet		Lima
Mauro Riva Gonzales		Lima
Gustavo e Guille	Cde S La Punta	Arequipa
Herminio Salazar	H. Camana	Arequipa
Alberto Salinas	H. Camana	Arequipa
Percy Coyla	P.S. Tocota	Arequipa
Jose Vilca	C de S Caraveli	Arequipa
Dora Portugal	C de S Caraveli	Arequipa
Justo E Taco	P.S. Chaparra	Arequipa
Benjamin Nuñez	H. Aplao	Arequipa
Edgardo Gutierrez	C de S Cabanoconde	Arequipa
Percy Perez	Cde S Chivay	Arequipa
Ernesto Malaga	C de S La joya	Arequipa
Eduardo Ortiz	C de S Yanahuara	Arequipa
Jorge Zegarra	H. Regional	Arequipa
Jesus Tejada	C de S Alto S Alegre	Arequipa
Percy Chavez	C de S Mariano Melgar	Arequipa
Oscar Nieto N		Arequipa
Zulma Manzanade		Arequipa
Dance Salazar	C de S Trobayo	Arequipa
Clarisa Ricci	Area Hospitalaria No 5	Lima
Juan Lama	H. General	Ayacucho
Eduardo Matta	C de S de Cangallo	Ayacucho
Tito Huaytallo	C de S San Francisco	Ayacucho

PERSONAL ADIESTRADO EN ESTERILIZACION (1)

Profesión	Nombre	Lugar de Trabajo	Dpt.
Doctor	Rafael Caparo	Hospital Base	Ica
Médico	Roberto Ponce T	Hospital Regional	Cuzco
Médico	Eduardo Valdivia Ponce	H. Central N° 1 S. Social	Lima
Médico	Luz Jefferson C.	H. Loaysa	Lima
Médico	Jorge Vereau	U. Fe. Villareal	Lima
Médico	Horacio Chávez	U. Nacional	Cuzco
Médico	Benito Ruiz	U. Nacional	Trujillo
Médico	Carlos Vásquez	U. San Marcos S. Social	Lima
Médico	Carlos Román Ruiz	U. Nacional	Ica
Médico	Octavio Zavala	U. Nacional San Agustín	Arequipa
Médico	Marino León	H. Regional	Huancayo
Médico	Isaac Crespo	U. Villarreal	Lima
Médico	Adolfo Salazar		Cuzco
Médico	Fernando León (2)		Lima
Médico	Guido Somome (2)		Lima

(1) No se incluyen los nombres de las personas adiestradas por D. Muñoz en los cursos nacionales.

(2) Vasectomía

VIAJES DE OBSERVACION DE PROGRAMAS
FUERA DEL PERU

Profesión	Nombres	Lugar de Trabajo	Ciudad
Médico	Carlos Muñoz	H. Loaysa	Lima
Médico	Alfredo Guzmán	Alafarpe	Lima
Médico	César Guzmán	Maternidad de Lima	Lima
Enfermera	Flora María Cerda	Alafarpe	Lima
Psicóloga	Carmen Derpich	Adifon	Lima
Psicóloga	Irma de Subiria	Adifon	Lima
Médico	Alfredo Guzmán	Sanidad Militar	Lima
	Luz Victoria Cock A		Lima
	Juan Denegui		Lima
	Víctor Díaz Durán		Lima
	Rosa Nelly Ezaguirre CH.		Lima
	Flor de María Hopking		Lima
	Mariana Rosario Vargas		Lima
	Manuel H. Tajachi		Lima

VIAJES DE OBSERVACION DE PROGRAMAS
FUERA DEL FERU

Profesión	Nombres	Lugar de Trabajo	Ciudad
Enfermera	Agustina Robles Z.	Area Hospital #3	Lima
Médico	Lucy Jefferson	H. Loaysa	Lima
Médico	Susanne Roedenbeck L.	U.Cayetano Heredia	Lima
Médico	Clarisa Ricci Yaviivela	Area Hospital #5	Lima
Estadístico	Alfonso Alva	Instituto Nacional de Estadística	Lima
Médico	Carmen Maldonado	Impromi	Lima
Médico	Américo Mendoza	Director Regional de Salud	Ica
Médico	Alfredo Guzmán Ch.	-Alafarpe	Lima
Médico	Aquiles Felipa Ramos	H. Chincha	Ica
Estadística	Maritza A. Silva Soto	Oficina Nacional Estadística	Lima
Estadística	Alicia Unger León	Proyecto ONE	Lima
Médico	Jenny Martínez Uribe	H.S.P.	Lima
Médico	Rafael Caparo H.	H. Regional	Ica
Médico	Loyola Jesús Romero	Región Salud	Ica
Médico	Andrés Mitmac	Región Salud	Ica
Médico	Constantino Trigoso	Región Salud	Ica
Médico	Lizandro Concha	Area Hospital de Chincha	Ica

PERSONAL ADIESTRADO EN Ie & C (1) Fuera del Perú

Profesión	Nombre	Lugar de Trabajo	Dpt.
Psicólogo	Rosa Bustamante	Impromi	Lima
Educador	Fermín Avila	M/S/P/	Lima
Desarrollo	Rosa de Barrenechea	M. Educación	Lima
Educador	Jesús Pilco	M. Educación	Lima
Médico	Guido Somome	H. Arzobispo	Lima
Profesor	Emilia de Sancho	Consejo Investigación	Lima
Educador	María Ulrica Miranda	Asociación de Trabajo Laico Familiar	Lima
T.Social	Nelly Terashima T.		Lima
T.Social	Vilma Castillo		
T.Social	Lily Jefferson	Loaysa	Lima
Estadístico	Gustavo Bastarrechea	Oficina Sectorial de Estadística	Lima
	Luciana de Fuchs	Comisión de Población Sector Salud	Lima
Relaciones Públicas	Berta Carmona	Impioni	Lima
	3 Participantes		Lima
Educador	Clio Dávila	Impioni	Lima

(1) No incluimos el personal adiestrado por la División MI del HSP

(3) Acep.

PERSONAL ADIESTRADO EN Ie & C

Profesión	Nombre	Lugar de Trabajo	Dpt.
Educador	Roly Pacheco Alarcón	Ministerio Educación	Lima
Médico	Carmen Delgado de la Cruz	Programa Medicina Hu mana U.San Marcos	Lima
Obstetricia	Feliza Hara	Impioni	Lima

PERSONAL ADIESTRADO EN ADMINISTRACION DE PROYECTOS
DE P.F. FUERA DEL PERU

Nombre	Lugar de Trabajo	Dpto.
Carlos M. Román D.	Impromi	Lima
Alejandro Barreda D.	H.S. Bartolomé	Lima
Víctor Díaz D.	H. Loaysa	Lima
José Exebio A.	H. Loaysa	Lima
Dr. Eduardo E. Maradieuque	H. Cayetano Heredia	Lima
Dr. John W. Nagahata	H. Daniel Carrión	Callao-Lin
Dr. Luis Enrique Tang	Maternidad de Lima	Lima
Dr. Víctor Hugo Pinto	H.B. Arequipa	Arequipa
Dr. Félix G. Araoz	H. B. Trujillo	Trujillo
Dr. Rafael H. Caparo	H.B. Ica	Ica
Dr. Mario Llonto	H.B. Trujillo	Trujillo
Dr. Félix A. Guillén	H.G. Centro de Salud	Trujillo
Dr. Benigno Lozada	H.B. Arequipa	Arequipa
Dr. Enrique Tello Urbida	Región Salud S. Medio	Ica
Dr. Alfredo Arce	H. Loaysa	Lima
Dr. Pompeyo del Hierro	Coordinador Salud y Población MSP	Lima
Dr. Carlos Muñoz	H. Loaysa	Lima
Dr. Jorge Estrella	Director Región de Salud	Lima
Méd. Ida Paz de Peralta	C. de S. Lima	Lima
Méd. Roberto Ponce	H. Regional	Cuzco
Méd. Eduardo Valdivia	H. Central # 1 S. Social	Lima
Méd. Luis Santamaría A.	Director Región de Salud	Cuzco
Méd. Manuel Campos Sánchez	Director Región de Salud	Piura

PERSONAL ADIESTRADO EN ADMINISTRACION DE PROYECTOS
DE P.F. FUERA DEL PERU

Nombre	Lugar de Trabajo	Dpto.
Méd. Luis Vizcarra D.	H. Regional	Cuzco
Méd. Edmundo Rodríguez	H. Regional	Piura
Méd. Fernando León	H. Regional	Piura
Méd. Lucy Jefferson	H. Loaysa	Lima
Méd. Carlos Guillermo González	H. Regional	Piura
Méd. Rubén Nue Sessarejo	Director Región Salud	Tacna
Méd. Roger Ravello	Director Región Salud	Arequipa
Méd. J. Enrique Sibina	Director Región Salud	Iquitos
Méd. Eduardo Maradieuque Méndez	H. Cayetano Heredia	Lima
Méd. Hernán Lozano Flores	Región de Salud	Lima
Méd. Rodolfo Rivoldi	Subdirector Supervisión	Lima
Méd. Carlos Zuzunaga	MSP	
Alberto Villacota	MSP	Lima
Teresa Richi	MSP	Lima
Alida Danayre	MSP	Lima
Guillermo Valverde	MSP	Lima
Denisse Portocarrero	Región de Salud	Arequipa
Alfonso Bayro		