

also, held earlier, and certainly to be held in the future as well, in the interests of the working people and their trade unions, are proof of the realistic possibilities of specific, down-to-earth co-operation between trade union organisations of various trends and of different international affiliation. There are more than enough subjects and tasks for such meetings and many of them can be solved also in the easiest possible way within the framework of the International Labour Organisation.

In conclusion, I should like to wish the 60th Session of the Conference much success and real results for the well-being of the working people all over the world who believe that this Organisation will set out even more emphatically and resolutely on the road to which it is destined by its most intrinsic mission—to strive every day in all its activity to improve the working and living conditions of the working people.

Mr. OCA (*Workers' delegate, Philippines*)—Mr. President, may I at the outset say that we Filipinos are very proud today. The Workers' members of our delegation are particularly elated at having been given the historic distinction of participating in the 60th Session of the International Labour Conference, which has honoured our country by electing our own Secretary of Labour, Blas F. Ople, as the first Filipino President of the Conference. I can assure you that the choice is well made, for Mr. Ople is a man of great wisdom and energy, a man of impeccable character and integrity and, above all, a man of the masses. In times such as this one we often find words inadequate to describe our feelings and there are times, indeed, when we would rather have such feelings remain in the deep recesses of our hearts. I am sure that, on this occasion, Mr. Ople knows the feeling that we in the Philippine delegation have for him. I would much prefer to take this opportunity to thank the delegates of the 60th Session of the Conference, particularly our Asian brothers, who have unanimously supported the candidacy of the Philippines. I assure you that we will not forget the fine gesture of confidence you have reposed in our Minister and in our country.

May I also congratulate the Director-General, Mr. Blanchard, for presenting to this session an excellent Report on a subject so vital to all the working peoples in the world. In this Report Mr. Blanchard has brought into focus the most immediate problems confronting governments, workers and employers, in a common desire to improve the working conditions of workers throughout the world. He has, at the same time, refreshed our minds on some of the possible approaches adopted by the ILO in attempting to solve the problems we all face. It is but proper that the utmost priority be given to the needs, the aspirations and the dignity of the worker. It is not enough that work be secured; the worker must not be degraded and oppressed.

A great poet and philosopher from the Middle East, Kahlil Gibran, said "Work is love made visible; to work with love is to weave the cloth with the threads drawn from your heart, as if your beloved were to wear that cloth".

In the Philippines today a great democratic revolution is taking place to institutionalise a new and just society and to discard forever the old and inept one that had for so long retarded our progress. The revolution is taking place not only in government but among the workers and even among the employers. The aim of this democratic revolution, instituted by

our beloved President Ferdinand E. Marcos, is to wipe out the spectre of want and degradation and bring social justice within the reach of every Filipino.

Never has the spirit of tripartism been so pronounced as it is today in our society. But one may ask: What does it accomplish for the worker, for the entire citizenry?

We have recently inaugurated a new and comprehensive Labour Code that has codified all our laws on labour relations, on employment and on labour standards.

In the tripartite process of codification, additional and urgently needed reforms were written into the Code to give more protection to the worker, in so far as his health and safety are concerned.

Our laws require employers to provide their workers in the factory with health and safety facilities such as: free emergency medical treatment and medicines; free dental services; and comprehensive health programmes for the benefit of employees.

In addition to this, the law provides for the mandatory enforcement of industrial safety and health standards in order to remove, or greatly reduce, occupational and health hazards in the workplaces.

Our Labour Code likewise calls for continuing studies and research in order to "develop innovative methods, techniques and approaches for dealing with occupational safety and health problems; to discover latent diseases by establishing causal connections between diseases and work in environmental conditions and to develop medical criteria which will assure in so far as practicable that no employee will suffer impairment or diminution in health, functional capacity, or life expectancy as a result of his work and working conditions".

We have also established under the new Code, a new and comprehensive Employees' Compensation Programme and a State Insurance Fund, that will ensure the immediate payment of compensation benefits for work-connected deaths and industrial injuries. The new scheme has done away with the tedious adversary system of adjudicating claims for workmen's compensation benefits. The new concept in our workmen's compensation scheme is best summed up in its declaration of policy, which I quote: "The State shall promote and develop a tax-exempt employees' compensation programme whereby employees and their dependants, in the event of work-connected disability or death, may promptly secure adequate income benefit, medical or related benefits."

The new Labour Code provides special treatment and protection to women workers. This includes special and separate facilities in the workplaces; and prohibition of work in the unholy hours of the night. The law also provides ample maternity benefits for women workers by granting them full pay during their periods of pregnancy and delivery. The law strongly protects women against any discrimination with respect to terms and conditions of work and pay.

What I have briefly enumerated are the statutory standards, which merely provide minimum benefits and protection to our workers. The new Labour Code has not, of course, deterred workers' organisations in our country from fighting for more and better benefits over and above what the laws provide.

In this connection, numerous extra benefits and better terms and conditions of work have become a practice in many establishments where collective bargaining agreements exist. A recent survey on the contents of collective bargaining agreements in the urban areas shows that a great number of benefits and

improved working conditions, not in the statutes, are given to workers in these establishments.

This only confirms and further strengthens our belief that there can be no substitute for the formation of free, democratic and responsible trade unions to improve the workers' welfare.

In response, therefore, to the Director-General's call for tripartite co-operation in creating better working conditions and environment for the workers, particularly workers in the Third World, it is necessary that we close ranks to eliminate the injustices still obtaining in many countries.

Already an old phenomenon unfolds before our eyes: while advanced technology bridges planets of the universe and makes them easier for us to reach, we also see the gap between the poor and the affluent grow wider, and while sophisticated machinery becomes more widespread and increases food production, we become mute witnesses to the countless people dying of malnutrition and starvation.

This has now become a challenge to a world preoccupied with the arms build-up that has brought about global inflation and recession in many parts. The numbers of unemployed persons have grown and working conditions have deteriorated. Giving jobs, it seems, has become a justification for the unscrupulous employer to deny the worker humane treatment and consideration.

It is therefore necessary that workers' organisations all over the world renew their militancy and faith in the workers' cause. However, we must see to it that we not only free our people from the clutches of poverty but also not allow the fight against poverty to be used by an employer as a convenient excuse to exploit his workers.

In many parts of the world, and even in some parts of my own country, there are those who persist in regarding human labour as a cheap commodity. To these inhuman employers, workers are mere tools of production, a means to achieve greater profits. Workers are made to suffer the worst of conditions in poorly ventilated factories and squalid surroundings.

Only the joint action of governments and workers' organisations, and responsible employers, can erase these obsolete and shameful practices from the face of the earth. It is not too late for us to correct the mistakes of societies that have been blinded by the mad rush to increase their GNPs and, in the process, have criminally relegated the basic needs and rights of the workers.

The winds of change have caught up with us and strongly indicate that we must not repeat history, that we must not revive the inhumanity of the old industrial revolution, where even children were exploited for the sake of productivity and progress.

Together, we can turn the tide of indifference and oppression. To those who practice tyranny in the factory, let them examine closely their conscience. Any man's shame is his fellow man's shame, for no man is above another.

And then, we must also bear in mind, for us especially who are Asians, that times are becoming perilous and are moving fast. The new developments now unfolding in South-East Asia after the fall of Indochina, require us all to reassess and reshape long-standing political and economic policies, and perhaps even practices, in order for us to secure our respective ways of life. The awesome shift of economic power resulting from the energy crisis has multiplied the problems of our day-to-day existence.

There will be more dramatic changes to come, changes that require sacrifice, as governments and nations in the Third World opt, more and more, for programmes of self-reliance.

This is the programme our Government is at present undertaking, and will pursue for many years to come. But in the face of such changes, let us not be diverted from the battle we have started to free our brothers in the factories and on the farms from indignities imposed upon them by their fellow men. Let us assure our peoples of better times ahead, for as a great American, the late Adlai Stevenson, once said: "Let's tell them the truth, that there are no gains without pains, that we are now on the eve of great decisions, not easy decisions, like resistance when you're attacked, but a long, patient, costly struggle which alone cause the triumph over the great enemies of man—war, poverty and tyranny and the assaults upon human dignity which are the most grievous consequences of each".

The hour of great decision has again come for us. In the true tripartite tradition of the ILO, I humbly appeal to you, to respond with swiftness and determination to this urgent call to restore to the working men all over the world, the dignity and respect they justly deserve.

Interpretation from Spanish: Mr. MERCADO (*Workers' delegate, Colombia*)—Mr. President, permit me first of all to congratulate you most warmly on your well-deserved election to the Chair.

The Director-General has given us this year a new kind of Report which, while briefly expressing his own ideas and beliefs, embodies a challenge and a commitment to a highly topical objective: to make work more human. In it he makes the following observations: "Labour is one of the major issues being questioned in this present age. Rapid technological advance has meant far-reaching change in the organisation and methods of work. Occupational structures and the requirements of the employment market are constantly changing. It is becoming ever more frequent for workers to be called upon to change their jobs and to adjust to new ones. Changing methods of production, industrial reorganisation and economic difficulties lead them to fear redundancy."

I would say that the great problems of the age are closely related to labour: the permanent threat of unemployment, galloping inflation, unjust distribution of income, lack of a solid and complete social security for the good of all on an equal footing, the intransigence of employers in some cases vis-à-vis trade union organisation, government repression in countries where there is no freedom, lack of incentives in means of production and lack of a prices and wages policy with clear objectives. All these are problems which are closely related to labour and require close attention because of the anxiety of the working class and, naturally, that of its trade union organisations, increases from day to day.

Now, what do we mean by more human work? We shall have more human work when man ceases to be the slave of the machine, when technology contributes to national material progress without making man the victim of unemployment and without bringing with it new forms and methods which cause discontent in some sectors of the working class, when trade union freedom is strengthened as a constitutional and real fact and workers are able to form their own organisations to defend themselves without interference of any kind, when workers' education is one of the main objectives of development programmes in each country, when

us to express our support for this candidature for the Presidency from a developing country to identify ourselves with the same ideals of international social justice, which are shared by all the countries of the Third World.

Interpretation from Arabic: Mr. SALAMA (*Government delegate, Egypt*) — It gives me great pleasure to second the nomination of the Secretary of Labour of the Philippines for the Presidency of the 60th Session of the Conference. I have already attended with him other sessions of the Conference as well as meetings of certain committees of the Conference, and I am convinced that his Presidency will enable the Conference to achieve constructive and highly positive results.

Interpretation from Arabic: Mr. KHATTABI (*Chairman of the Governing Body of the International Labour Office*) — We have now heard the delegates speaking in support of the candidacy of Mr. Ople, Secretary of Labour of the Philippines, for the Presidency of this Conference. This nomination has been duly seconded. If there are no other nominations, I have the honour to announce that Mr. Ople has been unanimously elected President of the 60th Session of the International Labour Conference, and I would request him to take the Chair.

(Mr. Ople, Secretary of Labour, Philippines, is elected President and takes the Chair.)

PRESIDENTIAL ADDRESS

The PRESIDENT—This is a task and a gift that I accept with the deepest humility and gratitude.

We are all aware that the 60th Session of the International Labour Conference, which has brought us together in Geneva from every part of the world, marks a period of reassessment of the character and goals of this great organisation. I cannot therefore be insensitive to the high honour of leading the Conference or to the awesome responsibility that it imposes.

On behalf of the Republic of the Philippines and its 42 million people, may I thank all the delegates of this Conference for their expression of confidence and trust. May I thank in particular those who so kindly and generously proposed and seconded my election: Dr. Cook of Australia, who proposed my election on behalf of our regional group, the Asian Governments; the Chairman of the Workers' group, Mr. Morris, and Mr. Sudono of Indonesia, who spoke on behalf of the Asian workers; the Chairman of the Employers' group, Mr. Bergenström, seconded by Mr. Bektı, who spoke on behalf of the employers of Asia; the Minister of Labour of Peru, Mr. Poggi Morán, who spoke for Latin America; Mr. Salama of Egypt, who spoke on behalf of the Arab countries; Mr. Okinda of Gabon, who spoke for Africa; Mr. Gorochkin of the USSR, who spoke for Eastern Europe; Mr. Mainwaring of Canada, who spoke for North America; and Mr. Morgan of the United Kingdom, who spoke for Western Europe.

This is an honour that will be especially valued in my country which at this time is undergoing a sweeping change and transformation. Under the leadership of President Ferdinand E. Marcos, the Filipino people have, for the past two-and-a-half years, been engaged in building a new social order, a new society. During

that period, the country's economic growth rate has broken all previous records, impelling observers to note the beginnings of a new economic miracle in the Philippines. But growth alone is not an infallible index of progress. The country has undertaken vast social reforms, including a radical agrarian reform programme, designed to eradicate centuries-old injustices. The whole society is being restructured to take power from the few and give it the many. The Government recently enacted a Labour Code which constitutes a charter of human rights for the Filipino workers, a Code that eliminates all forms of discrimination in employment. Internationally, the Philippines projects a fresh image of national self-reliance and friendship and co-operation with all nations regardless of differences in social and political systems.

Our experience convinces us that, in the face of forces rapidly homogenising the world, it is crucial for developing States to keep their power of innovation intact. We lose this power when we abdicate our initiative to others in the belief that our problems and their solutions have been thought out for us by superior minds in other times and places. We regain it when we decide to think for ourselves and assume full responsibility for our destinies. If even machines are now to be designed according to the principles of ergonomics to fit the needs of the human beings who work them, in a variety of national and cultural settings, what is more insolent than to hold that whole cultural and social systems developed in one country or one part of the world should with impunity be imposed on another?

We must of course commend and admire the developed countries for their zeal and earnestness in sharing their experience and expertise with the less developed nations. For a long time to come the developed countries will serve as the main sources of technology and expertise for the less developed parts of the world. But does the acceptance of, say, Western technology imply also the obligation to accept uncritically the political, social and cultural forms of the exporting societies? The experience of the post-war world seems to point to the drastic limitations of imported technology where the national will for innovation and growth has not been properly galvanised. Although Napoleon uttered the phrase to emphasise the limitations of technology in war, his observation that in war "the moral is to the physical as three is to one" may similarly apply to the struggle for development, which is a real war against mass poverty, ignorance and disease.

This observation may also apply specifically to the field of social policy. Foreign expertise is significant where it complements rather than supplants local or national initiative. Technology is beneficial and effective only where it responds to human command and is mastered by human purpose. No amount of technology can replace national initiative and innovation. The strength to win can derive only from self-reliance. This is true in war, and this must be true in peace.

I therefore think this occasion is as good as any to sound a warning against any international climate that deadens the will of developing countries to introduce solutions to their own problems. Most of the formulas and prescriptions for dealing with problems of developing countries still bear the imprint of ideas distilled from the experience of the developed world. We tend to draw on the same dogmas that nourished the age of imperialism and colonialism. And yet today we are still recovering from the initial shock of rediscovering

China and her profound social innovations carried out during a period of total isolation; we have barely tapped the sources of innovation in social policy that have been developed for example in Soviet society, again in comparative isolation; and the world remembers how Japan emerged from the isolation of the Tokugawa period to become a modern industrial power resting securely on an essentially unchanged, native cultural and social base.

This is not to advocate or justify a strategy of isolation. I think isolation is not necessary to develop and exercise the power of social innovation. The successful experiments in the Scandinavian countries in the reorganisation of work to overcome the mass dehumanisation of production demonstrate this; so do co-determination in the Federal Republic of Germany and lifetime employment in Japan; so does the perceptible shift to voluntary arbitration as a mode of settling labour disputes in the United States. All these represent successful social innovations rooted in indigenous soil. To the contrary, it is undeniable that excessive and habitual dependence on foreign prescriptions and borrowed institutions can dull and ultimately destroy the power of thought. The International Labour Conference, which is the source of international labour standards for both developed and developing countries, must recognise this danger. Where the participation and contribution of developing countries are secretly denigrated or disparaged because the tried and proven wisdom of the rich countries must always prevail on issues of social policy, the result is to perpetuate a tutelage relationship characterised by rote learning and its concomitant frustrations and resentments.

The developing countries can be expected very soon to bring to the field of international social policy the same innovative energy that has impelled them to seek a new international economic order. There should be a new candour and honesty which will compel us to examine issues of social policy not from the prism of the developed world alone but from the several prisms of world society reflecting the disparate stages of economic and social development. This obligation to take a wider rather than a monolithic view of human social affairs must be binding not only on governments but also on employers' and workers' organisations.

Having said this, as a possible contribution to the reassessment of the work of the ILO, may I compliment the Director-General on his Report which sets an extremely challenging tone for the 60th Session of the International Labour Conference.

With this Report he has brought the ILO to a neo-classical age characterised by a new emphasis on the protection and development of the worker as a human being. This is an invitation for the International Labour Conference to return to the first principles of its existence and reclaim the great common denominator on which the unity of the governments, workers and employers in the ILO rests. I think he has already succeeded in energising this session of the Conference by re-introducing this vital and central approach of the ILO to the humanisation of work. This is not intended to suggest that the World Employment Programme should have a lower priority among the concerns of the ILO. I should like to draw attention to the fact that President Ferdinand E. Marcos of the Philippines, in a May Day address to the workers in Manila, called unemployment "the greatest exploiter of labour". Huge surpluses of unskilled labour cannot but restrict the possibility of improving the real wages and working conditions of the vast majority of workers; nor can trade unionism and collective bargaining

truly prosper under conditions of severe mass unemployment which makes jobs precious and labour cheap. In this regard the Fourth Biennial Conference of Asian Labour Ministers meeting in Tokyo in October 1973 similarly recognised unemployment as the greatest exploiter of labour and demanded that national, regional and international action focus on solutions to this intractable problem.

At the same time it cannot be denied that, precisely because mass unemployment tends to leave the employer all-powerful and the worker defenceless, there must be stronger safeguards against the exploitation of labour. This is especially true in many developing countries where feudalism in both agriculture and industry continues to exert a dominant influence. In such countries the whole apparatus of power—economic, political, military and judicial—is geared to prevent the worker from aspiring to a standard of decency, security and dignity in his work. It is precisely during this stage of development, when the labour market itself penalises the worker, that governments are called upon to take strong measures to redress the social imbalance.

I am therefore glad to see that three especially vulnerable groups of workers—the rural workers who are often landless and under-employed, the migrant workers who are exposed to the alienation and stress of strange surroundings and often exposed to abuses as well, and the women workers who are still often grossly discriminated against in the world of work—constitute the related issues on which we are to focus our attention and concern during the 60th Session of the International Labour Conference. These technical agenda items give concrete support to the Director-General's advocacy in his Report of a general inquiry into human labour.

The Conference has the singular opportunity of making an important contribution to the dignity and well-being of vast masses of workers throughout the world by approving a Convention and Recommendation on rural workers, another Convention and Recommendation on migrant workers, and a resolution or statement of principles concerning women workers and their entitlement to full equality in employment.

We must at this point underline the unwavering commitment of the ILO to the cause of women's equality. In this regard I am sure I echo the sentiments of the Conference in saying how glad we are to see a considerable number of women delegates from governments and workers' and employers' organisations at this 60th Session. That this improves the entire scenery is a mere incident, although one not to be slighted. The Conference, I trust, with the help of the women themselves, will be able to formulate a position on women workers which will be a signal contribution to the current International Women's Year.

The Conference at this session can also stamp its collective wisdom on a plan of action to revitalise the tripartite machinery in every country for the enforcement of international labour standards.

It is my hope that the Conference will have the will and the energy to focus on these substantial contributions.

The Conference also will in due course give sufficient consideration to issues pertaining to the structure of the ILO and the inter-relationships of its various organs. The report of the Working Party suggests that the initially wide divergencies on these issues have significantly narrowed. Given good will on all sides, there will be time enough for acceptable solutions to emerge—leading to decisions that will enhance the democratic working of the Organisation.

The universality of the International Labour Conference has been reinforced by the admission of new Members, and in particular I want to greet the newest Member, Swaziland. However, this universality is impaired by the absence of several countries in Asia whose own contribution to the work of the Organisation can be extremely valuable.

We therefore express the hope that this Conference will soon have the honour of welcoming to our midst the People's Republic of China, Viet-Nam and Cambodia.

In conclusion, I feel that it shall be my task, as President, to use the powers you have given me to

expedite the constructive business of this Conference, focusing on substantial contributions. But it is a task in which every delegate is duty bound to co-operate. The responsibility of the President and the other Conference officers is to facilitate the process. I have no doubt that, with your full participation and support, this session of the Conference will make its mark in the annals of the Organisation through concrete achievements that advance the cause of peace based on social justice.

(The Conference adjourned at 11.30 a.m.)

Mr. DIAZ (*Government delegate, Philippines*)—
May I on behalf of the Philippine delegation and on my own behalf congratulate Mr. Ople and the Vice-Presidents on their election to their high offices. The Philippine Government appreciates the signal honour that the Conference has bestowed on its Secretary of Labour.

I should like also to congratulate and to thank the Director-General for putting this stimulating document in our hands. It is a thought-provoking Report that is both philosophical and practical. By underscoring one of the central problems of industrial society, its increasing dehumanisation, he obliges governments, workers and employers to confront an issue that for too long has been accorded only secondary importance. The Report of the Director-General appeals to the member States of ILO to restore man to his central position and to consider him in all his dimensions.

Although the principal problems in the Philippines are still unemployment, inadequate incomes and low rates of capital accumulation, we are aware of the systematic interrelationships and interdependencies of a social structure. Hence we are trying to formulate our policies in such a way that we do not achieve full employment at the cost of a spoliated environment, nor vocational efficiency at the cost of a sound general education, nor high incomes at the cost of a dehumanised society.

We have promulgated the legislation and devised the machinery to achieve this balance. The Philippine Government has set up a National Pollution Control Commission and a Commission for Human Settlements. The main tasks of the National Pollution Control Commission are to protect the environment and to synchronise government policies in so far as they affect the ecology. The Commission for Human Settlements is authorised to evolve a national framework plan and a comprehensive land-use policy and to implement this policy. It is an inter-agency commission in which government departments such as economic planning, labour, public works, agriculture, health, housing, community development, tourism, social welfare and the private sector are represented. The Labour Code of the Philippines embodies a set of laws and regulations on occupational health and safety. Lastly, the Philippine Government is seriously considering the use of social indicators for national planning. Work on this new planning system has reached an advanced state of development.

I mention all this to stress the fact that my Government considers the topic dealt with in the Report of the Director-General of primary importance. My Government is gratified that the Director-General considers this question capable of action within the framework of ILO. I should like to emphasise, however, that for governments to begin to tackle this complex problem a clear policy needs to be formulated. It is probably not too soon for us to consider an international instrument that might be the basis for national action.

Having said all this I do not want to suggest that the problems of employment and income distribution

should now be relegated to a secondary rank. I think that these issues should remain at the forefront of both international and national action and that concern about the working environment should, as much as possible, harmonise with employment and growth policies.

For developing countries like the Philippines there are sometimes painful choices to be made. The Report itself recognises that there are hazards that are implicit in certain technologies. Since technology transfer is a necessary condition for development are we to wait for safer processes, materials and equipment before we embark on crucial development projects? The burden lies, of course, with the countries exporting the technology and the ILO should use its considerable influence to attain international solidarity in this field. Nonetheless, the whole question of technology, and particularly hazardous technology, is still unclear. The ILO can assist developing countries to decide on possible technological choices by intensifying its research and analytical work in this area.

The development strategy that we have elected in the Philippines has two thrusts. The first is a shift from import substitution to export substitution based, as far as possible, on labour-intensive manufacturing and the second is the mobilisation of the rural sector through the stimulation of small- and medium-scale industries. Incidentally, this is the strategy, with some modification, that was recommended to the Philippine Government by the comprehensive employment strategy mission that the ILO organised for the Philippine Government. This employment-oriented strategy now informs almost every major policy of the Philippine Government and through it we hope within a decade to solve our unemployment problem.

The issues of hours of work and the organisation and the content of work are therefore critical, considering the scale of operation that this strategy implies. Here again the dynamics of the development process must be given due regard in order that these legitimate and humanistic concerns, which are not entirely costless, can be made congruent with employment and growth policies.

"Unemployment is the greatest exploiter of labor", President Ferdinand E. Marcos of the Philippines said. "So long as there is an abundance of unskilled surplus labour, so long will the conditions of labour remain depressed."

Employment is therefore at the top of our national agenda and is likely to remain there for some time. We will not postpone even for a moment the elimination of this problem. We think that the provision of productive employment and more equitable distribution of income are the first issues we must tackle before we advance to other fronts.

This is one of the guiding principles of our development plan and it is in this context that my Government views the Report of the Director-General. I trust that this point of view will be reflected if and when we formulate the instrument or instruments on making work more human.

Mr. PERIQUET (*Employers' delegate, Philippines*)
 —I should like to associate myself with the sentiments expressed by the previous speakers, particularly the distinguished Workers' delegate from the Philippines, in complimenting Mr. Ople on his election to the Presidency of the 60th Session of the International Labour Conference—an achievement which he very richly deserves and which gives our country and people inestimable honour and distinction. We are confident that with his known competence and statesmanship he will continue to steer the deliberations of this Conference to very fruitful and pleasant results.

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At the same time, as the Employers' delegate from the Philippines, I wish to commend the Director-General for selecting an excellent theme—making work more human—for his Report to this year's Conference. This valuable document points out to the people of developing countries that their advancement is attainable in many purposive and practical ways.

In placing renewed emphasis on working conditions and environment, the Director-General has succeeded in drawing the attention of member States to the original and basic concern of the ILO—that is the protection and development of the worker as a human being.

The Director-General has correctly summed up the objectives that the ILO should aim at in improving the working environment, as follows: that work should respect the worker's life and health, leave him free time for rest and leisure, and enable him to serve society and achieve self-fulfilment by developing his personal capacities.

As long ago as 1966 the United Nations adopted the International Covenant on Economic, Social and Cultural Rights which embraced, among others, the entire spectrum of labour welfare and provided the answers to the question: What must be done for the worker? This Covenant declared that the State should "recognise the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts" and "recognise the right of everyone to the enjoyment of just and favourable conditions of work which ensure in particular fair wages and equal remuneration for work of equal value without distinction; a decent living for themselves and their families; safe and healthy working conditions; leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays".

It was evidently the intention of the Director-General to call the attention of member States to this Covenant and intensify the long-term ILO campaign to help all member States to take urgent measures to improve working conditions and environment.

It is our view that governmental programmes for economic development will remain hollow and meaningless unless they are related to and directed towards the promotion of the welfare, dignity and security of all the people. The new Constitution of the Republic of the Philippines had these basic objectives when it provided under its Declaration of Principles and States Policies that "The State shall afford protection to labour, promote full employment and equality in employment, ensure work opportunities regardless of sex, race or creed, regulate the relations between workers and employers and assure the rights of workers to self-organisation, collective bargaining, security of tenure and just and humane conditions."

And it is a tribute to the genius, perspicacity and dynamism of our Secretary of Labor, Blas F. Ople, who happily and quite coincidentally presides over this Conference, that the Labour Code of the Philippines has been promulgated into law, giving flesh and blood and breathing life into this constitutional mandate on workers' welfare.

For the Labour Code of the Philippines—which President Ferdinand Marcos has so aptly described as a "charter of human rights as well as a bill of obligations of every working man"—spells out in unmistakable terms what the workers' rights are in order to secure for him and his family a happy and more satisfying life.

And it is with a sense of pride that I inform the delegates to this Conference that when the final

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draft of this Code was submitted to the 1973 National Tripartite Congress for scrutiny and consultation, the various employers' organisations therein represented were unanimous in endorsing its immediate promulgation into law. For we have always believed in the principle, and actual experience has vindicated its validity, that a happy and contented worker will always be a more efficient and productive worker.

We cannot associate ourselves with the medieval thinking of the negligible segment within the ranks of our employers that labour is a mere commodity, a tool and a cost of production. On the contrary, we regard labour as an indispensable partner in the production of wealth, goods and services. We cannot accept what we read in some archaic texts that productivity should be the paramount and over-riding goal in production and employment and should be achieved to its fullest extent, even at the cost of human suffering and under slave-like working conditions and environment. We feel that productivity and work humanisation are not irreconcilable. We know that they complement each other and that providing adequate labour standards is an effective vehicle for maximising productivity.

The Director-General's Report also stresses the necessity for associating workers' and employers' organisations in the quest for solutions likely to improve conditions of work. At this juncture it is perhaps relevant to mention two significant developments that have recently taken place in Manila. The first was the organisation of the Philippine Labor Co-ordinating Center, headed by Mr. Roberto S. Oca, and comprised of almost all of the major trade union federations in the country; this was indeed a big step towards the ultimate objective of labour unification. The other was the emergence of the Employers' Confederation of the Philippines, headed by Mr. Fred Elizalde, with its Articles of Confederation adopted on 29 April 1975 by the eight major employer groups, namely the Chamber of Commerce of the Philippines, the Philippine Chamber of Industries, the Philippine Council of Management, the Personnel Management Association of the Philippines, the Philippine Contractors' Association, the Chamber of Agriculture and Natural Resources, the Bankers' Association of the Philippines and the the Federation of Filipino Chinese Chambers of Commerce.

The Employers' Confederation of the Philippines came into being in answer to the call of President Marcos for wider participation by the private sector in the formulation of labour and social policies and in their effective implementation as well. This brings us to an important item on the agenda of this Conference, that is, the establishment of national tripartite machinery to improve the implementation of ILO standards.

In the Philippines, with the advent of a new society under the inspired and inspiring leadership of President Marcos, tripartism has become enshrined as an approach to the formulation and implementation of national policy. Workers' and employers' representatives serve on high cabinet-level bodies such as the Board of Investments and the Advisory Council to the National Economic and Development Authority.

Under article 265 of the newly promulgated Labour Code "the Minister of Labor may call from time to time a national tripartite congress for the consideration and adoption of voluntary codes of principles designed to promote industrial peace based on social justice and to align labour-management relations with established priorities in economic and social

development". The Minister of Labor may also call from time to time tripartite conferences in any industry or region for the same purpose.

Before its promulgation the Labour Code itself was the subject of consultations among the three sectors formally convened as the 1973 National Tripartite Congress. And, again this year, another national tripartite congress was convened by the Minister of Labor to bring about an effective implementation of the Labour Code. Let me state here that this historic document embodies many of the international labour standards adopted by the ILO and ratified by our Government.

In view of the institutionalisation in our country of national tripartite machinery which serves as a forum for consultations in the formulation of national economic and social policy and the creation of national tripartite agencies which are actually involved in the implementation and enforcement of labour standards, the Employers' group in the Philippine delegation to this Conference supports the adoption of an instrument on this subject, either as a Convention or a Recommendation, or a Convention together with a Recommendation.

There are tripartite bodies established under our Labour Code which are actually involved in the formulation of plans and programmes and rules and regulations to implement existing labour standards. These bodies are the Social Security Commission which is the policy body involved in the administration and enforcement of the Social Security Act; the Employees' Compensation Commission which was established to initiate, rationalise and co-ordinate policies of the Employees' Compensation Programme and administer the State Insurance Fund to compensate workers and their dependants for work-connected deaths and disabilities; the National Labor Relations Commission, a quasi-judicial body which has exclusive appellate jurisdiction over all cases involving both agricultural and non-agricultural workers; the Wage Commission which recommends to the Secretary of Labor the issuance of a wage order establishing minimum wages to be paid by employers in a given industry if it ascertains that a substantial number of employees in such industry are receiving wages which, although complying with the national statutory minimum, are less than sufficient to maintain them in health; and finally the National Manpower and Youth Council, which was established to carry out the national objective to develop human resources, establish training institutions and formulate such plans and programmes as will ensure the efficient allocation, development and utilisation of the nation's manpower and thereby promote employment and accelerate economic and social growth.

It should be noted that workers' and employers' organisations are represented in such bodies on an equal footing, with the senior government representatives as the chairmen.

I am sure this Conference will in due time give serious consideration to the adoption of the necessary instrument or instruments on the establishment of national tripartite machinery to improve the implementation of international labour standards. I also express the hope that the ILO will respond to the proposals made by the Director-General relating to the humanisation of work, either through the adoption of the necessary international standards, expanded technical co-operation among member States, intensified research and analysis and international discussions to enable the decision-makers in the various countries to

determine the most appropriate solutions to the problems of improving working conditions and environment.

On behalf of Philippine employers, we assure you of our continuing commitment to the principles and precepts of this great international Organisation. And we will, here and now, as in the past, always view the worker in the plurality of his existence as producer, as a member of society deserving the respect of his fellow men.

Atty. Akmad Salsam
International
Affairs Service

Atty. Inakaraya -

Tel. no. 47-13-18
47-57-71

PAL-131

Feb. 20 (Fri) - 6:20 a.m.

Schedule of Visits to Plants or Factories for Prof. A. Wisner:

- 1) Tuesday, 17 Feb. (between 1:00 to 3:20 p.m.) - to the Atlantic Gulf Wood Preserving Plant, Port Area, Manila.
- 2) Thursday, 19 Feb. (from 9:00 to 5:00 p.m.) - to different plants and factories which are usually outside of Manila.

Mr. Pedro Sison of PMAP (Personnel Management Association of the Philippines) graciously offered to accompany Prof. Wisner to all these visits - in his own car.

He will pick up Prof. Wisner tomorrow at 1:00 p.m. at his hotel.

On Thursday, he will fetch Prof. Wisner at the ILO Area Office since he will be at the vicinity of Makati by then, and they will proceed to the plant areas.

People he had to contact in Bacolod, as suggested by Deán ^{Jeromias} ~~Jesus~~ Montemayor, President of the Federation of Free Farmers:

- 1) Mr. Laurentino Bascug - President of the FFF, Western Visayan Region, Victorias, Negros Occidental. |
- 2) Mr. Romulo Lopez - same address |

Mr. Granger recommended highly Mr. Zoilo de la Cruz, President of the National Confederation of Unions in the Sugar Industry of the Philippines (NACUSIP) - 7th Street, Capitol Subdivision, Bacolod City.

MANILLE

5

~~Ditas~~

PHILIPPINE,



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

Adresse postale CH-1211 GENÈVE 22
Télégrammes INTERLAB GENÈVE
Télex 22.271
Téléphone 98 52 11

Réf. BIT/ILO n° PIACT 2-84

Votre réf. n°

Professeur A. Wisner,
Conservatoire national des Arts
et Métiers,
Département des Sciences de
l'Homme au Travail,
41 rue Gay-Lussac,
75005 PARIS. (France)

18 JAN 1977

Cher Monsieur,

—
—
Veuillez trouver ci-joint comme promis le contrat de collaboration extérieure concernant votre mission aux Philippines, ainsi qu'une note décrivant l'organisation de cette mission. Veuillez signer les deux copies ainsi que l'original et les remettre à notre Bureau de Paris (205, Boulevard Saint Germain), qui a reçu les instructions nécessaires pour vous payer l'avance prévue dans le contrat.

Ainsi que je vous l'ai dit au téléphone, nous espérons que cette deuxième visite aux Philippines vous permettra de mettre sur pied des projets spécifiques d'action, sans oublier pour autant la possibilité de l'envoi ultérieur d'une mission multidisciplinaire du BIT pour aider le gouvernement et les autres institutions et organisations intéressées dans la mise en oeuvre d'un programme national d'amélioration des conditions de travail. Cette deuxième possibilité devrait, bien entendu, être discutée personnellement avec M. Ople.

Comme promis, je vous téléphonerai dès que j'aurai la confirmation de notre Bureau à Manille.

En vous souhaitant un bon voyage et une bonne mission et dans l'attente de vous revoir à Genève après votre retour des Philippines je vous prie de croire, cher Monsieur, à l'expression de mes sentiments cordiaux.

G. Spyropoulos,
Chef du
Service des conditions de travail
et de vie,
Département des conditions et
du milieu de travail.



*Copie
à conserver*

CONTRAT DE COLLABORATION EXTERIEURE

Le Bureau international du Travail (appelé ci-après le BIT) et

Nom et prénoms: Professeur A. Wisner,

Adresse: Conservatoire national des Arts et Métiers,
Département des Sciences de l'Homme au Travail,
41 rue Gay-Lussac,
75005 PARIS (France)

(appelé ci-après le contractant)

conviennent de ce qui suit:

CLAUSES GENERALES

1. Le contractant fournira au BIT les services décrits au paragraphe 14 du présent contrat, conformément aux spécifications et dans les limites de temps fixées par le paragraphe 13.
2. Lors de l'achèvement des services tels que prévus ci-dessus, à la satisfaction du Directeur général, le BIT paiera au contractant des honoraires s'élevant à:

dollars des Etats Unis 4,250.-, comportant les honoraires, et per diem payables pour les voyages aux Philippines et à Genève en février et mars/avril respectivement.

En outre le BIT mettra à disposition un billet avion classe économique Paris-Bangkok-Manila-Paris et un billet avion classe économique Paris-Genève-Paris.

Le contractant ne sera pas en droit, en quelque circonstance que ce soit, de réclamer d'autres paiements que ceux qui sont expressément prévus ci-dessus. Ces honoraires couvriront tous les frais divers tels que frais de voyage, de dactylographie, etc.

3. Ce paiement s'effectuera selon les modalités suivantes:

A la signature du contrat le BIT versera une avance sur les honoraires et les per diems de \$2,000. Le solde sera versé à Genève lors du debriefing mars/avril.



**INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO**

CONTRAT DE COLLABORATION EXTERIEURE

Le Bureau international du Travail (appelé ci-après le BIT) et

Nom et prénoms: **Professeur A. Wisner,**

Adresse: **Conservatoire national des Arts et Métiers,
Département des Sciences de l'Homme au Travail,
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En outre le BIT mettra à disposition un billet avion classe économique Paris-Bangkok-Manila-Paris et un billet avion classe économique Paris-Genève-Paris.

8. Si le contractant désire incorporer à son travail tout écrit antérieur, publié ou non publié, il devra obtenir des personnes qui pourraient bénéficier des droits d'auteur l'autorisation de le publier, de l'utiliser et de l'adapter, et prouver au BIT que cette autorisation lui a dûment été accordée.
9. Le contractant certifie qu'il a le droit d'accorder le droit d'auteur et tout autre droit dont il est question dans le présent contrat et s'engage à indemniser le BIT pour tout dommage (y compris tous frais ou autres dépenses de justice fondés) subi par celui-ci du fait qu'un tiers ferait valoir avec succès son droit d'auteur ou l'un des autres droits cités dans le présent contrat.
10. Le contractant ne sera pas en droit, en quelque circonstance que ce soit, de réclamer d'autres paiements que ceux qui sont expressément prévus ci-dessus. Ces honoraires couvriront tous les frais divers tels que frais de voyage, de dactylographie, etc.
11. En aucun cas le contractant pourra être tenu de verser au BIT des honoraires ou d'autres paiements.
12. **A la signature du contrat le BIT versera une avance sur les honoraires et les per diems de \$2,000. Le solde sera versé à Genève lors du briefing mars/avril.**



4. Dans le cas où le travail prévu par le présent contrat ne serait pas satisfaisant ou conforme aux conditions formulées ci-dessus, le BIT se réserve le droit suivant le cas: de l'interrompre, d'en demander la correction et/ou la modification, ou de le refuser. Dans ces cas le paiement pourra être effectué au prorata du service rendu à la satisfaction du Directeur général.

5. La politique suivie par le BIT en matière de publications vise essentiellement à faciliter l'étude et l'analyse objectives des grands problèmes et des principales orientations socio-économiques des différents pays du monde, à les faire mieux connaître et à en susciter l'examen, de façon à promouvoir une action concrète de caractère national et international qui concoure à la réalisation des objectifs de l'Organisation.

En raison même de leur caractère international, les publications du BIT puisent dans l'expérience d'une diversité de pays aussi large que possible et reflètent inévitablement des conceptions et des pratiques qui relèvent de systèmes politiques, sociaux et économiques différents. Tout est mis en oeuvre pour assurer une représentation équilibrée entre pays qui ont atteint des stades de développement différents et qui présentent des caractéristiques institutionnelles et autres très divergentes.

Dans le choix, pour la publication, de manuscrits conformes à ces principes, les grands critères à observer sont l'exactitude des faits, une représentation équitable des différentes opinions et les possibilités d'utilisation pratique de l'information et de l'analyse qu'ils apportent.

Cette politique n'interdit pas l'expression de vues ou d'opinions sur des questions controversées, mais, pour que leurs textes soient publiés par le BIT, les auteurs doivent se conformer aux normes et critères ci-dessus; ils doivent respecter le caractère international des publications du BIT, où ni l'éloge ni la critique d'idéologies ou de systèmes politiques particuliers ne sont admis.

Les articles, études et autres textes signés n'engagent que leurs auteurs et leur publication ne signifie pas que le BIT souscrit aux opinions qui y sont exprimées.

Il ne peut être publié aucun texte ni écrit qui irait à l'encontre des buts et des objectifs de l'Organisation.

6. Le BIT se réserve le droit de proposer des modifications aux manuscrits établis par les contractants afin d'assurer le respect des principes exposés ci-dessus, ainsi que le droit de refuser ces manuscrits sans autre obligation, dans le cas où un accord ne pourrait se faire sur les modifications proposées.
7. Le droit d'auteur sur le travail fourni en exécution du présent contrat appartiendra au BIT, qui aura seul le droit de le publier en tout ou en partie ainsi que de l'adapter et de l'utiliser comme bon lui semble. Si le travail est publié, mention de l'auteur pourra être faite sous une forme appropriée.
8. Si le contractant désire incorporer à son travail tout écrit antérieur, publié ou non publié, il devra obtenir des personnes qui pourraient détenir les droits d'auteur l'autorisation de le publier, de l'utiliser et de l'adapter, et prouver au BIT que ladite autorisation lui a dûment été accordée.
9. Le contractant certifie qu'il a le droit d'accorder le droit d'auteur et tout autre droit dont il est question dans le présent contrat et s'engage à indemniser le BIT pour tout dommage (y compris tous frais ou autres dépenses de justice fondés) subi par celui-ci du fait qu'un tiers ferait valoir avec succès son droit d'auteur ou l'un des autres droits cités dans le présent contrat.
10. Le contractant demeurera seul responsable du paiement de l'impôt national pouvant découler des ressources tirées du présent contrat.
11. En aucun cas le contractant pourra être couvert par les assurances du BIT et il lui appartient de contracter à sa charge, toute police d'assurance personnelle qu'il estimerait nécessaire, y compris celle concernant la responsabilité civile.
12. Il est entendu que, en vertu de ce contrat de collaboration extérieure, le contractant travaille d'une manière indépendante et n'est de ce fait ni un fonctionnaire ni un employé du BIT; le Statut du personnel du BIT ne lui est pas applicable. Tout différent résultant de l'application ou de l'interprétation de ce contrat sera soumis au Tribunal administratif du BIT conformément aux dispositions du paragraphe 4 de l'article II du Statut du Tribunal.

CLAUSES PARTICULIERES

13. Limite de temps

Les services décrits ci-dessous devront être complétés au plus tard le **Voir dessous**
date à laquelle expirera le présent contrat.

14. Nature des services **Le Professeur Wisner** entreprendra au Philippines du 1 au 28 février une mission d'études orientée vers l'action, dans le cadre du PIAGT (voir ci-joint description détaillée de l'objet et du programme de cette mission). Le Professeur Wisner rendra compte de sa mission au Département des Conditions et Milieu du Travail lors de la session de debriefing de deux jours qui aura lieu dans la deuxième quinzaine de mars ou tout au début du mois d'avril. En outre le Professeur Wisner aura à préparer un rapport écrit sur sa mission et à le soumettre au BIT avant la fin du mois d'avril.

Lieu et date Paris, le 20 Janvier 1977



A. Wisner

Le Contractant

Lieu et date Genève, le 29 décembre 1976



J. de Givry

Pour le Directeur général

PROJET DE MISSION DE A. WISNER^(X) AUX PHILIPPINES

(1 - 28 Février 1977)

Ce projet fait suite à la mission accomplie par A. WISNER en Inde et en Asie du Sud-Est (3 Février - 1er Mars 1976), mission suivie de trois documents :

A - Rappel de l'emploi du temps et des personnes rencontrées.

B - L'amélioration des conditions de travail dans les pays en développement économique.

C - Suggestions pour des actions dans le domaine des conditions de travail aux Philippines et en Indonésie.

Le principe de cette nouvelle mission a été retenu à la suite de la visite au B.I.T., faite par A. WISNER, les 23 et 24 Novembre 1976

1.0 CHOIX DES PHILIPPINES

Plusieurs raisons militent en faveur du choix des Philippines, comme pays pouvant développer une action coordonnée dans le domaine des conditions de travail.

1.1 Volonté du Directeur Général d'entreprendre une action organisée dans le domaine des conditions de travail en Asie du Sud-Est, du fait de la dynamique de la situation socio-économique dans cette partie du monde, et volonté de répondre plus particulièrement au soutien déterminé accordé au P.I.A.C.T. par le gouvernement philippin par la voix du Ministre du Travail, Mr OPLE.

1.2 Caractéristiques propres des Philippines, qui tout en étant très représentatives des pays tropicaux en développement économique présentent plusieurs aspects très favorables.

(X) Professeur de Physiologie du Travail et Ergonomie du Conservatoire National des Arts et Métiers - 41 rue Gay-Lussac - 75005 PARIS (France)

1.2.1 revenu moyen élevé pour la région (350 dollars par an en 1972) avec un taux de croissance élevé également (4 - 6 % par an);

1.2.2 croissance démographique rapide (3,5 % par an) combattue par une activité importante de planning familial (1200 centres en 1972);

1.2.3 état sanitaire assez satisfaisant lié à un taux élevé de médicalisation (1 médecin pour 1400 habitants en 1972);

1.2.4 état nutritionnel amélioré en particulier par l'accroissement considérable de la production de riz qui permet maintenant de couvrir les besoins nationaux;

1.2.5 niveau d'instruction élevé (90 % des enfants sont scolarisés, 75 % sont alphabétisés), présence de grandes universités de niveau international et de beaucoup de jeunes gens diplômés, disponibles à une orientation vers les problèmes du travail;

1.2.6 existence d'activités économiques les plus diverses couvrant les différentes catégories du document B (voir plus haut);

1.2.7 intérêt exprimé par divers milieux influents pour le développement d'une action dans le domaine des conditions de travail (document C)

L'énumération des facteurs favorables ne doit naturellement pas masquer les difficultés très réelles qui seront rencontrées dans une telle action. Ces difficultés se trouvent partout quand on mène une action qui entre dans la compétence du B.I.T. et plus particulièrement du P.I.A.C.T.. Elles sont plus grandes encore dans le cas des pays en développement économique. Les Philippines font partie des pays où ces difficultés ne sont peut-être pas rédhibitoires.

2.0 DOMAINES D'ACTION

On peut reprendre ici la classification du document B

2.1 Entreprises multinationales à fort investissement

Les entreprises de ce type sont nombreuses du fait des

relations privilégiées des Philippines avec les U.S.A.. Des travaux d'amélioration des conditions de travail peuvent être entrepris dans ce domaine, en relation avec les services spécialisés des sièges centraux, en particulier aux U.S.A..

2.2 Entreprises nationales à fort investissement

On trouve également beaucoup d'entreprises de ce genre aux Philippines. Elles pourraient être un lieu de recherches sur les aspects relatifs aux conditions de travail dans le transfert de technologie, après accord éventuel des entreprises nationales et des firmes fournissant des usines plus ou moins complètes.

2.3 Entreprises nationales à fort emploi de main-d'oeuvre

Ces entreprises sont les plus nombreuses, étant donné le coût relativement faible et la bonne qualité de la main-d'oeuvre aux Philippines. Ce domaine pourrait être étudié dans la perspective de la protection des travailleurs tout en tenant le plus grand compte du maintien de la productivité. L'excellente formation de l'encadrement de certaines entreprises permettrait de réaliser des études exemplaires. Dans ce cadre, pourrait se situer l'étude de l'usine tropicale sans climatisation.

2.4 Petites et moyennes entreprises

Dans le cadre de l'action du B.I.T. sur les petites et moyennes entreprises on pourrait étudier aux Philippines, d'une part certaines activités urbaines dans la région de Manille (3 000 000 habitants) ou dans des agglomérations moins importantes (Cebu 350 000 habitants, Davao 300 000 habitants) et d'autre part certaines activités artisanales complémentaires aux activités agricoles dans les régions rurales, soit que ces activités persistent (Luçon), soit qu'elles tendent à réapparaître dans les régions de monoculture (Nègros). Une réflexion sur les technologies appropriées à l'Homme pourrait prendre place ici et conduire à créer aux Philippines même les entreprises fabriquant les éléments de cette technologie.

2.5 Plantations et exploitations forestières à fort investissement

Les Philippines sont parmi les pays dont la forêt est exploitée par les moyens techniques les plus puissants (Nord de Luçon). Il serait intéressant de mieux connaître l'efficacité et le coût humain de ce mode d'exploitation en pays tropical.

L'introduction de machines à couper la canne à sucre pourrait également faire l'objet d'études relatives aux conditions de travail.

2.6 Plantations et exploitations forestières à fort emploi de main-d'oeuvre

Ce secteur de l'activité économique est capital pour l'exportation : coprah (1/3), sucre (1/4), abaca ou chanvre de Manille (1/10), tabac. Il emploie une main-d'oeuvre considérable qui vit souvent dans des conditions difficiles quoique la situation sociale tende vers une amélioration relative (travailleurs du sucre au Negros Occidental). Des monographies pourraient être réalisées dans différents secteurs et dans divers domaines des conditions de travail (outils et méthodes de travail, durée du travail et repos, transports, etc...).

1.2.8 Entreprises agricoles vivrières collectives

Il serait intéressant de connaître les régions organisées de façon collective où des actions coordonnées pourraient être réalisées dans des secteurs ruraux du type de celles réalisées à Bali par le Pr MANUABA.

1.2.9 et 1.2.10 Les entreprises agricoles isolées à exploitation traditionnelle et les paysans sans terre constituant un domaine social d'une extrême gravité aux Philippines comme ailleurs. On peut espérer que la mission permettra de préconiser des solutions ou au moins des voies d'approche dans le domaine des conditions de travail.

3.0 MODES D'ACTION

Aux Philippines, comme ailleurs, on peut agir par l'intermédiaires des dirigeants de l'économie ou par celui des dirigeants politiques (Ministère du Travail), mais la conception

des actions et leur exécution dépendent des cadres, des formateurs, des fonctionnaires, des médecins appartenant principalement à la communauté nationale. Les organisations de travailleurs pourraient également apporter leur contribution.

Au cours d'une mission précédente plusieurs modalités d'action avaient été envisagées :

- Action dans l'industrie sucrière de Negros Occidental, en collaboration avec la fédération des planteurs, le congrès national des syndicats de l'industrie sucrière et l'Université de Bacalod.

- Formation de spécialistes philippins, ou mieux, pour tous les pays du pacte asien (Indonésie, Malaisie, Philippines, Singapour, Thaïlande) au sein de l'Institut Asien d'Administration ou de l'Université des Philippines, avec le soutien actif de la Chambre de Commerce des Philippines.

- Etude et amélioration des conditions de travail dans certaines entreprises particulières de la région de Manille.

Il convient maintenant, dans une deuxième mission, de procéder à une exploration plus systématique afin de définir des projets que le B.I.T. puisse développer ou soutenir.

4.0 PROPOSITIONS D'ACTIVITES POUR LA MISSION

4.1 Compléter les visites d'entreprises ou d'exploitations en particulier dans les domaines suivants :

- Rizières de grandes dimensions
- Collectivités rurales de petites exploitations où prédomine la riziculture
- Exploitations forestières à fort investissement
- Exploitations forestières de type traditionnel
- Entreprises industrielles de dimensions moyennes (hotellerie, transports, maintenance, etc...)
- Groupes de petites entreprises dans la région de Manille et dans une zone moins peuplée (Davao ?)

4.2 Connaître l'action du B.I.T. aux Philippines et celle des autres agences des Nations Unies (P.N.U.D., (M. MELFORD),

Banque Mondiale, O.M.S. (Dr DY), F.A.O., U.N.E.S.C.O., etc...)

4.3 Connaître la politique et l'action du Gouvernement des Philippines dans le domaine du Travail, en ayant des contacts non seulement avec le Ministère du Travail mais celui du Plan, de l'Industrie et de la Santé.

4.4 Explorer les possibilités d'action en collaboration avec la Chambre de Commerce des Philippines (Mr PERIQUET), les autres organisations patronales et certains industriels particulièrement préapés à s'intéresser à ces questions (M. BORBON).

4.5 Mieux apprécier les orientations et les possibilités des syndicats philippins (en particulier dans le domaine des grandes entreprises agricoles).

4.6 Consacrer une partie importante du temps à connaître les recherches et les actions des institutions d'enseignement et de recherches philippins et en particulier :

- L'Université des Philippines

- Ecole d'Ingénieurs
- Ecole d'Agriculture
- Faculté d'Ethnologie
- Faculté de Sociologie et en particulier du Département de Sociologie du Travail (conseil de recherches sociales)
- Département de Psychologie du Travail
- Faculté de Médecine et en particulier Départements d'Hygiène, de Physiologie et de Médecine du Travail.

- Institut Asien d'Administration. Explore en particulier les possibilités de collaboration au programme d'action du B.I.T. (Prs LAZARO et TAN).

- Institut de Culture Philippine (ATENEO de l'Université de Manille).

- Institut du Riz.

5.0 REMARQUES

Il est bien évident que le champ défini dans cette note est tout à fait excessif pour un séjour de 25 jours et qu'il convient plutôt à une étude de plusieurs années. Toutefois, sans surcharger l'emploi du temps, il est peut-être possible de tenir compte de certaines suggestions de contacts, en particulier dans le domaine de la connaissance des actions des agences de l'O.N.U. aux Philippines, dans celui de l'orientation du gouvernement et du patronat et dans celui - tout à fait capital - de la prise de contact avec les enseignants, les chercheurs, les cadres philippins qui auront à réaliser les actions eux-mêmes.

On peut penser que certaines réunions pourraient être organisées à l'occasion de la visite de A. WISNER; en particulier, des exposés suivis de discussions pourraient être donnés dans les milieux décisifs pour l'action (Universités, Ecole d'Agriculture, Patronat).

PARIS, le 26 Novembre 1976



BUREAU INTERNATIONAL DU TRAVAIL
GENÈVE

LE DIRECTEUR GENERAL

13 JUL 1977

Cher Monsieur,

Merci de m'avoir écrit, le 13 juin, pour m'envoyer le rapport que vous avez rédigé sur votre mission aux Philippines ainsi que ses annexes.

J'avais été très intéressé par le compte rendu verbal que vous m'aviez fait de votre mission lors de notre rencontre à Genève fin mars. C'est donc avec le plus grand plaisir que je prendrai connaissance de ce rapport.

Je vous prie de croire, cher Monsieur, à l'assurance de mes sentiments distingués. *etc le plus cordiaux*


Francis Blanchard,
Directeur général.

Monsieur A. Wisner,
Professeur de Physiologie
du Travail et d'Ergonomie,
Conservatoire national
des Arts et Métiers,
Département des Sciences de
l'Homme au Travail,
41, rue Gay-Lussac,
75005 PARIS

RAPRUPTS

PHIL

ANGLAR

MINUTE SHEET

GS/kac

Mr. de Givry

cc: Mr. Jain
CABINET
SEC HYG (paras. 4-7, 11f, 13)
F/MAN (para. 11b)
LEG/REL (para. 11g)
CO/ASIE
Professor Wisner ✓
Manila Office

Action-oriented Study Mission to the Philippines
February 1977
Miss Dy's Mission Report

1. Please find attached Miss Dy's informative and interesting mission report.
2. As some of Miss Dy's findings are of interest to other units, copies of this report are being sent to them with an indication of the paragraphs dealing with matters within their competence.
3. We have only one copy of the attachments. I therefore suggest that the units concerned could consult them in CONDI/T.
4. Paragraphs 21 and 22 of Miss Dy's mission report contain a number of suggestions concerning possible follow-up activities in the Philippines. These suggestions are interesting, but I would prefer to wait until we receive Professor Wisner's final mission report, which should reach us within a few days.

20.4.1977

G. Spyropoulos
CONDI/T

MISSION REPORT

Philippines, February, 1977

1. A copy of detailed itinerary for the above-mentioned mission is attached. Since some of the topics have already been covered during the debriefing of Professor Wisner (see attached minute on the debriefing, dated 4.4.77 on PIACT 2-84) this mission report is merely a supplement. If necessary, additional comments will be made upon receipt of Prof. Wisner's final report.

2. This report will follow the format of the "Action-oriented Study Mission to the Philippines" (February, 1977). Accordingly, it will discuss the various approaches of the government, employers' and workers' organisations toward working conditions; the relevant work and research projects of universities and other UN agencies; and arrangements for the case study on choice of technology and working conditions. It will also briefly describe the working conditions observed in the various enterprises visited. Finally, this report will make additional comments and suggest follow-up activities corollary to those discussed in the debriefing.

Government activities

3. The national importance of the Department of Labour makes Secretary Ople's recognition of the importance of working conditions and the ILO's concern for their improvement - "working conditions have always been at the heart of ILO's mandate" - particularly significant. Highlighting the relationship between productivity and working conditions, Secretary Ople gave the example that in a Japanese textile mill, a female worker can operate 15 to 20 spindles as against Filipino female workers who can only operate 5 to 10 spindles. What lies behind the difference in productivity? According to him, the main difference is the working environment. In Japan, the typical textile mill is air-conditioned, there is no congestion, they pipe in music to the workers, etc. Whereas, in one of the Philippine factories it was crowded and the temperature would rise to 93°. However, although the connection between working conditions and productivity is accepted, it is also apparent that there is a cost and competitive factor which management must take seriously. If a manager decides to air-condition his factory and improve working conditions, he may soon close down while his competitors "prosper out of exploitative conditions". Thus as a step towards eliminating this factor, there is currently stress on finalising the draft of "more realistic" and enforceable occupational health and safety standards and on strengthening the enforcement arm of the Bureau of Labour Standards.

4. In connection with the naming of 1977 as Occupational Health and Safety Year in the Department of Labour, there are two activities worth noting: the development of an Occupational Health and Safety Standards for the Philippines and the eventual establishment of an Occupational Health and Safety Institute.

(a) Occupational Health and Safety Standards

The new Occupational Health and Safety Standards were drafted by the Bureau of Labour Standards. They were examined and discussed during a recent tripartite seminar-workshop at the Development Academy of the Philippines (Proceedings of this workshop is attached). This proposed code aims to be more realistic for a developing country like the Philippines (the former safety and health regulations were based on US Safety and Health Regulations.) After the agreed changes have been made, this Occupational Health and Safety Standards will become a law.

(b) Occupational Health and Safety Institute

The Department of Labour has proposed the establishment of this institute "to expand the industrial safety and health programme". Among other things, it would serve as a "disease intelligence machinery" to strengthen the government's capability to diagnose work-connected diseases. It would be partially financed by the Employees Compensation Commission of the Department of Labour. Although this proposed institute is listed as one of the Department of Labour's projects for 1977, it is still very much in the developmental stage. None the less, the TUCP and the ECOP (Employers Confederation of the Philippines) have endorsed the idea (see attached clipping). The World Health Organization has also offered support for such an institute, which it considers as a possible training centre for safety and health for the region.

5. For the ILO, and specifically SEC HYG, it is perhaps worthwhile to follow developments in these two current activities of the Department of Labour. The proposed Occupational Health and Safety Standards can provide some guidelines on safety and health regulations more adapted to developing countries while the proposed Institute of Occupational Safety and Health can provide means of collaboration in data gathering research activities, etc., including the "hazard alert" system.

6. The workshop with safety practitioners organised by the Bureau of Labour Standards (copy of list of participants attached) showed both the strong interest in the working environment by the participants and the lack of co-ordination of their activities. Most of the participants were not aware that some

of their colleagues have encountered similar problems or that some are doing research on the specific areas they are interested in. The workshop provided a lively forum for exchanging experiences and getting the participants to know each other. Director Nuesa noted that it was the first time the BLS had gathered such a number of safety practitioners. He was very agreeable to our suggestion that these practitioners should organise themselves and have more regular meetings. They plan to decide whether these meetings will be more problem-oriented (heat, noise, dust, etc.) or mixed.

7. Concerning ILO action, the following suggestions were given:

- statistics on occupational health and safety and other ILO information on safety and health, working conditions, occupational hazards and compensation, etc. (Mr. Unni Nayar sent some follow-up materials - see attached letter);
- training in specific areas of working conditions and environment; and
- funding for research activities. (In this connection, we suggested that they also encourage management to invest in their research activities to insure greater co-operation in the implementation of their findings.)

Trade union action

8. The meeting with trade union leaders has already been noted in the debriefing note.

Management activities

9. Since the Employers' Confederation of the Philippines has only recently been formed, it is premature to evaluate their activities toward improving working conditions. However, their intention to formulate concrete long-range plans (including maintaining facilities for research) and to avoid existing only on paper ("become alive only as national issues arise") are steps in the right direction. Perhaps the sudden proliferation of Human Resource Development Departments and vice-presidents of Personnel or Staff Development in executive branches of most companies is indicative of management's increased concern for their employees.

10. During our workshop with ECOP directorate (especially Mr. A. Periquet), it was apparent that once PIACT action in the Philippines is more fully developed, their co-operation can be expected. The participants expressed interest in ergonomics, socio-technical systems (our project on choice of technology) and ILO action in specific industries and for special categories of workers (e.g. sailors, migrant workers, plantation workers, etc.).

Universities and Research Centres

11. University of the Philippines. The departments within the university undertaking PIACT-relevant activities are:

- (a) The Department of Industrial Engineering. There is increasing concern for working conditions factors such as heat, ventilation, noise, etc., in teaching facilities planning and a conscious effort to use a socio-technical approach in methods engineering and system design. However, although the importance of the worker in engineering design is widely recognised, there are difficulties in application due to the lack of standards and lack of equipment. In order to develop better standards, a study based on anthropometric measurements has been carried out.
- (b) The Institute of Small-Scale Industries. A description of UP-ISSI is in the attached brochure. Their more interesting activities are the Low-Cost Automation Programme and feasibility studies concerning the regional dispersion of industries. The Low-Cost Automation Programme is designed to show how and where low-cost factory automation can help upgrade production techniques. The interesting aspect of this programme is that the participants are taught how to incorporate ergonomic principles in the design of equipment. Their Low-Cost Automation Training Laboratory is well-equipped and allows the participants to simulate their solutions to various factory situation problems (see attached Automation in Developing Industry). This training and demonstration laboratory is also used in advisory and development work for individual plants and branches of industry. The UP-ISSI have helped establish similar LCA training programmes and laboratories in Hong-Kong, Indonesia and Japan (through the Asian Productivity Organisation). Since small-scale industries can be widely dispersed easily, the UP-ISSI is also conducting regional profiles to investigate the potential and means for decentralisation of industries (a list of factors to be considered in these profiles is in the internal file UP-ISSI). Their regional programme on Entrepreneurial Development and Expansion with Increased Job Opportunities also includes a Work Organisation Course in India (April-May 1977) and a Multi-Country Workshop on Technology and Work Organisation in December-January 1977-78. (A summary description of this programme is in the internal file.)

At our seminar (continuation of PIACT Workshop with U.P.) we also discussed the attached first draft of two research proposals they intend to develop more fully and submit to us (or other sources of funds) for consideration. Some of the areas they plan to study are of great interest to us. They promised to send us copies of the proposals by the end of April, 1977.

While at UP-ISSI, I met Mr. Richard Morse, Research Associate at the East-West Technology and Development Institute, Honolulu, Hawaii. He informed me that the TDI (Technology Development Institute) is starting its Technology Assessment Project under Prof. Bruce Koppel. As can be noted in the attached pamphlet InfoTech (pp. 2 and 16) their programme on technology assessment should be followed up.

Since we were not able to visit the Regional Adaptive Technology Centre (RATC) in Mindanao (Philippines), I inquired about it from the UP-ISSI. The RATC projects currently focus on developing native materials (soil and cement technology) for low-cost housing and on the socio-psychological implications of technological change in brassware industry for Tugaya tribes in Mindanao. The research team presently includes two sociologists, three economists, four engineers, and one psychologist. The RATC is financed by the East-West Technology Development Institute in Hawaii.

I was very impressed with the activities and the staff of the UP-ISSI. I was particularly impressed with Mr. Ed Canela who heads the Low-Cost Automation Programme of UP-ISSI and who is also a research associate of the East-West Technology and Development Institute and the Chairman of the Industrial Extension Forum. (The Industrial Extension Forum is an organisation composed of 11 South East Asian countries and serves as consultant for small-scale industries.)

In view of the many interesting activities of the UP-ISSI and its link to such organisations as Technonet Asia (Technology Transfer Network for Asia), the International Development Research Centre of Canada (IDRC), East-West Technology and Development Institute (TDI), the Georgia Institute of Technology, the Research Institute for Management Science (RUB-Netherlands), etc., it is important that we maintain close contact with them.

- (c) The Sociology Department. The interesting studies undertaken are those dealing with the adjustment of Filipino contract workers in Papua New Guinea; the study on the working and living conditions of jeepney drivers; and the participant-observer investigations done by Prof. R. David in certain industries (Prof. A. Wisner promised to send us a copy of Prof. David's papers.)
- (d) The Anthropology Department. This department did a series of studies on the meaning of work to various sectors of the community. The studies resulted in a book entitled Work, 4 community studies, by L. Jocano, et.al.

- (e) The Institute of Public Health. According to the new Labour Code, physicians, nurses and dentists should have training in occupational health prior to employment in industry. The designated training institution is the U.P. Institute of Public Health. As can be noted in the attached curriculum some of the subjects taught are of interest to us. Since this institute is also one of the regional centres of the South East Asian Ministers of Education Organisation (SEAMEO - Cambodia, Indonesia, Malaysia, Philippines, Singapore, Thailand, Viet-nam with Australia, France and New Zealand as associate members) students from the region also attend the courses.
- (f) The Science Education Centre (College of Education). The Science Education Centre develops the science curriculum for high schools throughout the country. They expressed interest in including basic information about working conditions and safety and health in science curricula if the ILO can provide some guidelines. I promised to send them a copy of our manual when it is printed. Moreover, according to Mr. Hellen, SEC HYG has some guidelines for teaching safety and health in vocational schools. Perhaps, with some modifications these can be adapted to high school science curricula.
- (g) The Asian Labour Education Centre. The main research being undertaken by the ALEC research centre focuses on "Training Needs in Trade Union Research". From Mr. Manuel Dia (Dean, ALEC), we learned that certain companies have tried to increase worker participation through Works Councils, but failed because they used them as a substitute for collective bargaining to discourage union formation. None the less, ALEC is looking into the case of United Laboratories (UNILAB). UNILAB is the biggest pharmaceutical company in the Philippines, where the employees receive very good salaries and fringe benefits, and where the "bayanihan" system ("working together" - similar to Works Councils) is practised. However, in spite of all these conditions, the turnover is over 30 per cent.

United Nations agencies

12. Centre for Research and Communication (CRC). CRC's current research projects focus on rural electrification (MERALCO - Manila Electric Company) and diversification plans for Victorias Mill Inc. (sugar). In reply to our letter regarding the choice of technology case study, CRC gave me the attached survey of similar research being done in the Philippines.

13. World Health Organization. The WHO suggested some institutions that may be of interest to us. They were the World Health Foundation (member of the World Health Federation

based in Geneva), the Rural Reconstruction Movement which organises co-operatives in rural areas, and the Nutrition Centre. They suggested that perhaps the ILO and WHO can co-operate in improving the working and health conditions in small industries (under 50 workers). They also expressed their interest in the Department of Labour's proposed Institute of Occupational Health and Safety.

Arrangements for the Case Study on
Choice of Technology and Working
Conditions

14. As noted in our memo of 26.3.77 to Mr. Unni Nayar, execution of the project has been given to ALBC.

Working conditions in the
enterprises visited

15. San Miguel Corporation (SMC). This group of companies is one of the biggest and richest conglomerates in the Philippines. We visited the glass plant (550 workers), the brewery (820 workers) and the metal capping plant (150 workers). Due to its size and its subsidiaries all over the world, SMC is more of a multinational company (according to Prof. Wisner's taxonomy). Accordingly, the working conditions are generally good. The plants are very well maintained; there is a safety engineer, and the workers are provided with uniforms and safety equipment. There is also a medical centre open 24 hours and a staff of doctors and nurses to take care of the workers' needs and give free consultations to their families. However, as dictated by the technology used, there are many repetitive operations and inspection tasks which are boring and tiring.

16. Atlas Consolidated Mining and Development Corporation (ACMDC). Atlas is one of the largest copper mines in the world. It produces 600,000 pounds of copper daily from two concentrators (a third one to be opened soon) and employs 15,000 workers. In general, the working and living conditions are good. Transportation (company buses) and housing are provided by the company. However, the president of their trade union said that they are having problems making the workers wear safety equipment and that they often have to resort to fining them for nonconformity to the regulation.

17. National Steel Corporation. The NSC is a government-owned steel mill which produces flat products (hot or cold-rolled) from imported steel stake. It employs 1,500 workers in three shifts. The plant was poorly maintained - scraps of metal, boards, etc. were lying around and the floor was very greasy. Most of the workers were not wearing any protective equipment (working with acetylene torches and no goggles; working at blast furnace in shorts! etc.). There was also a high degree of machine underutilisation.

18. Mindanao Portland Cement Company. The MPCC is the oldest and the smallest of the three cement factories in the region (Illigan). The amount of dust in the air was very evident and obviously connected to the high level of respiratory diseases in the area. The plant was highly mechanised and employed 200 workers in three shifts.

19. Philippine Sinter Corporation. This iron-ore sintering plant is wholly-owned by the Kawasaki Steel Corporation of Japan. Most of the top management were Japanese. Although the plant was not yet in full operation, it was readily apparent that its facilities were excellent. The rooms were air-conditioned and the cafeterias, locker rooms and housing for the employees were well-planned. Expensive anti-pollution equipment were also installed. The Filipino and the Japanese workers were making trial runs for training purposes.

20. Philippine Packing Corporation (Del Monte). We were only able to visit the cannery and the pineapple section of the huge complex. At the pineapple section, there were 620 girls in white uniforms inspecting the pineapple chumps (to remove the "eyes") with a supervisor behind each line. The girls stood for 8 hours since the machinery was made for Americans who are taller. The noise from the canning section was too loud to enable the girls to talk with each other. At the canning factory, the noise level was also high and the workers had very routine tasks.

Suggestions and possible follow-up activities

21. The idea of a feasibility mission is a good idea. However, it is impossible to conduct adequate feasibility studies in 2 to 3 weeks, particularly if the team also plans to conduct a tripartite seminar. Realistically speaking, what the team will accomplish is just another diagnosis. Consequently, perhaps, it is preferable to initiate feasibility studies as soon as possible based on Prof. Wisner's report. This should be done through various Filipino experts and institutions. The leaders of each institution would constitute a team who can meet regularly to discuss their respective studies. Perhaps, an ILO official or expert could go to the Philippines to co-ordinate the setting-up of the feasibility studies. After the feasibility studies have been done, a synthetic report based on the practical possibilities for action which emerge from the feasibility studies can be written and circulated.

22. I realise that this suggestion deviates from Prof. Wisner's proposal and our usual mode of operation, but it is proposed in view of the following: (a) the proposed external team could only accomplish a diagnosis in a 2 to 3 week period; (b) the recognised technical expertise in the Philippines should be utilised; and (c) genuine feasibility studies demand more extensive fieldwork and a different action-oriented strategy. Moreover, this approach would tap the resources of the research institutions and provide them with a focus for collaborating among themselves and with the government.

Conditions of Work and Life Branch
Working Conditions and Environment Department
International Labour Office

ACTION-ORIENTED STUDY MISSION TO THE PHILIPPINES
(February 1977)

As part of the ILO International Programme for the Improvement of Working Conditions and Environment (PIACT), a mission to the Philippines by Professor A. Wisner accompanied by Miss F.J. Dy is planned. (Mr. Wisner's mission is 1-28 February and Miss Dy's is 1-10 February 1977.)

Professor Wisner is an ILO consultant from the Work Physiology and Ergonomy Laboratory, French National Conservatory. He was in the Philippines (16-21 February 1976) during consultations concerning the launching of PIACT. Miss Dy is from the Conditions of Work and Life Branch, ILO Headquarters.

I. OBJECTIVES OF THE MISSION

The objectives of the mission are -

1. To study the various approaches of the Government, employers and workers toward the improvement of working conditions and to increase awareness of problems of working conditions. Specifically, this includes -
 - (a) policies and activities of Government Departments and agencies (such as the Department of Labour, the Department of Health, the National Economic and Development Authority) and employers' and workers' organisations, etc.;
 - (b) conditions of work in various enterprises (e.g. agriculture, forestry, small-scale industries, etc.);
 - (c) work of universities and research centres related to working conditions; and
 - (d) relevant projects and programmes of other UN agencies and the World Bank.
2. To initiate and to develop institutional arrangements for training specialists in working conditions, especially within the ASEAN countries.

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 - (c) work of universities and research centres related to working conditions; and
 - (d) relevant projects and programmes of other UN agencies and the World Bank.
2. To initiate and to develop institutional arrangements for training specialists in working conditions, especially within the ASEAN countries.

3. To make concrete arrangements for the execution of an ILO case study on "Working Conditions and the Choice of Technology" in the Philippines.

II. CHOICE OF THE PHILIPPINES

There are several reasons that favour the Philippines as a country capable of launching a co-ordinated programme of action in the field of working conditions.

1. The strong support given to PIACT by the Government of the Philippines.
2. The Philippines is a representative of a typical tropical developing country. Moreover, there are certain favourable conditions in the Philippines which warrant its choice -
 - (a) relatively high average income for the region (\$350 per annum in 1972), with a similarly high rate of growth (4-6 per cent per annum);
 - (b) a major family-planning programme (1,200 centres in 1972) to combat rapid population growth (3.5 per cent per annum);
 - (c) fairly satisfactory health situation combined with a high ratio of doctors to population (1 doctor to 1,400 inhabitants in 1972);
 - (d) improved nutritional situation due, in particular, to the considerable increase in the production of rice which now enables the Philippines to meet its national requirements;
 - (e) high educational level (90 per cent of children attend school, 75 per cent literacy), existence of large universities of international standard and many young graduates available for work dealing with labour problems; and
 - (f) existence of extremely varied economic activities (see below under "Spheres of Action").
3. The interest expressed by various influential circles (employers' organisations, trade unions, research and training institutions) in the development of a programme of action in the field of working conditions.

III. SPHERES OF ACTION

Due account will be taken of the wide variety of economic activities in the country. The following classification will be used as a guideline for the discussions.

1. Capital-intensive multi-national undertakings

There are many undertakings of this type in the country. The mission might discuss measures to improve working conditions taken by the management of these undertakings.

2. Capital-intensive national undertakings

There are also many undertakings of this type in the Philippines. These might be good places to study the effect of technology transfers on working conditions after obtaining the agreement of the national undertakings and the firms supplying more or less complete factories.

3. Labour-intensive national undertakings

These undertakings are more numerous given the relatively low cost and high quality of manpower in the Philippines. This field could be studied from the standpoint of workers' protection while at the same time bearing fully in mind the need to keep up the level of productivity. The excellent training received by the supervisory staff in some undertakings would enable model studies to be carried out. This would be a good framework for studying the tropical factory without air-conditioning.

4. Small and medium-scale undertakings

Studies could be carried out in certain industries in the Manila area (population: 3 million) or in the less densely populated provinces such as Cebu (350,000) or Davao (300,000). Another study could be carried out in the handicraft industry which is common in rural agricultural areas and which is starting to reappear in many traditionally one-main industry provinces (Negros). Certain appropriate technologies might be developed and can lead to the establishment in the Philippines of undertakings which manufacture its components.

5. Capital-intensive plantations and lumbering undertakings

The Philippines is one of the countries where forests are exploited by the most modern equipment (North Luzon). It would

be interesting to learn more about the effectiveness and human cost of this type of exploitation in a tropical country. The introduction of mechanical cane cutters on sugar-cane plantations could also be studied from the stand-point of working conditions.

6. Labour-intensive plantations and lumbering undertakings

This sector of economic activity is of capital importance for the export trade: copra (one-third), sugar (one-fourth), Manila hemp (one-tenth), tobacco. It employs a considerable number of workers who usually live in difficult conditions, although the social situation is tending to improve somewhat (sugar workers in West Negros). Notes could be taken on different sectors and various aspects of working conditions (tools and working methods, hours of work and rest periods, transport, etc.).

7. Collective food-crop undertakings

It would be interesting to learn about the regions organised as collectives, where co-ordinated action could be carried out in the rural sectors similar to that undertaken in Bali by Professor Manuaba.

8. Isolated agricultural undertakings and landless peasants

Isolated agricultural undertakings using traditional farming methods and landless peasants constitute an urgent problem in the Philippines as elsewhere. It is hoped that the mission would be in a position to discuss with the responsible authorities some solutions or suggested approaches to ameliorate the problems related to working conditions.

IV. SUGGESTED ACTIVITIES FOR THE MISSION

To accomplish the objectives of the mission, the following activities are suggested.¹

A. Meetings and discussions with various agencies and institutions

To obtain a general assessment of their reactions and programmes regarding working conditions, to explore the

¹ See Appendix for list of contacts.

feasibility of training specialists in working conditions, to make concrete arrangements for the execution of a case study on choice of technology and working conditions and to determine other ILO projects within the framework of the International Programme for the Improvement of Working Conditions and Environment (PIACT).

1. Government

Department of Labour. To study the approach of the Department of Labour toward the improvement of working conditions. For example, what are the frequent working conditions problems encountered in the different industries and sectors? Are there any difficulties in implementing the new Labour Code particularly the articles on working conditions (Book III, Titles I and III) and safety and health (Book IV)? Aside from the traditional aspects of conditions of work (hours of work, holidays, rest periods, etc.), is there any emphasis or active concern on job content, work organisation and ergonomics? If so, what are the programmes and labour policies to stimulate interest in these areas?

Department of Health. To see what activities of the Department of Health relate to working conditions, specifically to safety, the physical working environment, ergonomics, occupational stress, etc.? Have certain diseases or incidences of ill-health been found to be associated with particular conditions of work? Are there any occupational health problems currently of particular urgency in the Philippines? What are the mechanisms of co-operation between the Department of Health and the Department of Labour?

National Economic and Development Authority (NEDA). Since NEDA is the main government agency responsible for development planning, it is important to know if working conditions are considered in formulating and implementing various development strategies. (Of particular interest is the awareness of the short- and long-term implications of the choice of technology on working conditions in industrialisation strategies.)

2. Employers

To study the policies of the Philippine Chamber of Commerce with respect to working conditions and environment. For example, in encouraging business investments in the Philippines, are there any stipulations ensuring decent working conditions and adequate worker protection (industrialisation clauses)? Are there means whereby the Chamber of Commerce can require or encourage its members to consider the problems associated with working conditions?

3. Trade unions

Gain a better understanding of the aims of trade unions particularly related to working conditions and environment and

possibilities for increased workers' participation in ameliorating working conditions problems.

4. Universities and research centres

Are there any studies related to working conditions? Is there any possibility of including working conditions in curricula, especially in engineering? Are there any comments regarding the proposed ILO case study on the choice of technology and working conditions? Recommendation as to who can do the study.

5. UN agencies (UNDP, UNESCO, FAO, WHO) and World Bank

Are there any projects related to working conditions and environment? Are they aware of any working conditions problems as a result of executing their various programmes? Is there any possibility for joint action in this area?

B. Lecture, seminar or symposium

Professor Wisner can give a lecture on working conditions and/or hold a seminar involving professionals from various disciplines (engineering, psychology, anthropology, medicine, etc.) and including, perhaps, representatives from government, management, trade unions and various sectors (agriculture, handicrafts, manufacturing, etc.).

C. Visits

Aside from visiting government agencies, employers' and trade union organisations and universities and research centres, visits to various enterprises and undertakings such as -

- large rice plantations
- rural collectives consisting of small farms (usually rice farms)
- capital-intensive lumbering operations
- traditional lumbering operations
- medium-scale industrial enterprises (hotels, transport, maintenance, etc.)
- small-scale industries located in Manila in a less populated area (Davao?)
- large-scale manufacturing enterprises (car assembly, textile, steel mills, etc.)

Appendix

Tentative List of Contacts

I. Government

1. Department of Labour (Mr. Ople)
2. Department of Health
3. National Economic and Development Authority
(Mr. Manuel Alba)

II. Employers

Chamber of Commerce (Mr. Periquet and Mr. Borbon)

III. Trade Unions

1. Philippine Federation of Free Farmers
(Mr. Jeremas Montemayor)
2. Representatives of various other unions

IV. Universities

1. The University of the Philippines
 - College of Engineering (including the Industrial Research Centre)
 - School of Economics and the College of Business Administration (Professors R. Bautista, J. Encarnacion and M. Mangahas have been contacted)
 - Institute of Small-Scale Industries
 - School of Agriculture
 - Department of Psychology and Sociology
 - College of Medicine (Department of Hygiene and Physiology)
2. Mindanao State University (Branch of the University of the Philippines)
 - Centre for Appropriate Technology

3. Ateneo de Manila University

- Institute of Philippine Culture

4. Asian Institute of Management (Professors Lazaro and Tan)

V. Research Centres

1. International Rice Research Institute

2. Centre for Research and Communication
(1607 Gorga Bocabo Street, Malate, Manila).
Mr. Bernardo Villegas has been contacted

3. Regional Centre for Adaptive Technology
(if already in operation)

4. International Centre for Rural Reconstruction
(Cavite province)

5. There is also a centre which is a joint project of the Departments of Labour and Health and the University of the Philippines in Taft Avenue (possibly within the College of Medicine compound) to train factory inspectors

VI. International Organisations

1. WHO, UNDP (Mr. Melford), FAO, UNESCO, etc.

2. World Bank

MINUTE SHEET

GS/kac


Mr. de Givry
Mr. Hellen
CO/ASIE
INF/SOC

cc: CABINET (Mr. Fortin)
Mr. Breton
Mr. Dumont
Miss Dy
Miss Maure Martini
Mr. Thurman
Mr. Voronov ✓

Professor Wisner's and Miss Dy's Mission to the Philippines
Debriefing Session
Tuesday 29 and Wednesday 30 March 1977

1. The debriefing session on Professor Wisner's and Miss Dy's recent Action-Oriented Study Mission to the Philippines last February will take place in room 4-148 and will start on Tuesday, 29 March at 10 a.m. and at 3 p.m. Wednesday's programme will be decided later.
2. You are cordially invited to attend.

28.3.1977


G. Spyropoulos
CONDI/T



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Réf. BIT/ILO n° PIACT 2-84

Votre réf. n°

Professeur Alain Wisner,
Conservatoire national
des Arts et Métiers,
Département des Sciences
de l'Homme au Travail,
41, rue Gay-Lussac,
75005 PARIS
(France)

1 JUL 1977

Cher Monsieur,

Monsieur Jain m'a dit que vous aviez eu l'aimable attention de lui adresser personnellement une copie du rapport que vous avez rédigé sur votre mission aux Philippines ainsi que de ses annexes.

Il souhaitait vous en remercier et vous assurer qu'il en prendrait connaissance avec le plus grand intérêt, mais il n'en a pas eu le temps avant son départ. C'est donc à moi que revient l'agréable tâche de le faire pour lui.

Veillez croire, cher Monsieur, à l'expression de mes sentiments cordiaux.

G. Spyropoulos,
Chef du
Service des conditions de travail
et de vie,
Département des conditions et
du milieu de travail.

MALAISIE

PRAGUE MADRID LA HAV
 1420
 J21
 Culasa Aucion

PARIS MADRID LA HAV
 2 24 10 → 5450 JH
 154 10 → 19¹³70 CC

ROME
SN.

J 21.7
P

9^H30 - 10^H15
C B
15^H05 - 9^H45

250.38.40

Meradi 20 juillet 21^H40 ROME

~~Meradi 20 juillet Jundi~~

261.5.309

~~Kawajut 17^H55
19^H30~~

J. 217

Jusq au 9 juillet

P.G. BK

AFUT 190

325 BT us
161 80FF

13^H → 8^H55
aneth

TEHERAN
DUMBAU

GENERATOR.

V 22 single
S 23
D 24
L

LAROUSSE
suppl

population urbaine 15%

KUALA - LUMPUR	> 500.000
GEORGETOWN	> 300.000
IPIL	200.000

- MALAIS 51%
- CHINOIS 35%
- INDIENS 10%
- AUTRES 4%

Revenu moyen	391 US \$	1955 FF
(après Japon	{ PHILIPPINES 342	
	HONG-KONG	SINGAPORE

part m. de l'agriculture dans le revenu
 1950 38%
 1971 31% du revenu

caractéristiques des ressources.

- agriculture 1 grand cult. vivier Riz 1,2 MT en 1970
- Caoutchouc (Fij, a des des m. d'ad.) 1,5 MT en 1970
- Céréales p. a. 1 MT q

agriculture moderne grand de savoir étrangers
 réseau d'écoulement de substances et microfendia
 am. lentement valeur moderne.

Malaysia animale (BORNEO) bois de forêt
 agriculture sur brûlis.

ETAIR 72.000 1973 d'un p' m. de l'...

- Industrie de transformation: caoutchouc
- aluminium
- tabac
- bois

- industries chimiques
- batteries
- vinyles

JOHORE	1.216.000	JOHORE BAARU	75.000
KEDAH	873.600	ALOR STAR	53.000
KELANTAN	636.800	KOTA BHARU	38.000
MALACCA	384.400	MALACCA	70.000
NEGERI SEMBILAN	480.400	SEREMBAN	52.000
PAHANG	399.300	KUANTAN	23.000
PENANG	714.400	GEORGE TOWN	235.000
PERAK	1.548.000	IPOH	125.000
PERLIS	111.900	KANGAR	6.000
SELANGOR	1.317.000	KUALA LUMPUR	316.000
TRENGGANU	356.000	KUALA TRENGGANU	30.000
<hr/>			
MALAYSIE	8.039.000		
SABAH	526.000	JESSELTON	22.000
SARAWAK	838.000	KUCHING	55.000

LAROUSSE SUPP
1975

MALAYSIA	10.423.000	(1970)	
MALAYSIE	8.790.000		
SABAH	655.000		7 BORNEO
SARAWAK	577.000		deniè 67 MALAYSIE
			80-120 PERLIS MALACCA

taux de croissance ^{d'ensemble} MALAISIE 2,7 % malgre carole raiun

1950	taux brut raiun	nataliti	
1956	46,7 %	15,9 ‰	
1970	32,1 %	9,5 ‰	
		6,9 %	diff 24,2

-15ans	44 %
15-64ans	53 %
+65ans	3 %

taux de redressement 59% 1.965

MALAYSIA

LAROUSSE (1962)

↓
MALAISIE

→ BORNEO (SABAH - SARAWAK)
(BRUNÉI Darussalam)

JOHORE

NEGRI SEMBILAN

PERAK

KEDAH

PAHANG

SELANGOR

KELANTAN

PENANG

TRENGGANU

MALACCA

PERAK

131.887 km²

8500.000 h

monn NE

NOV - JANU

SW

AVRIL MAI

SEPT - OCT

forte

pour pays

(agriculture de commercialisation)

grandes plantations caoutchouc

petites exploitations milium et de riz

Institut de caoutchouc de KL

MALAISIE

1. exp du monde caoutchouc

1922

1/2 de la population est de l'herve

plantation au riz (18.77

par chumai parois

gambien

par anglais cafe SELANGOR

amman ? production mondiale

JOHORE

SINGAPORE

SELANGOR

palme à huile (coprah)

1915

SELANGOR

culture traditionnelle

colotier

ragoutier

riz

KEDAH, KELANTAN

manioc

equat 1/2 riz, du coprah, du laguna

Malaisie 1. capitale fédérale

LAROUSSE 62

2. capitale d'état vallée de la KINTA (PERAK)
Kedah

(2)

Malaisie - a' BUTTERWORTH (PENANG) et PULAU BRANI (SINGAPORE)

mines de charbon BATU ARANG (SELANGOR)

pays importants	fer et acier	TRENGGANU	JOHORE
	bois		
	caoutchouc		

LAROUSSE SUPP
1969

MALAYSIA
333.676 km² 9.723.000 h

caoutchouc 1960 production 1966
720.000 T → 940.000 T

1/2
exportation

acier 52.000 → 70.000 T

1/4
export

Fer 4 MT → export Japon

depuis 1960 balance commerciale +

PNB → 5% par an

revenu par h → (3% par an → population croît)

1958 et 1966)

MALAYSIA 46,5 Malais

42 Indonésiens

10 autres

15 Pakis et autres

Parlement

Malais 104

Sarawak 24

Sabah 16

Singapour 15

151

député
de SINGAPORE
chinois
indien

legislation du travail des travailleurs étrangers.

budget excédent balance commerciale

sept 2

high charges

like circulation capitalisation (like output formula)

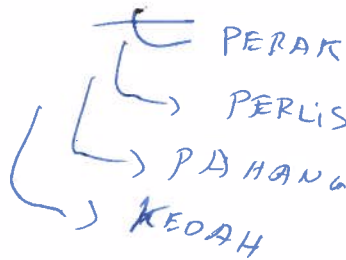
Development agriculture sector

7,000,000 ha times village extension

multiple projects hydroelectricity irrigation and energy.

from SINGAPORE → investment in Malaya,

Malaya connected to SARAWAK



* VERSION 2

DU RAPPORT

PIACT - PHILIPPINES 1977

Briefing Programme
for
Professor A. Wisner
AT ILO REGIONAL OFFICE BANGKOK

Wednesday, 2 February 1977

- | | | |
|---------|-----------|--|
| 10 H. | - 10 H.30 | Mr N.L. Abeywira, Co-ordinator
Labour Policy and Institutions Section |
| 10 H.30 | - 11 H. | Mr S.E.G. Perera, Conditions of Work
and Remuneration Officer |
| 11 H. | - 11 H.30 | Mr B.A. Bentsen, Associate-Expert on
Occupational Safety and Health |
| 13 H.30 | - 14 H. | Mr G.A. Gust-Gajewski, Programme
Officer |
| 14 H. | - 14 H.30 | Mr C.D. Calderon, Regional Adviser on
Industrial Relations |
| 14 H.30 | - 15 H. | Mr C. Suriyakumaran, Director Regional
Office and Regional Representative for
Asia and Pacific, United Nations
Environment Programme (U.N.E.P.) |
| 15 H. | - 15 H.30 | (Mr A. Espinoza, Vocational Training
Officer
(Mr R. La Serra, Vocational Training
Officer |

-:-:-:-:-:-:-

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STRESS AND STRAIN OF MAN AT WORK

A. W. - P I A C T 0 6

A. WISNER, Paris

National Seminar on quality of working life
Bombay - 9th February 1976

1. Few definitions

Stress (S_s) and strain (S_n) are two parts of a formula that can be proposed to describe what happens in any action on an object and that can be applied to man at work

$$S_n = S_s \times K \quad (1)$$

K is a factor related to the specific properties of the object. For example, if we exerce a force of $S_s K_g$ on a piece of steel, the camber (it is here the expression of strain S_n) can be predicted if you know the specific K factor of this type of steel. You can also induce from the intensity of the S_n , which is probability of determining a rupture in the metal and after how many tests.

Of course, man is a much more complicated object than a small piece of steel, but this example taken in metal testing may help us to understand that we have to consider at the minimum the following factors.

STRESS : external action on the individual coming from the work itself, its physical environment and also its human environment. Intensity as well as duration have to be considered.

STRAIN : Immediate or delayed effects in the man's functions. These effects may be observed through their different consequences : from immediate small changes in behaviour to late gross alterations of the organs.

COLLECTIVE OR INDIVIDUAL CHARACTERISTICS OF THE MAN

Living systems and specially man are complex and unstable. So the prediction of the strain from the characteristics of the stress is always of probabilistic nature. But the knowledge of general laws can help to have better predictions. Age, sex, national or social group, degree of training are important variables. But the best is always to test the ability of the individual considering the specific stress in action. The ability of the individual has to be tested in relation to time (duration of work, of exposure).

We have now a second formula :

$$K = f (\text{Age, Sex, Group, Training, Time}) \quad (2)$$

If we now come back to the working place, we can consider the different approaches of the human factors specialist : STRESS, STRAIN, COLLECTIVE OR INDIVIDUAL CHARACTERISTICS.

2.0. Evaluation of stress

It is the normal approach of engineers. There you can use physical measurements and compare the results with standards. You can plan some changes when the results are too high and sometimes use the evidences obtained in an old shop to design a new shop or a new factory in a better way.

But these "objective" measurements are not so simple when you want them to be valid in relation with the real situation of the workers we consider.

2.1. Environment

We can consider, for example, the measurement of noise. A measure in one place of the shop is not enough for the level of noise varies a lot from one part of the area to another (100 to 80 dB for example). You need a noise map of the shop. But noise can vary a lot during the working hours related to the type of transformation that is performed (big or small pieces ...).

The global measurement of the level of the noise is not sufficient to appreciate its precise influence on man, a spectral analysis is necessary.

Even if we have perform a great lot of measurements we don't know what is the real exposure of the man who nether stands at the same place, in the same attitude, eventually bearing an ear protector in an irregular fashion.

A complete physical evaluation of noise is, in fact, extremely costly and practically impossible for reasons of time and money.

These are the typical aspects of the measurement of the stress : either it is extremely complicated and rarely done or it is more simple and cheap (a map of the plant in dBA for example) and it gives an useful but very approximative view.

It is easy to extend these considerations to the measurement of thermal, light, dust, toxic environment.

The situation is even worse if we try to measure the mental or physical stress itself.

2.2. Mental stress

It is now very common to compare the brain to a computer, It seems very interesting to go a little more far-away and to try to describe the work to be done in terms of quantity of information presented, of number of processes of identification needed, of decisions to take, of motor program more or less complicated to perform. The first point in this work analysis is to consider not only what the worker is supposed to do, but what he is actually doing considering the real material, spare pieces he has to use, looking at the real indices and all of them of whatever nature (visual, auditory, tactual, proprioceptive). Another very important aspect is to consider each aspect that is really an element of stress for the brain even if it is not for the computer : number of sources of information, scaling of the results and hierarchy of their importance, and last but the most important, all what is related to immediate memory. Lot of the work done by the brain has to be sequential. If the treatment of the sequence is interrupted, the intermediary states are forgotten and you have to come back to the beginning. It is also necessary to be very precise in the conditions of retrieval with or without job aids.

If we want to summarize these few remarks on the evaluation of mental stress, we shall insist on the main importance of "work analysis" as a description of the elements used the cognitive process.

2.3. Physical work stress

Very commonly, people say that mental work is difficult to evaluate but one usually consider physical work stress as easy to appreciate. Don't we have the same concept "work" in physics and man activity,

$$\text{weight} \times \text{height} = \text{work}$$

In fact, this is very partially true perhaps only when somebody has to elevate a load with a string. Even in this case, the caliber or type of string, the length and speed of action are very important. We have also to look at the posture the man adopts or has to adopt considering the space free to stand. Anyway, in the evaluation of physical work stress the most serious difference with the physics concept of work, is what the physiologists call "static work", horrible expression for physicists and engineers. For a man, it is costly and sometime very costly to maintain a posture. This has to be considered of course for the building worker but also for the typist or the electronic girls who are doing "light work".

Another important aspect of physical work stress is the cost of maintaining an action or even a posture under perturbation : shock, vibration or rapid change of the load manipulated.

All these remarks explain why lot of "scientific management methods" don't describe accurately the stress even if the evaluation is done in the real situation, what is rare. It so simple to reason on what has to be done in the way it has to be done even if it is only possible sometimes or neither to work in such a way.

3.0. Evaluation of strain

If an adequate measurement of the stress is so difficult, is it not much accurate to measure directly the strain of the man by direct evaluations of himself ?

The first main difficulty in this approach is that men are extremely different and that a measurement of strain made on someone may be meaningless on another. If we consider for example the hand grip strength, it is nearly three times higher in a young trained male worker than in an old untrained woman. If we design a control in applying the rule following which the worker has not to exercise more than the 1/3 of his maximal strength if the control has to be used every minute or at higher intervals, the control will be good for the young male but the old lady will be quite unable to do the job. These remarks introduce the necessity of a correct sampling of the population studied.

Another important point is the adequation of the strain index to the problem studied. If we take back the example of the noise, you may certainly use audiometrics to see if any deafness has been induced by years of exposure to a strong noise, or if there is any temporary threshold shift after a short time of work. But if the problem is that of doing a hard mental activity (even of low intellectual level) in a noisy environment where the difficulty comes from the meaning of the noise (discussions, songs, etc ..), an index of hearing loss is of no use and it is better to consider behavioural measurements (mistakes in the work, aggressivity towards intruders, etc ...). This is not a theoretical problem : in a lot of highly loaded mental work place, people complain of noise because of the nature of their work and it has nothing to do with work induced deafness.

3.1. Evaluation of physical strain

Even the physical work strain, is not so easy to look at. Of course, we know that all muscular contraction is accompanied by a simply related quantity of oxygen consumption that can be correctly measured in field situation. If the result of the measurement is high, it means certainly that the

strain is high, but if it is low it does not mean the contrary. Three types of restrictions may be considered :

- the worker is weaker than the typical young male worker (very young, old, female, disabled) and the oxygen consumption is not so low for him. Once again, we find a sampling problem of population;
- the work is concentrated in a group of small muscles and the local strain is very high with - may be - pain and inability to work a long time;
- the work is done in a difficult environment : heat, vibration, mental tension. If there is some heat strain coming from the environment specific measurements have to be made in a such a way that we may know the additive effect of the heat produced in the body by muscular contraction, and of the heat received from outside : pulse rate, rectal temperature, sweat rate give us different aspects of this double heat strain and of the reactions of the body.

Have we to insist once again on the absolute necessity of a correct "work analysis" before every measurement, so that we can understand what is the nature and number of strains that are really in action. Unless, the ergonomist will risk very severe underestimations of the reality. For example, the vibrations in a public works engine can be quite intolerable without a high level of oxygen consumption and of pulse rate.

3.2. Evaluation of mental strain

Mental activities even more than physical ones produce different strains in different people. This fact is not only connected to the diversity of mental abilities eventually expressed in terms of channel capacity but mainly to the degree of training.

There is no simple way to measure mental strain but the convergence of physiological and behavioural techniques is usually very profitable.

When the electroencephalogram shows a high frequency rhythm, when the electromyogram of the nape muscles shows a high integrated energy, when the electro-oculogram demonstrates the multiplicity of the sources on information, there is an evidence of high mental load.

At a behavioural view-point, it is possible to observe more mistakes or even lower performance, but a finer degree of analysis shows very often a change in strategy in the case of mental overloading : in the verbal communication, redundancy is reduced sometime in a dangerous way; in a visual task, the number of critical points observed is reduced and sometime even the action itself is less controlled.

Some of the consequences of mental strain appear only after sometime : loss of sleep, neurotic symptoms, psychosomatic troubles may constitute a real epidemy among the workers suffering of excessive mental strain.

4.0. Collective and individual characteristics of workers

As we have seen, the strain measurements are usually much more accurate to describe what the man suffer in work situation than stress measurements. But the strain measurements are not able to describe accurately to the engineer in his terms the actual situation and to help him to define a better new situation.

Our first equation shows us than we may predict strain, if we have good stress measurements oriented by a careful work analysis, and also a good description of the individual and collective characteristics of the workers.

For example, we have to know the hand grip maximal strength of the worker we study, as well as we know the force that has to be applied on the control of which he complains. But we may also predict in a rather accurate way his hand strength, knowing his sex, his national and social origine, is age and state of health. But we have to know it correctly and refuse to use measurements on foreign population for example, or on a different group of the national population (student versus worker for example).

For the evaluation of mental strain, we need not only the careful description of the stress imposed by the task, but an adequate description of the worker that some knowledge, intelligence and personality tests may give. If we want to avoid the rather heavy individual testing, it is the group that has to be defined in such a way that we may predict the abilities and then the strain with an acceptable limit of error.

For the evaluation of the physical or mental capacities, the state of training is of special importance inside the same group of people. Acclimatisation to heat or cold, physical training, manual dexterity, learning of good indices and interpretations of the right codes may reduce the strain to half, third or less.

5.0. Conclusion

After having insisted on the difficulties of the description of the relations between the man and his work, an atmosphere of suspicion has perhaps been introduced against all the methods of evaluation and the conclusion may be, for some auditors, that the good old way of trying to find the man who accepts the situation as it is, is the right one.

The contrary is probably true. If we accept to analyse the relation between the man and his work, to have a diagnosis, we shall be able after to do only few measurements to precise some special points. Very frequently, very simple measurements are quite sufficient, if we have a good knowledge of the characteristics of the population of workers studied.

It is on these basis that we are able to contribute to the only interesting thing : designing better working conditions.

Liste d'experts asiens des conditions de travail et
de médecine du travail.

(Proceedings of SEAMEO TPOPMED Seminar and Workshop)

19 - 23 Juin 1972 BANGKOK

- Pr PHOON : Department of Social Medicine and Public
Health - Faculty of Medicine - University
of SINGAPORE
- Pr GULATI : National Institute for Training in Indus-
trial Engineering
- Pr MALINEE MONGPANICH : (Correlations between occupational
health and Ergonomics) THAÏLAND (?)
- Pr OUAY KETUSINA : Sport Science Center - THAÏLAND
- Pr MOMLANG TOOI XOOMSAÏ : Department of Psychology -
CHULALONGKORN UNIVERSITY - CHIENGMAÏ
UNIVERSITY - THAÏLAND
- Pr RICHARDSON : Department of Mechanics and Production
Engineering - University of SINGAPORE
- Pr Dr DITHI CHUENG CHAROEN : Department of Physiology -
Faculty of Medicine - SIRIRAJ Hospital
- MAHIDON UNIVERSITY - THAÏLAND
- M. COLBOURNE : Management Section - Ministry of Industry
BANGKOK
- M. José GLASENARD : Industrial Design Section - Industrial
Services Institute - Ministry of Industry
THAÏLAND (?)
- M. L.G. DOOLEY : A Perspective of Ergonomics - Faculty of
Humanities - CHIENGMAÏ
- M. PREECHA ATTAVIPACH ADUL MANACHIT : Factory Control Division
- Ministry of Industry - BANGKOK

Manille

Bien par H. Ganga 9 - 10¹⁴

lundi 16

gentil mais distant

Il me met dans les murs d'une rue au sud chargé et
je prends ma route
rencontré - un néerlandais ^(JOANNES LUIJVESTEIN) qui aime organiser son
travail en société comme du développement moral

- un juif d'Israël, M. ^{VIRTANEN} qui travaille
sur un projet de forêt à forte utilisation de bois
à excellent ^{le meilleur} un des plus mécanisés du monde (niveau
Ouest Américain) Il faut dire que les arbres sont énormes et
le pays montagneux, mais cela coûte cher en termes
d'échelle de matériel. C'est un volonte gouvernementale
les forestiers sont prêts à reconnaître éventuellement
fautive, ceux-ci ont l'exclusivité de l'abattage. Les paysans
n'ont pas le droit de le faire eux-mêmes

- un modeste M. CLAES LEISON qui travaille
avec un département d'Union des Philippines sur
l'emploi haban et en particulier sur un quartier au
desci, est à peine connu des touristes mais d'ici peu

QUALITY OF WORKING LIFE

9-10 Feb., 1976

- payment by piece MCCORNB
 - MTM necessary for agriculture
 - piece rates
 - not enough knowledge Dep Labor
- Labour relation consensus area
- Negro academic

90% in Sugar

more warehouses again flexibility market

very unincorporated.

15 sugar mills
 250 plantations 20 - 1000 Ha

Appropriate technology

Health Safety

Institute Health Hygiene D Soy V.P.

QUALITY OF WORKING LIFE

9-10 Feb., 1976

- Bay - BORBON BLACK & DECKER
- Brown - NUISA Commission of standards
- BLAS HOPLER Secretary for labour
President ILO Conference
- WHO Dy (Philippine gov)
- BFT - DIAZ Government delegate ILO
- PERCIVET Employer's delegate ILO
- OCA Worker's delegate ILO
- Syngona - SICA Agency de Planification
- Nundy - Manuel DIA Sumayon
- SELO National economic development
authority
- Social science research council. University
of Philippines.
- Institute of Philippine Culture (genius)
Atheneum

7.50.11 First National City Bank

RB 31.276.530 other

QUALITY OF WORKING LIFE

dela Salle ^{Allen} ^{accen} 9-10 Feb., 1976
^{Christie} ^{Dieter} ^{good} ^{S. Plamen}
MR BORBON ^{terragite} ^{penificat}

M: ~~Fred Blizalde~~ ^{terragite} - President, CCP

~~Aurelio Penquet~~ ^{Penquet} - Director, CCP

^{anun} ^{U.P.A. 2M} Jose Luis Yulo - Director, CCP

^{xxmi} Dante Liban - Asst. Secretary CCP

Edgar Borbon - Chairman, Human Resources Panel CCP

Anian
ILO

→ Anian meetings
Academy in Philippines.

MR SITHAM (issue ILO)

National Manpower Skills

Demandsidean Training Center
TAGUILE - RIZAL

QUALITY OF WORKING LIFE

9-10 Feb., 1976

labor relations other type ^{Qm ameri} ^{ai}
more congruent with Philippines.
Consensus approach

~~Victor~~ - Victoria's Milling
Camp Bacalar - Bacoral Bagan / Bay

→ cooperation

U.P. Repoguit

↳ College

and material

Charles of Consensus - University.

Anian Review of Management
difficult cases ↳ ISREART

QUALITY OF WORKING LIFE

9-10 Feb., 1976

Mica Institute of Management

PR LAZARO STAN

↓
 Min use of elderly people
 Training of field workers.
 When industrial
 too wealthy school.

GRANGER

A I Tech Bangkok → visit

U.P. Philippines.

not A.I.M.

- Small Industry Service Institute +
- School of Engineering +
- La Piedad School of Agriculture +

1900

AirLantic Gulfend Pump Co

A.G.P. Metals Fabrication Group

QUALITY OF WORKING LIFE

9-10 Feb., 1976

J. DUIJESTEIN programming officer I.L.O. Area Office Manila

March Philipps Match Co

Good economic situation

Revised profits in Philipps

Logging Forests in country

|| - Saw mill

- pad eye industry 1 flexible 1

- lighter industry

- oil drilling

6" → 22" 2 shifts

Adaptation no good technicians

More people than necessary

Labour is cheap. Machinery expensive

Custom, duties. very high.

good maintenance

M² Plumbing

Fenda Arq. food engineer.

18 J ♀ High
 22 J ♂ rate

A.G.P. Metal Fabrication Group

Safety engineers FUDI SUMANCA

QUALITY OF WORKING LIFE

48

9-10 Feb., 1976

Retirement 50 age 15 service
↓
55

7.8% absenteeism.
rising season ↗

salaries 8,20 ↗

displea de fee
delega in unferm
des defere p cut in

How is your performance today?

Are you following standard procedure.

How do you like the company.

2 ways of doing things. right way

adhere to instructions. standard procedure
strictly. Follow through.

- Schun de cays de devoirs
- T shier obligatori

QUALITY OF WORKING LIFE

47

60% low

9-10 Feb., 1976

American, Philippine, Japan, Australian

Stat fabrication

3 shifts

Medical → treatment | night
Security → ill
with disturbance
daily room & sleep

12 = 24 person
blue collar

1. 300 per
8 x 5 full time

Unions
~~Ben~~ Terrib Hills
Ben Encinas
Payer

Personnel Director
Personnel Manager
" " An

14 He.com 3.700
3 shifts/8h

Male workers

legal age 14

not formal

→ money

5 physicians
partners

family (dependants)

average age 25.27

high age 18-30

problem 6 months

2 salary

QUALITY OF WORKING LIFE

9-10 Feb., 1976

B 2

70% of Philippine sugar

15 factories

1 15,000 farm
2,000 mill

1 4,000 farm ..
4,000 mill

Organized labor - workers union

X 3 union members
1 federation national confederation of
sugar union of sugar industry

President: Dela Cruz

managed by workers

Technical school

Medical service

Vicinity piggery roads number 21-25

School for children of farm workers
↳ high school

Seminars on safety - workers
planters

QUALITY OF WORKING LIFE

Bogaloy

9-10 Feb., 1976

B 1

M. Feliscando G. Basterbonia
Regional Director of Pz Labor

and two assistants (sales, general)

5 div - Safety Health 3 ^{Safety} engineers

- Inspection field service

- Employment

- National labor relations Commission

- Training apprenticeship

↳ Mechanic
↳ Hotel
↳ Shoemaking

- Labor relations negotiation

15 factories in Negros Occidental

6 man

7 / man
8 / farm

4.75
farm
man sugar

11
mill

Medical

for delivery during 4 to 8 miles

family planning 15 children!

meeting with 15 people.

QUALITY OF WORKING LIFE

9-10 Feb., 1976

- rice and soja bean is planted of them
is a major crop.

modern planting 20 ha

- extra water 1 ha // extremely
water

Health issues 1 month extending.

70 - 235 people per ha

technical → social

↳ fertilizer knowledge of cattle.

U.P. School of Agriculture

Plantation.

Family planning — average 7-8

Give loan — Plant the area or forest
Payangur Fygy
20 ha

QUALITY OF WORKING LIFE

9-10 Feb., 1976

Female work very low
they like to bond

Naturalistic attitude → refuse modernism.

travel with cattle - 2 km per
de human power for journals
minimum official

4 p. 1 kg they water 3 p
planted 1 p

meeting with planters National Federation of
Sugar Planters

- social medium. 13 m de air

5,000,000 rupee | 200 beds hospital

- Government decides price.

single selling agency govern

1,000 thousand

50% water.

50% leaves.

loan money 14%

QUALITY OF WORKING LIFE

9-10 Feb., 1976

Plantation

Hda Caridad

La Carlota City

owned by Mr. Eduardo C. Angeles
mechanizing for families and migrants
delivered water

training center for children of
former workers

Binallagan Isabela

Planters Association Foundation

Inc., Binallagan, Negros Occ

Mills 2nd biggest of the Visayas

BINALBAGAN ISABELLA SUGAR MILLS

2 mills

M Nicolas o. Lanza (personal money)

3500 workers

QUALITY OF WORKING LIFE

9-10 Feb., 1976

Attorney H^r José VALMAYOR presidente San Carlos
plantas Am +++
social
my main
interests

M^r Ronda B. C. ORUNA vicepresidente

ATA Amador C. de LEON

and José VARELA

President Agustin Armando C. GUSTILO

Complaints of workers from one planter
All planters afraid of sugar being
to change.



QUALITY OF WORKING LIFE

9-10 Feb., 1976

the help of the Company (5 years credit) and their houses are their own. But they have to pay their debt, Electricity, water... I suppose it has been decided with a big step to higher wages.

The real problem here, is the rain period for migrant workers of mills and all farmer workers. They are indebted to debts to eat.

The union president is the "captain" the "judge" of the ^{mill} worker village.

Name of ^{Manager} Director of Binalygen Trabelle Mills: Mgr. Dr. Saguisin

Evening 20th very tired - no private contact. Refuse to ~~not~~ go to the official meeting of the Governor 21st morning meet Zaida de Cruz at 10

In my week to Bacolod I was accompanied by a young attorney (Licenciado) DRAGANO from this of Cebu - because of Cebu relations

QUALITY OF WORKING LIFE

9-10 Feb., 1976

3 x 8 shifts
~~7~~ days
 rotation 15 days
 permanent worker 800 - 900
 casual worker 5 days
 no housing -
 minimum wage 15 years ^{casual} _{permanent}
 retirement 62 ^{or before (20 years)}
 retirement money 20 months
 1 month for 1 year service

Before the permanent worker had housing water, Electricity free but they had to leave when retired and they were unhappy to go in the retirement place (coconut wood now small coconut vinegar undertaking) with a the family (big family habit)
Now the worker build their house with

QUALITY OF WORKING LIFE

VICTORIA

9-10 Feb., 1976

James Stewart of Union
now Labour Union District

Jose M. Depasmat
good ^{fuel} ~~for~~ water supplies

refinery - uniform closed → leaves 4

QUALITY OF WORKING LIFE

9-10 Feb., 1976

No hours for agms
how far strike interests farmers

Meeting of 30 workers. (broken)

- union and cooperation
- cooperation of air farmers.
- general capital deficit in small farms.
- education different kind

10-12 hours in small farms.

- Organizational marketing
- Bakery & shifts very type of bread
- Sandal. factory
- Barber shop.
- Fishing fleet
- Public Market

from union leader
can be business
men.

QUALITY OF WORKING LIFE

9-10 Feb., 1976

21st . 2. debating
 - meeting at Union House
 - Fuller of 21st debating
 - Cooperator Worker Present to see
 many and work women.

- fields — 6. 7 hrs

B - 5.30 —> 10 am

3 pm —> 6 - 6.30

good notes evening

Adaptation to children of farm work

4 yrs —> 6 months

program family planning

cooperator

labour relations

Difficult "find a house"

—

28 Janvier 1975

Monsieur A.D. GRANGER
Director
ILO Area Office in Manila
P.O. Box 2965
MANILA
(Philippines)

Dear Sir,

I am happy to have the opportunity to visit you during the travel in South East Asia that I have to carry out as an I.L.O. consultant.

I hope that my visit will not disturb too much your projects.

You will find in this letter my travel schedule so that you may get in touch with me as for as you think it is necessary.

Truly yours.

A. Wisner
Professor of work Physiology and Ergonomics
I.L.O. Consultant

Mid-Week MEMORANDUM

Dr. Francisco Dy
WHO - World Health Org.
United Nations Ave. cor
Taft Avenue.

29th week =

1975 - JULY

MONDAY

9:00

14

12:40

1:40

6:30

TUESDAY

15

Leave

WEDNESDAY

16

Leave

ORGANISATION INTERNATIONALE DU TRAVAIL
CENTRE D'ACTION



INTERNATIONAL LABOUR ORGANISATION
MANILA AREA OFFICE

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CABLES: INTERLAB MANILA
TELEX NO.: 722.2276
OUR REFERENCE NO. **PIACT-1-84/352/EC/ec**

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6813 AYALA AVE., MAKATI, RIZAL. 3116
P H I L I P P I N E S

12 February 1976

Prof. A. Wisner
ILO Consultant
c/o Las Palmas Hotel
Mabini corner P. Gil
Ermita, Manila

Dear Prof. Wisner:

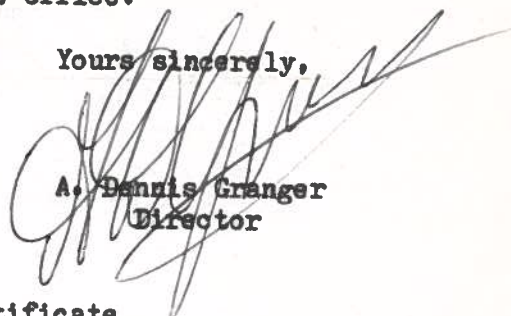
Welcome to Manila!

I hope you had a pleasant trip and are not travel weary and that this message will reach your hands safely at the airport as intended. The bearer will escort you to the Las Palmas Hotel where a reservation has been made for you for the next few days.

If there is anything I can do personally to make your stay in Manila satisfactory, please call me at the above office telephone numbers or at my residence (Army and Navy Club) telephone 40-25-91.

Welcome again and best wishes, and I look forward to meeting you on Monday, 16 February, at 9:00 a.m. I suggest that you take a taxi in coming to the office.

Yours sincerely,


A. Dennis Granger
Director

Encl.: Hotel Tax Exemption Certificate

UNIVERSAL TEXTILE MILLS, INC.
Baranca, Marikina, Rizal

THE HOME OF U/TEX FABRICS

On a sprawling 17-hectare land by the Marikina River in Barrio Baranca, Marikina, Rizal, the Universal Textile Mills, Inc. has found its haven. With 17 large buildings which occupy more than two-thirds the entire area, this Company has definitely established its roots and is now indulging in the progressive process of helping the Philippines grow industrially by producing high quality textiles which are popularly known in the market as U/TEX Fabrics. This firm is considered the largest textile mill in the Philippines today. A firm believer in quality, U/TEX knows that in order to obtain high quality in its products, high quality must be used in its making. Therefore, meticulous care and extensive studies has been made in the preparation of the buildings, machinery and equipment, as well as in the hiring of personnel.

BIRTH AND PROGRESS

The idea of establishing in the Philippines a modern textile mill that could compare favorably with any mill abroad was conceived as early as 1952 when the country was awakening to the need of intensifying its industrial economy. The papers of incorporation were finally approved in 1954 and the Universal Textile Mills, Inc. was born with a P5 Million capitalization. The buildings started to go up by the last quarter of 1955 while the machinery for the integrated textile mills were assembled on the site during the 2nd and 3rd quarters of 1956. By September of the same year the mills were in production. By all standards of establishment, the men responsible for this achievement would like to fondly look back at this as a record to be proud of. Capitalization was increased to P10 Million in 1955 and further increased to P20 Million in 1958 in order to allow the Company to carry on its full expansion in line with its program of integration and the balancing of the various departments of the mills. At present, capitalization has been increased to P35 Million. It has made tremendous progress in the manufacturing process of high quality fabrics. Today, U/TEX products find its way not only in domestic market but more so abroad. Export is now being made to different countries such as, the United States, Germany, Japan, Hong Kong, etc.

Hand in hand with the expansion of U/TEX, the surrounding communities within the vicinity of the mills has undergone socio-economic development. Commercialization of barrios Baranca and Tañong became inevitable due to the economic progress generated by the operation in the mills. Many barrio residents were employed as mill workers while others found new means of livelihood by servicing the needs of U/TEX workers and employees. Residential houses and commercial establishment have sprouted like mushrooms in these communities in contrast to what may be seen 15 years ago where cogon grasses were all over the place and only few nipa houses were in existence.

ORGANIZATION

The Universal Textile Mills, Inc. was organized by men long identified with the textile business in the country. It is a public corporation composed mostly of Filipinos. These are people with faith in the future of textile manufacturing in the Philippines, as it has been in other developed countries abroad.

The business of the corporation is run by executive officers who are responsible to the Board of Directors. The executive officers of the Company are assisted by a staff of technical men both local and foreign. There are several foreign technicians in each of the departments of the mills, and these men are giving a tremendous support in both the training of local technical men and labor as well as in the successful production of goods with qualities comparable to, if not better than, those imported.

F A C I L I T I E S

As fully integrated and balanced mills, the Universal Textile Mills, Inc. has 60,000 spindles to produce most types of yarns, 1,800 looms to produce many varieties of grey cloth, and a finishing plant capable of processing grey cloth into bleached, dyed and/or printed cotton, rayon and other synthetic fabrics in the order of around 200,000 linear yards per 24 hours working day. The mills is now under the process of expansion in order to meet increasing demand for export and domestic needs.

The monumental task of being able to put out this large amount of production is undertaken by around 3,700 hard-working employees and workers who may be considered the direct beneficiaries of the Company's successes. These men work around the clock in order to produce finished fabrics from the raw fiber.

A brief description of the various processes involved in the production of cloth is as follows:

SPINNING DEPARTMENT

Opening: The raw fibers arrive in the mills in baled form, well pressed and compact. As such, it has to be opened first with the extraneous materials such as dust, leaves, seeds, and other impurities being removed in the process.

Carding: After the raw fibers have been opened and partly cleaned by machines, they come out from the opening machines in the form of rolled laps which are next fed to carding machines. With the help of wire bristles, this machine gives the fibers a brushing action thus removing further the impurities and at the same time laying the fibers more parallel in relation to each other. The fibers are finally bunched into a ropé-like form called the "sliver".

Drawing: In order to achieve more uniformity while maintaining the size of the sliver, several slivers coming from the carding machines are bunched together and pulled or drawn to produce a better and more uniform sliver.

Combing: In order to make a really superior yarn and cloth we resort to combing. In this process the dirt and short fibers are completely removed from the materials being dealt with.

Roving: The blended and drawn sliver is next given a further drawing action and a slight twist on the roving machine. The drawing action produces a much smaller strand than the sliver.

Spinning: After roving, the yarn is given a further drawing action in order to reduce more its size and further twisting in order to give it more strength.

WEAVING DEPARTMENT

Winding: The yarns are wound on relatively small bobbins as they come out of the spinning machines. As such they are of relatively short lengths. In order to obtain much greater length for the subsequent operations in weaving, the yarns are rewound on cones by the winding machines. If two or more yarns have to be doubled or twisted together to obtain larger size and stronger yarn, the operation is usually done on the doubler or twisting machine.

Warping: A piece of cloth is made up of the warp or the yarns running lengthwise along the cloth and the weft or filling yarns which run crosswise. Hundreds of strands or ends (yarn) from cones are evenly wound on beams by the warping machine.

Pirn Winding: The machine for this purpose winds the yarn from cones on filling bobbins which fit into the loom shuttle. This eventually form the crosswise yarns of the cloth.

Sizing: The yarns from a group of warp or section beams are laid together in parallel and passed through the sizing machine to receive a coating of size which is ordinarily a starch mixture. The purpose of the size is to strengthen the yarn in order to resist the abrasive action of the shuttle in the process of weaving. The sized yarns are wound on loom beams.

Drawing-In: Each end of the warp yarns are threaded through the drop wires, healds and reed, which may all be considered as component parts of the loom.

Weaving: This process interlaces both warp and weft yarns by alternately separating two groups of warp yarns and allowing the filling yarn to pass in-between. The filling yarn wound on bobbins is carried across by the shuttle. The machine that performs this operation is called the loom.

FINISHING DEPARTMENT

Bleaching: The cloth as it comes from the loom is in the grey form which is rather harsh and coarse. It must pass through a series of finishing processes to enhance or improve its quality. In order to facilitate such subsequent operations, the pieces of cloth from the looms are joined together end to end to form a continuous long piece. This cloth is then singed (burning of the fuzz on the surface), desized, and boiled with scouring agents in the kiers to remove size, dirt, fats, waxes, etc., and render it more absorbent for the subsequent bleaching process.

The bleached cloth is well washed and dried. From this stage it is ready for any of the following process: (1) Finishing as white, (2) Dyeing and Finishing, (3) Dyeing, Printing and Finishing, (4) Printing and Finishing.

Dyeing: There are various ways of dyeing piece goods and as many number of machines. The most common however, makes use of the jig which is a machine that has two rollers mounted atop a large trough which contains the dye solution. The cloth is made to pass through this solution in the open width several times back and forth and it eventually absorbs the dye from the cloth, and then it is dried.

Engraving: Printing designs originate in the designing and engraving section. Copper rollers are engraved with the designs by the use of precision machines and skilled engravers. The equipments used are cameras, pentagraphs, lathes and hand tools.

Printing: The engraved copper rollers are placed around the center drum of the printing machine, and each roller is furnished with color from a color box. The cloth to be printed passes between the center drum and the copper roller which has picked the color from the color box through the furnisher roll. A flat blade scrapes the excess color from the surface of the engraved roller leaving only the engraved portions with color before it touches the cloth. With the rotation of the center drum and the engraved roller, the design is registered on the cloth. After printing, the cloth is dried, steamed to fix the colors, soaped and dried again for the following finishing process.

Finishing: A series of machines which is commonly made up of a mangle, stenter and drying box, damper and calendar, completes the final finishing operation. The cloth is given a size treatment in the mangle, stretched to the required width in the stenter and dried. Then it is damped before passing the calendar which gives it a smooth finish and soft hand.

Making-Up: After finishing, the cloth is inspected for defects, sorted, folded into the required yardages and are baled and ready for the market.

x-x-x-x-x-x

BJE/mgp/8-1-73

01933

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reyourmemo piact 1-0-158 dated 22.1.76 room reservation prof wisner
confirmed las palmas hotel since hotel filipinas unable.

interlab manila 031
2.2.76

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2 - FÉV 1976
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7



HALDAN THUNBERG
Vice President & Gen. Manager

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Francisco J. Dy, M.D.
REGIONAL DIRECTOR

WORLD HEALTH ORGANIZATION
REGIONAL OFFICE FOR THE
WESTERN PACIFIC

UNITED NATIONS AVENUE
P. O. BOX 2932, MANILA
TEL. 59-20-41

MAKATI HOTEL

LITA J. YABUT
BANQUET SALES ASSISTANT

E. de los Santos Ave., Guadalupe, Makati, Rizal, Philippines
P.O. Box 1581 • Tel. No. 88-80-51
Cable Address: "MAKATELLE" • Telex 2534 MAK PH

PERFECTO S. SISON
EXECUTIVE DIRECTOR

INSTITUTE OF PERSONNEL MANAGEMENT
951 REMEDIOS STREET
COR. SAN MARCELINO
MALATE, MANILA

TELS. 59-33-05
58-32-88
58-31-91
RES. 25-06-91
25-06-25
25-08-45

Democrito J. Mendoza

PRESIDENT

PHILIPPINE CONGRESS OF TRADE UNIONS (PHILCONTU)
VISAYAS-MINDANAO CONFEDERATION OF TRADE UNIONS
(VIMCONTU)

Associated Labor Unions (ALU)

Cebu National Office:
ALU Bldg., Quezon Blvd.
Port Area, Cebu City
Philippines
Tel. Nos. 7-10-77 & 9-75-44
Cable Address: ALU CEBU

Manila National Office:
2357 Leon Guinto St.
Malate, Manila, Philippines
Tel. Nos. 59-99-77 & 58-15-15
58-78-19
Cable Address: ALU MANILA

**TRADE UNION CONGRESS OF THE PHILIPPINES
(TUCP-ICFTU)**

Roberto S. Oca
NATIONAL PRESIDENT

SUITE 613 - SHURDUT BLDG.
INTRAMUROS, MANILA, R.P.

TEL. 49-26-59



EDGAR J. BORBON
VICE-PRESIDENT/GEN. MANAGER

Black & Decker PHILIPPINES, INC.

Taurus Drive (E. delos Santos Ave.
Shaw Boulevard) Mandaluyong
Rizal, Philippines
Tels. 78-24-81; 78-09-91 TO 92

Mail to: CCPO, Box 416
Makati, Rizal, Philippines
Cable: BLACKDECK, Manila
Telex: ITT 7423133



Quintin G. Tan

ASIAN INSTITUTE OF MANAGEMENT
M.C.C. P. O. BOX 898 MAKATI
RIZAL, PHILIPPINES

PASEO DE ROXAS
MAKATI, RIZAL
TEL. 87-40-11 TO 19

MASTER OF BUSINESS MANAGEMENT PROGRAM

APPLICATION PROCEDURES



AIM REPRESENTATIVES

MR. M. A. BHUIYAN
Honorary Secretary
Bangladesh Management Associations
Chamber Building, Sheikh Mujib Road
Chittagong, Bangladesh

MRS. SUSAN YUEN
Executive Secretary
The Hong Kong Management
Association
Management House, 3rd Floor
26, Canal Road West
Hong Kong
Tel. 5-749346

MR. JAGDISH PARIKH
Director
Lee & Muirhead (India) Pvt. Ltd.
12, Rampart Row
Bombay-1, India
Tel. 258421/256513

PROF. GOENAWAN WARDHANA
Faculty of Economics
University of Indonesia
Salemba 4, Djakarta
Indonesia
Tel. 81030-82413

REV. FR. ROBERT J. BALLON, S.J.
Chairman
Socio-Economic Institute
Sophia University
7 Kioicho, Chiyoda-Ku
Tokyo 102, Japan
Tel. (03) 265-9211

DR. DONG KI KIM
Graduate School of Business
Administration
Korea University
Seoul 132, Korea
Tel. 949341

TUAN SYED ADAM AL-JA'FRI
Honorable Secretary
Malaysian Institute of Management
15th Flr., Campbell Complex Tower Bldg.
Jalan Campbell, Kuala Lumpur, 01-09
Malaysia

JOHARI BIN HASSAN
Head
School of Business and Management
Shah Alam, Selangor
Malaysia

MR. ENVER KUREISHI
Executive Secretary
Management Association of Pakistan
Plot No. 1-A, Lalazar Area
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(Queens) Road
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Tel. 220683

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Program Director
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3rd Floor, Thong Teck Building
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Singapore 9
Tel. 378866

MR. SHAO PONG CHEN
Vice President
China Development Corporation
131 Nanking East Road Sec. 5
Taipei, Taiwan
Tel. 767-2181

DR. SRIPRINYA RAMAKOMUD
Dean, School of Business Administration
The National Institute of Development
Administration
Bangkok 10, Thailand
Tel. 777400-9

DR. AJVA TAULANANDA
Thailand Management Association
Samaggi Insurance Building
308 Silom Road, Bangkok, Thailand
Tel. 32624/38752

PHILIPPINE TEST CENTERS

MR. ARTURO LACSON
La Salle College
Bacolod City

MRS. PLANTILA Y. SIONG
Xavier University
Cagayan de Oro City

REV. FR. HENRY SCHUMACHER, S.V.D.
University of San Carlos
Cebu City

MRS. JULITA PAMINTUAN
University of Pangasinan
Dagupan City

REV. FR. ROBERT FITZPATRICK, S.J.
Ateneo de Davao
Davao City

MISS VIOLETA HIÑOLA
Silliman University
Dumaguete City

MISS JOSEFINA PORTER
Central Philippine University
Iloilo City

MR. SOFRONIO LLORIN
Ateneo de Naga

MR. SENEN DE LA TORRE
Divine Word College
Legazpi City

MRS. EVANGELINE ESPERAS
Divine World University
Tacloban City

MRS. REMEDIOS MARMOLENO
Ateneo de Zamboanga
Zamboanga City

ASIAN INSTITUTE OF MANAGEMENT

The Asian Institute of Management is a graduate school established to serve the nations and peoples of Asia by preparing men and women of various academic backgrounds for positions of administrative leadership in Asian business, government, and related activities.

THE MBM PROGRAM

The Master of Business Management program is designed to train students to use modern management techniques and concepts effective in the Asian setting.

This intensive two-year, full-time program is aimed at (1) educating mature men and women for leadership; (2) developing in them a competence and willingness to assume managerial responsibility; and (3) making them realize the importance of entrepreneurial and management functions in attaining both personal and national goals.

ADMISSION

POLICY

The MBM Program is open to men and women holding a college or bachelor's degree regardless of the field. Proficiency in the use and understanding of the English language is essential. Preference is given to applicants with some work experience, although this is not a prerequisite of admission.

AIM seeks students who stand fairly good chances of successfully completing the program and earning the master's degree. This means that intellectual ability and previous high academic achievement, while important are not by themselves sufficient. They must be complemented by determination, maturity, leadership, willingness to assume responsibility, and a commitment to hard work — all marks of a professional manager.

MBM students may enter AIM only in July of each year. All students are admitted on a full-time basis to the regular two-year program leading to the MBM (Master of Business Management) degree. The School offers no evening, correspondence, or summer school courses, and has no provision for special students.

APPLICATION PROCEDURE

A. For **OVERSEAS:**

1. **Application forms** (in 2 copies) are obtainable from and should be returned to the AIM Representative in the particular country, together with 2 **personal recommendations** (but only one recommendation is necessary for applicant with less than a year's work experience), and **official transcripts** of all university courses taken. All above materials are to be accomplished in English.

2. **Admission tests** are conducted in offices of AIM Representatives. The test is designed to evaluate the applicant's intellectual capacity and his aptitude for graduate study in business.

To obtain a test permit, an applicant must submit at the test center:

- a) a non-refundable fee of US\$10.00 or its equivalent in local currency
- b) one passport size photo

Applicants are advised to contact their AIM Representatives for test schedules.

AN APPLICATION IS CONSIDERED FOR EVALUATION ONLY AFTER **ALL** THE ABOVE ADMISSION REQUIREMENTS HAVE BEEN COMPLETED AND SUBMITTED.

3. **Interviews** are required as part of the application process. Selected applicants will be contacted for interview by their AIM Representative.

The interview will look into factors like determination, maturity, ability to communicate, leadership potential and commitment to management.

DEADLINE FOR SUBMISSION OF ALL REQUIREMENTS IS ON NOVEMBER 15.

In areas where there are no AIM Representatives (and not specified in this brochure), the Admissions Test for Graduate Study in Business (ATGSB) conducted by the Educational Testing Service, P.O. Box 966 Princeton, New Jersey, 08540, U.S.A., will substitute for the AIM admission test. Place "Asian Institute of Management, Makati, Rizal" in number (9) of the ATGSB application form and forward all materials to:

Director of Admissions
Asian Institute of Management
M.C.C. P.O. Box 898
Makati, Rizal 3117
Philippines

All candidates will be informed of the Admissions Board's decision through their AIM Representative.

B. For **FILIPINOS:**

1. **Application forms** are obtainable from AIM Admissions Office and/or AIM test centers, and should be returned directly to the AIM Admissions Office, together with 2 **personal recommendations** (but only one recommendation is needed for applicant with less than a year's work experience), and **official transcripts** of all university courses taken.

2. **Admission tests** are conducted in test centers throughout the Philippines. The test is designed to evaluate the applicant's intellectual capacity and his aptitude for graduate study in business.

To obtain a test permit, an applicant must submit at the test center:

- a) a non-refundable fee of P20.00
- b) one passport size photo

Applicants should be at the test center by 12:45 P.M. on any of the test dates (to be announced).

AN APPLICATION IS CONSIDERED FOR EVALUATION ONLY AFTER **ALL** THE ABOVE ADMISSION REQUIREMENTS HAVE BEEN COMPLETED AND SUBMITTED.

3. **Interviews** are not a strict requirement of the application process although this may, on many occasions, be specifically requested by the AIM Admissions Board.

DEADLINE FOR SUBMISSION OF ALL REQUIREMENTS IS ON JANUARY 15

All candidates will be informed of the Admissions Board's decision.

SCHOLARSHIPS, FINANCIAL ASSISTANCE, ETC.

For **OVERSEAS:**

There are a limited number of **scholarships** open to overseas applicants which provide for tuition and lodging at the most, and part tuition at the least.

Application for these scholarships should be made directly to the AIM country representative. If there is no AIM Representative in the particular country, write to the Director of Admissions, Asian Institute of Management, for further information.

For **FILIPINOS:**

A. **Scholarships**

Applicants who submit complete application requirements on or before February 15 will be considered for scholarship grants.

Loan Funds

Loan application forms will be made available at the Admissions Office only upon the applicant's confirmation of his acceptance to the AIM.

The Student Loan Fund was established as an effort to help deserving candidates whose personal financial resources are inadequate. The limited resources of this Fund dictate that its function be to supplement the personal financial resources of a student rather than to provide the bulk of a student's financial requirements at the Institute.

For further information, contact the nearest AIM Test Center or, write or call:

Director of Admissions
Asian Institute of Management
M.C.C. P.O. Box 898
Makati, Rizal 3117
Telephone: 87-40-11

FACULTY

Dr. FROILAN BACUNGAN
Director, U.P. Law Center

Atty. AMANDO J. BUENVIAJE
Management Consultant

Atty. VICENTE A. CRUZ, Jr.
Private Practitioner/Legal
Profession

Dir. MANUEL DIA
Director, Asian Labor Education
Center

Atty. BENILDO G. HERNANDEZ
President, P M A P

Atty. GREGORIO S. IMPERIAL, Jr.
Vice-President, Industrial
Relations Division
USIPHIL, INC.

Atty. ELPIDIO C. JIMENEZ
Personnel Manager
CHINA BANKING CORPORATION

Mr. ORLANDO P. PEÑA
Management Consultant
(Ret. Vice-President, PCI BANK)

Com. GERONIMO Q. QUADRA
Commissioner, N L R C
DEPARTMENT OF LABOR

Mr. PERFECTO S. SISON
Executive Director
Institute of Personnel Management

Atty. ALADDIN F. TRINIDAD
Personnel Manager & Legal Counsel
LIWAYWAY PUBLISHING COMPANY

Conference 7 - Atty. V. A. Cruz
Wednesday, March 17, 1976
3:00 - 5:00 p.m.

**EMPLOYEE DISCIPLINE, SUSPENSION
AND TERMINATION**

- Sources of disciplinary problems
- Legal basis for disciplinary action
- The supervisor's responsibility in discipline
- The role of the personnel manager
- The role of top management in disciplinary cases

Conference 8 - Atty. E. Jimenez
Friday, March 19, 1976
3:00-5:00 p.m.

COLLECTIVE BARGAINING AGREEMENTS

- Union and management rights in the C.B.A.
- Methods and procedures in negotiating for C.B.A.
- Negotiable issues and fringe benefits
- The economics of the contract
- The new concept of unfair labor practices
- What are unfair labor practices for management; for the union?
- Cases of unfair labor practices:
(a) On the part of management
(b) On the part of the union

Conference 9 - Atty. B. Hernandez
Monday, March 22, 1976
3:00 - 5:00 p.m.

**RECENT PRESIDENTIAL DECREES ON LABOR
RELATIONS**

- Presidential Decrees No. 823 as amended and 851 and their Implementing Rules and Regulations.
- Problems in the implementation of the Labor Code.

Conference 10 - Com. G. Quadra
Wednesday, March 24, 1976
3:00 - 5:00 p.m.

**THE FUNCTIONS OF THE NATIONAL LABOR
RELATIONS COMMISSION**

- The organization of the NLRC
- The functions, powers and duties of the NLRC
- The functions and responsibilities of Mid-Arbiters
- Dispute settlement: Fact-finding, conciliation and mediation
- Legal requirements in disposing of labor disputes
- The functions of the Bureau of Labor Relations

Conference 11 - Atty. A. Buenviaje
Friday, March 26, 1976
3:00 - 5:00 p.m.

ARBITRATION

- Procedure in compulsory arbitration
- The Mid-Arbiters and their role in arbitration
- Procedures in voluntary arbitration
- Selection of arbitrators
- Problems in the implementation of Arbitration machinery as provided for in the Labor Code
- Cases in arbitration

Conference 12 - Mr. O. P. Peña
Monday, March 29, 1976
3:00-5:00 p.m.

LIVING WITH THE UNION

- Management's relationship with its employees
- Work rules and their administration
- Management attitudes towards unions
- Dealing with union officers
- Labor union officers' attitude towards management.

AWARDING OF CERTIFICATES

EMPLOYERS' GUIDE TO EFFECTIVE LABOR-MANAGEMENT RELATIONS

MARCH 3 to 29, 1976
3:00-5:00 p.m., MWF
IPM Conference Hall



**PERSONNEL MANAGEMENT
ASSOCIATION of the PHILIPPINES**

For particulars, please call up:

INSTITUTE OF PERSONNEL MANAGEMENT
4th Floor REDO Bldg., 951 Remedios St.
cor. San Marcelino, Malate, Manila
Tels. 59-33-05 • 58-31-91 • 58-32-88

EMPLOYERS' GUIDE TO EFFECTIVE LABOR-MANAGEMENT RELATIONS

RATIONALE:

Many important developments in the labor-management relations have taken place since the last few years, especially with the effectivity of the new Labor Code of the Philippines. What is this "ONE-UNION-ONE-INDUSTRY" concept? How will it affect labor-management relations? How will unions be re-structured? What are the rights and obligations of employers and employees in the context of the Labor Code? How can management and labor live together harmoniously and achieve productivity and profit, in addition? If you have no labor union, how would you maintain such a situation? How can you discipline, suspend, or dismiss an employee effectively and legally?

These and many more questions and problems on labor-management relations will be discussed and clarified in this Seminar. The reorganization of the Department of Labor and the new procedures of the National Labor Relations Commission will also be taken up. No doubt, this Seminar will greatly contribute to the participants' knowledge and skills in labor-management relations.

OBJECTIVE:

The objective of this Seminar is to focus on the latest developments in labor-management relations in the context of the new Labor Code.

SEMINAR FEE:

The fee for attending this Seminar is P300.00 for PMAP-members and P350.00 for non-PMAP members. This fee includes handouts, refreshments and certificate of achievement. The participation fee may be paid in advance or settled before the end of the course.

COURSE OUTLINE

Conference 1 - Mr. P. S. Sison
Wednesday, March 3, 1976
3:00 - 5:00 p.m.

COMPANY STATUS ON LABOR RELATIONS

- Do you know: (a) Why some companies do not have unions?
- (b) Why employees form unions?
- (c) Why employees join/do not join unions?
- Are your personnel policies sound?
- How is your management relationship with the employees?
- When labor union organizers knock at your door, what will you do? Will you or will you not recognize them? How will you handle the new challenge?
- Have you re-examined your personnel policies lately?

Conference 2 - Atty. A. Trinidad
Friday, March 5, 1976
3:00 - 5:00 p.m.

RIGHT AND OBLIGATIONS OF EMPLOYERS AND EMPLOYEES IN THE CONTEXT OF THE LABOR CODE

- In managing the enterprise
- In employee selection and hiring
- In complaints and grievances
- In discipline
- In suspension and termination

Conference 3 - Dr. F. Bacungan
Monday, March 8, 1976
3:00 - 5:00 p.m.

THE NEW DIMENSIONS IN LABOR-MANAGEMENT RELATIONS UNDER THE LABOR CODE:

- In grievance, conciliation and mediation
- In compulsory and voluntary arbitration
- In strikes and lockouts

Conference 4 -
Wednesday, March 10, 1976
3:00 - 5:00 p.m.

UNDERSTANDING THE ORGANIZATIONAL STRUCTURE OF LABOR UNIONS

- Employees' right to self-organization

- Policy of the State on labor: The Constitution and the Labor Code
- Union objectives and functions
- Types of labor unions: federation, local and independent
- The union officers
- How the union operates
- The one-union-one-industry concept
- The re-structuring of unions
- Union registration, cancellation and other legal requirements
- Union rights and conditions of membership
- Rights of legitimate labor unions

Conference 5 - Dir. Manuel Dia
Friday, March 12, 1976
3:00 - 5:00 p.m.

UNION RECOGNITION

- Why unions act as they do
- What steps will you take in recognizing/not recognizing a union?
- Procedures for certification election under the Labor Code
- Responsibilities of the union to:
 - (a) Management
 - (b) Members
 - (c) Non-members
- Management attitudes towards labor unions
- Various forms of union security
- Threats to union security

Conference 6 - Atty. G. Imperial
Monday, March 15, 1976
3:00 - 5:00 p.m.

COMPLAINTS AND GRIEVANCES

- Nature and causes of complaints and grievances
- The grievance machinery
- Grievance policy and procedure in non-unionized companies
- How to handle complaints and grievances in unionized and non-unionized companies
- Attitude of supervisors and management towards complaints and grievances

APPLICATION FORM

INSTITUTE OF PERSONNEL MANAGEMENT
4th Floor REDO Bldg.
951 Remedios St., cor. San Marcelino
Malate, Manila

Please register the following as participants to the Seminar on Employers' Guide to Effective Labor-Management Relations to be held on **March 3 to 29, 1976, MWF**

NAME	POSITION
.....
.....
.....

() Enclosed is our check covering our participation fee.

() We are sending this form to avoid delay. We will forward our check not later than the first day of the Seminar.

Designating Official:

Position:

Company:

Address:

Telephone No./s:

PARTICIPANT INFORMATION SHEET

Please print all entries legibly.

Name:

Nickname:

What title would you want to be addressed with?

(Mrs., Atty., etc.)

Company:

Address:

Company Tel. No.:

Position/Designation:

Home Address:

Telephone No.:

Date of Birth:

Please check Appropriate Box:

1. Company Sponsored Personal

2. Organization represented:

PMAP Member

Non-PMAP Member

Faculty (Cont.)

Atty. JUSTINO H. GACANINDIN
Partner, Asst. Chief, Labor
SYCIP, SALAZAR, FELICIANO,
HERNANDEZ & CASTILLO
LAW OFFICES

Atty. BENILDO G. HERNANDEZ
President, P M A P

Com. G. Q. Quadra
Conference 7 - Atty. E. Jimenez
Tuesday, March 9, 1976 - 4-7 p.m.

PREPARATION FOR NEGOTIATIONS

(The two teams prepare for negotiations separately.)

- Team leader for Trade Union—
- Team leader for Management—
- When does preparation begin?
- Gathering information: statistics, surveys, exchanges with other companies, etc.

Conference 8 - Quadra & Jimenez
Thursday, March 11, 1976 - 4-7 p.m.

NEGOTIATING THE LABOR CONTRACT

(Joint meeting of the two teams to negotiate a labor contract)

Conference 9 - Quadra & Jimenez
Tuesday, March 16, 1976 - 4-7 p.m.

FINAL NEGOTIATING EXERCISE

(Continuation of joint meeting of the two groups)

Conference 10 - Quadra & Jimenez
Thursday, March 18, 1976 - 4-7 p.m.

**WRITING AN UNDERSTANDABLE
LABOR CONTRACT**

1. Prerequisites of a good labor contract
2. The language of the contract. Contract wording can be more than you bargained for.

Conference 11 - Quadra & Jimenez
Tuesday, March 23, 1976 - 4-7 p.m.

SIGNING OF THE CONTRACT

- The economics of the contract. Computations of costs.
- What management and union should do after the signing.
- Day-to-day contract administration
- The supervisor's vital role in every step of collective bargaining and contract administration.

Conference 12 - Atty. A.J. Buenviaje
Thursday, March 25, 1976 - 4-7 p.m.

HANDLING THE STRIKE

1. Crisis in collective bargaining
2. Techniques in conciliating
3. Labor-management disputes
4. The use of compulsory and voluntary arbitration
5. The functions of the National Labor Relations Commission

Awarding of Certificates

FACULTY

Dr. FROILAN BACUNGAN
Director
U.P. LAW CENTER

Atty. AMANDO J. BUENVIAJE
Management Consultant

Atty. GREGORIO S. IMPERIAL, Jr.
Vice-President, Industrial Relations
Division
USIPHIL, INCORPORATED

Atty. ELPIDIO C. JIMENEZ
Personnel Manager
CHINA BANKING CORPORATION

Com. GERONIMO Q. QUADRA
Commissioner, NLRC
Department of Labor

Atty. ALADDIN F. TRINIDAD
Personnel Manager & Legal Counsel
LIWAYWAY PUBLISHING, INCORPORATED

COLLECTIVE BARGAINING NEGOTIATIONS TRAINING LABORATORY

FEBRUARY 17 - MARCH 25, 1976
4:00 - 7:00 p.m., T.Th
IPM Conference Hall



**PERSONNEL MANAGEMENT
ASSOCIATION of the PHILIPPINES**

For particulars, please call up:

INSTITUTE OF PERSONNEL MANAGEMENT
4th Floor REDO Bldg., 951 Remedios St.
cor. San Marcelino, Malate, Manila
Tels. 59-33-05 ● 58-31-91 ● 58-32-88

COLLECTIVE BARGAINING NEGOTIATIONS TRAINING LABORATORY

WHY THIS SEMINAR:

Collective bargaining negotiation is a delicate and highly technical process in labor-management relations. It is a primary concern of not only the personnel and industrial relations manager but especially of top management. Its consequences have been felt in every organizational level. The management man, more than anybody else, should therefore understand the background, the significance, and the methods of collective bargaining.

This special seminar has been prepared to help you and your other management men in anticipating and handling problems in this area of labor-management relations.

The seminar leaders are outstanding practitioners and authorities in the area of collective bargaining. They are conversant with the mechanics of collective bargaining, from preparation to negotiations to the writing of the labor contract. Thus, participants will have the opportunity to learn from the knowledge and experiences of these people who have been widely exposed to collective bargaining.

Special feature of this seminar is the Laboratory Work for the participants.

The course is aimed at those who are holding positions of responsibility or who may be expected to fill senior positions in personnel management and industrial relations.

SEMINAR FEE: PMAP Member - P400.00
Non-Member - P450.00

The fee for attending this seminar is P350.00 for PMAP-member firms and P400.00 for non-PMAP members. This fee includes teaching materials, handouts, snacks, and certificate of participation.

COURSE OUTLINE

Conference 1 - Dr. F. Bacungan
Tuesday, February 17, 1976
4:00 - 7:00 p.m.

THE LAW ON COLLECTIVE BARGAINING UNDER THE LABOR CODE

1. Government policy on collective bargaining
2. The Labor Code & its Implementing Rules and Regulations
3. Recognition of the union
4. The nature of collective bargaining
5. What to do when the union knocks

Conference 2 - Atty. A. Buenviaje
Thursday, February 19, 1976
4:00 - 7:00 p.m.

THE SETTING OF COLLECTIVE BARGAINING

1. Attitudes toward collective bargaining
2. Human aspects of employee relations
3. Responsibilities for sound industrial relations
4. Why unions act as they do
5. Explaining management's position

Conference 3 - Atty. G. Imperial
Tuesday, February 24, 1976
4:00 - 7:00 p.m.

CONDUCT AT THE BARGAINING TABLE

1. Methods and procedures
2. How to establish good climate for negotiations
3. The science and or art of collective bargaining
4. Bargaining in good faith
5. How to handle crisis bargaining

Conference 4 - Atty. J. Cacanindin
Thursday, February 26, 1976
4:00 - 7:00 p.m.

STRATEGY AND TACTICS IN LABOR NEGOTIATIONS

1. Bargaining characteristics and practices
2. The essential nature and purpose of negotiations
3. Criteria for a realistic goal
4. Prestige, power and paternalism

Conference 5 - Atty. B. Hernandez
Tuesday, March 2, 1976
4:00 - 7:00 p.m.

ISSUES IN COLLECTIVE BARGAINING

1. Key to effective bargaining
2. Step-by-step guide to the preparatory process
3. Techniques in bargaining
4. Union and management rights
5. Current areas of controversy

Conference 6 - Atty. A. Trinidad
Thursday, March 4, 1976
4:00 - 7:00 p.m.

NEGOTIATING A LABOR CONTRACT

1. The economics of collective bargaining
2. Negotiable issues and fringe benefits
3. Special situations and problems
4. Bases for agreement between management and the union.
5. The skills of the negotiator

Assignment for Conferences 7 & 8

The participants will be divided into two teams: one team representing the trade union, and the other, representing management. Members of each team will have to come up with the issues to be taken up at their respective discussions.

APPLICATION FORM

INSTITUTE OF PERSONNEL MANAGEMENT
4th Floor REDO Bldg.,
951 Remedios St., cor. San Marcelino
Malate, Manila

Please register the following as participants to the Seminar Workshop on COLLECTIVE BARGAINING NEGOTIATIONS TRAINING LABORATORY to be held on **February 17 to March 25, 1976, 4-7 p.m., T.Th.**

NAME POSITION

.....
.....
.....

() Enclosed is our check covering our participation fee.

() We are sending this form to avoid delay. We will forward our check not later than the first day of the Seminar.

Designating Official:

Position:

Company:

Address:

Telephone No./s:

PARTICIPANT INFORMATION SHEET

Please print all entries legibly

Name:

Nickname:

What title would you want to be addressed with?

(Mrs., Atty., etc.)

Company:

Address:

Company Tel. No.:

Position/Designation:

Home Address:

Telephone No.:

Date of Birth:

Please check Appropriate Box:

1. Company Sponsored
 Personal

2. Organization represented:
 PMAP Member
 Non-PMAP Member

FACULTY BIO-DATA

Sharu S. Rangnekar is noted for his contribution to management development and training in India. Apart from lecturing at several management training institutes and universities and conducting seminars for management associations, he is a practical manager in industry and is noted for his down-to-earth contribution to management thinking.

Mr. Rangnekar is a Chemical Engineer from Bombay with a Master of Business Administration degree from the USA. He carried out research work in Mathematical Economics at the Carnegie Institute of Technology, Pittsburgh, USA. He had management training with Imperial Chemical Industries, UK & Electronic Data Processing training with IBM and Union Carbide Corporation, USA.

He started his industrial career in 1951 as a Consultant in IBCOM Private Limited. He subsequently worked as a Head of Office Administration Department in Imperial Chemical Industries (India) Limited and as General Manager, System & Training in-charge of company-wide O & M, Operations Research, Computer and Training Activities in Union Carbide India Limited. Since the beginning of 1970 he has been the Managing Director of Searle (India) Limited.

Mr. Rangnekar is at present the President of Indian Society for Training and Development, as well as the Indian Institute of Industrial Engineering. He has been active in the fields of management education and training. He is a popular lecturer and a writer on various management topics. A compilation of his articles published under the title "In the Wonderland of Indian Managers" has proved a best-seller in management literature.

PMAP IN ACTION

The Personnel Management Association of the Philippines is a national organization of management executives engaged or interested in personnel and industrial relations work.

A strictly professional, non-profit organization, PMAP is concerned generally with people in business and industry and their relationships and specifically with the role of the personnel management executive and the problems of personnel management and industrial relations administration.

PMAP was founded in 1956 for one primary purpose: to help management in the Philippines find, develop, advance, and share together better methods of managing human resources in enterprise. In fine, it aims to help advance the profession, the science, and the art of management.

Year after year, PMAP achieves its goals by providing business and industry with an integrated and comprehensive program of management training and education activities, consisting of meetings, seminars, courses, publications, research studies; dispensing technical and professional assistance services; and serving as a center and clearing house for information about progressive management philosophies, policies, practices, and techniques.

From a small beginning of 20 member firms, PMAP has so grown over the years that today its membership count has already exceeded the 400 mark and is reaching toward 500. In its roll are more than a hundred firms of varying sizes, representing every kind of business and industrial activity within the length and breadth of the country.

PMAP operates on a cooperative basis: **The service of each for the service of all.**



NEW HORIZONS For MANAGEMENT EXECUTIVES

For particulars, please call up:

INSTITUTE OF PERSONNEL MANAGEMENT
4th Floor REDO Bldg., 951 Remedios St.
cor. San Marcelino, Malate, Manila
Tels. 59-33-05 * 58-31-91 * 58-32-88

NEW HORIZONS FOR MANAGEMENT EXECUTIVES

Authorities and researchers in Management have always been engaged in the search for effective techniques and methods in developing employees and managers for greater work efficiency. You probably are aware of the fact that there have been several experiential methods and techniques evolved in the last few years. Some of these have been found highly effective. We are now introducing to Philippine Managers three of these techniques.

The top three experiential techniques that have been found responsive to management development in many countries are presented in three modules as follows:

Module I — IMPROVING MANAGERIAL EFFECTIVENESS

March 17-18, 1976;
8:30 a.m. to 5:00 p.m.

Module II — HUMAN RESOURCE DEVELOPMENT

March 19-20, 1976;
8:30 a.m. to 5:00 p.m.

Module III — GAMES MANAGERS PLAY

March 22-23, 1976;
8:30 a.m. to 5:00 p.m.

Each module could be taken separately without necessarily losing its application and effectiveness. Such being the case, there is enough flexibility for any one who would be interested to take any of these modules. Should you, however, avail yourself of two or all of the three modules, you will experience a more effective and enriched frame of experience.

The series of seminars will be conducted by Mr. Sharu S. Rangnekar, Managing Director of Searle India Ltd., and President, Indian Society for Training & Development. He has worked with several international corporations and is active in lecturing and writing on management. With his

varied experiences in the different companies, he has been thoroughly exposed to progressive management thinking. He has a unique balance of knowledge between the technological and behavioral approaches. His understanding of Asian norms and practices enables him to integrate these modern ideas in business and industry.

Directed to: These seminars are directed to senior and middle level management positions in all functional areas, such as production, finance, sales or marketing, personnel and industrial relations.

Venue: These conferences will be held in one of the functional rooms of the Makati Hotel, Guadalupe, Makati, Rizal.

Time: Seminar time is from 8:30 a.m to 5:00 p.m.

Fees: The fees for participation in these seminars are as follows:

For PMAP Members	For Non-PMAP Members
One Module — P 400.00	One Module — P 450.00
*Two Modules — 750.00	*Two Modules — 850.00
*Three Modules— 900.00	*Three Modules— 1,000.00

*Companies sponsoring different individuals for 2 or 3 seminars may take advantage of the reduced multi-module rates.

The fees cover lunch, snacks, handout materials, certificate of participation, and a copy of Mr. Rangnekar's book titled, "IN THE WONDERLAND OF INDIAN MANAGERS".

PROGRAMME

MODULE I

GAMES MANAGERS PLAY

March 17-18, 1976 (Wednesday and Thursday)
8:30 a.m. — 5:00 p.m.
Makati Hotel, Guadalupe, Makati

Objectives:

This programme is intended to give managers an orientation towards understanding their own behaviour and their effectiveness in relation to Organizational Working. Transactional Analysis Techniques are used as framework for this programme.

MODULE II

HUMAN RESOURCE DEVELOPMENT

March 19-20, 1976 (Friday and Saturday)
8:30 a.m. — 5:00 p.m.
Makati Hotel, Guadalupe, Makati

Objectives:

This programme covers modern methods of Manpower Planning and Development and is intended to assist the Manager in developing his subordinates as individuals and as members of an effective Management Team.

MODULE III

SYSTEMS APPROACH TO MANAGEMENT

March 22-23, 1976 (Monday and Tuesday)
8:30 a.m. — 5:00 p.m.
Makati Hotel, Guadalupe, Makati

Objectives:

The programme covers basic approach to study methods and procedures. It is intended to orient managers in Information-based Management Systems. Directed to Senior and Junior Line Managers and Management Personnel connected with O & M Systems, and Personnel and Industrial Relations Managers.

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Newsprint and Bookpaper Editions are available at

GOODWILL BOOK STORE
711 Rizal Ave., Manila

Bookpaper and Newsprint Editions are also available at the:

PERSONNEL MANAGEMENT ASSOCIATION OF THE PHILIPPINES
951 Remedios St., (Corner San Marcelino)
Malate, Manila

4th Edition, 1976
626 Pages

Newsprint Edition ₱19.80 Mailing ₱3.00
(Paper bound)

Bookpaper Edition ₱38.00 Mailing ₱4.00
(Cloth bound)

PERSONNEL MANAGEMENT
Principles and Practices

4th Edition, 1976

by

Perfecto S. Sison

This book is the answer to a long felt need by practitioners, beginners, professors, students, and management-labor researchers for a book in personnel management under Philippine setting.

In this revised edition, the provisions of the new Labor Code of the Philippines as Amended, which are pertinent to the topic discussed in this book, have been cited or quoted in order to make the reader aware of the applicable labor laws in the practice of personnel management and industrial relations in the Philippines.

Its style is simple, direct, and easy to understand. It covers both theoretical and applied subjects citing Philippine practices.

It is written by the prime mover of the Personnel Management Association of the Philippines (PMAP), an organization which has been responsible for raising the standards and prestige of personnel management and for upgrading it as a profession in the country.

— The teacher will find this book a useful guide in teaching the science and art of managing people at work.

— The student will find here an effective medium for studying and understanding the principles, practices, and methods of the subject areas in which he will be an active participant in his future career, whether as an employee or as a business executive or as entrepreneur.

— The personnel executive will find here the basic policies and materials in the practice of personnel management, thus gaining the necessary background in dealing with typical everyday personnel problems.

THE AUTHOR

** retired assistant vice-president for Personnel and Industrial Relations of Atlantic, Gulf & Pacific Co. of Manila, Inc., 1971.

** before joining A G & P in 1956, organized and headed the Personnel Department of the Insular Life & FGU Insurance Group.



** an active practitioner in personnel management for more than 20 years, an exposure that has made him familiar with problems and practices in personnel management in business and industry.

** now the Executive Director of the Institute of Personnel Management — the professional development center of the Personnel Management Association of the Philippines, 1971 to date.

** special lecturer at the Asian Labor Education Center, University of the Philippines, Jan. 1, 1972 to date.

** founded in 1956, together with other active personnel management practitioners, the Personnel Management Association of the Philippines. Still participates in the affairs of the Association after having been president during its first four years.

** retired in 1971 as professor of management from Far Eastern University. His 20 years of experience in teaching the subject has made him realize the needs of students and professors in the study of personnel management.

** fourteen years (before the War) of good and successful experience in the University of the Philippines as Instructor, Librarian, and Secretary-Registrar, an experience involving administrative, supervisory and teaching duties.

** his membership and active participation in various management organizations has given him the opportunity to gather, study, and be exposed to a wide selection of personnel management condi-

tions and practices in local business firms and in other Asian countries.

** recipient of the PMAP's Highest Award of Honor on September 28, 1968.

** chosen the most Outstanding Personnel Manager by the Labor Reporters Association of the Philippines in 1957.

Educational Background:

Bachelor of Science in Education, University of the Philippines.

Master of Arts, Ateneo de Manila University.

Master of Public Administration, University of the Philippines.

Other Positions Held:

I.L.O. Expert Consultant on Personnel Management and Industrial Relations, I.L.O. Asian Regional Seminar, Jamshedpur City, India, Oct. 23 to Nov. 16, 1968.

Philippine delegate to the Round Table conference on the Role of Employers' Organizations in Asian countries, Tokyo, Japan, Dec. 1 to 10, 1970.

Philippine delegate to the ILO-NORAD National Industrial Relations Seminar sponsored by the Norwegian Government through the Norwegian Agency for Industrial Development, held in Manila, Dec. 8 & 9, 1971.

Consultant on the Problems of Women Workers, International Labour Organisation, Geneva, 1959 to 1970.

Member, Advisory Committee of the Bureau of Workmen's Compensation, Department of Labor, 1964 to 1970.

Member, National Apprenticeship Council of the Philippines, Department of Labor, 1958 to 1960.

REPUBLIKA NG PILIPINAS
Kagawaran ng Edukasyon
KAWANIHAN NG MGA PAARALANG
PRIBADO
Maynila

August 10, 1973

Mr. Perfecto S. Sison
96 J. Teodoro St.
Grace Park
Caloocan City

Dear Sir:

This is to inform you that the book entitled "Personnel Management, Principles and Practices" has been approved by this Office as basic text in Personnel Management.

This approval will be announced to the field in a bulletin on approved books and magazines which the Bureau will release.

Very truly yours,


JULIAN B. YBALLE
Director

National Seminar on

QUALITY OF WORKING LIFE

(BROWN)

9-10 Feb., 1976

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- BLAS HOPPE

Sourcing for Labor

Principles of ILO conference

- WHO



M PROF. A. WISNER

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from / for

Vol/Flight AF190 Date 14FEB

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KLAUS VIRTANEN

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in January 1976

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DK Juillet 71 - 10.457





MASTER IN BUSINESS MANAGEMENT

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Objective

The MBM Program seeks to develop:		
PRACTITIONERS MORE THAN SCHOLARS		
EDUCATION	MORE THAN TRAINING	
Future-oriented		Current practices
Broad-based	more than	Apprenticeship
Why		How
LEARNING	MORE THAN TEACHING	
COMPETENCE	MORE THAN AMATEURISM	

The Asian Institute of Management (AIM) was established to help augment the supply of competent professional managers for Asia.

Competence calls for men and women willing and able to seek opportunities, to define and resolve the problems in realizing them, and to take the action necessary to achieve them.

The program does not eschew the characteristics and objectives on the right side of the above chart — it merely does not accept them as ends in themselves. Neither scholarly knowledge about so-called principles of management nor facility in current best practices, nor how-to skills learned in apprenticeship is adequate.

The amateur has been characterized as having “a faint flavor of bungling and a strong flavor of enthusiasm”. AIM tries to help students minimize the bungling but keep the enthusiasm, and thus develop the competence of a professional. The professional competence envisioned by AIM is more than that of a competent person who performs for pay or profit. Professionalism requires a commitment to something beyond selfish goals. The professional uses his skills for the welfare of man.

The MBM Process and Curriculum

"Raw Material" •	
1st Year	July
Environmental Analysis and Corporate Planning	
Marketing Management	
Production & Operations Management	
Finance	
Control	
Formal Analysis of Decisions	
Human Behavior in Organization	
Written Analysis of Cases	May
2nd Year	
Required	
Business Policy	July
Management Research Report	
Development of Enterprise	
Electives	
1st Semester	2nd Semester
4 courses	4 courses
(out of 17 courses offered)	May
"Finished Product" •	

The MBM curriculum, as planned by the faculty, closely resembles a flow chart showing what happens in any processing operation.

The "raw material" inputs at the top are holders of college degrees (in any field) who show evidence of managerial talent and ambition.

The first year set of courses is required of all. Although the courses deal with functions, tools and

skills, they are recognized as being parts of an integrated whole.

The required courses in the second year namely: Business Policy, Management Research Report and Development of Enterprise approach the dynamics of purposive organization as a whole and emphasize the importance of entrepreneurship and innovation in developing countries.

The electives are designed to help the student in any or all of three ways: 1) get first-job skills; 2) broaden his viewpoint; 3) upgrade skills in other than his specialty.

The "finished product" is finished only insofar as it is the output of the "process". Hopefully for each graduate, it is only the beginning of continued development.

Requirements for Graduation

Designed to provide an integrated professional education, the MBM program does not allow students to enroll for individual courses nor does it permit enrollment on a part time basis.

Successful completion of the first and second years of the MBM program is necessary for a student to qualify for graduation. The academic standards of the Institute are described in a pamphlet, Guidelines for Graduate Student Behavior.

To earn the MBM degree, a student must, in addition, submit an acceptable thesis. The second year program is designed to help the candidate meet this requirement within the two-year period. Unlike other degree requirements the thesis may be submitted after the end of the school year. However most students do finish within the two years. Delay is not recommended.

Course Description

FIRST YEAR

The first year courses which are described herein are designed to: (1) Give the students practice in the basic areas of management; (2) Help them understand clearly the relevant concepts and techniques involved; and (3) Develop in them a competence and willingness to undertake the responsibility of solving problems arising in their future work situations.

Environmental Analysis and Corporate Planning

This course is designed to develop the student's capacity for identifying, analyzing, and coping with the major external forces, both foreign and domestic, that act on and affect business enterprises in a developing economy. It aims to help the student develop an internally consistent framework for thinking about and solving business problems that arise from the inter-play of forces between the business enterprise and the major economic, social and political institutions in the business environment.

Marketing Management

Marketing Management is the study of the web of activities and relationships between producers and consumers. It seeks to impart a working knowledge of the functions, institutions, processes and practices involved in the flow of goods from producer to consumer. The elements of marketing — the consumer, channels of distribution, pricing, research, advertising, sales promotions, etc. — are analyzed and synthesized in the process of formulating effective marketing strategies.

Production and Operations Management

Production and Operations Management stresses the role of planning, supervision, execution and control of the activities involved in services and the manufacture of goods. This course includes such topics as the measurement and simplification of work, the work capabilities of men and their inter-relationships, the nature of different types of manufacturing processes, the planning and scheduling of output and

the management of inventories. In order to deal effectively with problems from the standpoint of an operating manager, the latest techniques of measuring work, and the balancing of assembly fluctuations are discussed. The emphasis, however is not on the tools as such but in their application in a way which strengthens the competitive position of the firm.

Financial Management

This course deals with basic financial concepts such as, ratio analysis, cash and funds flow, working capital management, investment in fixed assets, capital structure, capital costs, dividend policy, investment in securities, mergers and acquisitions, and the like. Preliminary accounting concepts for those with no background in accounting are dealt with on a tutorial basis at the beginning of the course.

Managerial Accounting and Control

The main objective of this course is to help the student develop a familiarity with, and an appreciation for, the uses and limitations of various analytical approaches to the quantitative aspects of business management. The course also serves as a foundation for the mathematical analyses required in the several functional courses. It deals basically with the development and use of accounting data for business managers and the established descriptive and business economics. It examines systems by which management insures that the organization is moving toward planned company objectives.

Formal Analysis of Decisions (Quantitative)

This course is designed to develop the analytical skill of the students through application of the most recent scientific, model-building approaches to managerial problems. The major topics for discussion are: (1) decision under uncertainty, (2) conflict models, (3) optimization models, (4) simulation techniques, and (5) computer applications. Although a certain amount of mathematical background is helpful, it is not required for the course.

Human Behavior in Organizations

Human Behavior in Organizations develops a student's ability to analyze and deal effectively with human situations. The course begins with the assumption that a firm is both an economic and a social system. It examines issues involving the dynamics of individual and group behavior, styles of supervision and the problem of change within organizations. Students are required to apply a systematic framework of analysis built around behavioral science concepts. Through a combination of case studies and student-centered business games, the course exposes students to the dilemmas confronting a manager in the Asian setting.

Written Analysis of Cases

This course is distinguished from the other first year courses in that it requires the student to integrate and to apply the ideas and techniques he learns in other courses to more complex business situations, and to write a clear, complete and logical analysis of the problems he finds. Thus the course emphasizes clear writing as well as clear thinking. The student is required to write at least fourteen analyses in the course of the school year and about eight other forms of written communication.

SECOND YEAR

The required and elective courses in the second year which are designed to help the student to develop an overall framework for analyzing management problems and give him an opportunity to pursue in depth the functional area in which he wishes to concentrate are described herein.

Required Courses

Business Policy

In Business Policy the student is asked to effect his transition from the functional to the general manager. Cases used in this courses require not

only the "overview" characteristics of top management positions but also the ability to analyze functional problem areas in depth. An attempt is made to relate individual motives and values, resources, market opportunities and community responsibilities to implicit company strategies.

Management Research Report

The course consists in the writing of a major paper — the thesis — which is the final determinant of a student's graduation. The range of subject matter is extremely broad. The paper must, however, be based on reality and must encompass the major functional areas of marketing, production, finance, organization. It should state specifically a program of action or a strategy of implementation and be an original and individual work.

The student defends his paper before a panel consisting of his adviser, another faculty member and an invited industry expert, who together evaluate the student's work.

Development of Enterprise

Everyone wants to become his own boss. The course is designed to help the student overcome his natural timidity to attempt to fly on his own. Students are required to engage in the search for opportunity and to evaluate alternatives, strategies for entry, and implement plans. As an experience, the Development of Enterprise course gives the student awareness of what he will need to become an entrepreneur, and possibly the confidence to commit himself to the task.

Elective Courses

Consumer Analysis and Marketing Research

The objective of this course is twofold: to give the students the opportunity to learn various concepts and research findings related to consumer behavior, and to develop their skills at using marketing research. Since marketing decisions can only be as valid as the data from which they evolve, the

qualitative and quantitative aspects of the data-gathering process and creative interpretation of the research results are given due consideration. The areas covered are: consumer profiles for specific product lines; product testing; advertising studies, on both creative and media sales analysis; motivational research, etc. The intention is not to train research technicians — i.e., statisticians, interviewers, tabulators — but to establish competence in the evaluation and use of market research data.

Advanced Marketing

The goal of the course is the making of the marketing operations manager. For the most part the student will be cast as a sales manager or a brand manager. His role will be a decision-oriented and emphasis will be more on implementation and less on strategy. The course will try to address issues in marketing operations that are particularly significant in a developing country. Some of the areas to be examined are: the direction a company should take, given some test market results; sales turnover problems; sales control problems; sales control problems as it relates to work load, the compensation system and the environment; advertising of previously undifferentiated product and promotions for products to be introduced.

Management of Distribution Systems

This course deals with the institutions and processes involved in the flow of goods from producer, manufacturer, or importer to consumer. It examines the structure and operation of the distribution systems in Southeast Asia — in particular the functions of jobbers, wholesalers, and retailers and their inter-relationships as well as the role the government plays. The course also studies institutions like public markets, supermarkets, and shopping centers, and the goods sold in these places. It analyzes concepts like retail buying, merchandising, inventory controls and distribution strategies. Throughout the course attention is paid to the Chinese character of the distribution system in the various countries.

International Marketing Management

Many of the problems encountered by an export manager in Asia are similar to those met in the domestic market and require adequate competence in basic functional areas. However, since the business is conducted outside national boundaries, there is the need to acquire the proper orientation so as to adapt management approaches to the varied environments. The course emphasizes the importance of understanding the nature of the foreign environment (geographic, economic, political, social and cultural) and the need for the firm to be highly flexible in order to achieve its goals. The dynamic nature of the international market place and the relevance to management thinking of certain development, e.g., regional market groupings, the role played by trading companies, and the emergence of multinational enterprises are examined.

Management of Financial Institutions

MFI is a concepts-and-issue course concerning the management of funds by the different financial institutions. It seeks to provide the student with an understanding of the dynamics behind the fund-gathering and fund-lending activities of the banking system and of the major non-bank financial intermediaries. The course covers three principal areas: (1) A general introduction to relevant points of the Philippine economic environment, a review of financial institutions in perspective, money market fundamentals and monetary policy. (2) The commercial banking system and the key management aspects of the system. (3) The non-bank financial institutions, the unique character of each, and their key financial management problems.

Corporate Finance

This course concentrates on the policy aspects of the Finance functions. Coverage includes: (1) asset allocation and management; (2) the mix in the capital structure; (3) dividend policy; (4) opti-

mum debt levels and debt capacity; (5) capacity valuation in the market and its relation to financial mobility.

The pattern of the course highlights the individual firm with its own set of circumstances; and the internal and managerial perspective of finance — how the financial system operates in relation to other functions such as marketing or production.

Financial Markets

Financial markets looks at the Money, Capital and Foreign exchange markets within the Philippine, Asian and international setting.

The Money market section reviews the basis for the development of the short and long term money markets. Yield curves, maturity risks and dealership strategies are reviewed within the context of both investor and dealer.

The Capital Market looks at equity instruments and hybrids of equity/money instruments such as convertibles, detachable warrants, etc. This section attempts to set a valuation model for a more thorough analysis of the risk reward relationship for these types of investments. There is also a review of the capital market network which is the groundwork for capital market development.

The Foreign Exchange portion of the course interlinks the money and capital markets of each region with another where arbitrage is possible. In the case of arbitrage, currency risks, interest rate differentials and time zone implementation problems are considered.

Depending on class capability and size, a last portion reviews the setting of money, capital and foreign exchange markets in different Asian Cities.

Management Control and Information Systems

This course deals with the design and development of an over-all managerial control system based, among others, on an information plan sub-system that will fit existing corporate strategy, people, and the organization. The course further addresses the significant role of budgets, human behavioral patterns in organizations, and computer-based information sub-systems in the over-all control and motivational structure.

Organizational Planning and Personnel Administration

The purpose of this course is to introduce the student to the problems that confront a manager in establishing and administering complex organization structures. Emphasis is given to current methods and practices used by manager in the Asian region. One half of the semester is devoted to analysis and integration of structural variables; the second half, to a survey of personnel administration techniques.

Business Leadership and Responsibility

The entrepreneur, the businessman and the manager do not operate in a vacuum. They do business in a particular society which has its own particular set of values, norms and expectations. They deal daily with those who provide capital, with workers, customers, suppliers, competitors the business community, the government and the general public. All these beneficial alliances, conflicting interests, and relative power positions must be kept in balance if a business is to endure and contribute to the general welfare of society. This course is designed to enable the student to develop the skills to recognize these business relationships, to analyze the relevant factor that affect and influence them, to see the challenges and opportunities that they present, and to know the tools and the techniques of communication and persuasion that will enable him to implement future decisions.

Agribusiness I

This course has two objectives: (1) to familiarize students with the problems, structures and logic of selected agribusiness industries and (2) to develop among students an appreciation of the Agribusiness concepts in formulating public policies and strategies toward the viability of agribusiness industries.

Agribusiness II

This course aims at giving students an appreciation for the use of future markets in the Agribusiness area; and at developing trading skills in those markets.

It is particularly concerned with the

preparation and evaluation of projects for the development of agriculture and with sharpening the students' skills in implementing strategies for firms in the Agribusiness area.

Management of Change

The object of this course is to help the student understand why people, organizations, and societies change; how and in what direction change is taking place; what the future state of existing systems may be; and what he can do to either help, hinder, or direct — i.e., manage — the process. Particular attention is paid to the shift from traditional to industrial social systems and to the interaction between change agent, client system and change element. The student will be encouraged to develop a conceptual framework based on the change process which will help him cope with the static and self-modifying or evolving organizational systems in the real world of resistance to a change element a change agent.

Production Planning and Control

This course focuses on the planning and control functions of various production systems. These systems are differentiated into: (a) The continuous versus intermittent type or class which separates systems by the physical nature of production; and (b) the inventoriable products versus goods produced to order. Major topics to be covered are: Production-Inventory System, Inventory Models, Aggregate Planning, and Planning, Scheduling & Control for: a) high volume standardized products, b) job shop systems, and c) large scale projects.

Management in Japan

The course consists of a series of lectures class discussions and analyses of business cases designed to present an overall view of management and business practices in Japan and an outline of their major characteristics. The course takes the student through four basic phases: (1) The analysis of historical background leading up to the development of the 20th century Jap-

anese economy, business concepts and methods; (2) A comparative study of the Functional aspects of Japanese managerial system particularly in relation to the more familiar American model and management practices in the Philippines; (3) A prospective look at the Japanese economy and business environment in the seventies, and their effect on Asia; (4) Lastly, a familiarization with the basic procedures and practices followed in doing business with Japanese firms.

Logistics Management

The course deals with two branches of business logistics, physical supply and physical distribution. Discussions will focus on logistics problems and cases encountered by or applicable to commercial industrial and agricultural enterprises.

Physical supply encompasses the problems and techniques of providing a continuing supply of raw materials to the manufacturing function or goods to the merchandising institution, and the close coordination of physical supply activities with those of manufacturing and procurement.

Physical distribution pertains to the movement of a product from supplier to customer or ultimate consumer in coordination with manufacturing and marketing activities.

Manufacturing Policy

The principal objective of this course is to develop in students certain knowledge, skills, and insights, needed by general managers and top manufacturing executives in order to forge their company's manufacturing function into a competitive weapon. This course covers three industries and will utilize the industry approach for case analysis. It will focus attention on decisions directed at operating programs and manufacturing policies.

Manager in a Developing

Economy

Effective Business planning requires more than a superficial understanding of the economic environment. Within the setting of a developing economy,

the capability of the government to fine tune an economy through a mixture of monetary, fiscal and administrative controls is necessary. The astute businessman and/or aggressive entrepreneur must be able to anticipate changes in an economy.

Manager in a developing economy attempts to build a system of applied economic analysis for course participants. There are three major modules. The introductory portion reviews basic economics for students with little or no economic background. The succeeding

module, builds upon this fundamental skill and tries to sensitize the student towards looking at the monetary, fiscal and administrative implications of changes in major government policies like credit, foreign investment, taxes, etc. The emphasis of this module is to review the impact of policy changes on business.

The last portion reviews the effect of international economic changes on a domestic economy and necessarily, on business.

Entrance Requirements

The faculty is committed to the policy of seeking a student body comprised of men and women each of whom once admitted, can successfully complete the program and earn the master's degree. This means that intellectual ability and previous high academic achievement, while important, are not sufficient. They must be supplemented by motivation, maturity, leadership, willingness to assume responsibility, and a commitment to hard work — all marks of a professional manager.

As a graduate school AIM considers application only from men and women who hold a bachelor's degree or its equivalent, normally a total of 16 years of education. In view of varying educational systems, however, a more advanced degree is sometimes necessary depending on the candidate's country and system of education.

The college degree may be in any field, such as engineering, business or arts and sciences.

A sound knowledge of and facility in oral and written English are pre-requisites for admission. *Classes are conducted in English* and participation in class discussions as well as preparing written reports are crucial parts of AIM's learning process. A review class in English is given prior to the opening of classes for students who need to acquire additional proficiency.

In appraising the other requirements, consideration is also given to an applicant's:

1. Academic record
2. Entrance test scores
3. Leadership skills as demonstrated in his extra-curricular activities while in college and in po-

sitions he may have held in his employment after graduation.

4. Work experience
5. Recommendations from the school and the employer.

The admissions decision is based on the total application.

Matriculation begins only at the beginning of the first year. Transfer students are not accepted.

Admissions

Application forms and leaflets on admissions procedures may be secured by writing directly to the Admissions Office, Asian Institute of Management, M.C.C. P.O. Box 898, Makati, Rizal D-708, Philippines.

All applicants who wish to apply for scholarships must complete applications for admissions on or before January 15 of the academic year. Applications are usually processed after receipt of all requirements.

Applications for loans are made on separate forms available at the Treasurer's Office upon the applicant's confirmation of acceptance by AIM.

Applicants outside the Greater Manila area may make further inquiries at the following Test Centers:

MR. ARTURO LACSON
La Salle College
Bacolod City

MRS. PLANTILA Y. SIONG
Xavier University
Cagayan de Oro City

REV. FR. HENRY SCHUMACHER, S.V.D.
University of San Carlos
Cebu City

MRS. JULITA PAMINTUAN
University of Pangasinan
Dagupan City

REV. FR. ROBERT FITZPATRICK, S.J.
Ateneo de Davao
Davao City

MISS VIOLETA HIÑOLA
Silliman University
Dumaguete City

MISS JOSEFINA PORTER
Central Philippine University
Iloilo City

MR. SOPRONIO LLORIN
Ateneo de Naga

MR. SENEN DE LA TORRE
Divine Word College
Legazpi City

MRS. EVANGELINE ESPERAS
Divine Word University
Tacloban City

MRS. REMEDIOS MARMOLENO
Ateneo de Zamboanga
Zamboanga City

Overseas Applicants

Entrance examinations are conducted at the AIM Representatives' offices in overseas countries. Applicants should include among their papers a note from their Ministry of Education, certifying that their government recognizes their degrees. (This is required by the Philippine Government for recognition of the anticipated MBM degree.) All papers are submitted directly to the AIM representatives in the candidate's country. Below is a list of these representatives.

MR. M. A. BHUIYAN
Honorary Secretary
Bangladesh Management Associations
Chamber Building, Sheikh Mujib Road
Chittagong, Bangladesh

MRS. SUSAN YUEN
Executive Secretary
The Hong Kong Management
Association
Management House 3rd Floor
26, Canal Road West
Hong Kong

MR. JAGDISH PARIKH
Director
Lee & Muirhead (India) Pvt. Ltd.
12 Rampart Row
Bombay-1, India

PROF. GOENAWAN WARDHANA
Faculty of Economics
University of Indonesia
Salemba 4, Djakarta
Indonesia

REV. FR. ROBERT J. BALLON, S.J.
Chairman
Socio-Economic Institute
Sophia University
7 Kioicho, Chiyoda-Ku
Tokyo 102, Japan

DR. DONG KI KIM
Graduate School of Business
Administration
Korea University
Seoul 132, Korea

MR. SYED ADAM AL-JA'FRI
Honorable Secretary
Malaysian Institute of Management
15th Floor, Campbell Complex
Tower Building, Jalan Campbell
Kuala Lumpur. 01-09
Malaysia

JOHARI BIN HASSAN
Head
School of Business and Management
Shah Alam, Selangor
Malaysia

MR. ENVER KUREISHI
Executive Secretary
Management Association of Pakistan
Plot No. 1-A, Lalazar Area
Moulvi Tamizuddin Khan
(Queens) Road
Karachi-2, Pakistan

DR. LAWRENCE WONG
Program Director
Singapore Institute of Management
3rd Floor, Thong Teck Building
15 Scotts Road
Singapore 9

MR. SHAO PONG CHEN
Vice President
China Development Corporation
131 Nanking East Road Sec. 5
Taipei, Taiwan

DR. SRIPRINYA RAMAKOMUD
Dean, School of Business Administration
The National Institute of Development
Administration
Bangkok 10, Thailand
DR. AJVA TAULANANDA
Thailand Management Association
Samaggi Insurance Building
308 Silom Road, Bangkok, Thailand

Financial Assistance

The Asian Institute of Management tries its best to see to it that no qualified Asian candidate is denied the opportunity to attend the MBM program for financial reasons. Scholarships are available for deserving candidates.

Loans

The loan fund, established by the Social Security System of the Philippines, helps Filipino students to meet principally their tuition and other academic costs.

Interest on loans is charged from the date of disbursement but repayments start only after the student has left the school.

Scholarships

A limited number of scholarships have been established with the Institute to assist exceptionally qualified students. Scholarships are granted on the basis of the candidate's total qualifications but need is an absolute pre-requisite. These scholarships are enumerated herein:

1. The Asian Institute of Management Regional Scholarships
2. The Chartered Bank Scholarship
3. The Colgate-Palmolive National Scholarship
4. The Constant Jurgens National Scholarship
5. Engineering Equipment Incorporated National Scholarship
6. Filipinas Foundation, Inc. Scholarship
7. The Ford Motor Company Scholarship
8. The HBSAP National Scholarship
9. Khun Bancha Lamsam Scholarship
10. Lee Foundation Scholarship
11. Management Association of the Philippines Scholarship
12. Mutual Books, Inc. National Scholarship
13. Javier J. Nepomuceno National Scholarship
14. Philex Mining National Scholarship
15. The Andres K. Roxas Asian Scholarship

16. Singapore International Merchant Bankers, Ltd., (Singapore) Scholarship
17. The Starr Foundation International Scholarship
18. The Washington Z. SyCip Scholarship
19. The SyCip, Gorres, Velayo & Company (Philippines) and T. N. Soong & Company Taiwan, Scholarship for a nominee of the Chinese Association for the Advancement of Management
20. The Jose R. Tuason, Jr. National Scholarship
21. Union Overseas Bank Ltd. (Singapore) Scholarship
22. Victorias Milling National Scholarship
23. The Claude M. Wilson National Scholarship
24. Sibal Foundation Inc. Scholarship
25. USAID Regional Economic Development Scholarship

Deferred Payment

In meritorious cases, students are allowed to adopt any one of the following modes of payment:
Two Payment Plan
Four Payment Plan
Six Payment Plan
More information is available at the AIM Business Office.

External Aid

Some companies give direct assistance to students who are admitted to the Institute. Sometimes, but not always, such assistance is limited to the sponsor's employees. The companies and organizations which are supporting AIM students through this arrangement are listed below:

1. The Ayala Corporation
2. Bacnotan-LCC Group
3. Bancom
4. Bank Negara (Malaysia)
5. Caltex P.T. (Indonesia)
6. Caltex (Philippines), Inc.
7. Commission on National Integration
8. Filipinas Synthetic Fiber Corporation

9. First National City Bank
10. P. Floro & Sons, Inc.
11. Ford Foundation (Indonesia)
12. Ford Foundation (Philippines)
13. Fund for Assistance to Private Education
14. Government of Malaysia (Malaysia)
15. MARA (Malaysia)
16. Mara Institute of Technology (Malaysia)
17. MERALCO
18. National Electricity Board (Malaysia)
19. Philippine Armed Forces
20. Philippine Commercial & Industrial Bank
21. Philippine Constabulary
22. Private Development Corporation of the Philippines
23. Radiowealth, Inc.
24. SGV & Co.
25. SGV-Na Thalang (Thailand)
26. SGV-Soong & Co. (Taiwan)
27. SGV-Utomo & Co. (Indonesia)
28. Tahanan Foundation
29. Thammasat University (Thailand)
30. Tatung Engineering (Taiwan)
31. USAID
32. United Drug Laboratories, Inc.
33. Universal Textile, Inc.
34. Victorias Insurance Factors, Inc.
35. Wencesco Enterprises

Additional Information

Living Accommodations

Unmarried male students in the first year program are required to live on campus. Other male students may also be accommodated if space is available. Facilities consist of 39 suites. Each suite, occupied by four students, has two bedrooms and a study room specially designed to provide graduate students with an atmosphere conducive to individual study, small group discussion and social development.

There are no resident facilities on campus for families of married students.

Health

The medical fee covers an annual physical examination, emergency treatment and consultation services at the AIM Clinic. The emergency facilities of the nearby Makati Medical Center are also open to students but their medical and doctor's fees are to their account.

To partially provide for an emergency that may require their hospitalization while in the Philippines, overseas students are required to take out a medical insurance policy. Local students are also encouraged to do the same. Arrangement for this may be made with the Administrative Services office.

Placement

While the Institute assists students and alumni in every way possible to find job opportunities, the primary responsibility in this regard rests ultimately with the student.

The assistance provided by the Institute is as follows:

1. Arranging on-campus and off-campus interviews
2. Arranging plant visits
3. Listing available job opportunities
4. Providing data about various companies to give students a working knowledge about prospective employees
5. Arranging job orientation activities like convocations and other forms of social activities to introduce students to the members of the business community.
6. Helping in the preparation of a standard resume for distribution to interested companies.

Summer work after completion of the first year program is considered a valuable part of the students' development. They are therefore encouraged to find employment during the major vacation period of June and July, and to take advantage of the assistance provided by the Institute in this matter.

Program Calendar

FIRST SEMESTER

26 July 1976 — 10 December 1976

SEMESTRAL VACATION

16 December 1976 — 1 January 1977

CHRISTMAS VACATION

16 December 1976 — 1 January 1977

SECOND SEMESTER

2 January 1977 — 11 May 1977

LEGAL HOLIDAYS

1976

4 July — Fil-Am Friendship Day

30 November — Bonifacio Day

25 December — Christmas Day

30 December — Rizal Day

1977

1 January — New Year's Day

9 April — Bataan Day

7-9 April — Holy Week

1 May — Labor Day

12 June — Independence Day

BACOLOD

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The
NACUSIP STORY
in brief

The NATIONAL CONGRESS OF UNIONS IN THE SUGAR INDUSTRY OF THE PHILIPPINES was born as a result of the commitment of some trade union leaders in Luzon and Visayas in the promotion of the general welfare of the sugar workers through oneness among their unions. When the organization of NACUSIP was formalized on August 28, 1965, at the Bonifacio Hall of the U.S. Asian Labor Education Center, the delegates of the fifteen Founding Member-Unions were fully aware of the delicate and difficult tasks ahead of them.... the building of a national federation among the labor unions in the sugar industry.

A cursory glimpse on the events preceding the birth of NACUSIP will give a better understanding on the growth of NACUSIP. Inspired by the encouragements of Bro. Stanley G. Correa of the International Federation of Plantation, Agricultural & Allied Workers (IFPAW), Bro. Ricardo R. Alconga (presently NACUSIP General Secretary) of the Pasudeco Workers' Union and the National Union of Plantation, Agricultural & Allied Workers (NUPAAW) initiated the formation of a regional association of labor unions in Central Luzon, known as the Confederation of Unions in the Sugar Industry (CUSI); while Bro. Zoilo V. de la Cruz, Jr. of the Associated Labor Unions (ALU) and the Congress of Independent Organization (CIO) spearheaded the regional grouping among labor organizations in the various sugar centrals in Visayas, known as the Council of Unions in Sugar Centrals (CUSUC). For nearly two years, representatives of both

the CUSI and the CUSUC met on several conferences with the end in view of laying down the ground work for the establishment of a national center among themselves. After they had overcome whatever regional prejudices that in the past frustrated many a unity movement, and after mutually agreeing on the basic guidelines and goals, the leaders of both these regional labor aggrupations unanimously decided to unite among themselves and bring their respective trade unions within the umbrella of one national federation.

Membership in the MACUSIP, since the beginning, is limited to those registered and/or legitimate labor organizations that have existing collective bargaining agreements covering sugar industry workers and/or are certified or recognized as the sole and exclusive collective bargaining representatives of a group of sugar workers.

From an initial membership of 15 unions, MACUSIP has grown to have in her family 24 organizations within a period of ten years, with some 35,000 sugar workers covered by the collective bargaining agreements of the member-unions, in Luzon, Visayas and Mindanao.

Among the significant achievements of MACUSIP, aside from uniting the great majority of the existing trade unions in the sugar industry, are:

- 1) her direct involvement in the establishment and continuity of the Social Amelioration Program of the sugar industry, which is now governed by Presidential Decree No. 621;
- 2) her initiation of and active participation in the review of the wage structures in the sugar industry before the Wage Commission, which resulted in the issuance of WAGECOM Order No. 3 raising the statutory minimum daily wages of both the

- agricultural and non-agricultural workers in the sugar industry, well over the national statutory minimum daily wages in other industries;
- 3) her active involvement and participation in the improvement and stabilization of the paliao rates paid to the agricultural workers in the sugar industry;
 - 4) the promotion of uniform minimum working standards and conditions, as well as fringe benefits, among the members of her affiliates through collective bargaining processes, and assisting her affiliates in collective bargaining negotiations and legal matters;
 - 5) the promotion of cooperatives and socio-economic undertakings by her affiliates;
 - 6) her adoption of a continuing education program for the officers and members of her affiliates;
 - 7) and in her readiness to express the sentiments of sugar industry workers on national issues affecting the sugar workers and the sugar industry.

NACUSIP has closely collaborated with other trade union organizations on matters affecting the interests of Filipino workers and the Philippine Trade Union Movement. In the pursuit of her labor and cooperative programs, NACUSIP has sought, and will continue to seek, the valued assistance of the Department of Labor, the Department of Local Government & Community Development, the U.S. Asian Labor Education Center, the Asian-American Free Labor Institute and the Friedrich-Ebert-Stiftung, and such other agencies that are committed to improve the interests of the working men and women of the Philippines, particularly the sugar industry workers.

NACUSIP stands four-square behind the restructuring of trade unions as envisioned in Presidential Decree No. 442, as amended.

A REVIEW OF SOCIO-ECONOMIC AND COMMUNITY SERVICES ACTIVITIES

When NACUSIP was born in 1965, it was not the intention of the organization and the members of her family to limit themselves to the traditional pre-occupation of collective bargaining, dispute settlement, and organizing. The Founding Fathers felt that the federation could be more useful to the sugar industry workers and the Philippine Trade Union Movement if NACUSIP and her affiliates actively venture to other areas of activities that will either directly or indirectly promote the general well-being of sugar workers and their families, as well as develop NACUSIP and her affiliates as positive instruments in community and national development.

EVEN before 1965, some of the trade unions who eventually became affiliates of NACUSIP were already engaged in varied socio-economic and community services activities, such as union commissary stores, union credit unions, union mutual aid benefit programs, political action, etc. Almost every NACUSIP affiliate then was already actively involved in community services - Boys and Girls' Scouts, Red Cross, Community Chess, Rotary, Lions, Jaycess, Press and Radio, local and national politics, youth programs, and many others. It was therefore just a matter of organizing these activities to make them relevant to the needs of the sugar workers and the country that NACUSIP addressed herself.

MANY consumers cooperatives and cooperative credit unions now existing in sugar mills and sugarcane plantations have been organized by trade union leaders - who are now leaders of NACUSIP. Hundreds and hundreds of sugar workers and/or their families have benefitted from the retirement and/or death benefit programs of NACUSIP affiliates. Many a community activity could not have ended with success without the contribution of NACUSIP affiliates. Before September 21, 1972, NACUSIP affiliates either as a group or on their own helped in the election of a councilor, a vice-mayor, a mayor, congressman or senator. On every national election, either for senator or presidency, NACUSIP and/or her affiliates came out with full support for Mr. FERDINAND E. MARCOS. Under the New Society, a number of officers of NACUSIP affiliates are either Barrio Captains, Barangay Heads, or Barrio Councilors. Officials of NACUSIP and her affiliates have distinguished themselves in both national and community leadership.

TODAY, NACUSIP and her affiliates take pride in their humble contributions to the promotion of the general welfare of sugar workers and their families, and in their resolve to pursue ~~task~~ the goals of the New Society. The socio-economic services of NACUSIP and/or her affiliates have not only helped improved the living conditions of their membership, but these activities have created employment. The community services of NACUSIP and/or her affiliates have contributed to the acceptance by sugar industry employers of responsible organized labor.

NACUSIP has erased "isolation" from the dictionary of trade unions, and has make herself part and parcel of day-to-day living not only of sugar industry workers, but also of the nation.

NACUSIP contributes, and will continue to contribute, to the future of the Filipino Nation - through responsible collective bargaining processes, and by actively participating in nation building.

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Major Gil D. Lumpio

NATIONAL SECRETARY-TREASURER

Congress of Independent Organizations—ALU (CIO-ALU)
Fraternal Labor Organization—ALU (CIO-ALU)

REGIONAL TREASURER

Associated Labor Union—ALU, Western Visayas

DIRECTOR ECONOMIC SERVICES

Congress of Independent Organizations—ALU (CIO-ALU)
7th Street, Capitol Subdivision, Bacolod City
Philippines

Home Address:
Fabrica, Neg. Occ.

Telephone
2-22-31

Notes on the

BIPA FARM WORKERS' WELFARE FOUNDATION, INC.

The BIPA FARM WORKERS' WELFARE FOUNDATION, INC. was organized last 1974 by the Binalbagan-Isabela Planters' Association (BIPA) pursuant to the new Milling Contract between the BIPA and her affiliated planters and the Binalbagan-Isabela Sugar Company (BISCOM), which milling contract would be for ten (10) years starting with the crop year 1973-74 up to the crop year 1982-83.

Under the terms of the aforesaid Milling Contract, 1.2% of the Planter's share (which 1.2% represents the total increase in the Planter's share compared to his share under the old Milling Contract which terminated on the crop year 1972-73) beginning with the crop year 1973-74 (and every crop year thereafter until the crop year 1982-83) would be set aside to form the Social Welfare Fund (distinct and independent from the Social Amelioration Fund of the Sugar Industry, which is governed now by Presidential Decree No. 621) to be used to promote and uplift the social and economic conditions of the sugar farm workers within the BIPA Mill District. And that this Social Welfare Fund (estimated to amount to approximately P3,000,000.00 annually, on the basis of current sugar prices) would be administered by a Board of Trustees (of 5 members) of a foundation which would be then organized - which is now known as the BIPA FARM WORKERS' WELFARE FOUNDATION, INC.

The Board of Trustees of the BIPA Foundation is presently composed of:

Atty. Jose Y. Montalvo, Jr. (representing the BIPA Board of Directors) as Chairman;

Mr. Serafin T. Gatuslao (representing the BIPA Planter-Members) as Vice-Chairman;

Mr. Juan G. Yulo (representing the BIPA Planter-Members) as Treasurer;

Atty. Zoilo V. de la Cruz, Jr. (representing Labor) as Secretary;

Mr. Jesus Limsiaco (representing Labor) as Member.

The BIPA Foundation formally started her operations towards the middle of October 1974 after the corresponding

registration of her incorporation papers, as a non-stock/non-profit association, was effected with the Securities and Exchange Commission.

In order to pursue effectively her objectives, and as a matter of policy, the Board of Trustees sought the guidance of the Department of Labor, the Department of Local Government & Community Development, the National Manpower & Youth Council, the Bureau of Vocational Education, the Philippine Medical Care Commission, and other appropriate government agencies.

With the valued counsel and advise of Hon. Blas F. Ople, Secretary of Labor; Hon. Amado Gat Inciong, Undersecretary of Labor; Hon. Clemente Terso, Jr., Director of the Bureau of Cooperatives Development, DLGCD; Mr. Domingo Batocail, Head of the Negros Occidental School of Arts & Trade; Mr. Arthur Dennis Granger, Area Director of the International Labour Organisation (ILO), the Staff & Personnel of CARE Philippines, and Mr. Kenneth P. Hutchison, Country Program Director of the Asian-American Free Labor Institute (AAPLI), and upon suggestions and recommendations of responsible BIPA Planter-Members and leaders of the National Congress of Unions in the Sugar Industry of the Philippines (NACUSIP), the Board of Trustees of the BIPA FARM WORKERS' WELFARE FOUNDATION, INC., in collaboration with the BIPA Board of Directors, has undertaken the following socio-economic programs, namely:

1. Educational Assistance Program - whereby the BIPA Foundation pays for the enrolment and tuition fees of the direct dependents of BIPA sugar farm workers who are enrolled in elementary and high schools - there are approximately 3, 900 students enjoying under this program;

2. College Scholarship Program - where the BIPA Foundation pays not only the enrolment and tuition fees, but also books, uniforms, board and lodging plus P100.00 monthly personal allowance for each scholar;

3. Preventive Medical & Health Program - being carried on by four mobile health units with doctors, dentists, nurses and midwives, who dispense free medical services and free medicines - some 60,000 persons, young and old, have been treated during the last few months;

4. Vocational & Skills Training Program - by operating a vocational and technical school, paying for the school fees of the dependents of the BIPA Sugar farm workers who are

enrolled in other vocational and technical schools;

5. Cooperative Programs - initiated and funded the organization and operations of the district-wide Kilusang Bayan for Consumers, Inc. and the BIPA Kilusang Bayan for Credit, Inc.;

6. Carabao Dispersal Program - some 246 female carabaos, some of whom have already given birth, have so far been distributed to the sugar farm workers and which they will pay within a period of seven years;

7. Swine Dispersal & Fattening Program;
8. Livestock and poultry Dispersal Program;
9. Concrete Products Project;
10. Printing Press;
11. Nutrition Program;
12. Population & Family Planning Program;
13. Job Placement Program;
14. Food Production Program; and
15. Coconut Vinegar Project.

In a few months from now, the BIPA FARM WORKERS' WELFARE FOUNDATION, INC. will operate the following, namely:

1. Bakery
2. Gasoline Station
3. Swine Breeding Station
4. Feedmill, and
5. Sugarcane Knives Manufacturing Plant.

19 January 1976
Bacolod City, Philippines

BIPA FARM WORKERS' WELFARE FOUNDATION BULLETIN

VOL. I, No. 2

BINALBAGAN, NEGROS OCCIDENTAL 6027

16 MARCH 1975

"EARN WHILE YOU LEARN" CONCEPT TO BE ADOPTED IN HOLLOW BLOCKS PROJECT AND CONSTRUCTION OF FOUNDATION BUILDINGS

Qualified unemployed "out-of-school" sons of BIPA farm workers, who are interested in learning hollow blocks making and other masonry work, will be accepted by the Foundation in its Hollow Blocks Project at Binalbagan. Likewise, dependents of BIPA sugar farm workers between the ages of 15 years old to 20 years old and who are no longer studying in any school, that is out-of-school youths, but are interested in learning construction works, such as carpentry, plumbing, masonry, etc. will be admitted for training in the various buildings to be constructed by the Foundation.

Dependents of the BIPA sugar farm workers who are eventually admitted for training in the abovementioned projects under the Vocational & Skills Training Program of the Foundation will be granted modest financial aid to cover partly their expenses for transportation and meals. Those who are interested therefore in enrolling and participating in these training programs of the Foundation may register as early as possible with the office of the BIPA Farm Workers' Welfare Foundation, Inc. located at the BIPA Office, Biscom Compound, Binalbagan, Negros Occ.

FOUNDATION GATHERS DATA ON BIPA FARM WORKERS' DEPENDENTS TAKING COLLEGIATE COURSES

The BIPA Farm Workers' Welfare Foundation has started gathering data and information on the dependents of BIPA sugar farm workers who are taking collegiate courses. The data that may be gathered in this survey will be very useful to the Foundation, such as in

the determination of how many or what percentage of the dependents of BIPA sugar farm workers who have finished secondary education are pursuing college education, the college courses or degrees they usually choose, how they are supported or how they support themselves while in college, and how many of them usually finish their college courses or degrees. With this information, the Foundation will also be able to seriously consider whether it is feasible for the Foundation to fund those who are desirous and who have the capability to pursue college education, and possibly to guide them on what college courses or degrees to take.

Meanwhile, dependents of BIPA sugar farm workers who have finished college courses or degrees and who are not yet gainfully employed are requested to submit or file their individual bio-data or curriculum vitae (information data) with the Foundation for possible employment in the different projects and programs of the Foundation, or in the proposed Kilusang Bayan for Consumers and Kilusang Bayan for Credit that will soon be organized for the BIPA Mill District.

SWINE DISPERSAL PROGRAM TO BE INTRODUCED IN THE BIPA MILL DISTRICT

The BIPA Farm Workers' Welfare Foundation, in collaboration with the Sugar Industry Foundation (SIFI), will soon undertake a Swine Dispersal Program among the BIPA sugar farm workers. BIPA Planter-Members

(over)

who are interested in having some of their deserving regular sugar farm workers raise swine for fattening or breeding are requested to get in touch with the Foundation.

The Swine Dispersal Program, to start with some 200 selected piglets on an experimental basis, will involve the acquisition by the Foundation or the SIFI of the piglets for dispersal to a limited number of deserving BIPA sugar farm workers who shall be requested to attend first a brief seminar on how to properly care and raise pigs. The Foundation will help underwrite the costs of pig pens, as and when the BIPA Planter-Member or his worker cannot yet afford to fund the construction of pig pens. The SIFI in turn will extend the necessary technical assistance, supply the needed medicine from time to time, supply the hog feeds, and help market the pigs when they are ready for sale. The only contribution of the BIPA sugar farm worker who may be a recipient under this Program is his/her labor, and the obligation to properly take care and raise the pig.

The costs of the piglet, feeds and medicines will later on be taken from the gross proceeds of the sale of the pig. Out of the net profit, 80% will pertain to the share of the recipient-worker; 10% will go to the Foundation or the BIPA Planter-Member as amortization for the costs of the pig pen, and the balance of 10% will be retained by the Foundation to cover losses in case of death of the pigs (if the pig dies without the fault of or not due to the gross negligence of the recipient-worker, he will be given a new piglet to raise and care) and costs of supervision. Immediately after the pig is withdrawn from the recipient-worker for sale, he will be given another new piglet for him to raise again if he is still interested.

**MEDICAL PROGRAM TO
INCLUDE HEALTH AND
SANITATION**

The district-wide Medical Program of the Foundation will also include, aside from the immunization, inoculation and deworming of the children of the BIPA sugar farm workers, an education on health and sanitation among the workers and their families.

The Foundation is engaging the services of a full-time Medical Director to supervise and oversee, among others, this Medical Program.

In its board meeting last week, the Board of Trustees of the Foundation approved the manufacture of toilet bowls for eventual distribution at cost to BIPA Planter-Members for the use of their farm workers.

Also being seriously considered by the Foundation are programs on population, family welfare and nutrition, in collaboration with other private and government agencies that are involved in these programs.

**CHIEF "APIN" GATUSIAO
IS NOW FOUNDATION BOARD
VICE-CHAIRMAN**

Mr. Serafin Gatuslao, one of the leading sugarcane planters in the BIPA Mill District and presently Acting President of the Binalbagan-Isabela Planters' Association (BIPA), has recently been elected as Vice-Chairman of the Board of

Trustees of the BIPA Farm Workers' Welfare Foundation, Inc., to take the place of former Board Vice-Chairman Mr. Nestor Jalandoni who has been ailing for sometime. The other members of the Board of Trustees are: Atty. Jose Y. Montalvo, Jr., Chairman; Mr. Juan G. Yulo, Treasurer; Atty. Zoilo V. de la Cruz, Jr., Secretary; and Mr. Jesus Limsiaco, Trustee.

AN APPEAL

The Board of Trustees of the BIPA Farm Workers' Welfare Foundation appeals to the BIPA Planter-Members to please help in informing their sugar farm workers on the various projects and programs of the Foundation, so that their workers may be able to avail of the benefits of these projects and programs of the Foundation.

BIPA FARM WORKERS' WELFARE FOUNDATION

Bulletin

VOL. I, No. 3

BINALBAGAN, NEGROS OCCIDENTAL 6027

1 APRIL 1975

NEARLY 5,000 BIPA SUGAR FARM WORKERS' CHILDREN IMMUNIZED

Some 5,000 children of BIPA sugar farm workers have already received immunization and have been inoculated by the different BIPA doctors and nurses since the March 19th when the Foundation started its Medical and Health Program, in the various sugarcane plantations in the towns comprised within the BIPA Mill District. The BIPA doctors who are actively involved in the Medical & Health Program of the Foundation are Dr. Maximiano R. Guanco, Medical Director of the Foundation; Dr. Santiago F. Granada, for Isabela and Moise Padilla area; Dr. Luis Montero for Himamaylan area; and Dr. Antonio S. Montero for Hinigaran-Binalbagan area. The dentists involved in the Program are Dra. Anita Montero for Binalbagan; Dr. Vicente Crudo for Hinigaran; Dr. Vidal Adarle for Isabela; and Dr. Jose Cordero for Himamaylan. The nurses assisting in the Program are Miss Haydee Galotera, and Miss Amelita Tabino. The Midwives assisting Dr. Luis Montero are Ms. Felicidad M. Segovia and Ms. Consuelo Espeleta.

The Foundation will soon provide the doctors with vehicles to give them more mobility and give them opportunity to cover more sugar farms within the BIPA Mill District. Nearly ₱150,000.00 worth of medicines and drugs have already been purchased by the Foundation under this Program, that are utilized for the immunization, inoculation and deworming of the children of the BIPA farm workers.

HOLLOW BLOCKS PROJECT NOW OPERATIONAL

BIPA Planter-Members and BIPA sugar farm workers can now order the hollow blocks they may need, at comparatively low prices, from the Hollow Blocks Project of the Foundation at Binalbagan. A truck will soon be available for the delivery of the hollow blocks to the BIPA Planter-Members and BIPA sugar farm workers. Most of those working and helping in the making of these concrete hollow blocks are sons of BIPA sugar farm workers. The Hollow Blocks Project of the Foundation, which is under the supervision of Mr. Serafin Gatuslao, Vice-Chairman of the Foundation and Acting BIPA President, is also manufacturing toilet bowls.

FOUNDATION ACQUIRES 7.6-HECTARE LOT FOR OTHER PROJECTS

The Foundation will soon finalize the purchase of a 7.6-hectare lot at Bo. Miranda, Pontevedra, which will be the site of the other projects of the Foundation. If the Foundation eventually succeeds in acquiring this piece of land, the following projects of the Foundation will be set up in this lot, namely: the SENIOR CITIZEN'S HOME OF BIPA - a home for the aged; COTTAGE INDUSTRY PROJECT - utilizing principally the various by-products of coconut; the RICE MILLING AND WAREHOUSING PROJECT; and a space for the projected branch of the proposed Kilusang Bayan for Consumers of BIPA for Pontevedra.

The 3-hectare lot of the Foundation at Binalbagan is now occupied by the Hollow Blocks Project, and the proposed Vocational & Skills Training Institute of the Foundation.

78 FEMALE CARABAOS
ALREADY PURCHASED
BY FOUNDATION

Seventy-eight female carabaos have already been purchased by the Foundation, and 62 of which have already been distributed to different BIPA sugar farm workers, under the Carabao Dispersal Program of the Foundation. The remaining 16, which are still in the stock yard of the Foundation, will soon be released to other deserving BIPA sugar plantation workers.

BIPA sugar farm workers and/or BIPA Planter-Members who are interested in acquiring female carabaos for breeding, fattening, milk and for other useful purposes, may make their request or may known their request for carabaos with the Foundation in their earliest convenience. The rule is "first come - first served". The value of a carabao distributed by the Foundation, under its Carabao Dispersal Program, may be paid within a period of 5 to 7 years. Mr. Francisco Teruel, III, is the Project Officer of this Program.

FOUNDATION BUILDINGS
NEARING COMPLETION

The buildings that will house the proposed Vocational & Skills Training Institute of the Foundation, located at the 3-hectare lot of the Foundation at Binalbagan, are expected to be finished by early part of June. Work on these buildings are now in progress. Additional buildings which will house the Administration Office of the Foundation, and the classrooms of the Vocational & Skills Training Institute will also be constructed in this 3-hectare lot. As and when space allows, the Foundation plans also to build the building that will house the administrative offices and **supermarket** of the proposed BIPA Kilusang Bayan for Consumers and BIPA Kilusang Bayan for Credit, at this 3-hectare lot.

R E M I N D E R

1. Children of BIPA sugar farm workers who are college graduates and who are still looking for jobs are requested to file their individual information data sheets with the Office of the Foundation at the BIPA Office, Biscom Compound, Binalbagan, Negros Occidental, for possible employment in the various projects of the BIPA Farm Workers' Welfare Foundation, Inc., or with the Sugar Industry Foundation, Inc., or elsewhere.
2. Children of BIPA sugar farm workers who intend to enroll in elementary schools, high schools and colleges are likewise requested to make inquiries at the Foundation Office at BIPA for possible benefits under the Educational Assistance Program of the Foundation.
3. Children of BIPA sugar farm workers who desire to take short-term vocational and/or skills training courses are also requested to indicate their interest in these courses to the Foundation Office at BIPA.
4. Learn more about your Foundation, so that our Foundation can serve you well.

BIPA FARM WORKERS' WELFARE FOUNDATION BULLETIN

VOL. I, No. 1

BINALBAGAN, NEGROS OCCIDENTAL 6027

1 MARCH 1975

EDUCATIONAL ASSISTANCE, VOCATIONAL & SKILLS TRAINING PROGRAM IN FULL SWING

Over 700 dependents of sugar farm workers within the BIPA Mill District are now enjoying the Educational Assistance, Vocational & Skills Training Program of the Foundation. It is expected that this number will continually increase as both sugarcane plantation workers and sugarcane planters become more familiar of the educational programs of the Foundation, and as more dependents of these workers get interested in pursuing secondary education and vocational courses.

The Educational Assistance Program of the Foundation consists of the Foundation paying for the high school tuition fees of dependents of BIPA farm workers enrolled in any public or private schools anywhere in the Philippines. The Foundation is now seriously considering to extend this Program to cover enrollment fees of dependents of BIPA farm workers who are enrolled in elementary schools by the next school year.

Under the Vocational & Skills Training Program, the Foundation pays for the school and tuition fees of the dependents of BIPA sugar farm workers who are enrolled in any vocational or technical school, whether public or private, anywhere in the Philippines. As part of this Program, the Foundation is now carrying on discussions with both the Bureau of Vocational Education and the National Manpower & Youth Council on the possibility of establishing and opening a Vocational & Skills Training at the 3-hectare lot recently acquired by the Foundation at Binalbagan. The Foundation may also tap the International Labour Organization (ILO) for technical assistance on this proposed school. At the moment, the Foundation, in collaboration with the BVE and NMYC, is trying to determine yet on the specific vocational courses that may be offered on short-term basis, i.e. 3-6 month courses, that are primarily relevant to the needs of the BIPA Mill District and the Province of Negros Occidental.

CARABAO DISPERSAL PROGRAM IS NOW UNDERWAY

The Foundation has already started her Carabao Dispersal Program, with some 10 female carabaos already distributed to several BIPA farm workers with the guaranty of their employers. This Program involves the distribution of female carabaos to deserving

sugar farm workers within the BIPA Mill District for them to raise, and for which they may pay the Foundation in a period of from five to seven years. Payments for the value of the carabaos by the workers-awardees may be made by them either through easy amortization from their wages (via payroll deduction) beginning the 2nd or 3rd year, or through the sale to the Foundation of the young carabaos born out of these female carabaos.

The initial target of the Foundation's Carabao Dispersal Program for the year 1975 is up to 1,000 heads of female carabaos - this will of course depend on the availability of female carabaos that may be purchased by the Foundation. This Program will eventually give immense economic benefits not only to the workers-awardees, who will definitely derive additional income from the sale of young carabaos, milk, meat, carabao hides and horns, but will also greatly benefit the BIPA Planters in terms of increasing availability of work animals (in the face of continuing energy crises and spiralling of prices of petroleum products, farm machines and equipments) and the beneficial effects of animal

manure. Further, with this Program the Foundation will eventually set up in strategic areas within the BIPA Mill District feed mills and silos utilizing the cane tops and leaves, which are abundant throughout the year.

Also with this Carabao Dispersal Program, the Foundation hopes that the BIPA Mill District will later on be the main source of supply for work animals, for the needs for carabao meat for other areas including Manila, and for the needs of the Carabeef Factory that is being planned by Governor Alfredo Montelibano, Jr. for Negros Occidental.

PREVENTIVE MEDICINE,
MOBILE MEDICAL
SCHEME TO START THIS
MONTH

The plans and mechanics for a modest mobile medical program, under the concept of "Preventive Medicine", are now being finalized by the Foundation in cooperation with the different retained doctors and nurses of the Binalbagan-Isabela Planters' Association (BIPA). This undertaking will involve

the inoculation, immunization and dispensation of basic medical aids to BIPA farm workers and members of their families. The Foundation will soon acquire a Mobile Health Unit to be staffed with a full-time physician, a nurse and possibly a medical aide. The Foundation has already made representations with the International Labor Organization (ILO), through the Associated Labor Unions (ALU) and the National Congress of Unions in the Sugar Industry of the Philippines (NACUSIP), and the Province of Negros Occidental for supply of some medicines and drugs.

THE SENIOR CITIZEN'S
HOME OF BIPA WILL
SOON RISE

A home for the aged BIPA sugar farm workers, those who cannot work due to old age, to be known as the "SENIOR CITIZEN'S HOME OF BIPA" will soon rise at Hinigaran, as one of the projects of the Foundation. Arrangements are now being made

by the Foundation with the Sisters of the St. Vincent's Village at Bacolod City for the establishment of this home for the aged. The Foundation may soon acquire 1-1/2 - 2 hectare lot for this purpose, and build modest but decent buildings on this lot.

KILUSANG BAYANS FOR
CONSUMERS AND CREDIT
TO BE ORGANIZED AT
BIPA MILL DISTRICT

The Bureau of Cooperatives Development of the Department of Local Government & Community Development (DLGCD) has already approved the organization of both Kilusang Bayan for Consumers and Kilusang Bayan for Credit for the BIPA MILL District, to comprise the Municipalities of Binalbagan, Isabela, Hinigaran, Himamaylan, Pontevedra, Moises Padilla and La Castellana.

The actual organization of these KBs will start towards the middle of this month under the direct supervision of the Municipal Development Officers of the municipalities covered and the BOCD-DLGCD. The Foundation has offered financial assistance, through the grant of soft loans, to these proposed KBs which are calculated to make available to both BIPA farm workers and BIPA planters a wide variety goods and merchandise, and make available easy credit facilities to the BIPA farm workers and other residents within the BIPA Mill District.

FOUNDATION TO PUT UP
A HOLLOW BLOCKS
FACTORY

The hollow blocks factory of the Foundation, which will be located at the 3-hectare lot of the Foundation at Binalbagan, will soon be operative. This factory will serve the needs of the BIPA Planters and other residents within

the BIPA Mill District, while at the same time train some dependents of BIPA farm workers on hollow blocks making. This project is directly handled at the moment by BIPA Acting President Serafin Gatuslao.



Department of Labor
Bacolod City

ANNUAL REPORT

“ ”

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DIRECTORY OF KEY OFFICIALS AND OFFICE PERSONNEL

1. Atty. Felizardo G. Baterbonia	Deputy Labor Administrator
2. Atty. Felicito D. Ciocon	Hearing Officer 111
3. Atty. Rodolfo L. Legaspi	Hearing Officer 11
4. Atty. Restituto S. Calma	Hearing Officer 1
5. Atty. Antonio P. Zulueta	Sr. Apprenticeship Officer 11
6. Mr. Manuel S. Armonio	Sr. Industrial Safety Engineer
7. Atty. Manuel M. Apostol	Med-Arbiter
8. Mr. Ciriaco T. Vinco	Labor Concliator 11
9. Mr. Aquiles S. Torres	Labor Conciliator 11
10. Atty. Cesar D. Sideño	Labor Regulation Officer
11. Atty. Rogelio M. Necesario	Labor Regulation Officer
12. Mr. Alfredo N. Bulos, Jr.	Labor Regulation Officer
13. Mr. Danny D. Rivera	Labor Regulation Officer
14. Miss Marilyn G. Agilles	Labor Regulation Officer
15. Miss May K. Arroyo	Administrative Asst. 11
16. Mrs. Paz F. Nomo	Apprenticeship Officer 1
17. Mrs. Corazon S. Montinola	Budget Examiner 1
18. Mr. Esperidion A. Mangobat	Labor Union Accts. Examiner
19. Engr. Carlos L. Boteros	Industrial Safety Engineer
20. Engr. Rogelio Catotal	Industrial Safety Engineer
21. Mrs. Caridad G. Sambon	Safety Educator
22. Mr. Julian M. Cubos	Stenographic Reporter
23. Miss Lily R. Bautista	Senior Stenographer
24. Miss Cherie B. Almero	Senior Stenographer
25. Mrs. Lilia N. Zamora	Senior Stenographer
26. Mrs. Estrella L. de la Torre	Clerk 11
27. Mrs. Nenita Piccio	Clerk 11
28. Mrs. Melinda Romero	Clerk 11
29. Miss Febe A. Ciokon	Clerk/Typist 11

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HIGHLIGHTS AND ACCOMPLISHMENTS FOR 1975

In February, this region together with Undersecretary Amado G. Inciong spearheaded the group which drafted the rules and regulations implementing the Presidential Decree on the sugar Social Amelioration Bonus for all the workers in the sugar industry of the Philippines. In answer to the clamor of the workers in the sugar industry, a tri-partite congress was held in April, 1975. The congress was held at Bascon 11, Bacolod City. The results of the congress erased once and for all irritants which previously existed between the management and the workers in the industry. Although the results of said congress were not definite on the increase of piece rate work then in the agricultural sector of the industry, the congress as a whole was a success in the aforementioned sense. The sudden fluctuation in the price of sugar in the world market was the main reason in the unsuccessful bid of both management and labor to increase the pakyaw rates as the low prices obtaining in the world market would make any increase prohibited.

In line with the concern of the government as expressed by the Honorable Secretary of Labor in the explosive population increase, the Population Family Planning Project Office was established in the Department of Labor at Bacolod City. Despite its new birth, the office in coordination with the officials of the Department of Labor in Bacolod City, was able to conduct a series of seminars, first, for top management and union leaders in the sugar industry which was held in August, 1975. After this, an 11-day training course for clinic person-

nel was held in September. The first in-plant labor and management coordination committee members seminar workshop was also held in September. Then came the second Training Course for Clinic Personnel for the same purpose which was held in October and lastly, the regional orientation seminar for top managers and union leaders which was held also in Bacolod City. All the above were done to help in the intelligent family planning to remedy the situation obtaining especially in the rural sectors in the Philippines.

It is noteworthy to mention here that the pilot project on apprenticeship was established in Bacolod City. This is a signal honor for the region not only in line with the acute need of trained workers to supply the industries in the Philippines with skilled laborers but also in answer to the dire need of skilled workers in a place where a lot of excess labor is prevailing due to lack of training. In line with this program, the pilot project has organized a conference in March, 1975 at Bascon Hotel 11 to familiarize the members of the hotel and restaurant association of the Philippines with the need of trained workers for the said association. A series of radio programs consisting of actual interviews had been going on not only in Bacolod but also in Iloilo City to highlight the need of trained personnel to cope with the acute need of social workers in all the industries. The main purpose of this training program was to minimize excess labor due to untrained workers. It is noteworthy to mention that the management sector has welcomed with open arms the program sponsored by the Department of Labor with this pilot office.

From July 13 to September 20, the Deputy Labor Administrator was chosen as a participant to the Career Executive Service Development Program, Development Academy of the Philippines, Tagaytay City. During that time he was elected as Vice-Chairman of the Sixth Session and subsequently became the Chairman of the Class. On December 8 to 15, he again participated in the workshop sponsored by the previous class known as the PENTACRON for the purpose of re-examining the Course Content of the Career Executive Service together with some eight (80) top ranking national officials who were also graduates of the Development Academy of the Philippines. During the time of his absence, Atty. Felicito D. Ciocon was designated as Officer Incharge to man the Office.

The Office was also involved in the Socio-economic Projects and community service activities of various trade unions in Negros Occidental. When Presidential Decree 621 also known as the Amelioration Bonus Decree was passed, the Bacolod Office actively participated in the organization of Socio-economic projects in the sugar industry. This Office also participated in the activities of the labor unions in socio-economic fields for the reason that the Labor Code does not limit the activities of the unions to their traditional activities. The Bacolod Sub-Regional felt that the Trade Union Movement will be more useful to the sugar industry workers if and when the union affiliates actively participate in other areas of activities to directly or indirectly promote the general welfare of the sugar industry workers and their families as well as to be in-

volved as a positive instrument of the community and the national government in the building of the New Society.

The seminar sponsored and organized by the NACUSIP on "Union Socio-Economic Services in the Sugar Industry" on November 19-23, 1975 has paved the way for unions to take advantage of the provision of P.D. 621 in organizing various socio-economic projects.

As a result of this many consumers cooperatives and cooperative credit unions that now exist in various sugar mills and sugarcane plantations which were organized by various Trade Union Leaders are operating. Hundreds and hundreds of sugar industry workers and their families are benefited by this socio-economic program.

Today, the personnel of the Bacolod Sub-Regional Office take pride in their humble contribution in the promotion of the general welfare of the sugar workers and families and in their resolve to pursue the goals of the New Society. The socio-economic projects of the employers and Trade Unions have not only helped improved the living conditions of the workers, but also have granted additional employment and also it helped in the acceptance by the sugar industry workers the concept of organized labor.

This Office looks forward to a rosy future as far as this area is concerned with the success of the foregoing program as established in this region with the generous confidence and assistance by the Secretary of Labor, the Undersecretary of Labor and the various officials and employees of the Department of Labor in general.

PROVINCIAL EMPLOYMENT BY MAJOR INDUSTRY

	ACTUAL				PROJULATED				PERCENT CHANGE			
	1948	1957	1970	1970	1986	1996	1996	1996	1970	1970	1986	1996
AGRICULTURE	182,336	284,034	397,647	497,058	55,80	40,00	25,00					
MANUFACTURING	28,387	54,364	90,891	129,055	91,50	67,20	42,00					
CONSTRUCTION	4,151	17,765	60,116	149,688	328,00	238,40	149,00					
TRANSPORTATION	3,550	20,199	89,037	278,685	459,00	340,00	213,00					
COMMERCE	17,705	33,202	54,451	76,231	87,50	64,00	40,00					
GOVERNMENT	4,810	9,331	15,750	22,522	94,00	68,80	43,00					
SERVICES	26,950	51,691	85,427	122,726	91,80	67,20	42,00					
TOTAL	267,889	470,583	794,319	1,275,975								

ADMINISTRATIVE STAFF

This Office finds difficulties in its efficient administration because of the inadequacy in the personnel's set-up. Although it is deeply involved in ~~grave~~ and multifarious labor problems and activities, the equipment to meet these problems is below standard. The performance of each personnel is average. Hence, there is utmost necessity for their training as well as seminars. For example, a mere Clerk II occupies the ~~very sensitive~~ position of a Cashier. She is receiving the salary of Clerk II which is very insufficient in the discharge of the official duties and responsibilities of a regular cashier. Furthermore, the position of a cashier necessitates ample training as well as sufficient rate of salary.

At present there is no regular appointee as an Administrative Officer to head the administrative staff. Consequently it is the Chief of Office who has to attend to minor details regarding personnel administration which he could have delegated to an Administrative Officer. This greatly hampers the efficiency of the office from the view point of delegation of authority. As a matter of fact, there is also no permanent set-up as far as chiefs of sections are concerned. They are all designated in an acting capacity. Due to this temporary set-up, responsibilities could not be pinpointed. Morale among the personnel is low. Due to this, temporary designation the Chief of Office has to exercise a lot of patience and perseverance to allay the fear of demotion

among the personnel concerned. More so, due to the inadequate salary they receive which is unrealistic as compared with the actual living conditions in this region, it is therefore, respectfully recommended that immediate remedies be instituted by the appointment to all supervisory positions of regular chiefs of sections particularly that of Administrative Officer and Cashier.

It is further recommended that additional personnel be assigned in this area taking into consideration the great volume of work. It has been brought to the attention of the Honorable Secretary of Labor that this Office is actually handling almost 80% of all labor problems and activities in the western Visayas region. Time and again we have been requesting for special teams from the head entity to augment our present inadequate personnel. This is reflected in the performance of this Office as per reports sent to Manila. It is not advisable to assign task forces now and then. It is much better and cheaper to appoint additional permanent personnel in this Office.

In resumé, we recommend for further training and seminars of the personnel, regular appointments instead of more designations, upgrading of salary scale, increase of the number of personnel, and most of all allotment of sufficient additional funds.

SUMMARY OF DISBURSEMENTS
JANUARY 1, 1975 to DECEMBER 29, 1975

TOTAL TEV PAID	₱ 37,578.30
TEV-Atty. Eaterbonia	₱ 5,349.55
TEV-Dr. Habana	3,089.20
TEV-Safety Engineers	8,668.45
TEV-Misc. Officials.....	20,471.10
TOTAL MISCELLANEOUS OFFICE SUPPLIES.....	72,400.26
TOTAL O.B. POSTAGE STAMPS	10,457.50
TOTAL PAID FOR LIGHT	1,817.70
TOTAL PAID FOR TELEPHONE.....	4,254.29
TOTAL PAID FOR TELEGRAMS.....	1,882.76
TOTAL PAID FOR TRANSPORTATION SERVICES.....	1,136.20
TOTAL PAID FOR REPAIRS.....	4,815.35
TOTAL PAID FOR MIMEOGRAPHING SERVICES.....	1,213.65
TOTAL PAID FOR PRINTING.....	3,294.00
TOTAL PAID FOR MISC. VOUCHERS.....	7,711.15
TOTAL PAID FOR TRANSPORTATION & REPRESENTATION ALLOWANCES.....	4,150.00
TOTAL SALARIES OF CASUALS.....	3,804.60
TOTAL PAID FOR WATER SUPPLY (FROM SEPT.1975 only).....	106.00
TOTAL PAID FOR MEDICARE.....	53.20
TOTAL DISBURSEMENTS.....	₱ 154,674.96
	vvvvvvvvvvvvvvvvvv

COMPARATIVE STATEMENT OF CALENDAR
YEARS REPORT 1973, 1974 & 1975

COLLECTIONS:	1973	1974	1975
SAFETY.....	₱ 108,373.66	₱ 131,881.01	₱ 154,692.58
WCC	119,306.04	54,937.61	47,793.91
GENERAL FUND.....	3,450.00	2,030.20	845.75
NLRC	-	-	840.00
ALIEN EMPLOYMENT REG. FEES	-	-	898.00
LRD FILING FEES.....	-	-	1,081.00
TOTALS	₱ 231,129.70	₱ 188,848.52	₱ 206,151.24
TOTAL CASH DISBURSE- MENT CEILING.....	₱ 22,459.00	₱ 80,569.00	₱ 156,818.40
TOTAL DISBURSEMENT.....	₱ 20,156.94	₱ 80,380.56	₱ 154,674.96
			(Dec.-Partial)

In our Comparative Statement, it appeared that our collection for WCC Fund for the year 1975 has reduced due to the abolition of registration fees of establishments under the Workmen's Compensation Law as amended by the new Labor Code.

WORKMEN'S COMPENSATION UNIT

As of December 31, 1975, the Workmen's Compensation Unit has a pending claims of 1,815 cases. In view of the deadline to accept workmen's compensation claims which is March 31, 1975, there was a rush of claims beginning January 1, 1975 to March 31, 1975. During the 3-months period 905 new cases were received by the Unit making a total of 2,720 cases to be disposed within the period required. Out of the total 2,720 cases by the end of October 31, 1975, there were still 877 cases to be disposed of.

Upon representation made with the Secretary of Labor and the Director of the Workmen's Compensation Commission, a 19-man Task Force was organized and dispatched to this Office to help in the disposition of 877 pending cases. By November 24, 1975 all pending cases with the Unit has been disposed of with the help of a six-man team from the Workmen's Compensation Unit, Department of Labor, Iloilo City.

On November 25, 1975 the Chief of the Unit including the two Hearing Officers were instructed to report to the Workmen's Compensation Commission, to help dispose the pending cases on appeal. While detailed in Manila with the Workmen's Compensation Commission, Atty. Felicito D. Ciocon, Chief, Workmen's Compensation Unit, was able to review 75 cases as of December 19, 1975 until his return to Bacolod City in order to act on pending motions such as Motions for Execution and to resolve other motions for reconsideration and/or petition for review. Attys. Restituto S. Calma and Fodolfo L. Legaspi were able to act on 85 and 42 cases, respectively. On the other hand Atty. Rodolfo L. Legaspi applied for retirement which was approved on December 16, 1975.

As of December 31, 1975 the Unit is still acting on motions filed by the parties.

As instructed by the Secretary of Labor, the Unit has been assigned to get comments from the public regarding the operations of the Employees Compensation Commission which took over the adjudication of employees compensation claims. Hereunder are the comments and observations for

WORKMEN'S COMPENSATION UNIT

As of December 31, 1975, the Workmen's Compensation Unit has a pending claims of 1,815 cases. In view of the deadline to accept workmen's compensation claims which is March 31, 1975, there was a rush of claims beginning January 1, 1975 to March 31, 1975. During the 3-months period 905 new cases were received by the Unit making a total of 2,720 cases to be disposed within the period required. Out of the total 2,720 cases by the end of October 31, 1975, there were still 877 cases to be disposed of.

Upon representation made with the Secretary of Labor and the Director of the Workmen's Compensation Commission, a 19-man Task Force was organized and dispatched to this Office to help in the disposition of 877 pending cases. By November 24, 1975 all pending cases with the Unit has been disposed of with the help of a six-man team from the Workmen's Compensation Unit, Department of Labor, Iloilo City.

On November 25, 1975 the Chief of the Unit including the two Hearing Officers were instructed to report to the Workmen's Compensation Commission, to help dispose the pending cases on appeal. While detailed in Manila with the Workmen's Compensation Commission, Atty. Felicito D. Ciocon, Chief, Workmen's Compensation Unit, was able to review 75 cases as of December 19, 1975 until his return to Bacolod City in order to act on pending motions such as Motions for Execution and to resolve other motions for reconsideration and/or petition for review. Attys. Restituto S. Calma and Rodolfo L. Legaspi were able to act on 85 and 42 cases, respectively. On the other hand Atty. Rodolfo L. Legaspi applied for retirement which was approved on December 16, 1975.

As of December 31, 1975 the Unit is still acting on motions filed by the parties.

As instructed by the Secretary of Labor, the Unit has been assigned to get comments from the public regarding the operations of the Employees Compensation Commission which took over the adjudication of employees compensation claims. Hereunder are the comments and observations for

for the information and guidance of the Honorable Secretary of Labor:

1. That the claimants find difficulty in seeking benefits promised by the new Law. That it is true the benefits had been doubled to ₱12,000.00 maximum but the mode of securing said benefits is more stringent;
22. There is no provision for appeal to the decision of the Employees Compensation Commission denying compensation.

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POPULATION FAMILY PLANNING PROJECT OFFICE

The New Constitution provides that the state shall promote and maintain population level conducive to the national economy and development. By virtue of this statute, family planning has been incorporated as a mandatory provision in Presidential Decree 442 as amended, also known as the Labor Code of the Philippines.

The Department of Labor is a new entrant in the implementation of the national family planning program. Its targets are the employees/workers of industrial establishments employing 300 or more workers. To provide leadership and administrative support to the family planning mandate, the Department of Labor has established the DOL Population/Family Planning Project Office headed by an Executive Director, with the Secretary of Labor as its Project Director.

The DOL Family Planning Project aims to provide family planning services, and information, education and communication activities to the employees of agro-industrial establishments. In-plant Labor/Management Committees shall be organized to coordinate family planning services such as clinical services, training and IEC activities.

The project is initially funded by the United Nations Fund for Population Activities (UNFPA) for two years, after which the Department of Labor shall assume full responsibilities for the costs of operation and for the the Department to absorb the project staff in its regular plantilla. To facilitate evaluation, formulation and implementation of the policies, a Tri-partite Advisory

Council composed of the DOL representatives, management and labor was organized.

Highlights and Accomplishments:

July

- This was the first month of operation of the Department of Labor Population/ Family Planning Project Office. This Regional Office was organized with two (2) personnel manning it namely: the Administrative Assistant and the Clerk-Typist.
- Completed the Roster of establishments covered by the DOL Family Planning Program.
- Started promoting the program by visiting each of the covered establishments and had a series of conferences with the management and labor union.
- Arranged for the First Orientation Seminar for Managers and Union Leaders.
- Referred four (4) vasectomy acceptors to Family Planning Organization of the Philippines (FPOP) Bacolod City Clinic for operation.

August

- Held the First Orientation Seminar for Managers and Labor Union Leaders. This was held last August 29-30, 1975 at Bascon Hotel 11, Bacolod City. In this seminar we invited the establishments in Negros Occidental employing three hundred (300) workers or more only because they were our top priority. During this seminar, there were 40 labor representatives and 53 management representatives who registered.
- Had follow-up visits to the establishments who were invited to attend the seminar but failed to attend.

September

- Held two (2) seminars. They were scheduled as follows:

September 8-19 - 11-Day Training Course Clinic Personnel. This seminar was conducted to train clinic personnel employed by the establishments since they will be the ones who will be providing family planning services in the plant. During the said seminar, there 13 doctors and 16 nurses who registered.

The seminar was conducted by the Institute of Maternal and Child Health for the Department of Labor. This training institution is one of the many institutions recognized by POPCOM to conduct training for the Department of Labor.

September 8-13 - Held the First In-plant Labor/Management Coordinating Committee Members Seminar/Workshop. This was conducted to assist the participants in the planning, organizing, implementing and monitoring their in-plant family planning program. During this seminar, there were 18 labor representatives and 35 management representatives who registered.

October - Arranged and prepared for the Second Training Course for Clinic Personnel. This course was scheduled last October 20 to 31, 1975 and was also conducted by the Institute of Maternal and Child Health for the Department of Labor. This seminar was attended by 13 doctors, 5 nurses and 1 midwife.

Monthly reports from the trained establishments started to come in.

November - Prepared everything for the Second Seminar for Managers and Labor Union Leaders. The said seminar was scheduled last November 7-8, 1975. This was attended by 6 labor representatives and 27 management representatives.

POPCOM Logistics Division delivered their first release of logistics supplies to the establishments who were already trained.

Trained establishments continued submitting their monthly reports on their in-plant Family Planning activities.

Attended a 2-day POPCOM conference with POPCOM Regional Officer and Technical Staff re POPCOM's IEC Multi-Media Package Proposal.

December - Spoke during the seminar conducted by Victories Billing Company on DOL's National Population Program. The seminar was one of the implementing actions of the said company re government's objective to control the country's population.

Visited some of the nearby establishments who failed to participate in any of the seminars conducted by the Department and by the Institute of Maternal and Child Health.

Gave assistance to some of the trained establishments re implementation of their Family Planning Program because some of them were quite confused.

Problems Encountered:

A. Budgetary

Flow of fund was not regular.

B. Administrative

There were problems in the Region which needed immediate action. Since the Regional Office was not given a free hand to decide on the problems alone, these have to be referred first to the Central Office for necessary action. This I considered a major problem because before any action is given by the impatient and sometimes this made them lukewarm in activating their Family Planning Program in the plant.

Some of these problems are:

A big hacienda is employing more than 300 workers. This hacienda is a planters' association member. As a member of the association, is it necessary for us in the Family Planning Office to require this hacienda to put up its own clinic when it is the planters' association who is in-charge in rendering family planning services to all the association members because they do give contributions to the association for the said services? This was asked long before and was referred to the Central Office but until now I received no action. How about the party concerned? What will I give to it as an action on our part when they are going to ask me again?

This problem was raised to us by Pepsi-Cola Bottling Company, Bacolod Plant. This company is confronted with a problem as to where they are going to put up their Family Planning Clinic because their employees are scattered all over the island. The company as a whole is employing 276 workers in the island of Negros. In their Bacolod Plant, they have but 96 workers and the rest are stationed in their many plants in the province. When the workers of the different plants in the province are concerned they do visit their Bacolod Plant only when necessary meaning they visit Bacolod Plant occasionally. They are asking our Office to give them the right place for their Family Planning Clinic.

C. Status of Employment of the Regional Personnel

All Regional Officers are on contractual basis. Contract is issued every quarter. Employees after the first quarter is questioning himself whether his next contract is coming or not. Once it comes the personnel concerned is happy but when the end of the quarter is again nearing he is upset again. Another problem is, employees of this Office do not know as to whether they are members of GSIS or SSS because this Office deducted from us Medicare contributions without even telling us whether we are members of SSS or GSIS or not because as far as I know Medicare contribution goes with either SSS or GSIS every month.

RECOMMENDATIONS:

1. In order to better meet the needs of this region, it is recommended that Population Family Project Office operational expenses be remitted together with the funds of the Regional Office.
2. That the decisions in the region should be left to the Regional Director who is more conversant with the needs and priorities of the region regarding effective family planning operation or activities.
3. To be more effective, the personnel should have a regular yearly contract to encourage more loyalty and efficiency. That said personnel should also be allowed to become members if not of the SSS at least of the GSIS to avail of the benefits of said institution.

POPULATION OF NEGROS OCCIDENTAL (IN THOUSANDS)

	1903	1918	1939	1948	1960	1970	1976	1981	1986	1991	1996
NEGROS OCCIDENTAL	308	396	824	1,038	1,332	1,503	1,754	2,026	2,312	2,659	3,050
BACOLOD CITY	15	19	57	101	119	187	221	225	294	339	391
BAGO CITY	23	26	53	56	58	71	84	97	112	129	149
BINALAGAN	10	8	18	19	31	38	42	48	55	63	72
CADIZ CITY	16	22	41	48	88	124	147	169	195	225	268
*CALATRAVA	6		38	53	65	*53	62	71	82	94	108
CANDONI						10	11	12	13	15	17
CANON I	8	13	25	34	43	52	61	70	80	92	106
CAUAYAN											
ENRIQUE B. MAGALONA	13	14	21	19	32	35	41	47	54	62	71
*ESCALANTE	12	29	60	55	59	*52	61	70	80	92	106
HIMAMAYLAN	14	15	28	33	41	53	62	71	82	94	108
HINIGARAN	14	16	27	29		8	17	20	23	26	30
HINORA-AN											
ILOG	10	14	20	21	24	30	35	40	46	53	61
ISARELA	12	19	43	33	29	33	39	45	52	60	69
KARANKALAN	12	17	29	47	59	72	85	98	113	130	150
*LA CARLÓTA CITY	13	20	26	45	56	*38	45	52	60	69	70
*LA CASTELLANA	5	8	16	24	35	*34	40	46	53	61	70
*MANAPLA	10	10	19	35	46	*31	36	41	47	54	62
MOISES PADILIA						13	17	20	23	26	30
MURCIA	4	10	18	28	23	32	37	42	48	55	63
PONTEVEDRA	9	10	20	18	22	27	32	36	41	47	54
PULUPANDAN	5	5	10	11	14	19	22	25	28	32	36
SAGAY	8	17	53	67	71	79	93	107	123	142	164
*SAN CARLOS CITY	9	42	69	92	124	*90	106	122	144	162	187
SAN ENRIQUE	6		7	8	10	12	14	16	18	20	23
SILAY CITY	25	23	39	35	60	69	81	93	107	123	142
SIPALAY											
*TALISAY	14	14	40	43	46	*45	53	61	70	80	92
TOROSO				29	36	28	33	38	43	49	56
VALLADOLID	10	10	14	13	14	17	20	23	26	30	34
VICTORIAS	8	7	19	27	34	48	56	64	73	84	97

* POPULATION IN THESE TOWNS DECREASED IN 1970
 SOURCE: COMPREHENSIVE PLAN OF NEGROS OCCIDENTAL

2. For the same period, thirty three (33) apprenticeship programs were registered or recognized and the names of the companies who have accepted the apprenticeship training program are enumerated below with the corresponding date of registration or recognition.

1. Ad-Steel, Inc. June 30, 1975
2. Aetna Equipment Corporation June 30, 1975
3. Asian Vehicle Sales Corporation .. May 12, 1975
4. Bacolod Atlas Drugstore October 9, 1975
5. Bacolod Foundry Shop April 7, 1975
6. Bacolod Heavy Equipment Repair Shop. Sept. 30, 1975
7. Bacolod Motors June 9, 1975
8. Bautista's Machinery October 2, 1975
9. Canlaon Press May 26, 1975
10. Carvic Machineries, Inc. June 30, 1975
11. Cebu Engine Rebuilder, Inc.(Iloilo) December 17, 1975
12. Chu Auto Refrigeration Services... November 13, 1975
13. Cuba Tractor Service Center May 27, 1975
14. Diesel Injection Specialist..... November 14, 1975
15. Escota Machine Work December 17, 1975
16. Fidelity Motor Co., Inc. June 30, 1975
17. General Machine Shop Sept. 30, 1975
18. Halili Standard Machine Shop Nov. 3, 1975
19. J-Press Dec. 2, 1975
20. Justiniani Motors June 30, 1975
21. Kwik-Way Engineering Works June 9, 1975
22. Monfort Motor Center Corporation.. April 7, 1975
23. Montecars April 7, 1975
24. Nelson's Machine Shop Nov. 20, 1975
25. Pacemaker Enterprises, Inc. June 9, 1975
26. Ramos Diversified Enterprises, Inc. Nov. 11, 1975
27. Skilled Motor Works June 9, 1975
28. Solid Builders Engineering June 30, 1975
29. Southern Motors of Bacolod, Inc. . June 30, 1975
30. Steelmaster Enterprises Oct. 22, 1975
31. Vicente L. Yap Trade Enterprises.. April 8, 1975
32. Vicmac Manufacturing Ind. Inc.... April 4, 1975
33. Visayan Stevedore-Trans. Company . Dec. 19, 1975

3. Thirty Nine (39) apprenticeship agreements were registered or submitted for the same period.

4. Eleven (11) companies have activated their apprenticeship program with a total employment of thirty nine (39) apprentices and the names of these companies are enumerated below with the corresponding number of apprentices employed.

1. Atlas Engineering Service 1 Apprentice
2. Bacolod Atlas Drugstore 5 Apprentices
3. Bormaheco, Inc. (Bacolod Branch) ... 1 Apprentice
4. Feljun Engine Rebuilder, Inc. 8 Apprentices
5. Fidelity Motor Company, Inc. 9 Apprentices

6. J-Press	1	Apprentice
7. Kwik-Way Engineering Works	3	Apprentices
8. Monfort Motor Center Corp.	2	Apprentices
9. Montecars	5	Apprentices
10. Nalco Press	3	Apprentices
11. Solid Builders Engineering	1	Apprentice

5. Activated the Learnership Program of Wenceslao

Q. Vinzon Foundation, Inc. on December 5, 1975 with a total employment of seven (7) learners.

6. Convened two conferences on apprenticeship, one held in the Bacolod Sub-Regional Office No. 6 and another in Bascon Hotel.

7. Interviewed on apprenticeship on invitation by local news reporter and the DPI Radio Station in Iloilo City.

8. Thirty Three (33) employers were extended assistance in the organization of their plant apprenticeship committees.

9. One apprenticeship standards was amended so as to include additional trade.

REPORT OF INSPECTION (CONSOLIDATED)

Pursuant to Memorandum Circular dated November 13, 1975, of the Secretary of Labor; Re: Resumption of Regional Inspection Service, actual inspection of establishments based on the provisional Inspection Program started on December 4, 1975 and end up on December 15, 1975.

Herewith are the following pertinent data and findings:

No. of establishments assigned for inspection:.....	70
No. of days worked:.....	10
No. of establishments inspected:.....	52
No. of establishments not inspected:.....	6
No. of establishments cannot be located:.....	6
No. of establishments no longer in operation:.....	6
No. of establishments with violations:.....	35
No. of inspection reports submitted:.....	52
No. of reports not yet submitted:	0
Amount of restitution effected:	₱374.20
(a) No. of workers benefited:	12

SUMMARY OF THE VIOLATIONS COMMITTED AND FINDINGS

(1) Non-payment of overtime/premium pay 3

Consolidated report of the Labor Regulation Offices of this Office show that three (3) establishments failed to pay their workers their overtime pay and/or premium pay.

An examination of the payrolls and daily time records revealed that these establishments failed to pay their workers; some, either deliberately and others, allegedly due to ignorance of the law. Others due to honest mistakes. All violators manifested their willingness to retribute, but asked for more time due to financial difficulties. Three (3) establishments restituted THREE HUNDRED SEVENTY-FOUR PESOS AND 20/100 (₱374.20), with twelve (12) workers benefited.

(2) Non-payment of Minimum Wage7

Seven (7) establishments committed violation on non-payment of minimum wage.

They reasoned out that due to financial difficulties encountered by them and low income earned by their business, they were constrained to pay wages below the minimum. Others alleged that they were furnishing meals and housing facilities to their workers. They alleged further that if these facilities be summed-up, these workers will receive the minimum wage provided for by law.

These establishments asked for a few months grace period for compliance of the law; at least until such time that they have recovered from their financial difficulties. They alleged that they could even be considered as distress industries.

(3) Non-payment of Holiday Pay9

Nine (9) establishments committed non-payment of holiday pay. All unanimously intoned that they are ignorant of the law considering that they are just ordinary merchants. Their alibi is that they don't know that un-worked holiday is payable.

(4) Illegal Deduction 4

Four (4) establishments committed violation on illegal deductions. They alleged that they were wrongly advised. Some contended that they adopted the advice of their counsel and were told that they must deduct ₱1.25 per meal, which is in excess of what is provided for by law. They manifested their willingness to retribute, but asked for some time, considering that their business is on the losing end.

(5) Record Keeping16

Sixteen (16) establishments committed violation on record keeping. All were unanimous in saying that their records were either with their accountants or their bookkeepers.

They were informed that under Article 127 of P.D. 442, as amended and Rule VI, Section 7, of the Rules and Regulations implementing P.D. 442, all records of employment of the workers should be kept in the premises of the workplace.

They all asked for a grace period and promised to make it available at company's premises next time.

(6) Non-payment of Emergency Living Allowance6

Six (6) establishments committed violation on non-payment of emergency living allowance. Some alleged that they were unaware that the decree exist; while others alleged that they are distressed industries, due to low income earned and financial difficulties encountered by them.

(7) Housekeeping (unclean, unkept and dirty place of work)..... 3

Ocular inspection of the place of work show that it has not been sweep. Plenty of flies converged on the place of work and factory. Garbage and other objects are scattered on the floor and in the walkways.

(8) Machine Guarding 5

These violations refer to the Flour Roller Machines

of the bakeries inspected. Ocular inspection reveal that either the horizontal and vertical belts of these machines are unguarded or uncovered, which are hazardous to the physical health and well-being of the workers assigned. Employers promised to remedy the defect within a reasonable time.

(9) Non-Registration of Establishment5

Five (5) establishments committed violation on non-registration. They alleged that they were ignorant of the law. Others alleged that they were already registered but had shown no proof as evidence to that effect when requested.

(10) Falsification/Concealment 4

Four (4) establishments committed violation of falsification and concealment. During the inspection conducted, some of the payrolls shows erroneous entry and erasures. However, employers still insist that their records are authentic and that they have paid the benefits due to the workers.

By virtue of the erroneous entry and erasures on the payrolls, the Labor Regulation Officer who conducted the inspection opined that falsification and concealment had indeed been committed. However, inasmuch as one of the duties of the LRO is to assist the employers, the above establishments were advised to correct the defects. No prosecution is recommended.

(11) Non-Remittance of SSS Contributions 14

An examination of the payrolls and records of the establishments inspected show no evidence of SSS remittance or that any deduction from the workers wages to that effect has been made. When confronted by this fact, the establishment contended that they had already paid their workers contribution to the SSS, but their records does not reveal any.

(12) No Alarm System14

Re-promulgation of the Department of Labor Safety Order No. 19 requires that all buildings, two or more stories in height, shall be equipped with fire alarm signal system having a sufficient number of signals clearly audible to all workers in the building whenever the alarm is sounded in any portion thereof.

During the inspection of the establishments, it was discovered that this provision has not been complied with by some of them. Their allegations is that they were not aware that such provision exist. Even though some establishments have complied with the aforesaid provision, technically, it is not a strict compliance, since, even though they have some electric bells, it was not for purposes of fire alarm but for some other purpose, like calling workers to perform some errand. Much more workers were not oriented on what does the alarm represent and what action should be taken by them in case it is heard.

(13) Inadequate Ventilation & Lighting4

Four (4) establishments committed this violation.

An ocular examination of these establishments reveal that no adequate natural light brightened the inside of the establishments and that no artificial lighting has been installed. These establishments committed these violations due to the fact that they are situated within the commercial district and shopping center, and no adequate holes for natural light to pass through could be made, without interferring with the adjoining establishment. Even though it is a violation, it could be considered as excusable, cnsidering the circumstances.

These establishments were advised to nlace adequate flourescent light and bulbs.

(14) No First Aider 9

Nine (9) establishments committed this violation. They all contend that even though they are willing to comply with this provision, no adequate professional or technical personnel is available for employment.

(15) No Fire Brigade & Fire Drill 22

The establishments inspected contended that they believe that it is unnecessary for their business and that they will incur losses when forced to comply with this provision. They contended that their business being small, it is impractical to let their workers be trained and execute fire drills and be formed into fire brigades.

(16) No Medical Supplies 8

The establishments who violated this provision

contended that the inadequacy of medical supplies and equipment was due to the existence of drugstores nearby.

(17) No Locker Room 1

The establishment who violated this provision argued that it is no longer necessary to provide locker room because his workers are fully dressed and that they don't have anything to put on the locker. He contended further that it is impractical for his business.

(18) No Fire Exit 1

The establishment which violated this provision reasoned out that fire exit is no longer necessary since the door for egress and ingress are well-provided for in case of fire.

(19) No Safety Committee 20

Twenty (20) establishments who violated this provision contended that they were unaware that such safety order has been issued by the Department of Labor.

(20) No Lunch Room 2

These employers contended and argued that lunch rooms are no longer necessary for their establishments inasmuch as their workers does not eat their lunch at the establishment, but had to go home during lunch hour because they closed-shop during that period.

(21) No State Insurance Fund 3

The employers who violated this provision argued

that the workers hired are still temporary in character.

(22) No Washing Facilities 1

This establishment give no reason at all why washing facilities was not provided. It is either due to his ignorance of the law, negligence or deliberate intent.

(23) No Fire Extinguisher 1

The fire extinguisher presented is already obsolete and non-operational. It is already too old.

PROBLEMS ENCOUNTERED DURING INSPECTION:

- A. Non-keeping of payrolls and other records in company's premises;
- B. Non-existence of some establishment on their given addresses;
- C. Impractical enforcement of some provisions of Laws on some industries;
- D. Lack of transportation for the Labor Regulation Officers.

RECOMMENDATIONS:

A. During inspection, upon demand for the presentation of payrolls, daily time and other records, the establishments alleged that it is with their bookkeepers or accountants. Upon being informed that it is a violation of the Labor Code and its implementing Rules and Regulations, they contended that they don't know about it, thereby resulting in a waste of time and upsetting of time schedules of the Labor Regulation Officers while calls are being made for bookkeepers and accountants to appear at the establishment inspected with the records.

Application of corrective or punitive measures, such as fines is recommended.

B. Another problem commonly encountered by the Labor Regulation Officers are the non-existence of the establishments in their given address or location. Either they had been sold out or just folded due to financial difficulties.

This result in the upsetting of time schedules and incurring of expenses while looking for non-existing establishment.

RECOMMENDATION: Updating of the list of establishments.

C. Another problem encountered by Labor Regulation Officers is that some provision could not be practically enforced in a given industry, especially small ones.

For example, the provision on fire brigade and fire drill. It is impractical in some industries, and too expensive for them; a waste of time and too much effort, thereby creating huge expenses and diminution on their much needed profit.

RECOMMENDATION: Repeal and/or amendment of these laws.

D. Almost, if not, all regional offices has no transportation provided for their Labor Regulation Officers. This will result in waste of time, upsetting of time table.

INDUSTRIAL SAFETY UNIT

During the year 1975, the Industrial Safety Unit have inspected a total of 1,069 units of various machinery, equipment, engines, electrical installations and other mechanical devices. To minimize or eliminate hazards on the establishments' operations. There were 35 establishments inspected, involving about 26,032 workers and employees. Comparing with last year's inspection there is a decrease in number of units inspected from 1,313 units to 1,069 units making a difference of 244 units equivalent to 18.65% decrease. This corresponds to the decrease of establishments inspected from 50 to 35, showing a difference of 15 establishments equivalent to 30% decrease. Only 35 establishments so far have requested for the safety inspections as of this calendar year. The remaining establishments uninspected were mostly the small ones. Priorities in the inspection of units were given to more hazardous ones.

The decrease in the inspection of units was due to the failure of some establishments to request for safety inspection as mentioned before. The decrease are from 619 to 522 units on pressure vessels equivalent to 15.67%; from 5 to 3 units on elevators equivalent to 40%; from 229 to 189 units on electrical circuits equivalent to 36.14%. As for the boiler, the number of units is the same.

The total number of units inspected as mentioned above was done only by two Safety Engineers assigned but with the resignation of one last March, 1975 it

reduced the inspection force to two, not until this December, 1975 one safety engineer have reinforced the inspection force. We may fairly conclude that one of the factors that decreased the units inspected was due to less number of Safety Engineers.

The Industrial Safety Unit collected ₦154,692.58 as annual inspection fees, showing an increase of ₦22,812.06 as compared to last year's collection of ₦131,880.51 equivalent to 14% increase. The difference of the amount as billed was due to the carry over of the previous year's account.

The projection for the calendar year 1976 are as follows:

1. Number of Establishments	50
2. Number of Boilers	180
3. Number of Pressure Vessels	550
4. Number of Internal Combustion Engines.	200
5. Number of Elevators.....	5
6. Number of Electrical Installations...	200
7. Number of Explosive Factory	1

In the number of units to be inspected, eighty (80%) per cent of this is found in the sugar centrals. These units can be inspected while the sugar central is on operation, except for the power boilers which can be inspected without hampering its operation only during off-milling season. The off-milling season among the sugar centrals starts from the month of May to December. During this time of the year the concentration is on the inspection of power boilers and other equipments connected.

After the off-milling season, when the sugar centrals are on operation the inspection is concentrated on electrical installations, pressure vessels, internal combustion engines and other mechanical equipment.

With the projection of inspection load in the year 1976, it is deemed necessary to add one (1) Industrial Safety Engineer, preferably an Electrical Engineer. Since the Safety Unit has no clerk and typist, it is the Safety Engineers who do the clerical work. Their spare time is not enough for clerical works. We then ask one (1) clerk-typist and a typewriter for the Industrial Safety Unit.

In the course of the unit's inspection, among the tests conducted are the hydrostatic test, the bore-hole test, the hammer test and megger test. Among these tests, the bore-hole test was considered a destructive test. A new equipment called the Ultra-Sonic tester could replace the bore-hole test. It has been proven that Ultra-Sonic tester is not only non-destructive but more accurate as well. Furthermore, it is more convenient than the old method of testing. Thus there is an imperative need for this Office to acquire the aforementioned equipment. We recommend further to acquire apparatus to determine the threshold values of illuminations and dusts on a work place to protect the workers from the occupational hazards. The following apparatus are the Illumination level tester and the Dust Tube Level Tester.

COMPARATIVE STATEMENT OF THE YEARS

1973, 1974 & 1975

Y E A R	1973	1974	1975
TOTAL NUMBER OF ESTABLISHMENTS INSPECTED	61	50	34
TOTAL NUMBER OF WORKERS INVOLVED	28,981	30,416	25,593
NUMBER OF MALES	27,335	28,731	24,479
NUMBER OF FEMALES	1,646	1,685	1,113
TOTAL NUMBER OF UNITS INSPECTED	1,325	1,313	1,069
NUMBER OF BOILERS	144	172	172
NUMBER OF PRESSURE VESSELS	530	619	522
NUMBER OF ELEVATORS	6	5	3
NUMBER OF ELECTRICAL CIRCUITS	391	229	189
NUMBER OF INTERNAL COMBUSTION ENGINES	254	285	182
NUMBER OF EXPLOSIVE FACTORY	--	1	1
TOTAL SAFETY FEES COLLECTED.....	₱109,027.25	₱131,080.51	₱154,692.58
TOTAL EXPENSES INCURRED:	NOT AVAILABLE	₱ 34,526.60	₱ 25,462.45
SALARIES & ALLOWANCES	NOT AVAILABLE	₱ 22,242.00 (FOR THREE SAFETY ENGINEERS)	₱ 18,794.00 (FOR TWO SAFETY ENGINEERS)
FOR PER DIFMS & ALLOWANCES	NOT AVAILABLE	₱ 12,284.60	₱ 8,668.45

INDUSTRIAL SAFETY UNIT ANNUAL REPORT FOR
THE YEAR 1975

ANNUAL YEAR 1975	NO. OF ESTABLISHMENTS	TOTAL NO. OF UNITS	NUMBER OF UNITS INSPECTED						INSPECTION FEES		NUMBER OF EMPLOYEES/WO			
			INSPECTED	DL	PVDL	EDL	EEOL	EVDL	FWDL	AS BILLED	COLLECTIONS	MALE	FEMALE	TOTAL
JANUARY	:	:	:	:	:	:	:	:	:	\$20,817.55	:	:	:	
FEBRUARY	:	2	84	2	39	42	L	:	:	\$ 3,380.50	\$12,950.75	L,395	30	1,425
MARCH	:	3	30	:	:	30	:	:	:	\$ 3,182.43	\$ 1,148.25	2,292	99	2,391
APRIL	:	2	38	4	:	34	:	:	:	\$ 2,829.79	\$ 2,034.18	1,058	28	1,086
MAY	:	4	120	1	4	115	:	:	:	\$12,230.31	- 0 -	2,283	70	2,353
JUNE	:	4	15	5	3	6	:	1	:	\$ 2,414.10	\$17,346.41	2,967	270	3,237
JULY	:	3	97	36	40	20	1	:	:	\$14,626.50	\$ 8,235.49	4,037	259	4,296
AUGUST	:	4	243	43	160	37	:	3	:	\$37,614.30	\$ 6,951.80	3,364	149	3,513
SEPTEMBER	:	5	180	40	108	30	2	:	:	\$26,146.75	\$17,789.85	2,662	108	2,770
OCTOBER	:	3	100	15	65	20	:	:	:	\$11,247.55	\$44,563.40	L,870	44	1,914
NOVEMBER	:	2	111	14	77	20	:	:	:	\$11,732.50	\$18,147.90	1,442	28	1,470
DECEMBER	:	3	51	12	26	13	:	:	:	\$ 6,798.95	\$ 4,707.00	1,521	53	1,574
TOTAL	:	35	1,069	172	522	182	189	3	1	\$132,203.68	\$154,692.58	21894	1132	26,026

only truly deserving labor unions with legitimate ends should be allowed to continue to operate.

Unless the Bureau of Labor Relations act with dispatch on these matters, the increasing intra-union conflicts will aggravate. As a matter of fact, there is now a growing tendency for town politicians to interfere and get involved in trade union activities, and it is evident that the "Old Society" habits will continue to plague some labor unions if the BLR cannot take decisive steps to prevent the interference of "politicos" in labor union affairs. It is however suggested, for purposes of coordination and in order that the BLR Office in Manila can more familiarize itself with certain important facts about a certain case affecting a labor union, that the BLR, Manila should consult with Regional Offices before making a decision with respect to these matters.

2. Certification Cases:- With the great number of certification cases filed with this Office, and with our limited personnel, this Office is experiencing extreme difficulties in disposing expeditiously these cases. It is not surprising therefore that certain labor leaders have expressed disappointment and criticism on the capacity and ability of this Office to act or to dispose their certification election cases at the rate they wish. This Office however notes that in several instances, some of these certification cases have been filed to harass the employers, and/or filed although there are collective bargaining agreements in existence with other unions although not certified by the Bureau of Labor Relations.

In order to properly regulate the filing of these certification cases, it is imperative on the part of the BLR to implement the provisions of the new Labor Code on labor restructuring, and encourage industry-wide collective bargaining. If no proper regulation is laid on set in the filing of certification cases, this Office is apprehensive that time will come when serious labor disputes will arise in the sugarcane plantations in Negros Occidental which this Office will surely find difficult to handle.

3. Collective Bargaining:- This Office has on several occasions helped both unions and managements in their collective bargaining negotiations. The truth of the matter is that there is an increasing number of collective bargaining agreements that are being concluded in Negros Occidental during the year 1975, either with or without the help of this Office. This Office unless specifically requested does not intervene in collective bargaining negotiations between unions and employers.

Pursuant to the pertinent provisions of the new Labor Code and the corresponding Implementing Rules, as well as the policies laid down by the Office of the Secretary of Labor, this Office has refused to entertain labor relations cases where there is an existing collective bargaining agreement, but rather advise the complainant or the parties to settle or resolve their differences within the context of their grievance procedure or their collective bargaining agreement.

Some labor leaders have expressed their disgust over the delay in the certification of their collective bargain-

ing agreements by the BLR, or on the additional requirements of the BLR before such a certification is made. It is therefore suggested that the BLR should review its policies and rules in the certification of collective bargaining agreements so as not to discourage or impede both unions and employers in mutually concluding collective bargaining agreements.

4. Labor Education and Research:- Most of the labor unions in Negros Occidental, particularly those affiliated with the National Congress of Unions in the Sugar Industry of the Philippines (NACUSIP), are conducting continuing labor education program for their officers and members. In practically all these seminars, staff members and personnel of this Office, the National Labor Relations Commission, the Social Security System, and other government agencies, are invited to lecture. There are a few labor unions that have not conducted any labor seminar, either for their officers or members, and it is strongly recommended that the permits or registration certificates of these unions should be cancelled.

To the knowledge of this Office, only the NACUSIP has any research program. NACUSIP maintains an education center, a library and a research office, with corresponding competent staff and personnel, at Bacolod City. These facilities are made available to all labor unions whether they are affiliates of NACUSIP or not.

5. Voluntary Arbitration:- Not very many unions and employers are submitting their disputes to voluntary arbitration, for two principal reasons, namely: 1) those with

existing collective bargaining agreements normally resolve their disputes before they reach the stage of arbitration, and 2) there are not enough voluntary arbitrators that are mutually acceptable to the parties. As a consequence, quite a number of labor disputes reach this Office and eventually referred to compulsory arbitration. Now that the entire membership of the Negros College of Arbitrators has been certified by the Department of Labor, it may be expected that cases that need to be indorsed for voluntary arbitration will be voluntarily arbitrated, instead of submitting them for compulsory arbitration.

It has been the policy of this Office to help the parties resolve their disputes amicably, and tries to avoid referring these matters to compulsory arbitration. This Office tries to maintain rapport both with unions and managements, and this Office has been successful and effective in promoting harmonious relationships among unions and employers. However, there are some few exceptions, **specially in cases of some unions that are what we can classify as "hard-headed" and inflexible and fly by night.**

6. Money Claims, Unfair Labor Practices, Violation of Labor Standards and Deadlock in Collective Bargaining:-

As the accompanying statistics will show, there are several cases that have been filed with this Office during the year 1975 involving money claims, unfair labor practices, and violation of Labor Standards Laws, compared to previous years. This development is indicative of the newly-found courage of workers in seeking redress of their grievances and in their growing confidence in the Department of Labor.

Notwithstanding our manpower limitations, this Office has endeavored to resolve these cases in the fastest possible way.

This Office is happy with the fact that from early morning and until late in the afternoon on every working day, hundreds and hundreds of workers seek the assistance of this Office. Many of these money claims involve underpayment of wages, overtime pay and separation pay, and in some cases, they involve claims under Presidential Decree No. 621 (Amelioration Bonus) or Presidential Decree No. 525 (Emergency Cost of Living Allowance).

Unfair labor practice cases usually involve alleged harassment and/or discrimination of workers due to their union activities, or refusal of employers to bargain collectively with unions or refusal to recognize the unions of employees. This Office has adopted the policy that should there be any doubt as to the representation of workers, this Office directs or recommends the holding of a certification election.

There are but few cases that have reached this Office involving deadlock in collective bargaining. Those that have been filed with this Office and not resolved amicably are usually referred to, for voluntary or compulsory arbitration.

By and large, this Office has been too involved in labor relations activities, that it can safely be said that approximately 80%-85% of the work of this Office has something to do with labor relations matters. The function however of this Office on labor relations matters can be made much easier and more effective if the registration

certificates of some labor unions that are not real labor unions but only nuisance unions and/or unions used for ulterior motives are cancelled.

Now, that the Trade Union Congress of the Philippines (TUCP) has been formed and no less than his Excellency, President Ferdinand E. Marcos, has declared that this will be the national labor center, it may be a good idea that certification cases be referred to the TUCP for comment before they are acted upon by us. In this way, we may be able to help promote faster the restructuring of trade unions in consonance with the new Labor Code of the Philippines.

COMPARATIVE STATISTICAL DATA ON LABOR RELATIONS CASES
OF CALENDAR YEARS 1973, 1974 & 1975

Y E A R S	:	1973	:	1974	:	1975
TOTAL NUMBER OF CASES PENDING BEGINNING:	:	4,712	:	276	:	610
TOTAL NUMBER OF CASES FILED (NEW CASES)	:	1,725	:	1,952	:	1,710
TOTAL NUMBER OF CASES ADJUDICATED	:	6,161	:	1,618	:	1,630
TOTAL AMOUNT OF AWARDS GIVEN	:	\$784,342.89	:	\$346,295.19	:	\$342,617.29
TOTAL NUMBER OF WORKERS BENEFITED	:	1,267	:	787	:	575
TOTAL NUMBER OF WORKERS REINSTATED	:	0	:	114	:	47
TOTAL NUMBER OF CLEARANCES GRANTED	:	0	:	340	:	629
TOTAL NUMBER OF CASES CERTIFIED TO NLRC ARBITER	:	0	:	0	:	469
TOTAL NUMBER OF CASES PENDING AT THE END	:	276	:	610	:	690

NOTE: THE 1973 DATA INCLUDE LABOR STANDARD CASES WHICH WERE OVERTAKEN BY PD 2L AND AFTER ADJUDICATING, NONE OF THE CASES WERE DISPOSED EITHER BY UNMERITORIOUS OR PRESCRIBED

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STATISTICAL DATA ON LABOR RELATIONS CASES
FOR CALENDAR YEAR 1975

MONTH	: No. OF CASES :		AMOUNT OF AWARD GIVEN			: TOTAL No. OF CASES : PENDING AT THE END
	: FILED	: ADJUDICATED:	MEN	WOMEN	TOTAL	
CARRY-OVER OF CASES PENDING AS OF DECEMBER 31, 1974						610
JANUARY	: 158	: 76	: P 7,322.74:P	958.50:P	8,281.24:	692
FEBRUARY	: 118	: 69	: 8,477.00:	840.00:	9,317.00:	741
MARCH	: 131	: 141	: 8,593.50:	2,630.00:	11,223.50:	731
APRIL	: 124	: 330	: 4,754.54:	- :	4,754.54:	525
MAY	: 106	: 149	: 28,212.75:	4,650.95:	32,863.70:	482
JUNE	: 102	: 85	: 22,317.44:	1,560.00:	23,877.44:	499
JULY	: 140	: 94	: 9,157.95:	8,170.80:	27,328.75:	545
AUGUST	: 126	: 149	: 22,456.54:	6,492.05:	28,948.59:	522
SEPTEMBER	: 217	: 125	: 11,548.08:	2,600.00:	14,148.08:	614
OCTOBER	: 191	: 186	: 22,240.12:	3,365.74:	25,605.86:	619
NOVEMBER	: 204	: 90	: 134,360.94:	1,017.00	135,377.94:	733
DECEMBER	: 93	: 136	: 19,106.65:	1,784.00:	20,890.65:	690
TOTAL : 1,710						690
1,630						P 308,548.25:P
34,069.04:						P 342,617.29:

BREAKDOWN OF PENDING CASES AS OF DECEMBER 31, 1975:

MONEY CLAIMS (MC)	435
APPLICATION FOR CLEARANCE.....	49
(WITH OPPOSITION (AO))	
LABOR RELATIONS CASES (LR).....	206
TOTAL	690

STATISTICAL DATA ON LABOR RELATIONS CASES
FOR CALENDAR YEAR 1975

MONTH	No. of Workers Benefited			No. of Workers Reinstated	Total No. of Clearance Granted	Total No. of Cases Filed to NLRC	Total No. of Certifications Issued
	Men	Women	Total				
JANUARY	26	3	29	1	9	0	0
FEBRUARY	33	2	35	4	11	30	1
MARCH	16	7	23	1	33	39	1
APRIL	13		13	0	60	15	0
MAY	44	16	60	2	201	36	1
JUNE	52	6	58	8	42	40	1
JULY	25	4	29	3	62	51	0
AUGUST	57	9	66	9	28	49	1
SEPTEMBER	67	7	74	6	32	56	1
OCTOBER	36	13	49	8	64	83	3
NOVEMBER	90	2	92	1	59	38	3
DECEMBER	42	5	47	4	28	32	0
TOTAL	501	74	575	47	629	469	12

SOCIO-ECONOMIC PROGRAMS UNDER PRESIDENTIAL DECREE NO. 621
(Re Social Amelioration Decree)

Pursuant and in consonance with the pertinent provisions (Section 4, No. 1, paragraph a) of the Implementing Rules and Regulations of Presidential Decree No. 621, this Office had recommended for the approval of the Honorable Undersecretary of Labor, Hon. Amado Gat Inciong, the socio-economic projects and programs submitted by several labor unions in Negros Occidental that have existing collective bargaining agreements covering employees of sugar mills.

The following is a brief report on the status of the socio-economic projects and programs of these unions which were previously approved by the Honorable Undersecretary of Labor, to wit:

1. Name of Union: FRATERNAL LABOR ORGANIZATION-
ALU-NACUSIP

Place of Operation: Binalbagan, Negros Occidental

Beneficiaries of Projects: Employees of the Binalbagan-Isabela Sugar Co., Inc., and their dependents.

Project: Prime Commodity Program (Commodity Store)

Status of Project: The project (which is now known as the FLO-ALU-NACUSIP COMMODITY STORE under the administration and management of the NACUSIP Multi-Purpose Cooperative, Inc.) which is housed in a spacious concrete building provided for by Biscom Management and situated within the Biscom Compound at Binalbagan, Negros Occidental, is now in full operation, and makes available to the Biscom employees and their dependents a wide variety of both essential and non-essential goods and commodities. Aside from the Manager, the store employs eight (8) personnel all of whom were previously trained by the Union, the NACUSIP Multi-Purpose Cooperative and the Bureau of Cooperatives Development, DLGCD. On a spot inspection, this Office found that the prices of goods and merchandise at the FLO-ALU COMMODITY STORE are very reasonable and in many instances much lower than the prices in other

stores within the Municipality of Binalbagan. Prices of rice are within the government (NGA) limitation and partially subsidized by Biscom management.

2. Name of Union: CONGRESS OF INDEPENDENT ORGANIZATION-ALU-NACUSIP

Place of Operation: Silay-Hawaiian Central,
Negros Occidental

Beneficiaries of Projects: Employees of the Hawaiian-Philippine Company, and their dependents.

Projects and their Status:

- a) CIO-ALU-NACUSIP COMMISSARY STORE - now in full operation, servicing the prime and non-essential needs of some 700 employees of the company, and employe fourteen (14) trained staff and personnel. Prices of the goods and commodities sold in the store are quite reasonable and all within governmental regulations.
- b) CIO-ALU-NACUSIP CREDIT & LOAN ASSOCIATION - also in full operations, and makes available limited credit facilities to a great number of employees. Aside from the officers of the Union who help manage and administer this project, two (2) employees are engaged for this project, both of whom underwent rigid training.
- c) CIO-ALU-NACUSIP STEP-IN/SANDAL AND UPHOLSTERY PROJECT - This is now operational, and in fact, the Union has already sold several finished pairs of step-in and sandals, including some pieces of upholstered furniture. The finished products are not only sold among the employees of the Hawaiian-Philippine Company, but are also marketed among the other NACUSIP affiliates.
- d) CIO-ALU-NACUSIP BARBERSHOP - While the Union has already purchased nine (9) second-hand but still serviceable barbers' chairs, mirrors and other equipments for a barbershop, the project has not yet commenced operation because the building to house the barbershop has yet to be constructed.
- e) CIO-ALU-NACUSIP VOCATIONAL SCHOLARSHIP PROGRAM - This Union plans to implement this program by the next school year. In the meantime, the Union is finalizing the rules and guidelines that will be followed in the grant of vocational scholarship to dependents of the employees of the Hawaiian-Philippine Company.

f) CIO-ALU-NACUSIP FORD FIERRA- the Union has already purchased one Ford Fierra, which is now being used by the Union for its various socio-economic projects and for other union activities.

3. Name of Union: VICMICO INDUSTRIAL WORKERS' ASSOCIATION (VIWA)-NACUSIP

Place of Operation: Victorias, Negros Occidental

Beneficiaries of the Project: Employees of the Victorias Milling Company

Projects and their Status:

a) VIWA-NACUSIP PIGGERY PROJECT - The Union has purchased and taken over two swine breeding stations, previously owned by the Bag-ong Katilingban Multi-Purpose Cooperative, Inc. and the Sugar Industry Foundation, Inc. Several piglets have already been sold and/or dispersed to some employees of the Company. It is estimated that in a year's time, this project will be self-sufficient and will be able to make available adequate number of piglets for dispersal to the employees of the Company who may be interested to raise pigs.

b) VIWA-NACUSIP BAKERY - The site within the Company compound has already been designated and it is expected that soon the bakery building and oven will be constructed. This project hopes to service not only the employees of the Company, but also the other residents of the town of Victorias.

4. Name of Union: CONGRESS OF INDEPENDENT ORGANIZATION-ALU-NACUSIP

Place of Operation: San Carlos City, Negros Occ.

Beneficiaries of the Project: Employees of the San Carlos Milling Company and their families.

Projects and their Status:

a) CIO-ALU-NACUSIP CREDIT UNION - The Union has already made available to the employees of the Company limited credit facilities, and this project has proved to be a very effective assistance to the employees. The Union hopes to increase the capitalization of this credit union by next year in order that it can serve more employees.

- b) CIO-ALU-NACUSIP VOCATIONAL & SKILLS TRAINING PROGRAM - The Union is now finalizing its rules and guidelines for this scholarship program which is planned to be implemented by the next schoolyear.
- c) CIO-ALU-NACUSIP CONCRETE PRODUCTS PROJECT - A project and feasibility study for this project has yet to be undertaken. This project will be established by the Union as soon as this project and feasibility study is finished.

It may be pointed out that the Union is also operating a commissary store within the company compound servicing the prime commodity needs of the employees of the company and their families.

5. Name of Union: DACONGCOGON INDUSTRIAL WORKERS' ASSOCIATION (DIWA)-NACUSIP

Place of Operation: Bo. Tabugon, Kabankalan, Negros Occidental.

Beneficiaries of the Projects: Employees of the Dacongcong Sugar and Rice Milling Cooperative, Inc., and their families

Projects and their Status; The Union has two approved socio-economic projects, namely: 1) Rice Program, and 2) a Carinderia. The Union has not yet started these projects, because it seems that the Company has not yet released to the Union the necessary funds from its 1974-75 Social Amelioration Fund despite the approval of these projects by the Honorable Undersecretary of Labor.

Several other labor unions in other sugar mills in Negros Occidental have either already submitted their socio-economic projects under PD 621 for the approval of the Department of Labor and no approval yet has been issued, or the unions are still completing the project or feasibility studies of their proposed socio-economic projects for eventual submission to the Department of Labor.

The present on-going socio-economic projects of labor unions established as a result of PD 621 have not only benefited the workers by way of making available to them prime

commodities and other goods at reasonable prices and credit facilities, but these projects have somehow helped to augment their income and create employment opportunities. It is therefore recommended, by way of helping pursue and promote the goals of the Department of Labor and the National Government, that labor unions should be encouraged to undertake socio-economic programs and make full use of the benefits provided for under PD 621 and its Implementing Rules and Regulations.

COMPARATIVE REPORT ON FINAL PRODUCTION (PICULS) FOR 1972-73, 1973-74 & 1974-75

SUGAR CENTRALS	: 1972-73	:	1973-74	:	1974-75
AGRO-INDUSTRIAL DEVELOPMENT OF SILAY-SARAVIA, Inc. (AIDSI SA)	: 907,868	:	888,254	:	969,499.39
BACOLOD-MURCIA MILLING Co., Inc.	: 812,913	:	843,992	:	668,758.02
BINALBAGAN-ISABELA SUGAR Co. Inc.	: 2,754,800	:	2,656,384	:	2,672,112.00
DAONGCÓGON SUGAR & RICE MILLING: COOPERATIVE, Inc.	: 283,561	:	388,183	:	302,608.17
DANAO DEVELOPMENT CORPORATION	: 450,840	:	423,744	:	295,181.99
FIRST FARMERS MILL, & MKTG. ASS.	: 1,334,870	:	1,296,208	:	1,286,069.69
HAWAIIAN-PHILIPPINE COMPANY	: 2,057,848	:	1,922,540	:	1,894,313.89
CENTRAL AZUCARERA DE LA CARLOTA	: 2,604,522	:	2,420,640	:	2,654,679.34
LOPEZ SUGAR CORPORATION	: 1,000,022	:	1,496,865	:	1,519,892.57
MA-AD SUGAR CENTRAL Co., Inc.	: 1,171,529	:	1,204,393	:	1,101,655.33
SAGAY SUGAR CENTRAL	: 951,188	:	895,242	:	862,028.25
SAN CARLOS MILLING Co., Inc.	: 1,393,637	:	1,512,461	:	1,246,884.99
SOUTHERN NEGROS DEVELOPMENT CORP:	1,314,226	:	1,173,333	:	1,069,616.28.
TALISAY-SILAY MILLING Co., Inc.	: 727,609	:	800,152	:	657,214.50
VICTORIAS MILLING Co., Inc.	: 3,408,323	:	3,161,958	:	3,209,650.23
<hr/>					
TOTAL PRODUCTIONS	: 21,173,756	:	21,084,349	:	20,410,164.64
<hr/>					

TABLE 1 - NUMBER OF SUGARCANE FARM BY AREAS AND
AVERAGE FARM-SIZE IN NEGROS OCCIDENTAL

MILL DISTRICTS	NO. OF FARM	AREAS IN HECTARES	AVERAGE FARM-SIZE	NO. OF MILLERS
BACOLOD-MURCIA	388	18,024.74	53.32	324
BISCOM	1,474	31,046.91	21.06	1,447
DACONG COGON	914	7,145.14	7.81	834
DANAO	258	6,593.28	25.53	132
FIRST FARMERS	234	9,311.2	39.79	220
*TALISAY-SILAY	:	:	:	:
HAWAIIAN-PHILIPPINE	1,167	12,696.72	10.87	362
*AIDSISA	:	:	:	:
AZUCARERA DE LA CARLOTA	338	24,012.32	71.04	296
LOPEZ	212	12,003.35	56.61	165
MAAO	664	20,597.04	31.01	664
SAGAY	443	9,288.50	20.96	426
SAN CARLOS	258	11,175.13	43.31	202
SONEDCO	766	14,268.34	18.62	747
VICTORIAS	1,274	34,577.24	19.29	928
TOTAL	8,340	210,739.92	25.27	6,797

* SUGAR MILLS WHICH HAS NO PERMANENT MILLERS.

TABLE II - SUGAR CENTRALS IN NEGROS OCCIDENTAL, THEIR LOCATIONS AND FINAL REPORT OF TOTAL PRODUCTION IN PILOLS ENDING THE MONTH OF OCTOBER, 1975

NAME OF SUGAR CENTRAL	LOCATION	TOTAL PRODUCTION
BACULOD-MURCIA MILLING CO., INC.	BACULOD CITY	668,758.02
BINALBAGAN-ISABELA SUGAR CO., INC.	BINALBAGAN	2,672,112.00
DANAO DEVELOPMENT CORPORATION	TOROSO	295,181.99
HAWAIIAN-PHILIPPINE COMPANY	SILAY CITY	1,874,318.89
CENTRAL AZUCARERA DE LA CARLOTA	LA CARLOTA CITY	2,654,679.34
LOPEZ SUGAR CENTRAL	SAGAY	1,519,892.57
MAAO SUGAR CENTRAL CO., INC.	BAGO CITY	1,101,655.33
SAN CARLOS MILLING CO., INC.	SAN CARLOS CITY	1,246,884.99
TALISAY-SILAY MILLING CO., INC.	TALISAY	654,214.50
VICTORIAS MILLING CO., INC.	VICTORIAS	3,209,650.23
FIRST FARMERS MILL. & MKIG. COOP. ASS., INC.	TALISAY	1,286,061.69
AGRO-INDUSTRIAL DEVELOPMENT COMPANY OF SILAY-SARAVIA	SILAY CITY	969,499.39
SAGAY CENTRAL, INC.	SAGAY	862,028.25
SOUTHERN NEGROS DEVELOPMENT CO.	KARANKALAN	1,069,616.28
DACUNGOGON SUGAR & RICE MILL., INC.	KARANKALAN	302,608.77
TOTAL		20,410,159.64

FINAL REPORT AS COMPILED BY THE NATIONAL FEDERATION OF PLANTERS ASSOCIATION

TABLE III - DISTRIBUTION OF SOCIAL AMELIORATION BONUS
AND NUMBER OF WORKERS BENEFITED BY THE
FOLLOWING MILLING COMPANIES FOR CROP YEAR
1974-1975

NAME OF SUGAR CENTRAL *	TOTAL NET SHARE OF MILLER (PICULS)	TOTAL AMOUNT OF BONUS DIS- TRIBUTED	NO. OF WORKERS BENEFITED
BINALBAGAN-ISABELA SUGAR CO., INC.	903,810.15	568,400.39	2,076
BACOLOL-MURCIA MILLING CO., INC.	236,132.27	212,519.04	913
CENTRAL AZUCARERA DE LA CARLOTA	807,821.01	508,927.23	3,335
MAAO SUGAR CENTRAL CO., INC.	386,294.08	347,664.67	1,512
SOUTHERN NEGROS DEVELOPMENT CORP.	438,931.82	393,272.00	1,031
SAN CARLOS MILLING CO., INC.	226,050.00	203,237.65	1,019
SAGAY CENTRAL, INC.	342,678.47	308,274.52	1,050
AGRO-INDUSTRIAL DEVELOPMENT COM- PANY OF SILAY-SARAVIA (AIUSISA)	324,358.69	291,923.00	945
LOPEZ SUGAR CORPORATION	362,636.03	326,367.12	1,242


* AVAILABLE RECORDS

* TABLE IV - DISTRIBUTED SOCIAL AMELIORATION BONUS BY THE FOLLOWING PLANTERS ASSOCIATIONS FOR CROP YEAR 1974-1975

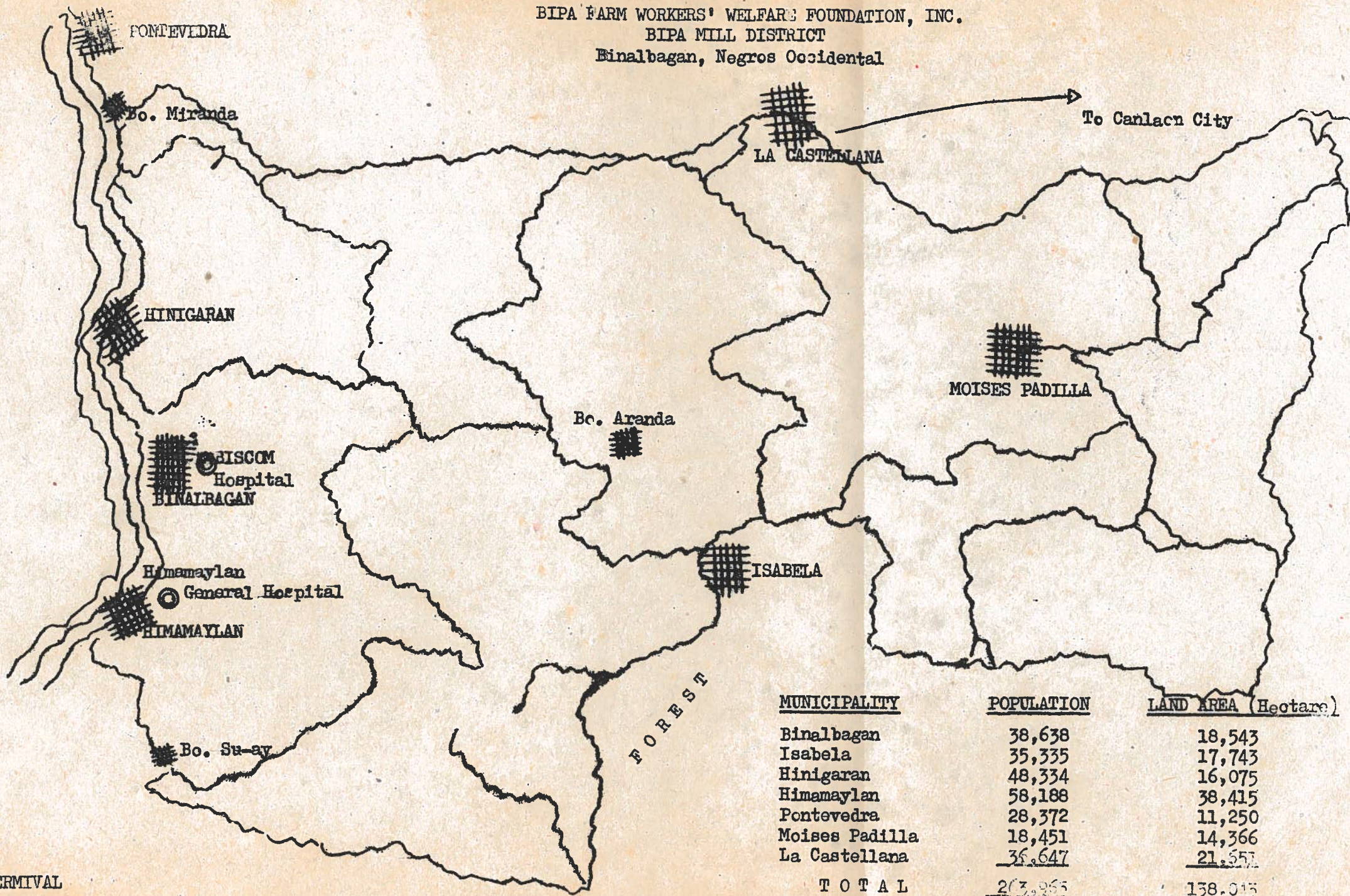
PLANTERS' ASSOCIATION	TOTAL NO. OF MEMBERS	NET SHARE OF PRODUCTION COVERED	TOTAL AMOUNT OF AMELIORATION FUND DISTRIBUTED
SUNEDCO PLANTERS' ASSOCIATION	1,479	₱ 636,887.33	₱ 559,176.30
FINALBAGAN-ISABELA PLANTERS' ASS. ASSOCIATION DE AGRICULTORES - LA CARLOTA Y PONTEVEDRA	1,097	1,693,711.00	1,524,339.90
LA CARLOTA PLANTERS ASSOCIATION	376	1,419,790.00	1,277,811.08
MA-AO FARMERS ASSOCIATION	1,600	290,324.31	261,291.92
MA-AO SUGAR PLANTERS' ASS.	192	289,061.10	260,155.92
ASSOCIATION OF SUGARCANE GROWERS	345	417,097.16	375,387.35
ASSOCIATION OF SUGARCANE GROWERS	196	120,022.43	118,019.19
BAOULOD-MURCIA SUGAR FARMER'S COOP.	544	302,186.89	271,967.93
INDEPENDENT SAGAY-ESCALANTE PLANTERS', INC.	560	574,782.63	517,304.37
ASSOCIATION DE HACENDEROS DE SILAY-SARAVIA, INC.	886	637,473.30	631,099.57
ASSOCIATED PLANTERS OF SILAY-SARAVIA, INC.	233	660,741.75	654,134.33
FIRST FARMERS ASSOCIATION	208	836,889.96	828,521.06
TOTAL	7,716	₱ 7,878,967.91	₱ 7,279,208.92

* AVAILABLE RECORDS

RESPECTFULLY SUBMITTED:


 FELIZAROO G. BALERBONIA
 DEPUTY LABOR ADMINISTRATOR

BIPA FARM WORKERS' WELFARE FOUNDATION, INC.
 BIPA MILL DISTRICT
 Binalbagan, Negros Occidental



<u>MUNICIPALITY</u>	<u>POPULATION</u>	<u>LAND AREA (Hectare)</u>
Binalbagan	38,638	18,543
Isabela	35,335	17,743
Hinigaran	48,334	16,075
Himamaylan	58,188	38,415
Pontevedra	28,372	11,250
Moises Padilla	18,451	14,366
La Castellana	36,647	21,551
T O T A L	273,966	158,013

HERMIVAL
 1-9-75

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National President

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NATIONAL FEDERATION OF SUGARCANE PLANTERS

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Voyage de A. WISNER en ASIE DU SUD - EST

3 Février - 1er Mars 1976

3/2 - PARIS - GENEVE - V. SR 721 - D. 8 H.35 - A. 9 H.30
- 10 H. - 17 H.

c/o Monsieur de GIVRY

Chef du Département des conditions

et du milieu de travail

BUREAU INTERNATIONAL DU TRAVAIL

CH 1211 GENEVE 22

Télégramme : INTERLAB-GENEVE - Téléx 22 271 - Tél . 98 52 11

- GENEVE - FRANCFORT - V. SR 544 - D. 18 H.25 - A. 19 H.35

- FRANCFORT - BOMBAY - V. LH 690 - D. 21 H.10 - A. 9 H. 40
(le 4/2)

4/2 - 10/2

c/o Monsieur CHAINANI

Director General

Central Labour Institute

Kendriya Shram Vigyan Kendra

Sion

BOMBAY-22/DD (Inde)

Telegram : CELABINS - Tel. 4 74358

10/2 - BOMBAY - BANGKOK - V. SR 300 - D. 5 H.40 - A. 11 H.05

10/2 - 13/2

c/o Monsieur KARASAKI

Deputy Director

ILO Regional Office for Asia

P.O. Box 1759

BANGKOK (Thaïlande)

Street Address :

United Nations Building

Sala Santitham

BANGKOK 2

Telegram : INTERLAB BANGKOK - Tel. 82 91 61/71 81 91
82 93 65/82 93 81

.../...

14/2 - BANGKOK - MANILLE - V. AF 190 - D. 10 H.50 - A. 15 H.20

14/2 - 21/2

c/o Monsieur A.D. GRANGER
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86 40 25

22/2 - MANILLE - SINGAPOUR - V. PR 501 - D. 8 H.40 - A. 11 H.20

- SINGAPOUR - DJAKARTA - V. GA 985 - D. 14 H. - A. 15 H.

22/2 - 24/2

c/o Monsieur B. Mac-DONALD
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ILO Area Office in Jakarta
P.O. Box 75
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Street Address :

United Nations Building
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Jalan M.H. Thamrin, 14
JAKARTA

Telegram : INTERLAB JAKARTA - Telex 4178 JKT in UNDP Office
Tel. 40980 - 43692 - 47017 - 47018 - 47909 - 49131 - 51113
53264 - 56530 - 56154

24/2 - DJAKARTA - DENPASAR - V. GA 684 - D. 13 H. - A. 14 H.45

.../...

24/2 - 28/2

c/o Professor MANUABA
University of Udayana
Faculty of Medicine
Department of Physiology
DENPASAR-BALI (Indonesia)

Tel. 2510

28/2 - DENPASAR - DJAKARTA - V. GA 685 - D. 12 H.30 - A. 14 H.05
- DJAKARTA - BANGKOK - V. TG 424 - D. 17 H.25 - A. 21 H.30

29/2 - BANGKOK - TEHERAN - V. AFUT 193 - D. 22 H.45 - A. 4 H.20

1/3 - TEHERAN - GENEVE - V. IR 713 - D. 6 H.30 - A. 9 H.30
- 10 H. - 13 H.

c/o Monsieur de GIVRY

Chef du Département des conditions
et du milieu de travail
BUREAU INTERNATIONAL DU TRAVAIL
CH 1211 GENEVE 22

Télégramme : INTERLAB-GENEVE - Téléex 22 271 - Tél. 98 52 11

- GENEVE - PARIS Orly OUEST - V. SR 724 - D. 14 H. - A. 15 H.

Considérant que les changements de techniques et de méthodes de production, l'importance des transferts de technologie et l'évolution de la société humaine et des aspirations sociales ont pour effet de situer l'amélioration des conditions et du milieu de travail dans un contexte nouveau et parfois différent selon les pays, les branches d'activité, les emplois et les catégories de travailleurs ;

Rappelant les résolutions adoptées en 1972 et 1974 par la Conférence internationale du Travail au sujet du travail et de son environnement ;

Ayant pris note des activités envisagées dans le Programme et budget de l'Organisation internationale du Travail pour 1976-77 ;

Accueillant avec satisfaction le rapport présenté par le Directeur général du Bureau international du Travail à la 60^e session de la Conférence internationale du Travail et la détermination qui en ressort de renforcer et de renouveler l'action de l'Organisation dans le domaine des conditions et du milieu de travail ;

Considérant que l'action de l'OIT en matière de conditions et de milieu de travail devrait, en tenant compte des aspirations vers une meilleure qualité de la vie, être étroitement reliée à d'autres activités relatives à la protection de l'environnement humain,

1. Réaffirme solennellement que l'amélioration des conditions et du milieu de travail et du bien-être des travailleurs reste la mission primordiale et permanente de l'Organisation internationale du Travail.

2. Invite instamment les Etats Membres :

- 1) à promouvoir les objectifs tendant à une amélioration des conditions et du milieu de travail se fondant sur tous les éléments de leur politique économique, éducative et sociale ;
- 2) à se fixer périodiquement eux-mêmes un certain nombre d'objectifs définis destinés à réduire dans toute la mesure du possible certains accidents du travail et certaines maladies professionnelles, ou les travaux les plus pénibles ou les plus rebutants ;
- 3) à normaliser l'application de la recherche scientifique afin qu'elle s'effectue pour l'homme et non contre lui et contre son milieu de vie.

3. Appuie l'action universelle que le Directeur général du Bureau international du Travail propose dans son rapport afin de réexaminer les activités actuelles de l'OIT et de lancer un programme international pour l'amélioration des conditions et du milieu de travail, destiné à promouvoir ou à appuyer les activités des Etats Membres dans ce domaine.

4. Invite le Conseil d'administration du Bureau international du Travail à charger le Directeur général, aussitôt que les ressources le permettront :

- 1) de préparer et de lui soumettre un tel programme, sur la base de la discussion générale de son rapport à la 60^e session de la Conférence internationale du Travail, après consultation des organisations internationales compétentes et des organismes nationaux, régionaux et internationaux spécialisés dans le domaine des conditions et du milieu de travail ; étant entendu que la préparation d'un tel programme devrait tenir compte des facteurs suivants :
 - a) l'intention que le Directeur général a annoncée au cours de la 59^e session de la Conférence internationale du Travail de commencer une enquête générale sur le travail de l'homme en vue de renforcer à tous les niveaux l'efficacité de l'action de l'Organisation internationale du Travail ;
 - b) l'augmentation des ressources que l'Organisation consacre aux conditions de travail et à son environnement, et l'amélioration de ses méthodes de coopération technique dans ce domaine, en particulier dans les régions rurales et les petites entreprises ;
 - c) l'examen continu des normes internationales du travail relatives aux conditions et au milieu de travail, en vue de la révision des normes existantes qui ne sont plus à jour et de l'adoption de normes fondamentales destinées à guider les politiques nationales relatives à la sécurité et à l'hygiène ou à d'autres aspects des conditions de travail, et à la pollution de l'environnement humain due aux techniques appliquées à l'industrie ou à l'agriculture ;
 - d) le recours systématique à des réunions de commissions d'industrie et d'organes analogues pour effectuer une évaluation de la situation en matière de conditions et de milieu de travail dans différents pays et différentes industries, et l'élaboration de toute recommandation appropriée en vue d'améliorer ceux-ci ; la pleine utilisation des services, en particulier par la convocation, à intervalles réguliers, de la Liste de conseillers en matière de sécurité dans les mines ;

- e) l'établissement et la publication de guides, de codes et de matériel d'enseignement dans le domaine de la sécurité et de l'hygiène du travail, de la durée du travail, de l'organisation du travail, du contenu des tâches et de l'ergonomie ;
 - f) l'élaboration de guides permettant la meilleure utilisation du temps libre des travailleurs en vue de leur permettre de se réaliser et de leur faciliter l'accès au monde culturel et à la formation professionnelle ;
 - g) la mise en place, dans différentes régions, d'équipes multidisciplinaires composées de spécialistes des conditions et du milieu de travail, dont la tâche devrait être :
 - i) d'aider les gouvernements, les organisations d'employeurs et les organisations de travailleurs, ainsi que les instituts et organismes de recherche et de formation, à préparer et à exécuter des programmes visant à améliorer les conditions et le milieu de travail qui correspondent à leurs besoins et à leurs possibilités ;
 - ii) d'entreprendre des études sur les situations régionales et nationales, de recueillir et de diffuser des informations, d'examiner les progrès réalisés dans l'application des normes internationales du travail, pertinentes ;
 - iii) d'organiser et d'animer des colloques, des séminaires et autres réunions spécialisées, en particulier dans le cadre d'industries ou de branches d'activité déterminées ;
 - iv) de participer à la programmation nationale et régionale du programme des Nations Unies pour le développement ;
 - h) l'étude approfondie :
 - i) du coût des accidents du travail et des problèmes concernant l'harmonisation des statistiques en la matière, et de la définition de critères et de limites pour l'exposition à des substances dangereuses ;
 - ii) des méthodes de détermination des coûts et des avantages économiques et sociaux de différentes mesures relatives à l'amélioration des conditions de travail ;
 - iii) des expériences relatives à l'organisation du travail, ainsi qu'aux effets des transferts de technologie au regard des conditions et du milieu de travail ;
- 2) d'étudier la possibilité d'organiser une réunion tripartite internationale qui traiterait des divers aspects des conditions et du milieu de travail et dont les résultats seraient par la suite soumis à la Conférence internationale du Travail pour lui permettre de faire le point de l'action de l'Organisation et d'arrêter un programme futur d'activités ;
- 3) d'entreprendre, avec la collaboration et l'appui du Programme des Nations Unies pour l'environnement, un programme cohérent d'action de l'Organisation internationale du Travail concernant l'environnement qui prévoit expressément des activités en matière d'enseignement et de formation dans ce domaine, de même que des études sur les conséquences économiques et sociales des politiques de l'environnement.

Résolution concernant l'industrialisation, la garantie de l'emploi et la protection des revenus des travailleurs

La Conférence générale de l'Organisation internationale du Travail,

Constatant avec préoccupation que les objectifs du développement économique et social proclamés par l'Organisation des Nations Unies n'ont pas été atteints par un nombre croissant de pays industrialisés et en voie de développement ;

Rappelant que la convention (n° 122) sur la politique de l'emploi, 1964, avait indiqué que les Etats Membres devraient définir en tant qu'objectif essentiel une politique tendant à garantir : « a) qu'il y aura du travail pour toutes les personnes disponibles et en quête de travail ; b) que ce travail sera aussi productif que possible ; c) qu'il y aura libre choix de l'emploi et que chaque travailleur aura toutes les possibilités d'acquiescer les qualifications nécessaires pour occuper un emploi qui lui convienne et d'utiliser, dans cet emploi, ses qualifications ainsi que ses dons, quels que soient sa race, sa couleur, son sexe, sa religion, son opinion politique, son ascendance nationale ou son origine sociale » ;

Rappelant que la Déclaration de Philadelphie concernant les buts et objectifs de l'Organisation internationale du Travail, adoptée le 10 mai 1944, précise à la partie IV la nécessité d'assurer une plus grande stabilité des prix mondiaux des matières premières et denrées, pour favoriser l'accomplissement des objectifs énumérés ;

Considérant que les changements de techniques et de méthodes de production, l'importance des transferts de technologie et l'évolution de la société humaine et des aspirations sociales ont pour effet de situer l'amélioration des conditions et du milieu de travail dans un contexte nouveau et parfois différent selon les pays, les branches d'activité, les emplois et les catégories de travailleurs ;

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Considérant que l'action de l'OIT en matière de conditions et de milieu de travail et du bien-être des travailleurs reste la mission primordiale et permanente de l'Organisation internationale du Travail.

1. Réaffirme solennellement que l'amélioration des conditions et du milieu de travail et du bien-être des travailleurs reste la mission primordiale et permanente de l'Organisation internationale du Travail.

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- 2) à se fixer périodiquement eux-mêmes un certain nombre d'objectifs définis destinés à réduire dans toute la mesure du possible certains accidents du travail et certaines maladies professionnelles, ou les travaux les plus pénibles ou les plus rebutants ;
- 3) à normaliser l'application de la recherche scientifique afin qu'elle s'effectue pour l'homme et non contre lui et contre son milieu de vie.

3. Appuie l'action universelle que le Directeur général du Bureau international du Travail propose dans son rapport afin de réexaminer les activités actuelles de l'OIT et de lancer un programme international pour l'amélioration des conditions et du milieu de travail, destiné à promouvoir ou à appuyer les activités des Etats Membres dans ce domaine.

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 - c) l'examen continu des normes internationales du travail relatives aux conditions et au milieu de travail, en vue de la révision des normes existantes qui ne sont plus à jour et de l'adoption de normes fondamentales destinées à guider les politiques nationales relatives à la sécurité et à l'hygiène ou à d'autres aspects des conditions de travail, et à la pollution de l'environnement humain due aux techniques appliquées à l'industrie ou à l'agriculture ;
 - d) le recours systématique à des réunions de commissions d'industrie et d'organes analogues pour effectuer une évaluation de la situation en matière de conditions et de milieu de travail dans différents pays et différentes industries, et l'élaboration de toute recommandation appropriée en vue d'améliorer ceux-ci ; la pleine utilisation des services, en particulier par la convocation, à intervalles réguliers, de la Liste de conseillers en matière de sécurité dans les mines ;

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 - f) l'élaboration de guides permettant la meilleure utilisation du temps libre des travailleurs en vue de leur permettre de se réaliser et de leur faciliter l'accès au monde culturel et à la formation professionnelle ;
 - g) la mise en place, dans différentes régions, d'équipes multidisciplinaires composées de spécialistes des conditions et du milieu de travail, dont la tâche devrait être :
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 - ii) d'entreprendre des études sur les situations régionales et nationales, de recueillir et de diffuser des informations, d'examiner les progrès réalisés dans l'application des normes internationales du travail pertinentes ;
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 - iv) de participer à la programmation nationale et régionale du programme des Nations Unies pour le développement ;
 - h) l'étude approfondie :
 - i) du coût des accidents du travail et des problèmes concernant l'harmonisation des statistiques en la matière, et de la définition de critères et de limites pour l'exposition à des substances dangereuses ;
 - ii) des méthodes de détermination des coûts et des avantages économiques et sociaux de différentes mesures relatives à l'amélioration des conditions de travail ;
 - iii) des expériences relatives à l'organisation du travail, ainsi qu'aux effets des transferts de technologie au regard des conditions et du milieu de travail ;
- 2) d'étudier la possibilité d'organiser une réunion tripartite internationale qui traiterait des divers aspects des conditions et du milieu de travail et dont les résultats seraient par la suite soumis à la Conférence internationale du Travail pour lui permettre de faire le point de l'action de l'Organisation et d'arrêter un programme futur d'activités ;
 - 3) d'entreprendre, avec la collaboration et l'appui du Programme des Nations Unies pour l'environnement, un programme cohérent d'action de l'Organisation internationale du Travail concernant l'environnement qui prévoit expressément des activités en matière d'enseignement et de formation dans ce domaine, de même que des études sur les conséquences économiques et sociales des politiques de l'environnement.

Résolution concernant l'industrialisation, la garantie de l'emploi et la protection des revenus des travailleurs

La Conférence générale de l'Organisation internationale du Travail,

Constatant avec préoccupation que les objectifs du développement économique et social proclamés par l'Organisation des Nations Unies n'ont pas été atteints par un nombre croissant de pays industrialisés et en voie de développement ;

Rappelant que la convention (n° 122) sur la politique de l'emploi, 1964, avait indiqué que les Etats Membres devraient définir en tant qu'objectif essentiel une politique tendant à garantir : « a) qu'il y aura du travail pour toutes les personnes disponibles et en quête de travail ; b) que ce travail sera aussi productif que possible ; c) qu'il y aura libre choix de l'emploi et que chaque travailleur aura toutes possibilités d'acquiescer les qualifications nécessaires pour occuper un emploi qui lui convienne et d'utiliser, dans cet emploi, ses qualifications ainsi que ses dons, quels que soient sa race, sa couleur, son sexe, sa religion, son opinion politique, son ascendance nationale ou son origine sociale » ;

Rappelant que la Déclaration de Philadelphie concernant les buts et objectifs de l'Organisation internationale du Travail, adoptée le 10 mai 1944, précise à la partie IV la nécessité d'assurer une plus grande stabilité des prix mondiaux des matières premières et denrées, pour favoriser l'accomplissement des objectifs énumérés ;

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Genève,
Mai-juin 1976

PROGRAMME, FINANCIAL AND
ADMINISTRATIVE COMMITTEE

COMMISSION DU PROGRAMME,
DU BUDGET ET DE L'ADMINISTRATION

COMISION DE PROGRAMA,
PRESUPUESTO Y ADMINISTRACION

Dixième question à l'ordre du jour

PROGRAMME INTERNATIONAL POUR L'AMELIORATION
DES CONDITIONS ET DU MILIEU DE TRAVAIL

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ANNEXES

**GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION**

Genève,
Mai-juin 1976

PROGRAMME, FINANCIAL AND
ADMINISTRATIVE COMMITTEE

COMMISSION DU PROGRAMME,
DU BUDGET ET DE L'ADMINISTRATION

COMISION DE PROGRAMA,
PRESUPUESTO Y ADMINISTRACION

Dixième question à l'ordre du jour

PROGRAMME INTERNATIONAL POUR
L'AMELIORATION DES CONDITIONS ET DU MILIEU
DE TRAVAIL

I. INTRODUCTION

1. Les conditions dans lesquelles les hommes et les femmes accomplissent leur travail sont au coeur même du mandat de l'OIT. La Constitution de l'OIT souligne dans son préambule l'existence de "conditions de travail impliquant pour un grand nombre de personnes l'injustice, la misère et les privations" et proclame "qu'il est urgent d'améliorer ces conditions".

2. En dépit des progrès réalisés depuis plus de cinquante ans, auxquels l'OIT a grandement contribué par toutes ses activités, les conditions de travail d'un très grand nombre de travailleurs sont mauvaises ou posent des problèmes nouveaux provoqués par le développement de la technologie et dont la solution requiert une action menée sur plusieurs fronts.

3. Cela a été souligné par la Conférence à sa 59e session (1974), dans une résolution concernant le travail et son environnement qui demande que "le travail et son environnement soient étudiés dans une optique globale" et que soit préparé d'urgence "un programme cohérent et intégré de l'action de l'OIT dans le but de contribuer effectivement à l'amélioration du travail et de son environnement sous tous ses aspects".

4. Pour donner suite à cette résolution, le Directeur général a soumis à la Conférence à sa 60e session (1975) un rapport sur les conditions et le milieu de travail intitulé "Pour un travail plus humain". Ce rapport a donné lieu à un débat particulièrement nourri, qui a permis de dégager un large appui pour un renforcement de l'action de l'OIT à l'égard de toute une gamme de problèmes concernant les conditions et le milieu de travail.

5. A l'issue de ce débat, la Conférence a adopté à l'unanimité la Résolution sur l'action future de l'Organisation internationale du Travail dans le domaine des conditions et du milieu de travail¹ dans laquelle elle a réaffirmé

¹ Le texte de cette résolution est reproduit en annexe 1.

solennellement "que l'amélioration des conditions et du milieu de travail et du bien-être des travailleurs reste la mission primordiale et permanente de l'Organisation internationale du Travail". Dans cette résolution, la Conférence a par ailleurs invité instamment les Etats Membres :

- 1) à promouvoir les objectifs tendant à une amélioration des conditions et du milieu de travail se fondant sur tous les éléments de leur politique économique, éducative et sociale;
- 2) à se fixer périodiquement eux-mêmes un certain nombre d'objectifs définis destinés à réduire dans toute la mesure du possible certains accidents du travail et certaines maladies professionnelles, ou les travaux les plus pénibles ou les plus rebutants;
- 3) à normaliser l'application de la recherche scientifique afin qu'elle s'effectue pour l'homme et non contre lui et contre son milieu de vie.

6. Enfin, la Conférence a appuyé la proposition du Directeur général de lancer un programme international pour l'amélioration des conditions et du milieu de travail, destiné à promouvoir ou à appuyer les activités des Etats Membres dans ce domaine.

II. LES CONSULTATIONS RELATIVES A LA PREPARATION DU PROGRAMME

7. Conformément à la demande formulée dans la résolution (alinéa 4.1) et à une décision prise par le Conseil d'administration à sa 198e session (novembre 1975), un large processus de consultation a été engagé pour la préparation de ce programme.

8. Tout d'abord, le Directeur général a, en décembre 1975, transmis la résolution aux gouvernements des Etats Membres et, par leur intermédiaire, aux organisations nationales d'employeurs et de travailleurs. Après avoir attiré l'attention des gouvernements sur l'alinéa 2 de la résolution, la communication du Directeur général demandait aux gouvernements de lui faire connaître quels sont leurs objectifs dans ce domaine et quelles sont les principales mesures qu'ils entendent adopter pour les atteindre. Elle demandait également quels étaient, à leur avis, les meilleurs moyens par lesquels l'OIT pourrait les aider à mettre en oeuvre leur politique dans ce domaine. La communication adressée aux pays en voie de développement attirait l'attention sur la constitution, en 1976, d'une équipe interrégionale multidisciplinaire de spécialistes en matière de conditions et de milieu de travail et leur demandait s'ils désiraient bénéficier d'une mission pilote de cette équipe.

9. Une communication parallèle a été envoyée en janvier 1976 aux organisations internationales d'employeurs et de travailleurs et aux diverses organisations intergouvernementales intéressées.

10. A la date du 7 mai 1976, 53 réponses avaient été reçues des gouvernements suivants : Afghanistan, Allemagne (République démocratique), Allemagne (République fédérale), Argentine, Australie, Autriche, Bangladesh, Belgique, Bulgarie, Canada, Chili, Chypre, Danemark, Egypte, El Salvador, Espagne, Etats-Unis, Finlande, France, Ghana, Grèce, Inde, Iran, Italie, Japon, Koweït, Malawi, Maroc, Mexique, Norvège, Nouvelle-Zélande, Pakistan, Panama, Pays-Bas, Pérou, Philippines, Pologne, Portugal, Royaume-Uni, Roumanie, Sénégal, Singapour, Souaziland, Soudan, Sri Lanka, Suède, Suisse, Tchécoslovaquie, Thaïlande, Tunisie, Ouganda, Uruguay et Yémen¹.

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Par leur truchement, à la même date, 85 organisations nationales d'employeurs et 110 organisations nationales de travailleurs avaient reçu communication de la résolution.

11. Des réponses ont également été reçues de l'Organisation internationale des employeurs, de la Confédération internationale des syndicats libres - transmettant notamment le texte de la résolution sur les conditions et le milieu de travail adoptée par le 11e Congrès mondial de la CISL (Mexico, octobre 1975) - et de la Fédération syndicale mondiale ainsi que des organisations intergouvernementales suivantes : Ligue des Etats arabes; Organisation de l'Unité africaine; Organisation intergouvernementale consultative de la navigation maritime; Banque internationale pour la reconstruction et le développement; Programme des Nations Unies pour l'environnement; Organisation de coopération et de développement économiques; Commission des communautés européennes; Organisation des Nations Unies pour l'alimentation et l'agriculture; Organisation des Nations Unies pour l'éducation, la science et la culture; Organisation mondiale de la santé; Organisation des Nations Unies pour le développement industriel; Conseil pour l'assistance mutuelle économique; Accord de Carthagène; Association latino-américaine de libre échange.

12. Toutes les réponses reçues, parfois accompagnées d'une abondante documentation, font l'objet d'un examen attentif par les services du Bureau. Elles contiennent, en effet, des renseignements précieux, notamment sur les tendances des politiques et programmes nationaux. Les suggestions relatives à l'orientation des activités de l'OIT contenues dans ces réponses ont été prises en considération dans l'élaboration du programme proposé.

13. Ce processus officiel de consultations a été complété par une série de réunions officieuses de consultants; elles ont eu lieu à Genève (décembre 1975 et mars 1976), Bangkok (février 1976), Yaoundé (février 1976), Lima (avril 1976) et Moscou (avril 1976). Elles ont permis de recueillir des informations sur les problèmes et les programmes nationaux et des avis sur l'action de l'OIT provenant d'une soixantaine de spécialistes issus de milieux gouvernementaux, employeurs, travailleurs et scientifiques provenant de 41 pays de différentes régions du monde. Par l'intérêt qu'elles ont suscité, ces consultations ont déjà contribué à assurer une large audience à la résolution adoptée par la Conférence.

14. Finalement, des fonctionnaires du Département des conditions et du milieu de travail et un consultant extérieur ont, à l'occasion de missions dans divers pays (Afghanistan, Bolivie, Egypte, Etats-Unis, Inde, Indonésie, Mexique, Philippines, Tunisie, Turquie) recueilli les vues d'autorités gouvernementales et de milieux employeurs et travailleurs.

15. Des réponses reçues ainsi que des consultations officieuses, et compte tenu également du débat auquel avait donné lieu le rapport du Directeur général à la dernière session de la Conférence (1975), on peut dégager quatre constatations générales - indépendamment des problèmes spécifiques nécessitant une attention particulière, qui sont mentionnés en relation avec le contenu technique du programme proposé¹ - quant à la manière dont se pose le problème de l'amélioration des conditions et du milieu de travail dans les divers pays du monde.

A. L'importance du problème des conditions et du milieu de travail est de plus en plus reconnue

16. Un solide appui a été apporté à la thèse fondamentale du rapport du Directeur général, selon laquelle le fait de rédiger le problème des conditions de travail "risque d'entraîner, dans un avenir plus proche que nous ne l'imaginons, des distorsions et des désordres dans les systèmes sociaux hors de proportion avec le coût économique de mesures lucides d'amélioration des conditions de travail qui auraient été prises plus tôt"².

¹ Voir Partie III C.

² "Pour un travail plus humain". Rapport du Directeur général à la 60e session de la Conférence internationale du Travail, 1975, p. 2.

17. Le fait que par trois fois au cours de ces dernières années, en 1972, en 1974 et en 1975, la Conférence a adopté des résolutions sur le problème du travail et de son environnement marquait déjà une prise de conscience de l'acuité de ce problème sur le plan international.

18. La multiplication des programmes nationaux et régionaux et des réunions spécialisées dans l'étude des problèmes de conditions de travail, de milieu de travail ou de qualité de la vie de travail, qui s'est produite au cours des dernières années, ainsi que les réformes substantielles apportées par plusieurs Etats industriellement développés à leurs institutions et structures administratives responsables, attestent de la vigueur de cette prise de conscience. Dans certains de ces pays, le problème des conditions et du milieu de travail est devenu un enjeu politique et économique. Dans divers pays, les dernières années ont vu la promulgation ou la préparation d'importantes législations en matière de conditions de travail et de sécurité et d'hygiène du travail, aussi bien pour s'attaquer à des maladies ou à des risques traditionnels que pour définir les nouvelles normes de protection des travailleurs qui doivent accompagner la technologie moderne.

19. En ce qui concerne les pays en voie de développement, de plus en plus nombreux sont ceux qui considèrent que la mise en place d'une infrastructure adéquate en matière d'hygiène et de sécurité "doit accompagner le processus d'industrialisation et non pas le suivre"¹. Au-delà des mesures concernant l'hygiène et la sécurité du travail, la mise en oeuvre d'une politique nationale d'amélioration des conditions de travail apparaît de plus en plus comme devant faire partie intégrante de toute politique bien conçue de développement. On a fait observer à cet égard que "fermer les yeux sur les médiocres conditions de travail, tout simplement parce que le pays est tenu en quelque sorte dans une camisole de force économique, c'est accepter un semi-esclavage"².

20. Les organisations internationales de travailleurs et d'employeurs sont également unanimes à reconnaître la nécessité d'accorder une plus grande attention au problème des conditions et du milieu de travail.

B. Ce problème se pose cependant dans des conditions profondément différentes selon les pays compte tenu de leur niveau de développement et spécialement de leur situation en matière d'emploi

21. Dans les pays en voie de développement, nombreux sont ceux qui soulignent avec force que l'amélioration des conditions et du milieu de travail ne doit pas s'effectuer au détriment des mesures pouvant conduire à la création d'emplois. "Les masses des pays en voie de développement ont besoin de travail. Elles n'ont pas le temps d'être difficiles quant au contenu du travail", soulignait le ministre fédéral du Travail de l'Inde à la Conférence internationale du Travail³. Mais, en même temps, la nécessité d'améliorer les conditions de base en matière de travail s'impose d'une manière inéluctable dans les pays en voie de développement, même si les politiques adoptées ne mettent pas l'accent sur certains problèmes qui sont surtout propres aux pays industrialisés. Comme l'a souligné le Président de la Conférence : "Précisément parce que le chômage massif tend à rendre l'employeur tout-puissant et à laisser le travailleur sans défense, il faut que l'on établisse des sauvegardes plus fortes contre l'exploitation du travail."⁴ D'autres délégués de pays en voie de développement ont manifesté la volonté de tirer les leçons de l'expérience des pays industrialisés afin d'éviter les erreurs que ceux-ci avaient commises.

¹ Intervention du ministre du Travail du Kenya lors du débat sur le rapport du Directeur général, Conférence internationale du Travail, 59e session, Genève, 1974. Compte rendu des travaux, p. 83.

² Intervention du ministre du Travail et des Services sociaux de la Zambie lors du débat sur le rapport du Directeur général, Conférence internationale du Travail, 60e session, Genève, 1975. Compte rendu des travaux, p. 205.

³ Conférence internationale du Travail, 60e session, Genève, 1975. Compte rendu des travaux, p. 294.

⁴ Ibid., p. 63.

22. Dans les pays industrialisés, la relation entre la politique d'amélioration des conditions et du milieu de travail et la politique de l'emploi se pose en des termes différents car "on en vient à réaliser qu'il y a une relation organique entre le volume et la qualité de l'emploi"¹. On souligne, par exemple, de divers côtés que non seulement la réduction de la durée du travail, mais aussi l'amélioration des autres conditions de travail peut aider à résorber le chômage, soit parce que la nature des emplois proposés ne répond pas aux qualifications des demandeurs d'emploi (spécialement des jeunes), soit parce qu'il s'agit de travailleurs vieillissant qui ne sont plus en mesure de supporter la charge de travail de certains postes.

23. Le rapport du Directeur général à la Conférence mondiale tripartite sur l'emploi, la répartition du revenu, le progrès social et la division internationale du travail a souligné qu'améliorer la qualité de l'emploi ou les conditions de travail était un objectif important dans le cadre d'une stratégie de satisfaction des besoins essentiels².

C. La manière d'aborder le problème des conditions et du milieu de travail est également fort différente selon qu'il s'agit du secteur de l'industrie et des services ou du secteur rural

24. Dans le secteur de l'industrie et des services, on constate que les problèmes de conditions et de milieu de travail ont acquis une dimension nouvelle.

25. Il ne s'agit plus seulement d'assurer la protection du travailleur en réglementant ses conditions générales de travail (par exemple, durée du travail, âge minimum, congés); c'est l'organisation du travail qui se trouve maintenant mise en cause et qui a été parfois à l'origine de conflits sociaux aigus.

26. Par ailleurs, les domaines traditionnellement séparés de la sécurité et de l'hygiène du travail, d'une part, et des conditions de travail, de l'autre, tendent à s'articuler étroitement dans le cadre de notions plus larges, telles que la protection des travailleurs, le milieu de travail ou la qualité de la vie de travail. L'adaptation des installations et des méthodes de travail aux aptitudes physiques et mentales du travailleur par l'application des principes d'ergonomie concerne aussi bien la santé et la sécurité du travailleur que ses conditions de travail. De même, la tension mentale résultant du rythme et de la monotonie du travail est un problème de santé dont la prévention ou la solution réside souvent dans des mesures ayant trait aux conditions de travail et à l'organisation du travail.

27. Enfin, l'amélioration de la qualité de la vie de travail est reliée à deux problèmes plus vastes : celui de la démocratie industrielle, tendant à accorder aux travailleurs une plus grande influence sur les décisions concernant leur vie de travail et celui de la qualité de la vie en général, qui est devenue une revendication fondamentale de la présente génération.

28. Dans le secteur rural, les problèmes de conditions et de milieu de travail se posent dans des termes tout autres. Le degré de prise de conscience et d'organisation des travailleurs ruraux, encore très insuffisant, ne leur permet que rarement d'exprimer collectivement leurs aspirations. La nécessité d'une action ne découle pas de formes avancées de technologies ayant provoqué un émiettement des tâches et un manque d'autonomie dans le travail. Un artisan rural ou un petit exploitant agricole a souvent plus d'autonomie dans son travail que l'ouvrier spécialisé d'une grande usine moderne. Elle tient au fait que c'est dans le secteur rural que vit dans des conditions misérables la majeure partie de la population travailleuse du monde en raison de l'insuffisance des revenus retirés des activités productives, du caractère souvent pénible des conditions de travail - inséparables

¹ Réponse du Directeur général à la discussion de son rapport, Conférence internationale du Travail, 60e session, Genève, 1975. Compte rendu des travaux, p. 876.

² L'emploi, la croissance et les besoins essentiels. Problème mondial, BIT, Genève, 1976, p. 35.

des conditions générales de vie, étant donné l'interpénétration des milieux de travail et de vie - et de la rareté des services sociaux disponibles". Elle provient aussi de l'apparition de risques nouveaux provoqués par la mécanisation, l'électrification et l'utilisation de produits chimiques.

29. Bien que la connaissance de fait des problèmes et des tendances en matière de conditions de travail proprement dites soit beaucoup moins développée dans le secteur rural que dans les autres secteurs et que ces problèmes ne soient qu'un aspect d'une situation d'ensemble où les questions d'accroissement des revenus et de création d'emplois occupent la place prédominante, une action s'impose, particulièrement sur le plan de la sécurité et de l'hygiène du travail, de l'amélioration des instruments de production les plus primitifs en vue de rendre le travail agricole moins pénible et plus efficace, et du cadre de vie des travailleurs (en particulier meilleurs habitat et équipements collectifs, protection de la santé, meilleure alimentation).

D. Une condition essentielle de l'amélioration des conditions et du milieu de travail tant dans l'industrie et les services que dans le secteur rural est la solidité des mécanismes assurant le libre exercice du droit d'organisation et la participation des employeurs et des travailleurs ainsi que le renforcement de l'administration du travail, spécialement de l'inspection du travail

30. Toute politique d'amélioration des conditions et du milieu de travail doit donc s'appuyer sur des systèmes solides de relations professionnelles et chercher à promouvoir un maximum de participation à sa mise en oeuvre de la part des personnes et des groupes intéressés. Elle suppose également un cadre institutionnel public et privé apte à assurer l'élaboration, la mise en oeuvre, le contrôle et l'évaluation de la politique globale du travail. Bien que le contenu du programme international décrit ci-après se limite aux conditions et au milieu de travail, il était essentiel de préciser d'emblée que les mesures à prendre en ce domaine ne peuvent pleinement porter leurs fruits que si ces conditions de base sont respectées.

III. LE PROGRAMME INTERNATIONAL (PIACT)

31. Dans les paragraphes 3 et 4 du dispositif de la résolution adoptée en 1975, la Conférence a donné des indications générales quant à l'objet et aux éléments du Programme international dont elle a demandé la préparation "aussitôt que les ressources le permettront".

32. C'est à la lumière de ces indications générales et compte tenu de l'examen par le Conseil d'administration à sa 199^e session (février-mars 1976) du Plan à moyen terme de l'OIT¹ et des suggestions contenues dans les réponses des gouvernements et des organisations internationales ou recueillies lors des consultations que sont soumises les propositions figurant plus loin.

33. Compte tenu du très court délai qui s'est écoulé entre la réception des réponses des gouvernements et l'établissement du présent document, il n'a pas été possible de procéder à une évaluation du coût de ces propositions. L'objet du document est seulement de dégager les lignes directrices du programme demandé par la Conférence. Il est toutefois nécessaire de souligner que, comme l'a d'ailleurs indiqué la Conférence dans sa résolution de 1975, l'exécution du programme proposé dépend de "l'augmentation des ressources que l'Organisation consacre aux conditions de travail et à son environnement" (paragr. 4, 1 b) du dispositif).

¹ Documents GB.199/PFA/8/1 et GB.199/9/32.

34. Après avoir rappelé les objectifs et les caractéristiques générales du programme proposé, on en indiquera brièvement le contenu technique et on fera ressortir ce qui est nouveau dans le programme par rapport à l'action antérieure de l'OIT. On trouvera par ailleurs à l'Annexe 2 des informations complémentaires sur les éléments du programme en relation avec les moyens d'action à la disposition de l'OIT, dont le Directeur général a l'intention de s'inspirer lorsqu'il préparera ses propositions de programme et budget pour 1978-79, ainsi que dans l'élaboration de projets susceptibles d'être financés par des sources extra-budgétaires.

A. Objectifs

35. Les objectifs du PIACT peuvent tout d'abord être définis en termes généraux assignés à l'action de l'OIT pour promouvoir de meilleures politiques sociales. De ce point de vue, l'objectif essentiel du PIACT est, aux termes du paragraphe 1 du dispositif de la résolution de la session de 1975 de la Conférence, "l'amélioration des conditions et du milieu de travail et du bien-être des travailleurs". Il a été explicité par le Directeur général dans son rapport à la Conférence, l'année dernière. En s'inspirant de la résolution adoptée par la Conférence en 1974 sur le travail et son environnement, le Directeur général avait subdivisé cet objectif général en trois grandes têtes de chapitre, selon lesquelles il faut que le travail :

- respecte la vie et la santé du travailleur;
- lui laisse du temps libre pour son repos et ses loisirs;
- lui permette de servir la société et de se réaliser lui-même en développant ses capacités personnelles¹.

36. Par ailleurs, l'entière participation des employeurs, des travailleurs et de leurs organisations à l'élaboration et à la mise en vigueur de nouvelles politiques visant à améliorer le travail et son environnement était également mise en relief comme un instrument essentiel pour atteindre les trois objectifs précédents.

37. Ces objectifs généraux se diversifient et gagnent en précision lorsque sont définis soit les objectifs que les Etats Membres ont été invités par la Conférence à promouvoir et à se fixer périodiquement, soit les objectifs que l'OIT assigne à son action en relation avec des éléments particuliers de son programme.

38. A cet égard, il ressort des réponses reçues jusqu'ici des gouvernements que si un grand nombre d'entre eux ont développé des politiques et des programmes tendant à promouvoir une amélioration des conditions et du milieu de travail, soit en général, soit en relation avec certains problèmes particuliers à l'égard desquels une action prioritaire s'impose, ces politiques et ces programmes ne se traduisent généralement pas par la fixation périodique d'objectifs définis, par exemple en matière de réduction de certains accidents du travail ou de certaines maladies professionnelles ou des travaux les plus pénibles ou les plus rebutants, comme le proposait la résolution adoptée par la Conférence en 1975. Certains gouvernements ont indiqué à cet égard dans leurs réponses que la fixation de tels objectifs ne pourrait être qu'arbitraire tant qu'on ne disposerait pas d'informations statistiques sûres, ce qui n'est qu'exceptionnellement le cas. Ce devra être une des tâches du PIACT au fur et à mesure de son exécution de déterminer dans quelle mesure il est possible d'aider à la formulation d'objectifs nationaux, définis de manière que l'on puisse mesurer les résultats obtenus.

39. On peut se demander en effet si la fonction d'une organisation internationale telle que l'OIT ne devrait pas consister, avec tous les moyens dont elle dispose, et dans le cadre d'une action internationale concertée à encourager les Etats Membres à se fixer un certain nombre d'objectifs précis destinés à améliorer les conditions et le milieu de travail. Des exemples de tels objectifs seraient : la réduction substantielle du nombre de postes de travail particulièrement dangereux ou rebutants; l'élévation des normes de sécurité et d'hygiène dans les petites entreprises, particulièrement dans les pays en voie de développement. Outre le stimulant qu'offrirait à tous les pays la fixation de tels objectifs, elle permettrait aussi d'évaluer, à périodes régulières, les progrès accomplis.

40. Dans la limite des moyens dont dispose l'OIT, les objectifs de l'Organisation seront alors :

¹ Pour un travail plus humain, op. cit., p. 3.

- a) d'encourager les Etats Membres à se fixer un certain nombre d'objectifs précis destinés à améliorer les conditions et le milieu de travail;
- b) de promouvoir l'adoption par les Etats Membres des objectifs déjà fixés par les normes internationales du travail, en encourageant leur application effective;
- c) de définir, s'il y a lieu, de nouveaux objectifs proposés à l'action nationale;
- d) d'apporter aux gouvernements, aux organisations d'employeurs et de travailleurs et aux institutions de recherche et de formation les concours nécessaires pour l'élaboration et la mise en oeuvre de programmes d'amélioration des conditions et du milieu de travail qui correspondent à leurs possibilités;
- e) de procéder à l'évaluation périodique des progrès accomplis dans la mise en oeuvre du programme international et des programmes nationaux devant permettre d'atteindre les objectifs préalablement définis.

B. Caractéristiques générales

41. Le PIACT est tout d'abord un "programme destiné à promouvoir et à appuyer les actions des Etats Membres". Comme il ressort du schéma reproduit ci-joint, le PIACT ne doit pas concerner seulement les activités de l'OIT (représentées par le centre du schéma), il doit englober aussi dans son rayonnement les activités conduites dans tous les Etats membres de l'Organisation (représentées par les points qui figurent dans le cercle extérieur). A cet égard, il ne s'agit pas seulement des activités conduites par les Etats, mais de toutes les activités conduites dans les Etats, notamment par les employeurs, les travailleurs et leurs organisations. En fait, les activités conduites dans les Etats membres - que ce soit au plan national, au niveau d'un secteur ou d'une branche d'activité économique, au plan d'une organisation professionnelle ou d'un institut de recherche, d'éducation ou de formation, voire au niveau d'une entreprise particulière - devraient être considérées comme des éléments constitutifs du PIACT. L'originalité du programme sera de s'efforcer de relier ces différentes activités dans un cadre international destiné à les orienter, à les stimuler et à les soutenir par un concours approprié. Les ressources humaines et institutionnelles compétentes dans les Etats membres devront être à cet égard utilisées au maximum.

42. Le PIACT vise à utiliser d'une manière coordonnée¹ les divers moyens d'action à la disposition de l'Organisation. Les quatre flèches dans le schéma reflètent les quatre moyens d'action essentiels de l'OIT : action normative, activités pratiques, études et réunions tripartites, information et échanges d'expériences². Les flèches sont orientées dans les deux sens pour bien marquer, d'une part, que l'OIT doit être à l'écoute de la vie sociale et que ce doit être en fonction des besoins qui s'expriment dans les Etats membres qu'elle doit déterminer son action, et, d'autre part, que cette action n'a de signification que si elle parvient à faire sentir concrètement son influence dans tous les Etats membres.

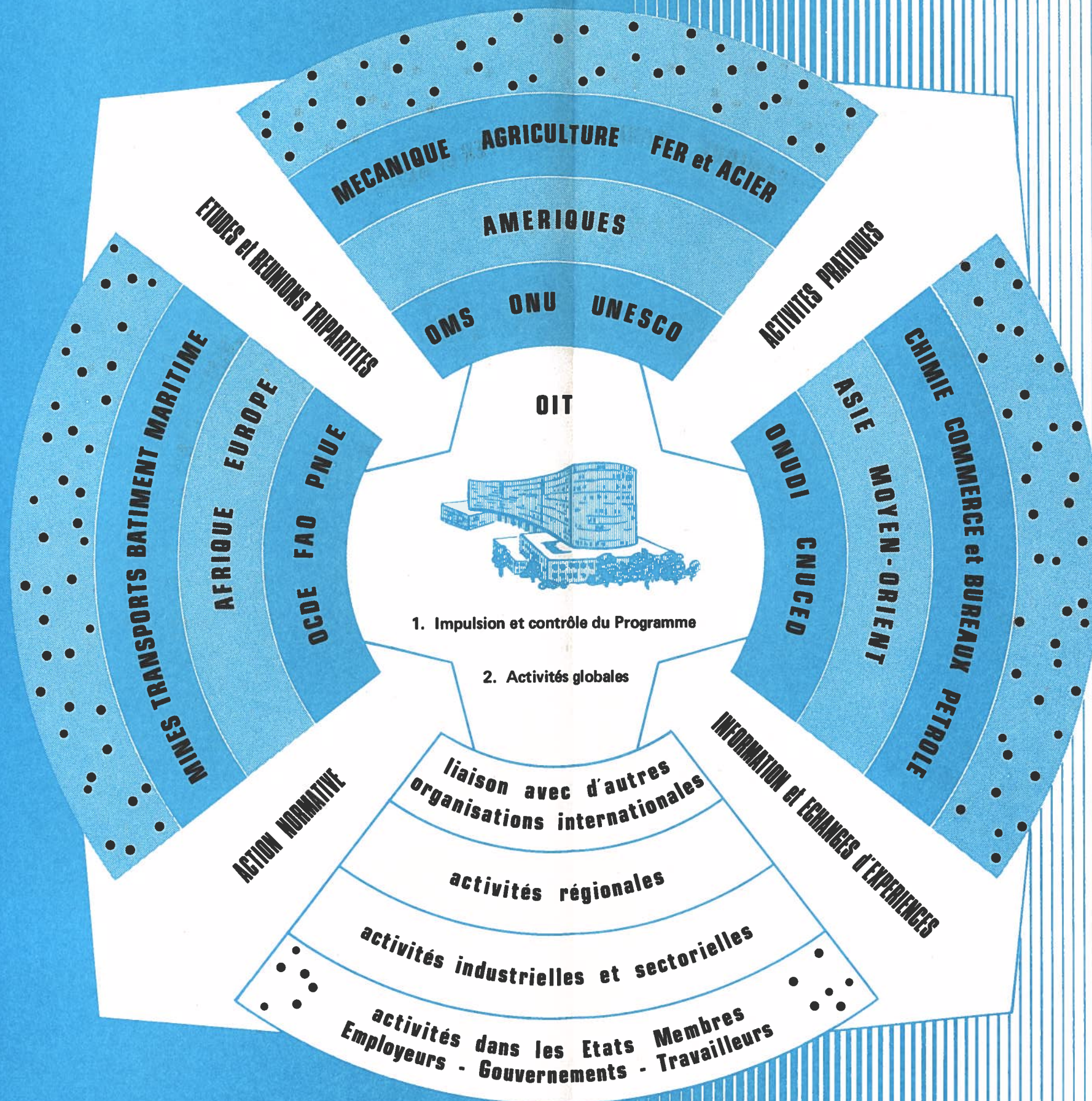
43. L'action du PIACT doit être diversifiée selon les régions et les secteurs d'activité économique. C'est ce que visent à souligner les second et troisième cercles du schéma. Les conférences et commissions consultatives régionales devraient être l'occasion de passer en revue les objectifs que se sont fixés les Etats Membres dans une région donnée, d'examiner les progrès accomplis et les problèmes rencontrés

¹ Voir : "Le plan à moyen terme de l'OIT", document GB.199/PFA/8/1, paragr. 69.

² Voir annexe 2, sections A, B, C et D.



PROGRAMME
INTERNATIONAL
POUR
L'AMELIORATION
DES CONDITIONS
ET DU MILIEU
DE TRAVAIL
PIACT



POUR UN
TRAVAIL
PLUS
HUMAIN

pour atteindre ces objectifs, de procéder à des échanges d'expériences entre des pays connaissant des problèmes similaires, et d'indiquer les mesures à prendre par l'OIT pour aider les Etats Membres dans la région¹. Les diverses activités sectorielles du BIT - parmi lesquelles on peut mentionner particulièrement les travaux des commissions d'industrie et commissions assimilées² - jouent un rôle extrêmement important dans cet aspect du programme, puisque les problèmes que posent les conditions de travail et de vie et la sécurité et l'hygiène du travail varient considérablement d'un secteur à l'autre³. Pour se conformer à la demande de la Conférence (paragr. 4 l) b) du dispositif de la résolution de 1975), le PIACT devra entreprendre des activités concernant directement le secteur rural⁴ et les petites entreprises⁵. Enfin les problèmes concernant des catégories particulières de travailleurs⁶ devront spécialement retenir l'attention.

44. Comme l'indique le cercle intérieur du schéma⁷, le PIACT sera relié aux programmes d'autres organisations intergouvernementales⁸ et visera systématiquement à la coordination des efforts ou à la conduite de projets conjoints. L'amélioration des conditions et du milieu de travail ne peut pas être poursuivie comme un objectif isolé. La résolution de la Conférence l'a souligné lorsqu'elle a invité les Etats Membres à promouvoir les objectifs tendant à une amélioration des conditions et du milieu de travail qui se fonde sur tous les éléments de leur politique économique, éducative et sociale. Il doit en être de même au plan international et régional et c'est souvent dans le cadre de projets conduits sous les auspices d'autres organisations, par exemple de projets d'industrialisation ou de développement rural, que pourront être saisies les meilleures chances de promouvoir une action d'amélioration des conditions et du milieu de travail dans ces deux grands secteurs de l'économie.

45. Le PIACT devra rester souple et chercher constamment à s'adapter dans son exécution aux nouveaux besoins qui se feront jour ou à de nouvelles demandes exprimées par les constituants de l'OIT.

46. Après une première phase limitée dans le temps, le PIACT devrait faire l'objet d'une évaluation systématique. Le paragraphe 4, 2) du dispositif de la résolution de la Conférence demande que soit étudiée "la possibilité d'organiser une réunion tripartite internationale qui traiterait des divers aspects des conditions et du milieu de travail et dont les résultats seraient par la suite soumis à la Conférence internationale du Travail pour lui permettre de faire le point de l'action de l'Organisation et d'arrêter un programme futur d'activités". Il est d'ores et déjà proposé que cette réunion tripartite internationale soit prévue pour le second semestre de 1981⁹, époque qui coïnciderait avec la fin du plan à moyen terme actuel et à une tranche de cinq ans depuis l'adoption du PIACT. Cinq ans semble une bonne unité de temps pour évaluer à l'échelon international non seulement les activités qui auront été réalisées par l'OIT, mais surtout les progrès qui auront été accomplis dans les divers Etats Membres avec le concours éventuel de l'OIT.

¹ Voir annexe 2, section E.

² Les secteurs industriels mentionnés dans le schéma ne le sont qu'à titre d'exemple.

³ Voir annexe 2, section F.

⁴ Voir annexe 2, section G.

⁵ Voir annexe 2, section H.

⁶ Voir annexe 2, section I.

⁷ Les organisations mentionnées dans le schéma ne sont données qu'à titre d'exemples. Une collaboration est également nécessaire avec un grand nombre d'organisations internationales non gouvernementales.

⁸ Voir annexe 2, section J.

⁹ Elle pourrait être précédée de réunions régionales si cela devait se révéler utile.

C. Contenu technique

47. Les problèmes sur lesquels le PIACT concentrera son action sont les suivants :

48. Sécurité et salubrité du milieu de travail. - La situation reste préoccupante en matière d'accidents du travail et de maladies professionnelles en raison tant de leur nombre élevé que de leur gravité. Indépendamment des drames humains qu'ils provoquent, les accidents du travail grèvent lourdement l'économie. Dans certains pays, cette situation est de moins en moins acceptée par l'opinion publique comme une fatalité inévitable.

49. Les principales causes de cette situation ont été rappelées dans le plan d'action à moyen terme 1976-1981¹.

50. Les efforts pour la redresser devront s'exercer, dans un cadre soit général, soit sectoriel, selon les circonstances, surtout en ce qui concerne :

- i) l'harmonisation des statistiques en matière d'accidents de travail dont l'étude approfondie a été demandée par la Conférence dans le paragraphe 4, l), h) du dispositif de la résolution adoptée en 1975. L'action à entreprendre devrait s'effectuer dans la ligne des recommandations de la dixième Conférence internationale des statisticiens du travail (1962) et compte tenu des travaux de l'OMS en la matière;
- ii) le coût des accidents du travail et des maladies professionnelles dont l'étude a été également demandée dans le même paragraphe de la résolution de la Conférence; il s'agit là d'une question controversée au point que le coefficient en varie selon les auteurs dans une proportion de 1 à 10; il serait opportun d'établir des critères permettant d'évaluer ce coût avec une précision suffisante, ainsi que des critères pour la fixation du coût de la prévention en fonction de divers paramètres;
- iii) les politiques d'incitation à la prévention des accidents du travail et des maladies professionnelles qui se révèlent nécessaires en raison du faible intérêt suscité parfois par la sécurité et l'hygiène du travail non seulement à tous les niveaux de l'entreprise, mais également parmi les milieux de constructeurs de matériels;
- iv) l'application des réglementations déterminant les responsabilités et les sanctions en cas d'accidents du travail; il y a là une question qui a été l'objet ces derniers temps de vives controverses dans certains pays;
- v) l'organisation de la sécurité et de l'hygiène au sein de l'entreprise y compris les méthodes de participation des travailleurs aux décisions concernant l'hygiène et la sécurité et le milieu de travail notamment dans le cadre des comités d'hygiène et de sécurité. La Commission des industries chimiques, à sa dernière session (février 1976) a longuement discuté du rôle et des fonctions de ces comités et compte tenu de la divergence des opinions exprimées à cet égard, elle a prié le Conseil d'administration de renvoyer l'examen de cette question à une réunion tripartite d'experts. La Commission du fer et de l'acier a également demandé, à sa dernière session (septembre 1975) qu'une attention particulière soit accordée au fonctionnement des divers systèmes en matière de sécurité et d'hygiène auxquels le travailleur est associé;
- vi) les problèmes de tensions nerveuses et de troubles psychosomatiques provoqués par l'évolution de la technologie industrielle;

¹ Document GB.199/PFA/8/1, paragr. 84.

- vii) les limites admissibles d'exposition des travailleurs à des substances toxiques en suspension dans l'air aussi bien en ce qui concerne les critères étant à la base de ces limites que les mesures pratiques destinées à satisfaire ces limites¹;
- viii) la lutte contre les effets nocifs des poussières dans le milieu industriel. La technologie moderne a beaucoup influencé la nature et la forme d'exposition des travailleurs à ces risques. On assiste à une diversification de la gamme des produits dégagés sous forme de poussières ou de fibres sur les lieux de travail, ainsi que de leur caractéristique de nocivité pour la santé. La crise mondiale de l'énergie a conféré un regain d'importance à l'exploitation des mines de charbon où les risques de pneumoconioses sont assez importants. A plusieurs reprises, diverses commissions d'industrie ont demandé au BIT d'établir en collaboration avec l'OMS des normes limites admissibles à l'échelon international pour les poussières sur les lieux de travail. Ce sujet pourrait faire l'objet d'un examen approfondi notamment lors de la convocation de la Ve Conférence internationale des pneumoconioses qui pourrait être organisée par le BIT au cours du biennium 1978-79;
- ix) les risques d'exposition aux rayonnements non ionisants et à leur prévention qui est un sujet de préoccupation dans le secteur des télécommunications et dans certaines industries;
- x) les problèmes de sécurité et d'hygiène liés au transfert de technologie des pays industrialisés dans les pays en voie de développement (par exemple, l'importation de produits dangereux ou de machines dépourvues de dispositifs de sécurité (voir paragraphes 59-61);

51. En matière de cancer professionnel la liste des conseillers du BIT sera appelée à faire systématiquement le point de la situation, en collaboration avec l'OMS, le Centre international de recherche sur le cancer (CICR) et l'Union internationale contre le cancer (UIC), conformément à une résolution adoptée par la Conférence générale en 1974.

52. Ergonomie. L'ergonomie - science multidisciplinaire de l'adaptation du travail à l'homme - est de plus en plus reconnue comme une méthode efficace pour réduire les charges de travail, les cadences et la tension nerveuse et pour augmenter la sécurité et le confort de l'homme et de la femme au travail. A la relation homme-machine, on doit ajouter nécessairement le facteur milieu qui devient ainsi l'un des éléments importants à considérer dans le cadre de l'ergonomie des systèmes. Le BIT a accordé une attention particulière à l'ergonomie dès ses débuts et a initié maintes actions dont plusieurs colloques et études.

53. Dans les pays industrialisés, on assiste à un intérêt croissant pour l'ergonomie, accompagné d'un déplacement progressif d'orientation de l'ergonomie de correction à l'ergonomie de conception. Les thèmes qui méritent une attention particulière sont :

- i) les facteurs à prendre en considération dans l'aménagement du milieu de travail au stade de la conception des bâtiments industriels;
- ii) les moyens de transformer les résultats des nombreuses recherches effectuées en données pratiques directement exploitables par le chef d'entreprise, l'ingénieur, le médecin ou les représentants des travailleurs;
- iii) l'ergonomie et la sécurité des lieux de travail;
- iv) le rôle et les moyens d'action des syndicats dans l'application de l'ergonomie au niveau de l'entreprise, etc.

¹ Le paragraphe 4, l), h) du dispositif de la résolution de la Conférence (1975) demande l'étude approfondie "de la définition des critères et des limites pour l'exposition à des substances dangereuses". Une étude de ces problèmes et leur examen par une réunion tripartite d'experts figure au programme 1976-77 et devrait être poursuivie en collaboration avec l'OMS.

54. En ce qui concerne les pays en voie de développement, un grand nombre d'entre eux ont manifesté de l'intérêt pour la mise en oeuvre d'une action dans le domaine de l'ergonomie (Algérie, Inde, Indonésie, Mexique, Venezuela, etc.). Il reste beaucoup à faire pour adapter les connaissances acquises aux réalités de ces pays. Deux problèmes suscitent un intérêt particulier :

- i) l'ajustement des charges de travail en fonction de la température et de l'humidité du lieu de travail et de certaines caractéristiques biométriques générales des travailleurs;
- ii) les caractéristiques ergonomiques des cahiers de charge relatifs à l'importation des matériels et installations techniques modernes (voir paragraphes 59-61).

55. Temps de travail. En dépit des importants progrès réalisés, le temps de travail continue à soulever de sérieux problèmes¹. Les sujets suivants méritent une attention particulière :

- i) La durée du travail. Elle est encore excessive pour un très grand nombre de travailleurs, avec ses conséquences nuisibles sur les plans de la santé, des accidents du travail et de la productivité. Trois aspects de ce problème sont particulièrement aigus : les maximums légaux élevés dans l'agriculture, l'industrie de la construction et certains services; les heures supplémentaires excessives dans de nombreux autres secteurs; et la réduction insuffisante des heures de travail pour les travaux pénibles, pour les travailleurs âgés et pour certains groupes spéciaux;
- ii) l'interrelation entre la durée du travail et l'emploi. Etant donné qu'une politique de création d'emplois constitue un objectif impératif tant dans les pays industrialisés, compte tenu de la recrudescence du chômage, que dans les pays en voie de développement, les diverses modalités de réduction de la durée du travail dont le caractère bénéfique du point de vue social est évident doivent être également étudiées sous l'angle de leurs répercussions sur la politique de l'emploi;
- iii) le travail posté et le travail de nuit. L'importance paraît s'en être singulièrement accrue dans plusieurs pays industrialisés et une tendance existe dans les pays en voie de développement pour développer ces formes d'organisation du temps de travail. Etant donné l'opposition qui existe entre les considérations économiques qui militent pour qu'on y ait recours (utilisation au maximum du capital et création d'emplois) et les effets sociaux et médicaux négatifs sur lesquels diverses études récentes ont mis l'accent, il est essentiel que ces questions continuent à retenir l'attention. Un colloque prévu au programme et budget du présent biennium doit examiner ce problème dans les pays industrialisés et, en ce qui concerne plus précisément le travail de nuit, le Conseil d'administration (198e session, novembre 1975) a demandé que la documentation disponible soit complétée à la lumière d'études et des développements récents dans les Etats Membres, et que des propositions soient soumises en vue de la convocation d'une réunion tripartite d'experts;
- iv) l'aménagement du temps de travail. Une plus grande adaptation des horaires de travail aux préférences individuelles et aux besoins de catégories spéciales de travailleurs est actuellement recherchée de diverses manières. A la suite du colloque prévu au programme 1976-77 qui examinera les nouvelles tendances à cet égard dans les pays industrialisés, il y aura lieu de poursuivre l'examen de divers aspects de ce problème; aménagement de la journée de travail, de la semaine de travail ou de l'année (étalement des vacances) en relation avec une politique de loisirs, travail à temps partiel, rapports entre les horaires de travail en vigueur dans des secteurs différents (par exemple, entre les horaires du commerce de détail et ceux de l'industrie).

¹ Voir le rapport du Directeur général, Conférence internationale du Travail, 60e session, 1975 : "Pour un travail plus humain", chapitre 3, ainsi que le Plan à long terme 1976-1981 (Document GB.192/PFA/10/1) et sa mise à jour 1976-1981 (document GB.199/PFA/8/1).

- v) le déroulement de la carrière professionnelle et l'élargissement de l'éventail des choix individuels. Parallèlement à la tendance vers une plus grande souplesse dans l'aménagement du temps de travail, une autre tendance existe vers une plus grande souplesse dans l'utilisation du temps tout au long de la vie. Il y a lieu d'étudier systématiquement les diverses formules (par exemple, congé-éducation, retraite à la carte) donnant aux travailleurs plus de liberté pour entrer dans la vie active, pour l'interrompre ou pour la quitter et pour élargir l'éventail des choix qui s'offrent à eux entre éducation et formation d'une part, travail et loisirs de l'autre.

56. Organisation et contenu du travail. Dans les pays industrialisés, un secteur de plus en plus important de la population active se voit souvent contraint d'accepter des emplois qui ne permettent pas une pleine utilisation de leurs capacités et qualifications. Il s'ensuit une désaffection accentuée vis-à-vis de certaines formes de travail, qui se manifeste soit par un nombre croissant de conflits du travail motivés par des revendications ayant trait aux conditions et à l'organisation du travail, soit par des attitudes négatives des travailleurs (instabilité du personnel, absentéisme, baisse de la productivité, agitation sociale). Cette situation s'explique en partie par un décalage de plus en plus manifeste entre, d'une part, l'élévation du niveau d'instruction et de culture et, d'autre part, le fait que certaines formes de travail ont abouti à un travail de plus en plus limité et inintéressant (répétition de tâches parcellaires et monotones).

57. Parallèlement et en réponse à cette situation, on constate une série d'expériences nouvelles en matière d'organisation du travail industriel. De nature et d'importance diverses, elles ont pour point commun de considérer la technologie, non plus comme une donnée intangible à laquelle l'homme doit se soumettre, mais comme une variable pouvant être maîtrisée en vue d'optimiser sur le plan humain, l'organisation et le contenu du travail, sans mettre en danger l'efficacité économique de l'entreprise. On se préoccupe d'évaluer ces expériences sur la base de critères préalablement définis, tant sur le plan économique que sur le plan humain, notamment du point de vue de la charge de travail qui peut en résulter pour les travailleurs que cela concerne.

58. Indépendamment des thèmes sur lesquels le programme de recherche pour 1976-77 met d'ores et déjà l'accent¹, les sujets suivants requièrent une attention particulière, dans un cadre général ou sectoriel selon le cas :

- i) les politiques et programmes nationaux pour l'amélioration des conditions et du milieu de travail et les diverses mesures d'incitation aux entreprises pour entreprendre une action en ce domaine ou le développer;
- ii) l'établissement de "bilans sociaux" ou de "programmes de développement social" dans les entreprises. Il s'agit d'un nouveau moyen que l'on a mis en place dans certains pays afin de mieux saisir les données de la situation en matière de conditions de travail, de sécurité et d'hygiène, de rémunération, de relations sociales, etc. et de pouvoir évaluer les progrès réalisés. La détermination des postes à faire figurer dans de tels bilans ou programmes et la manière d'évaluer les résultats obtenus appellent un sérieux effort de recherche étant donné la nouveauté du sujet;
- iii) la réduction ou la revalorisation des travaux les plus pénibles ou les plus rebutants. Le paragraphe 2, 2) du dispositif de la résolution de la Conférence a mis spécialement l'accent sur ce point. Il est nécessaire d'étudier quels sont les critères les plus généralement utilisés pour caractériser de tels travaux, de déterminer les secteurs professionnels ou sectoriels dans lesquels ils se rencontrent le plus fréquemment et d'examiner les mesures pouvant être adoptées soit pour en réduire le nombre, soit pour les rendre plus enrichissants, soit pour améliorer le statut ou la rémunération de ceux qui les exercent, soit encore pour faire en sorte que l'affectation de travailleurs à de tels travaux ne soit que d'une durée relativement courte et permette d'accéder à des tâches plus intéressantes;

¹ Voir programme et budget pour la période biennale 1976-77, paragr. 186 et suivants.

- iv) les travaux répétitifs et fragmentaires dans l'industrie. Le travail à la chaîne fait l'objet de contestations en tant que forme d'organisation du travail étant donné la brièveté du cycle de travail et l'obligation pour le travailleur de se soumettre au rythme de la machine;
- v) l'organisation du travail dans les bureaux. Dans les bureaux, les banques, les assurances, les services publics et le commerce, le nombre de tâches parcellaires répétitives, sans responsabilités ni initiatives réelles, se multiplie. Le développement considérable des travaux effectués sous le contrôle de l'ordinateur pose des problèmes particuliers sur le plan des conditions de travail.
- vi) le réexamen des systèmes de rémunération au rendement. Le travail aux pièces et d'autres systèmes destinés à stimuler le rendement sont contestés du point de vue de leurs effets sur la sécurité et la santé des travailleurs. Le recours à de nouvelles formes d'organisation du travail a conduit à une utilisation plus fréquente de divers systèmes d'intéressement collectif. Une étude comparative sur le rôle des anciennes et des nouvelles formes de rémunération au rendement et sur les cadences de travail et les méthodes de leur fixation serait indiquée pour encourager des solutions assurant une plus grande protection du travailleur et une rémunération équitable tout en cherchant à promouvoir une plus grande satisfaction au travail et à accroître la productivité.

59. Conditions de travail et transferts de technologie. Dans les pays en voie de développement où l'industrialisation apparaît comme la condition nécessaire à une amélioration du niveau de vie, le transfert des technologies pose des problèmes particuliers en matière de sécurité et d'hygiène et de conditions de travail. Le ministre du Travail et des Services sociaux de la Zambie¹ et le délégué gouvernemental du Ghana² ont spécialement insisté dans leur intervention à la session de 1975 de la Conférence internationale du Travail, sur la nécessité d'empêcher l'exportation de machines non dotées de dispositifs adéquats de protection des travailleurs. La Conférence, dans la résolution déjà citée, demande l'étude approfondie des "effets des transferts de technologie au regard des conditions et du milieu de travail". La Commission pour la science et la technologie pour le développement a recommandé au Conseil économique et social une résolution demandant également que l'OIT renforce ses activités en matière de choix et de transfert des technologies notamment du point de vue de l'amélioration des conditions et du milieu de travail³.

60. D'ores et déjà, il existe une demande pour aider le pays acheteur à analyser sa propre situation climatique, sociologique et anthropologique, et à formuler lors de la signature de contrats d'industrialisation un cahier de charges relatif aux conditions et au milieu de travail. Il existe également une demande de la part des entreprises vendeuses, pour leur permettre d'analyser les diverses particularités du pays acheteur et de disposer de modalités d'adaptation ayant fait leurs preuves. En complément des recherches déjà prévues au programme et budget pour 1976-77⁴, le Bureau pourrait prendre dans ce domaine des initiatives d'action qui faciliteraient l'introduction d'améliorations importantes des conditions et du milieu de travail, dans la perspective d'une contribution au développement économique. Il paraît à cet égard nécessaire de prévoir la convocation en liaison avec les autres organisations intergouvernementales intéressées (en particulier la CNUCED, l'ONUDI, la Banque mondiale et le PNUD) d'une réunion qui aurait pour objet d'examiner comment faire en sorte que les facteurs de sécurité et d'hygiène et de conditions de travail soient pris en considération dans les cahiers de charges accompagnant les projets d'industrialisation exécutés dans le cadre de coopération technique et financière.

¹ Conférence internationale du Travail, 60e session, Genève, 1975. Compte rendu des travaux, p. 205.

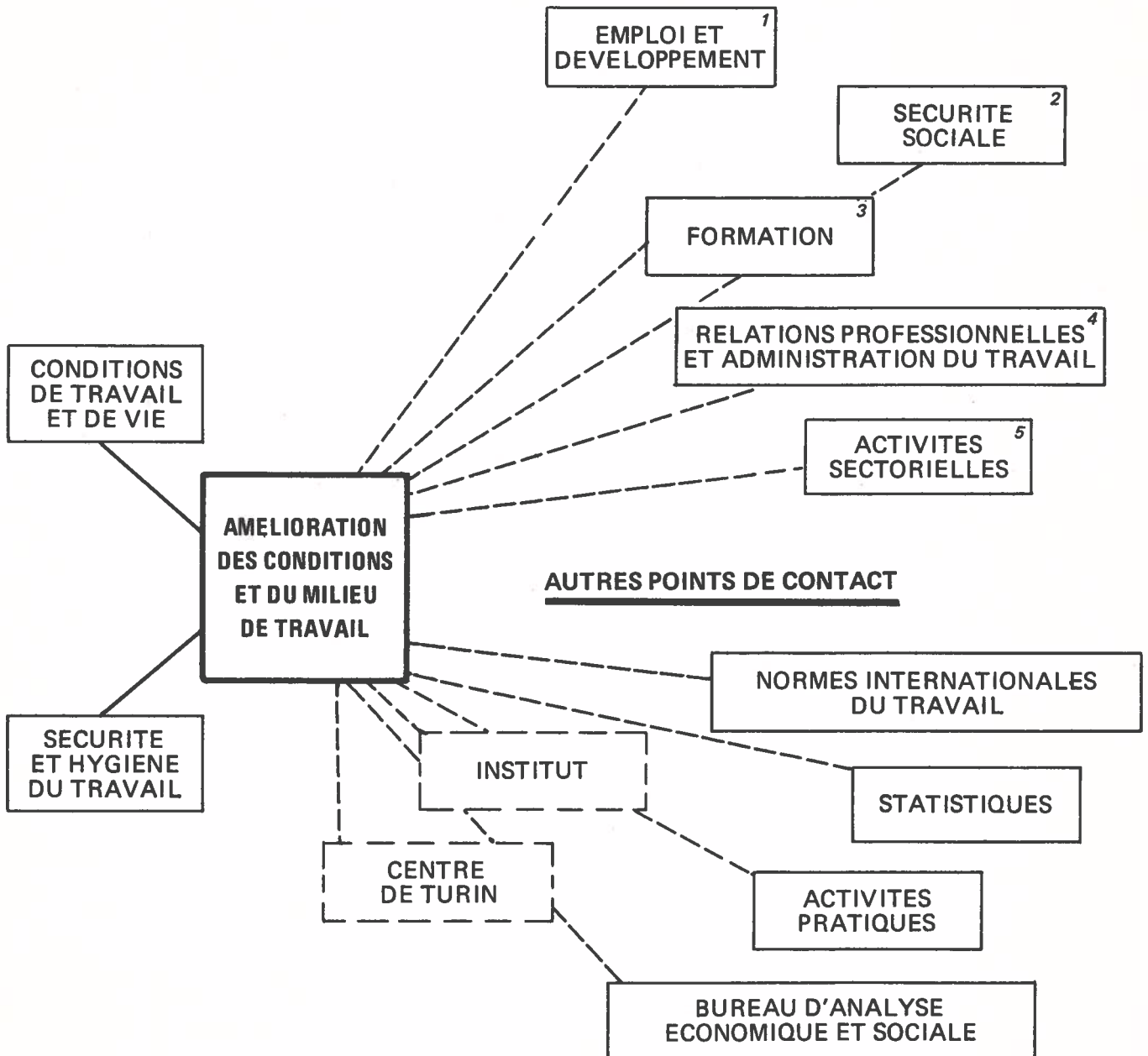
² Ibid., p. 303.

³ Document E/C.8/L.65, 17 février 1976.

⁴ Programme et budget pour la période biennale 1976-77, paragr. 185.

CONTENU TECHNIQUE

ARTICULATION AVEC D'AUTRES PROGRAMMES



1. Prise en considération des conditions et du milieu de travail dans les politiques et projets tendant à la promotion de l'emploi, spécialement dans les projets de développement rural, de transfert de technologie et dans ceux concernant le secteur informel.

2. Prestations en cas d'accidents du travail et de maladies professionnelles. Pensions de retraite.

3. Intégration du facteur "conditions et milieu de travail" dans les programmes de formation, spécialement les questions de sécurité dans les programmes de formation professionnelle. Politiques de productivité et d'organisation de la production.

4. Inspection du travail. Participation des travailleurs aux décisions concernant la sécurité et l'hygiène, les conditions et l'organisation du travail. Utilisation des mécanismes de relations professionnelles pour l'amélioration des conditions de travail. Liens entre les méthodes de rémunération et l'organisation du travail. Prise en considération du facteur conditions et milieu de travail dans les programmes d'éducation ouvrière et d'administration du travail.

5. Commissions d'industries et réunions assimilées. Rôle des coopératives. Conditions de travail des travailleurs non manuels et des travailleurs maritimes.

61. Milieu de travail et milieu de vie. Une action destinée à améliorer le milieu de vie des travailleurs (en particulier de leurs conditions de logement, d'alimentation, de santé et d'éducation) constitue le complément indispensable, voire parfois le préalable, de l'action visant à promouvoir de meilleures conditions de travail, spécialement dans le secteur rural des pays en voie de développement. Ainsi les mesures prises pour prévenir les accidents du travail ou pour introduire de nouvelles formes d'organisation du travail risquent de ne pas avoir l'impact souhaité si elles s'adressent à des travailleurs se présentant dans un état peu satisfaisant à leur travail en raison du fait qu'ils sont mal logés, mal alimentés ou en mauvaise santé. Ces mesures devraient donc s'intégrer dans une politique globale tendant à la satisfaction des besoins essentiels. Par ailleurs, le milieu de travail et le milieu de vie se trouvent confondus pour un grand nombre de travailleurs des pays en voie de développement (artisans, entreprises familiales, agriculteurs indépendants); le travail étant accompli dans le logement même ou à proximité immédiate de celui-ci, l'amélioration des conditions de son exercice dépend largement des mesures prises pour permettre à ces travailleurs de disposer d'un meilleur habitat.

62. En ce domaine, il serait utile d'accorder une attention spéciale :

- i) à l'action des employeurs et des organisations de travailleurs dans le domaine du logement et des services sociaux, à ses modalités d'organisation et de financement et à la coordination de cette action avec celle déployée par les pouvoirs publics;
- ii) à l'action des coopératives pour l'amélioration des conditions de vie et de travail spécialement en milieu rural, notamment par l'encouragement à l'épargne et la diffusion du crédit, la distribution de biens de consommation courante et d'équipement, l'organisation de services sociaux et de santé, la promotion d'activités culturelles, etc.;
- iii) aux programmes de logement à bon marché entrepris tant en milieu urbain que rural, notamment sous l'angle de la participation des travailleurs du secteur informel au bénéfice de ces programmes de la formation de la main-d'oeuvre utilisée, du choix de méthodes de construction appropriées, de l'utilisation optimale des matériaux disponibles localement et de l'adoption de normes de construction suffisantes sur le plan de l'hygiène et de la santé, etc.

63. Articulation du PIACT et d'autres programmes de l'OIT. Le PIACT devra s'articuler étroitement avec un grand nombre d'autres programmes de l'OIT. Certains volets des programmes concernant les relations professionnelles, l'administration du travail, l'éducation ouvrière, l'emploi, la formation, la sécurité sociale (y compris certaines activités de l'AISS) et les statistiques peuvent notamment apporter une contribution essentielle à l'action du PIACT. Par ailleurs certaines activités entreprises dans le cadre de l'Institut et du Centre de Turin peuvent également renforcer l'action du PIACT. C'est ce que vise à résumer le schéma ci-joint.

64. Il est particulièrement important de souligner la complémentarité qui existe entre le Programme mondial de l'emploi et le PIACT. L'un met l'accent sur la création d'emplois, l'autre sur la qualité des emplois créés en cherchant à améliorer les conditions de travail de ceux qui les exercent. "Cette amélioration, loin de faire obstacle à l'objectif de développement de l'emploi, le fortifie".¹

¹ Réponse du Directeur général à la discussion de son rapport, Conférence internationale du Travail, 60e session, 1975, Compte rendu des travaux, p. 876.

D. Nouveauté de l'approche

65. La nouveauté du PIACT par rapport à l'action antérieure de l'OIT dans le domaine des conditions et du milieu de travail réside principalement dans les aspects suivants :

- i) l'invitation adressée par la Conférence aux Etats Membres à fixer eux-mêmes des objectifs précis à leur action, ceux-ci les faisant connaître à l'OIT dont l'action aura à son tour pour objet de les aider à atteindre ces objectifs;
- ii) Le fait que les problèmes de conditions et du milieu de travail doivent être abordés dans une optique globale dans le cadre de l'ensemble de la politique économique, éducative et sociale;
- iii) une priorité systématique reconnue au domaine des conditions et du milieu de travail dans l'utilisation des divers moyens d'action de l'OIT pendant une période de cinq ans de manière à assurer le maximum de cohérence et d'efficacité dans l'action;
- iv) l'établissement d'un plan détaillé d'enquête générale sur la protection des travailleurs et les conditions de travail, selon une méthodologie uniforme permettant l'établissement de diagnostics nationaux au cours des deux prochaines périodes biennales (voir annexe 2, paragraphe 53);
- v) la mise en place d'équipes multidisciplinaires de spécialistes des conditions et du milieu de travail (voir annexe 2, paragraphes 40-51);
- vi) le mandat donné à l'OIT d'assurer un rôle de coordination des recherches entreprises sur les conditions et le milieu de travail en organisant tous les deux ans des réunions spéciales à cet effet (voir annexe 2, paragraphe 53);
- vii) l'établissement d'un système d'alerte dans le domaine de la sécurité et de l'hygiène du travail;(voir annexe 2, paragraphe 60);
- viii) l'organisation d'une réunion sur la prise en considération des facteurs de sécurité et d'hygiène du travail et de conditions de travail dans les contrats d'industrialisation conclus dans le cadre de différents programmes de coopération technique et financière (voir paragraphe 60 ci-dessus);
- ix) la mise en place de systèmes élémentaires de sécurité et d'hygiène dans le secteur rural des pays en voie de développement (voir annexe 2, paragraphe 38);
- x) l'évaluation des activités réalisées sur le plan international et des progrès accomplis à l'échelon national dans le cadre d'une réunion tripartite prévue pour le second semestre de 1981 (voir paragraphe 46 ci-dessus).

IV. POINT APPELANT UNE DECISION

66. La Commission du programme, du budget et de l'administration voudra peut-être recommander au Conseil d'administration :

- i) de prendre note des mesures déjà prises pour assurer une consultation adéquate des gouvernements, des organisations internationales compétentes et des organismes nationaux, régionaux et internationaux spécialisés dans le domaine des conditions et du milieu de travail décrites aux paragraphes 7 à 14 ci-dessus;
- ii) d'approuver la conception générale du Programme international pour l'amélioration des conditions et du milieu de travail (PIACT) telle qu'exposée dans les paragraphes 31 à 65 ci-dessus;

iii) de prendre note de l'intention du Directeur général de s'inspirer des propositions contenues dans ces mêmes paragraphes ainsi que dans l'annexe 2 du présent document, lors de la préparation de ses propositions de programme et budget pour 1978-79, compte tenu des ressources disponibles, et lors de l'élaboration des projets à soumettre à des organismes de financement extra-budgétaires.

Genève, 13 mai 1976

ANNEXE I

Résolution sur l'action future de l'Organisation internationale du Travail dans le domaine des conditions et du milieu de travail¹

La Conférence générale de l'Organisation internationale du Travail,

Considérant que l'amélioration des conditions de travail et la protection de la santé physique et mentale des travailleurs constituent une mission fondamentale et permanente de l'Organisation internationale du Travail;

Considérant la lenteur et l'irrégularité des progrès réalisés en fait de durée du travail et les progrès qui leur sont liés en ce qui concerne la sécurité et l'hygiène du travail, surtout en raison de l'absence d'une stratégie générale d'amélioration des conditions et du milieu de travail;

Constatant que l'utilisation de la recherche scientifique et de la technologie, sans tenir compte de considérations d'ordre social, pourrait non seulement engendrer des dangers dans les lieux de travail, mais risquerait également de porter atteinte à l'environnement humain en général;

Considérant que les changements de techniques et de méthodes de production, l'importance des transferts de technologie et l'évolution de la société humaine et des aspirations sociales ont pour effet de situer l'amélioration des conditions et du milieu de travail dans un contexte nouveau et parfois différent selon les pays, les branches d'activité, les emplois et les catégories de travailleurs;

Rappelant les résolutions adoptées en 1972 et 1974 par la Conférence internationale du Travail au sujet du travail et de son environnement;

Ayant pris note des activités envisagées dans le programme et budget de l'Organisation internationale du Travail pour 1976-77;

Accueillant avec satisfaction le rapport présenté par le Directeur général du Bureau international du Travail à la 60e session de la Conférence internationale du Travail et la détermination qui en ressort de renforcer et de renouveler l'action de l'organisation dans le domaine des conditions et du milieu de travail;

Considérant que l'action de l'OIT en matière de conditions et de milieu de travail devrait, en tenant compte des aspirations vers une meilleure qualité de la vie, être étroitement reliée à d'autres activités relatives à la protection de l'environnement humain.

1. Réaffirme solennellement que l'amélioration des conditions et du milieu de travail et du bien-être des travailleurs reste la mission primordiale et permanente de l'Organisation internationale du Travail;

2. Invite instamment les Etats Membres :

- 1) à promouvoir les objectifs tendant à une amélioration des conditions et du milieu de travail se fondant sur tous les éléments de leur politique économique, éducative et sociale;
- 2) à se fixer périodiquement eux-mêmes un certain nombre d'objectifs définis destinés à réduire dans toute la mesure possible certains accidents du travail et certaines maladies professionnelles ou les travaux les plus pénibles ou les plus rebutants;
- 3) à normaliser l'application de la recherche scientifique afin qu'elle s'effectue pour l'homme et non contre lui et contre son milieu de vie;

3. Appuie l'action universelle que le Directeur général du Bureau international du Travail propose dans son rapport afin de réexaminer les activités actuelles de l'OIT et de lancer un programme international pour l'amélioration des conditions et du milieu de travail, destiné à promouvoir ou à appuyer les activités des Etats Membres dans ce domaine;

¹ Adoptée le 24 juin 1975.

4. Invite le Conseil d'administration du Bureau international du Travail à charger le Directeur général, aussitôt que les ressources le permettront :

- 1) de préparer et de lui soumettre un tel programme, sur la base de la discussion générale de son rapport à la 60e session de la Conférence internationale du Travail, après consultation des organisations internationales compétentes et des organismes nationaux, régionaux et internationaux spécialisés dans le domaine des conditions et du milieu de travail, étant entendu que la préparation d'un tel programme devrait tenir compte des facteurs suivants :
 - a) l'intention que le Directeur général a annoncée au cours de la 59e session de la Conférence internationale du Travail de commencer une enquête générale sur le travail de l'homme en vue de renforcer à tous les niveaux l'efficacité de l'action de l'Organisation internationale du Travail;
 - b) l'augmentation des ressources que l'Organisation consacre aux conditions de travail et à son environnement et l'amélioration de ses méthodes de coopération technique dans ce domaine, en particulier dans les régions rurales et les petites entreprises;
 - c) l'examen continu des normes internationales du travail relatives aux conditions et au milieu de travail, en vue de la révision des normes existantes qui ne sont plus à jour et de l'adoption de normes fondamentales destinées à guider les politiques nationales relatives à la sécurité et à l'hygiène ou à d'autres aspects des conditions de travail et à la pollution de l'environnement humain due aux techniques appliquées à l'industrie ou à l'agriculture.
 - d) le recours systématique à des réunions de commissions d'industrie et d'organes analogues pour effectuer une évaluation de la situation en matière de conditions et de milieu de travail dans différents pays et différentes industries et l'élaboration de toute recommandation appropriée en vue d'améliorer ceux-ci; la pleine utilisation des services, en particulier par la convocation à intervalles réguliers, de la Liste de conseillers en matière de sécurité dans les mines;
 - e) l'établissement et la publication de guides, de codes et de matériel d'enseignement dans le domaine de la sécurité et de l'hygiène du travail, de la durée du travail, de l'organisation du travail, du contenu des tâches et de l'ergonomie;
 - f) l'élaboration de guides permettant la meilleure utilisation du temps libre des travailleurs en vue de leur permettre de se réaliser et de leur faciliter l'accès au monde culturel et à la formation professionnelle;
 - g) la mise en place, dans différentes régions, d'équipes multidisciplinaires composées de spécialistes des conditions et du milieu de travail, dont la tâche devrait être:
 - i) d'aider les gouvernements, les organisations d'employeurs et les organisations de travailleurs, ainsi que les instituts et organismes de recherche et de formation, à préparer et à exécuter des programmes visant à améliorer les conditions et le milieu de travail qui correspondent à leurs besoins et à leurs possibilités;
 - ii) d'entreprendre des études sur les situations régionales et nationales, de recueillir et de diffuser des informations, d'examiner les progrès réalisés dans l'application des normes internationales du travail pertinentes;
 - iii) d'organiser et d'animer des colloques, des séminaires et autres réunions spécialisées, en particulier dans le cadre d'industries ou de branches d'activité déterminées;
 - iv) de participer à la programmation nationale et régionale du programme des Nations Unies pour le développement;
 - h) l'étude approfondie :
 - i) du coût des accidents du travail et des problèmes concernant l'harmonisation des statistiques en la matière et de la définition de critères et de limites pour l'exposition à des substances dangereuses;

- ii) des méthodes de détermination des coûts et des avantages économiques et sociaux de différentes mesures relatives à l'amélioration des conditions de travail;
 - iii) des expériences relatives à l'organisation du travail, ainsi qu'aux effets des transferts de technologie au regard des conditions et du milieu de travail;
- 2) d'étudier la possibilité d'organiser une réunion tripartite internationale qui traiterait des divers aspects des conditions et du milieu de travail et dont les résultats seraient par la suite soumis à la Conférence internationale du Travail pour lui permettre de faire le point de l'action de l'Organisation et d'arrêter un programme futur d'activités;
- 3) d'entreprendre, avec la collaboration et l'appui du Programme des Nations Unies pour l'environnement, un programme cohérent d'action de l'Organisation internationale du Travail concernant l'environnement qui prévoit expressément des activités en matière d'enseignement et de formation dans ce domaine, de même que des études sur les conséquences économiques et sociales des politiques de l'environnement.

ANNEXE 2

Informations complémentaires sur le programme
proposé en relation avec les moyens d'action à
la disposition de l'OIT

1. La partie III C du présent document a donné un aperçu du contenu technique du PIACT et des problèmes sur lesquels il se concentrera. Le type d'action envisagé pour y faire face a déjà parfois été indiqué.

2. Cependant, il a paru nécessaire de donner ci-après quelques informations complémentaires sur les éléments du programme envisagé¹. Ces informations sont présentées dans le cadre des divers moyens d'action à la disposition de l'OIT, afin de permettre les références appropriées à la résolution de la Conférence.

A. Action normative

3. Le paragraphe 4 l), c) du dispositif de la résolution demande que le programme à soumettre au Conseil d'administration tienne compte de "l'examen continu des normes internationales du travail ... en vue de la révision des normes existantes qui ne sont plus à jour et de l'adoption de normes fondamentales destinées à guider les politiques nationales relatives à la sécurité et à l'hygiène ou à d'autres aspects des conditions de travail et à la pollution de l'environnement humain dues aux techniques appliquées à l'industrie ou à l'agriculture". Les normes internationales du travail sont en effet un instrument précieux pour aider les Etats Membres à fixer leurs objectifs et à élaborer des programmes en vue de les atteindre. Ceci a été souligné par de nombreux gouvernements et organisations professionnelles au cours des consultations réalisées dans le cadre du lancement du PIACT. L'OIT dispose déjà d'un ensemble considérable de quelque soixante conventions et presque autant de recommandations ayant trait aux conditions de travail ainsi qu'à la sécurité et à l'hygiène.

4. Application des normes. Une attention toute particulière devrait d'abord être accordée à la ratification et à l'application des instruments les plus importants. Il est proposé d'établir une liste d'instruments dont la ratification et/ou l'application pourraient être considérées comme prioritaires dans le cadre du PIACT et à l'égard desquels un effort de promotion spécial devrait être entrepris dans les Etats Membres, notamment à l'aide des procédures consultatives destinées à promouvoir la mise en oeuvre des normes internationales du travail².

5. Parmi les instruments qui pourraient être retenus à cet égard et dont certains devraient aussi être pris en considération pour la préparation d'études d'ensemble au titre de l'article 19 de la Constitution, on peut mentionner :

i) pour les instruments d'application générale :

- la convention (n^o 77) sur l'examen médical des adolescents (industrie) et la recommandation (n^o 79) sur l'examen médical des enfants et des adolescents, 1946;

¹ Le programme et budget pour 1976-77 contient déjà des éléments importants d'un programme d'action visant à améliorer les conditions et le milieu de travail auxquels il est fait occasionnellement référence.

² Voir : Conférence internationale du Travail, 61e session, 1976, rapport IV (2). Création de mécanismes tripartites chargés de promouvoir la mise en oeuvre des normes internationales du travail.

- la convention (n° 81) et la recommandation (n° 81) sur l'inspection du travail, 1947, ainsi que la convention (n° 129) et la recommandation (n° 133) sur l'inspection du travail (agriculture), 1969;
 - la convention (n° 90) sur le travail de nuit des enfants (industrie) (révisée), 1948;
 - la convention (n° 119) et la recommandation (n° 118) sur la protection des machines, 1963;
 - la convention (n° 120) et la recommandation (n° 120) sur l'hygiène (commerce et bureaux), 1964;
 - la convention (n° 121) et la recommandation (n° 121) sur les prestations en cas d'accidents du travail et de maladies professionnelles, 1964;
 - la convention (n° 132) sur les congés payés (révisée), 1970, et la convention (n° 101) sur les congés payés (agriculture), 1952;
 - la convention (n° 138) et la recommandation (n° 146) sur l'âge minimum, 1973;
 - la convention (n° 140) et la recommandation (n° 148) sur le congé-éducation payé, 1974;
 - la recommandation (n° 97) sur la protection de la santé des travailleurs, 1953;
 - la recommandation (n° 102) sur les services sociaux, 1956;
 - la recommandation (n° 112) sur les services de médecine du travail, 1959;
 - la recommandation (n° 116) sur la réduction de la durée de travail, 1962;
 - la recommandation (n° 132) relative aux fermiers et métayers, 1968;
- ii) pour les instruments d'application particulière :
- la convention (n° 127) et la recommandation (n° 128) sur le poids maximum, 1967;
 - la convention (n° 136) et la recommandation (n° 144) sur le benzène, 1971;
 - la convention (n° 139) et la recommandation (n° 147) sur le cancer professionnel, 1974.

6. A ces instruments devraient être ajoutés le ou les instruments éventuels sur le milieu de travail (pollution de l'air, bruit et vibrations) et sur l'emploi et les conditions de travail et de vie du personnel infirmier, qui seront examinés en première discussion à la 6^e session (1976) de la Conférence générale.

7. Mise à jour des normes existantes et préparation éventuelle de nouvelles normes. On se rappellera que le Conseil d'administration a décidé, dans le cadre de l'étude en profondeur des normes internationales du travail, de charger sa Commission du programme, du budget et de l'administration de procéder à une étude systématique de l'ensemble des normes existantes, tant pour les examiner à la lumière des problèmes sociaux de notre époque et pour évaluer la mesure dans laquelle les instruments existants y répondent que pour identifier les besoins futurs en matière d'action normative et les moyens d'y pourvoir¹.

¹ Document GB.199/9/22 Rév., paragr. 12 et annexe (paragr. 4).

8. Dans le document soumis à ce sujet à la commission à sa présente session¹, il est proposé que la revue des normes internationales existantes commence par le groupe des conventions et recommandations concernant les conditions générales de travail et la sécurité, l'hygiène et le bien-être des travailleurs.

9. Dans la revue des normes existantes, les points suivants pourront être pris en considération :

- i) la révision de la convention (n° 32) sur la protection des dockers contre les accidents (révisée), 1932, et la révision de la convention (n° 67) sur la durée du travail et les repos (transports par routes), 1939, ont fait l'objet de réunions d'experts. Elles se trouvent d'ailleurs soumises au Conseil d'administration, à sa 200e session, pour inscription éventuelle à l'ordre du jour de la session de 1978 de la Conférence générale;
- ii) la convention (n° 62) concernant les prescriptions de sécurité (bâtiment), 1937, présente désormais de nombreuses lacunes du fait du progrès technique;
- iii) la convention (n° 115) et la recommandation (n° 114) sur la protection contre les radiations, 1960, devraient être mises à jour sur quelques points précis tels que les catégories de travailleurs exposés;
- iv) la liste des maladies professionnelles annexée à la convention (n° 121) sur les prestations en cas d'accidents du travail et de maladies professionnelles, 1964, appelle de longue date une révision complète;
- v) pour ce qui est des recommandations, la recommandation (n° 31) sur la prévention des accidents du travail, 1929 - le seul instrument global en cette matière et dont nombre de dispositions sont encore pleinement valables aujourd'hui - mérite d'être révisée. Il serait opportun d'en reprendre l'essence dans une éventuelle nouvelle convention internationale qui jetterait les bases d'un programme national de sécurité et d'hygiène du travail (voir paragraphe 15 ci-dessous).

10. En ce qui concerne l'opportunité de nouvelles normes internationales en matière de conditions et de milieu de travail, les opinions sont divisées.

11. Pour certains, l'action normative ne paraît pas du tout adaptée à ces problèmes et risque d'aboutir à des instruments qui seraient soit inapplicables en raison de la variété des situations nationales, soit réduits à un recueil de vérités premières².

12. Selon d'autres, l'action normative est primordiale³ en vue de guider les politiques nationales relatives à la sécurité et à l'hygiène ou à d'autres aspects des conditions et du milieu de travail.

13. Mais les avis divergent également sur le caractère des normes qui pourraient être envisagées.

¹ Document GB.200/PFA/11/4.

² Intervention de M. Oechslin, délégué employeur (France) lors de la discussion du rapport du Directeur général, Conférence internationale du Travail, 60e session, 1975. Compte rendu des travaux, p. 427.

³ Intervention de M. Plant, délégué travailleur (Royaume-Uni) au cours du même débat. Compte rendu des travaux, p. 504.

14. En premier lieu, la Conférence pourrait être sollicitée de continuer à adopter des normes concernant des risques spécifiques du milieu de travail, comme elle l'a fait pour les radiations en 1960 et le benzène en 1971 et comme elle est appelée à le faire en première discussion à sa 61e session (1976) pour le "milieu de travail" (pollution de l'air, bruit et vibrations). Dans cette même ligne, de nouveaux instruments sur d'autres agents agressifs spécifiques du milieu de travail pourraient être envisagés (par exemple l'utilisation de l'amiante, l'emploi des pesticides et herbicides dans l'agriculture, etc.).

15. En second lieu, en plus ou au lieu de ces sujets spécialisés, une norme d'ensemble pourrait être adoptée par la Conférence qui servirait de cadre général et énoncerait les grands objectifs d'une action nationale et internationale cohérente tendant à réduire les accidents et les maladies professionnelles et à améliorer le milieu de travail. Plusieurs gouvernements se sont prononcés en faveur de l'élaboration d'un tel instrument d'ensemble qui définirait les principes de base d'une politique de prévention des accidents du travail et des maladies professionnelles et d'amélioration du milieu de travail, soulignerait que la technologie et l'organisation du travail doivent être adaptées aux besoins et aptitudes physiques, mentales et sociales des travailleurs, et prévoirait également la participation des travailleurs aux décisions concernant la sécurité et l'hygiène et l'amélioration du milieu de travail. Certains d'entre eux ont même demandé que l'adoption d'une telle norme soit le point de départ du nouveau programme international. Au cas où l'élaboration d'un tel instrument serait décidée, son adoption vers la fin de la première phase du présent programme (1980-81) permettrait de tenir compte des premiers enseignements de l'action lancée dans le cadre du PIACT et pourrait être de nature à en consolider les effets.

16. En troisième lieu, certains problèmes, comme l'aménagement du temps de travail sous ses divers aspects et le travail à temps partiel, pourraient peut-être se prêter à une réglementation internationale.

17. Il y a également lieu de rappeler que deux résolutions de la Conférence générale (48e et 51e sessions (1959 et 1967)) ont appelé l'adoption d'une convention sur les services de médecine du travail, destinée à renforcer la recommandation n° 112 sur le même sujet.

18. Règlements types et recueils de directives pratiques. Le Bureau a publié, ces vingt dernières années, une série de règlements types et de recueils de directives pratiques de sécurité et d'hygiène du travail relatifs à divers secteurs d'activité économique et à des matériels ou agents agressifs dangereux. Rédigés sous forme de textes réglementaires détaillés, ils ne comportent aucune obligation pour les Etats Membres; ils sont destinés à servir de guide pour les gouvernements, les organisations d'employeurs et de travailleurs lors de la rédaction des réglementations et directives nationales, des règlements d'entreprises et des conventions collectives. Ils suggèrent également des solutions pour l'application effective de diverses normes de l'OIT. Ces séries de recommandations sont essentiellement mises au point et approuvées par des réunions d'experts tripartites ou par des listes tripartites de conseillers du BIT en matière de sécurité et d'hygiène du travail.

19. Le règlement type de sécurité pour les établissements industriels est en cours de révision pour faire suite à une résolution adoptée par la Conférence générale à sa session de 1970. Il est prévu que la version révisée de cet important ouvrage, qui portera en particulier sur la sécurité et l'hygiène et l'amélioration du milieu de travail dans les industries manufacturières, sera achevée au cours de la période biennale 1978-79.

20. De nouveaux recueils de directives pratiques de sécurité et d'hygiène devraient être préparés sur des sujets tels que les travaux sur les plates-formes de forage en mer, l'utilisation des pesticides (en collaboration avec la FAO), divers aspects spécifiques des travaux effectués dans certains secteurs tels que les mines, l'industrie du fer et de l'acier, le commerce et les bureaux, etc. La normalisation des certificats d'essai d'engins de levage portuaires devrait être poursuivie.

21. Le Bureau publie également des guides explicatifs illustrés donnant des indications pour la mise en pratique des principales dispositions des règlements types et des recueils de directives. La série des guides existants devrait être complétée.

B. Activités pratiques

22. Les conseils et l'assistance fournis par l'OIT à ses Etats Membres, que ce soit au travers de la coopération technique officielle ou de services consultatifs techniques mis à leur disposition, devraient devenir un moyen d'action beaucoup plus important de l'Organisation pour lui permettre d'aider à la réalisation des objectifs fixés dans le cadre du PIACT.

23. Depuis de nombreuses années, l'OIT a lancé un programme de coopération technique assez important dans le domaine de la sécurité du travail, de l'hygiène industrielle et de la médecine du travail. En revanche, il n'a pas été jusqu'à présent possible de développer un véritable programme d'action pratique dans le domaine des conditions générales de travail, à l'exception de quelques séminaires, du placement de boursiers et de la mise en place d'un nombre restreint de conseillers régionaux. Il importe, par conséquent, de donner une nouvelle et vigoureuse impulsion à l'action future de l'OIT dans le domaine des conditions et du milieu de travail et à mieux intégrer les différents aspects du programme. Un grand effort de sensibilisation reste à faire en vue de convaincre les gouvernements et les organisations concernées de l'intérêt que revêtent, pour le développement économique et social, les activités pratiques dans ce domaine.

24. Il s'agit, en premier lieu, de voir jusqu'à quel point les Etats Membres sont disposés à faire appel à l'OIT pour les aider à adopter et à mettre en oeuvre une politique globale d'amélioration des conditions et du milieu de travail fondée sur tous les éléments de leur politique économique, éducative et sociale.

25. Il s'agit, d'autre part, de s'assurer que l'OIT réponde promptement et avec le maximum d'efficacité aux Etats Membres. Pour ce faire, il sera nécessaire de procéder à un examen minutieux des priorités à l'intérieur de l'Organisation et de choisir - en vue d'obtenir le meilleur rendement des ressources disponibles - un certain nombre de dominantes sur lesquelles devrait se concentrer l'action pratique dans les pays en voie de développement. Cependant, au-delà de ces mesures, la mise en oeuvre des propositions contenues dans le présent document nécessite la mise à la disposition de l'Organisation des fonds nécessaires, sans lesquels il serait illusoire de penser qu'une action pratique sérieuse et efficace puisse être entreprise dans ce domaine.

26. Etant donné les objectifs et les caractéristiques du programme envisagé, c'est dans le cadre du programme ordinaire de coopération technique de l'OIT que devrait se refléter en tout premier lieu l'intensification des activités pratiques. Telle est d'ailleurs la recommandation formulée au paragraphe 4 l) b) du dispositif de la résolution de la Conférence demandant que le programme à soumettre au Conseil d'administration tienne compte de la nécessité d'augmenter les ressources que l'Organisation consacre aux conditions de travail et à son environnement et l'amélioration de ses méthodes de coopération technique dans ce domaine, en particulier dans les régions rurales et les petites entreprises. On disposerait ainsi d'un minimum de ressources à partir duquel il serait possible d'élargir l'action pratique de l'Organisation en mobilisant d'autres moyens possibles de financement, tels que le Programme des Nations Unies pour le développement, les programmes multilatéraux, les organisations non gouvernementales, etc.

d'accidents du travail et de maladies professionnelles et éventuellement pour d'autres statistiques clés, notamment celles énumérées dans la convention (n° 81) sur l'inspection du travail, 1947, en s'inspirant du programme minimum de statistiques de sécurité sociale élaboré par le Bureau.

32. Des cycles d'études et des colloques régionaux et sous-régionaux pourraient être organisés afin d'améliorer les programmes nationaux et la collaboration entre les pays.

33. L'éducation et la formation en matière de sécurité et d'hygiène du travail sont une forme d'action fondamentale dont, en définitive, dépend le succès d'un vaste programme de prévention au niveau national. Le Bureau pourrait efficacement entreprendre la préparation de programmes types d'enseignement (avec matériel audio-visuel) à l'intention de formateurs en matière de sécurité et d'hygiène du travail, dont la tâche serait d'enseigner les éléments de base de cette matière à des agents de maîtrise et des travailleurs ayant des positions clés dans les entreprises (contremaîtres, membres des comités d'entreprise, délégués ouvriers à la sécurité, etc.). Une formation de base dispensée à de telles personnes contribuerait efficacement à promouvoir leur participation constructive à la conception et à la gestion de la sécurité et de l'hygiène dans l'entreprise. Les travailleurs et leurs organisations devraient être étroitement associés à la réalisation de ces programmes. Il faudrait mettre sur pied un projet pilote dans un pays choisi en vue d'adapter l'expérience de certains pays industrialisés aux conditions des pays en voie de développement.

34. Des projets régionaux ou sous-régionaux, en matière d'éducation et de formation à tous les niveaux, viendraient compléter l'action entreprise au niveau national, la priorité étant donnée à la formation des contremaîtres et des délégués ouvriers à la sécurité.

35. En ce qui concerne les conditions de travail, il s'agira avant tout d'introduire des éléments relatifs à l'amélioration des conditions de travail dans les différents projets de formation nationaux et régionaux en cours (formation professionnelle, formation de cadres dirigeants d'entreprise, formation des cadres de l'administration du travail ou éducation ouvrière). Par ailleurs, le PIACT devra bénéficier au maximum des expériences faites par d'autres programmes de l'OIT. Tel est, par exemple, le cas des projets entrepris par le Programme mondial de l'emploi en Iran et en Tanzanie à la demande des gouvernements respectifs visant à l'amélioration progressive (avec des moyens locaux) des outils et instruments agricoles. Le programme de perfectionnement des cadres dirigeants a, de son côté, l'intention d'entreprendre l'année prochaine, dans certaines entreprises d'un pays africain et d'un pays asiatique, divers essais de réorganisation du travail sans diminution de productivité.

36. La préparation de manuels d'instructions, de guides pratiques¹ et de brochures de vulgarisation sur des aspects spécifiques des conditions de travail et de la sécurité et de l'hygiène du travail, à l'usage des contremaîtres et des travailleurs, devrait être amplifiée.

37. Il y aurait lieu de développer des projets dans des secteurs particuliers tels que les mines, les travaux portuaires et les petites entreprises.

¹ Au paragraphe 4 l) e) et f), du dispositif de la résolution qu'elle a adoptée à sa 60e session (1975), la Conférence se réfère à l'établissement et à la publication de guides, de codes et de matériel d'enseignement dans le domaine de la sécurité et de l'hygiène du travail, de la durée du travail, de l'organisation du travail, du contenu des tâches et de l'ergonomie, ainsi qu'à l'élaboration de guides permettant la meilleure utilisation du temps libre des travailleurs en vue de leur permettre de se réaliser et de leur faciliter l'accès au monde culturel et à la formation professionnelle (alinéa 4 l) e) et f).

38. Des projets spéciaux en faveur des travailleurs ruraux pourraient être mis sur pied en vue de les aider à adapter la technologie utilisée à leurs conditions et à leurs besoins et pour jeter les bases de systèmes élémentaires de sécurité et d'hygiène pour les régions rurales. Par ailleurs, il y aurait lieu de rechercher, d'une part, la constitution d'un fonds permettant l'octroi d'assistances ponctuelles de soutien (sous forme par exemple d'équipement, ou de matériel éducatif) à des expériences pilote d'amélioration des conditions de travail et de vie des travailleurs des régions rurales jugées comme particulièrement dignes d'intérêt, et, d'autre part, le financement de projets visant à développer une action de sécurité et d'hygiène dans les campagnes notamment par la dispensation d'une formation élémentaire à certains travailleurs.

39. Ainsi qu'il a été souligné plus haut, le PIACT sera relié aux programmes d'autres organisations gouvernementales et visera systématiquement à la coordination des efforts ou à la conduite de projets conjoints. Il est essentiel, en effet, que l'action du PIACT ne se limite pas aux seules activités de coopération technique entreprises par l'OIT. Il importe, par exemple, que les projets sectoriels entrepris par l'ONUDI comprennent une composante visant à l'amélioration des conditions de travail dans les industries concernées. Il en est de même de certains projets agricoles de la FAO, de programmes de santé de l'OMS ou de programmes d'éducation de l'UNESCO. A cet effet, on compte utiliser les organes de coordination internes existants, notamment entre l'OIT, l'UNESCO, la FAO, l'OMS et l'ONUDI.

40. Equipes multidisciplinaires. Les équipes multidisciplinaires - dont la création a été préconisée dans la résolution de la Conférence - et qui doivent assister les Etats Membres à leur demande dans l'amélioration des conditions et du milieu de travail constituent une forme d'action nouvelle appelée à jouer un rôle central dans l'aide apportée aux pays dans ce domaine.

41. Le nombre d'Etats Membres qui ont demandé de pouvoir bénéficier dans les meilleurs délais des services d'une équipe multidisciplinaire (Afghanistan, Bolivie, Chili, Egypte, El Salvador, Ghana, Inde, Koweït, Mexique, Pakistan, Panama, Pérou, Philippines, Sénégal, Soudan, Tunisie, Uruguay et Yémen) indique clairement l'importance qu'ils attachent à cet aspect de la coopération technique prévue dans le cadre du PIACT.

42. Des ressources ont été dégagées dans le budget ordinaire de 1976-77 pour prévoir la mise sur pied d'une équipe interrégionale qui pourra entreprendre quelques missions pilotes au cours du biennium. Des équipes régionales devraient être également mises sur pied ultérieurement pour élargir l'action de l'équipe interrégionale au niveau des régions. Le financement de ces équipes devrait normalement être assuré dans le cadre du programme régulier de coopération technique de l'OIT. Il est, cependant, d'ores et déjà, prévu de proposer également au PNUD et aux pays donateurs de programmes multilatéraux de participer au financement de ces équipes. Les missions pilotes seraient programmées en tenant compte du calendrier de l'exercice de programmation du PNUD par pays, afin que l'action recommandée sur la base des résultats de ces missions puisse obtenir la priorité nationale nécessaire pour être incluse dans le programme du PNUD.

43. Les équipes multidisciplinaires seront composées de spécialistes des conditions et du milieu de travail. Véritables "instituts sans murs", les équipes pourraient comprendre, par exemple, un ingénieur de sécurité, un médecin du travail, un spécialiste en organisation du travail ou un inspecteur du travail. La composition de chaque équipe serait fixée en fonction des problèmes à résoudre et des besoins de chaque pays.

44. Le paragraphe 4, 1) g) du dispositif de la résolution de la Conférence définit la tâche des équipes multidisciplinaires comme suit :

- i) aider les gouvernements, les organisations d'employeurs et les organisations de travailleurs, ainsi que les instituts et organismes de recherche et de formation, à préparer et à exécuter des programmes visant à améliorer les conditions et le milieu de travail qui correspondent à leurs besoins et à leurs possibilités;
- ii) entreprendre des études sur les situations régionales et nationales, recueillir et diffuser des informations, examiner les progrès réalisés dans l'application des normes internationales du travail pertinentes;
- iii) organiser et animer des colloques, des séminaires et autres réunions spécialisées, en particulier dans le cadre d'industries ou de branches d'activité déterminées;

- iv) participer à la programmation nationale et régionale du programme des Nations Unies pour le développement.

45. Les équipes multidisciplinaires seraient ainsi en mesure aussi bien d'établir un véritable diagnostic global et à jour de la situation de fait que d'aider à la mise en place de structures nationales permanentes assurant la coordination des efforts dans ce domaine ou à la solution de problèmes concrets.

46. Les conséquences de cette action sur le rôle ultérieur des équipes multidisciplinaires sont importantes. On est ainsi amené à envisager le cas où le gouvernement demande à l'OIT de désigner un spécialiste de haut niveau qui, par des visites brèves mais répétées, orienterait une équipe de techniciens locaux chargée d'établir le diagnostic et de définir les objectifs, priorités et programmes les plus appropriés dans les circonstances du moment.

47. C'est dans le cadre général ainsi défini (et après examen sur une base tripartite) que les autorités - au besoin - demanderaient à l'OIT de les aider sur des aspects sectoriels ou techniques plus spécialisés, soit par l'envoi d'un expert, soit par l'octroi d'un certain nombre de bourses ou encore par l'organisation d'un séminaire ou d'un cours national de formation sur un sujet donné.

48. Dans toute la mesure du possible, un effort serait fait pour financer les experts de longue durée (par exemple pour créer ou améliorer l'efficacité d'une institution) par des fonds autres que ceux affectés aux équipes multidisciplinaires.

49. Il importe de noter que de telles missions ne se rendraient pas uniquement dans les pays en voie de développement. Il est parfaitement concevable que les autorités d'un pays industrialisé demandent à l'OIT de désigner un ou plusieurs consultants de haut niveau qui serviraient de catalyseurs lors de l'élaboration d'un programme national (ou même provincial dans le cas d'un Etat fédératif), sectoriel ou pour un bassin industriel ou minier.

50. Des missions tripartites d'évaluation de l'efficacité des systèmes d'inspection du travail devraient pouvoir également être mises à la disposition des gouvernements qui en feraient la demande. Le programme et budget 1976-77 a déjà prévu le principe de telles missions¹ dont le rôle serait d'évaluer objectivement le mode d'organisation et de fonctionnement de l'inspection du travail, les obstacles qu'elle rencontre à l'exercice de sa mission, la pratique de la collaboration avec les organisations professionnelles, les procédures de déclenchement des poursuites, le niveau de la sanction pénale, le statut des inspecteurs, leur formation, etc.

51. Enfin, des missions conjointes, composées d'un représentant des milieux d'employeurs et d'un représentant des milieux syndicaux - souvent accompagnés d'un spécialiste indépendant - pourraient se rendre dans un pays, à sa demande, pour effectuer un travail similaire à celui des équipes mobiles. En sens contraire, des missions conjointes composées de représentants d'un ou de plusieurs pays en voie de développement pourraient réaliser des voyages d'études dans un ou plusieurs pays de la même région ou d'une région différente, afin d'observer le fonctionnement d'autres systèmes nationaux et d'échanger des vues et des expériences avec leurs collègues dans le pays hôte. De telles missions et voyages d'études pourraient avoir lieu en marge des différentes réunions des commissions d'industrie, des commissions consultatives régionales, des conférences régionales, ou à l'occasion d'une autre réunion (séminaire, colloque, etc.) organisée sous les auspices de l'OIT.

C. Recherches, études et réunions tripartites

52. Aspects généraux. Les recherches et les études constitueront l'élément essentiel qui permettra à l'OIT d'aider les Etats Membres et l'Organisation elle-même à se procurer les connaissances de base indispensables au déroulement satisfaisant de leurs programmes. Dans de nombreux cas ces recherches et études conduiront à des rapports destinés à être examinés par des réunions tripartites appelées à en dégager des conclusions pour l'action future de l'OIT.

¹ Programme et budget pour la période biennale 1976-77, paragr. 200.

53. Compte tenu du nombre d'organismes gouvernementaux, d'institutions de recherche nationales et d'organisations régionales et internationales qui poursuivent des études pratiques sur le milieu de travail, le programme d'études et de recherches de l'OIT en matière de conditions et de milieu de travail reposera sur une triple préoccupation :

- i) il s'agira d'abord de renforcer dans les pays les centres ou instituts du travail - qu'il s'agisse d'institutions gouvernementales, universitaires ou encore d'organismes créés par des associations professionnelles - entreprenant des études dans le domaine des conditions et du milieu de travail. D'ores et déjà, bon nombre d'instituts nationaux bénéficient de l'aide technique de l'OIT, notamment dans le cadre des activités du PNUD. Ces activités devraient être accrues dans les années à venir afin de permettre à ces instituts d'élargir le champ de leurs investigations, d'améliorer leur méthodologie et leurs outils de travail - par exemple, par l'amélioration des statistiques du travail à leur disposition - et d'en augmenter le nombre;
- ii) en second lieu - et c'est un point sur lequel l'accent a été mis dans toutes les consultations et dans plusieurs réponses de gouvernements (Danemark, Norvège, Suède) - il devrait revenir à l'OIT d'assurer une meilleure coordination des recherches entreprises aux niveaux national, régional et international. Ce devrait être pour elle une fonction essentielle d'aider tous les organismes qui entreprennent des recherches dans le domaine des conditions et du milieu de travail à être mutuellement informés sur les programmes et les tendances des recherches entreprises par d'autres pays ou d'autres organisations, à comparer leurs méthodes, à évaluer les résultats de leurs travaux, à déceler les lacunes dans les recherches entreprises, etc.

On a fait remarquer à cet égard que, loin de décliner à la suite de la récession économique internationale - ainsi que certains observateurs le prévoyaient - l'intérêt pour les questions de conditions et de milieu de travail s'est considérablement accru au cours des trois ou quatre dernières années. De nombreuses institutions, tant publiques que privées, ont consacré des ressources croissantes au renforcement des mesures de protection des travailleurs, à l'étude des différentes méthodes tendant à la réduction ou à l'élimination du travail à la chaîne, au développement et à la diffusion de nouvelles formes d'organisation du travail et à la participation des travailleurs à la définition de leur tâche et, en général, aux décisions concernant leurs conditions de travail. Une des conséquences directes de ces initiatives fut l'apparition et la mise en circulation d'une énorme masse d'informations de qualité et d'intérêt variés, caractérisée par de nombreux chevauchements et lacunes. On se heurte ainsi à une difficulté croissante, pour les milieux intéressés, d'obtenir les éléments d'information dont ils ont besoin. L'OIT est bien placée pour servir d'élément catalyseur dans ce domaine, en jouant un rôle actif de coordination des recherches et de centre de diffusion d'informations sur les expériences en cours.

Compte tenu de l'importance qui a été attachée à cet aspect, il est proposé que l'OIT organise tous les deux ans des réunions de coordination des recherches dans le domaine des conditions et du milieu de travail¹. De telles réunions sur le plan régional ou international pourraient être planifiées de manière que les enseignements à tirer de leurs travaux puissent être pris en considération dans la préparation des plans à moyen terme de l'OIT. Les frais de voyage des participants à ces réunions devraient normalement être à la charge des organismes invités à participer, l'OIT assurant seulement les frais de séjour. Certains participants venant de milieux employeurs et travailleurs devraient être invités aux frais de l'OIT à participer à ces réunions de coordination, afin que l'évaluation des travaux de recherche ne soit pas seulement le fait de spécialistes et bénéficie d'une approche tripartite. Par le truchement de ces réunions, la confrontation des travaux de recherche permettrait de faire avancer les connaissances et de faire progresser les recherches sur une base coordonnée et au moindre coût.

¹ La coordination des recherches spécialisées en matière de sécurité et d'hygiène du travail pourrait être également inscrite à l'ordre du jour des réunions périodiques des Centres nationaux de sécurité et d'hygiène du travail reliés au CIS. De plus, une action à cet effet devrait être entreprise conjointement avec le Comité international pour la recherche de l'AISS.

- iii) Enfin, l'OIT devrait compléter les efforts nationaux et régionaux par un programme de recherche international d'ordre comparatif. Ce programme de recherche de l'OIT serait orienté vers l'action pratique et s'articulerait étroitement avec les autres études entreprises au niveau national, régional et international en utilisant au maximum les ressources et les talents nationaux. Il devrait comprendre l'établissement d'un plan détaillé l'établissement d'un plan détaillé d'enquête générale sur la protection des travailleurs et les conditions de travail selon une méthodologie permettant l'établissement de diagnostics nationaux au cours des deux prochaines périodes biennales. Cela correspondrait à "l'intention que le Directeur général a annoncée au cours de la 59e session de la Conférence internationale du Travail de commencer une enquête générale sur le travail de l'homme en vue de renforcer à tous les niveaux l'efficacité de l'action de l'Organisation internationale du Travail", à laquelle la Conférence a fait spécifiquement référence dans le paragraphe 4, 1) a) du dispositif de la résolution et dont plusieurs gouvernements ont souligné l'intérêt dans leurs réponses (par exemple, Australie, Finlande). Certains axes particuliers de ce programme de recherches comparatives concerneraient les problèmes spécifiques qui se posent au sujet des divers aspects des conditions et du milieu de travail. Ces problèmes ont été mentionnés dans la partie III C ci-dessus.

D. Diffusion des informations et échanges d'expériences

54. Qu'il s'agisse de la sécurité et de l'hygiène du travail, de l'ergonomie, du temps de travail, ou de la qualité de la vie de travail et hors travail, la diffusion des informations constitue une fonction dont l'importance a été fréquemment soulignée lors des consultations et dans les réponses de plusieurs gouvernements, par exemple, Canada, Danemark, Etats-Unis, France, Koweït, Nouvelle-Zélande, Roumanie, Suède.

55. Un premier instrument à la disposition de l'OIT dans ce domaine est le Centre international d'informations de sécurité et d'hygiène du travail (CIS). L'utilité en est largement reconnue. Fonctionnant avec l'aide de l'ordinateur du BIT depuis 1974, le service se prête à la recherche ultérieure de la documentation, recherche à la fois sélective et en profondeur. Pour l'instant, ce sont essentiellement les grandes et moyennes entreprises, les services officiels de prévention, les instituts de recherches et les bibliothèques qui font appel aux services du CIS. Sous réserve de la disponibilité de ressources suffisantes, il serait opportun, d'une part, de pouvoir ajouter à la production existante du Centre des informations susceptibles d'intéresser davantage les petites entreprises, notamment dans les pays en voie de développement, et, d'autre part, d'élargir son champ d'action en vue de lui permettre d'englober dans ses activités l'ensemble des problèmes relatifs aux conditions et au milieu de travail. Cette question sera mise à l'ordre du jour de la prochaine réunion des centres nationaux du CIS (Bucarest, mai 1977).

56. Un deuxième type d'instrument de diffusion consiste dans certaines publications périodiques ou spécialisées du BIT - comme le Bulletin d'informations sociales, la Revue internationale du travail, la Série législative, ou les Informations coopératives - et de l'Institut international d'études sociales.

57. L'Encyclopédie de médecine, d'hygiène et de sécurité du travail s'est révélée être un instrument utile pour la diffusion d'informations. Il est, semble-t-il, le seul ouvrage de ce genre existant dans le monde. Onze mille exemplaires en ont été vendus en français et en anglais. Il conviendrait de procéder à sa mise à jour dès 1978, éventuellement par parties. Quatre autres publications du BIT correspondent à un besoin très largement répandu dans les Etats Membres; l'Annuaire des statistiques du travail, le Répertoire international des services et institutions de sécurité et d'hygiène du travail; le Répertoire international des cours de formation² dans ce domaine; et le Répertoire des instituts du travail.

¹ BIT : International Directory of Occupational Safety and Health Services and Institutions. Occupational Safety and Health Series, No. 16, Geneva, 1969 (trilingue). Une nouvelle édition est en préparation.

² BIT : International Directory of Occupational Safety and Health Courses. Occupational Safety and Health Series, No. 19, Geneva, 1970 (trilingue).

58. Ces différents instruments de diffusion d'informations pourraient être renforcés par de nouvelles mesures susceptibles d'accroître l'efficacité de l'OIT en tant que centre d'informations, notamment dans le domaine de la qualité de la vie de travail.

59. Toutefois, il est apparu au cours des consultations que s'il y avait sur bien des points un réel besoin d'informations, on dénotait aussi une non moins réelle saturation à cet égard étant donné l'explosion d'informations, de qualité variable, actuellement diffusées. Aussi, a-t-on souligné, le problème pour le BIT n'est pas toujours de diffuser davantage, mais de diffuser mieux en tendant à ce que l'information adéquate parvienne à la personne ou à l'organisation qui en a besoin et au moment où elle en a besoin, c'est-à-dire en général quand elle est confrontée à prendre position sur un problème.

60. Pour tendre à cet objectif, la politique de diffusion d'informations devrait accorder une importance particulière aux aspects suivants :

- i) elle devrait d'abord privilégier la diffusion de l'information qui s'effectue en réponse à une demande précise, surtout si elle émane d'un organisme gouvernemental ou d'une organisation d'employeurs ou de travailleurs. Les demandes de renseignements adressées au BIT devraient donc être l'objet d'un soin attentif soit pour fournir au demandeur, de la manière la plus adaptée aux besoins qu'il a exprimés, les informations dont le BIT dispose, soit, éventuellement, si le BIT n'en dispose pas alors qu'il s'agit d'un domaine rentrant dans sa compétence, pour modifier le programme de travail de manière à pouvoir réunir les informations demandées auprès des sources appropriées. A cet égard, pour répondre à une suggestion du gouvernement des Etats-Unis, il est proposé que le BIT mette sur pied un système d'alerte en matière de sécurité et d'hygiène du travail. Lorsqu'un Etat Membre découvrirait un danger potentiel pour l'hygiène ou la sécurité du travail (tel que l'exposition au chlorure de vinyl ou au kepone) l'autorité compétente dans cet Etat émettrait un "signal d'alarme" qui serait adressé au Directeur général du BIT. Celui-ci en assurerait d'urgence la traduction et la transmission à tous les autres Etats Membres en les priant de lui faire savoir quel est l'état de leur pratique nationale en ce qui concerne l'exposition professionnelle à la substance en question et son utilisation et de fournir tous renseignements techniques disponibles pour l'information du Directeur général et de l'Etat Membre ayant émis le signal d'alarme. Les Etats Membres seraient également priés d'indiquer s'ils seraient prêts à participer à un programme international coordonné de recherche en la matière, si cela était jugé nécessaire. L'OMS et le PNUE devront être associés, d'une manière appropriée, à la mise sur pied et au fonctionnement d'un tel système.
- ii) la documentation disponible devrait pouvoir être adaptée aux besoins de "clientèles" différentes. En plus des autorités publiques, des organisations d'employeurs et de travailleurs, des grandes entreprises, des bibliothèques universitaires, etc., il semble bien qu'un effort supplémentaire auprès des organes de presse des associations nationales et régionales d'ingénieurs, d'architectes, de chefs de personnel, etc., pourrait grandement aider à diffuser des informations et des idées.
- iii) une troisième méthode privilégiée pour la diffusion des informations et des expériences est celle qui est utilisée lors de congrès ou de colloques réunissant des spécialistes intéressés par des aspects particuliers des conditions et du milieu de travail. Plusieurs gouvernements ont insisté sur ce point dans leurs réponses. De nombreux congrès et colloques de sécurité, d'hygiène du travail et d'ergonomie ont été convoqués par le Bureau. En l'espace d'une dizaine d'années plus de 10 000 spécialistes ont été réunis par le Bureau à de tels congrès et colloques. Il importe de poursuivre cette forme d'action, l'objectif tant de convoquer si possible deux colloques par an. Le Congrès mondial de prévention des accidents du travail et des maladies professionnelles (dont le huitième se tiendra à Bucarest en 1977) est organisé par l'AISS

et le BIT à des intervalles de trois ans. Le programme et budget 1976-77 donne des renseignements sur d'autres réunions de ce genre organisées par l'OIT et qui se réfèrent à l'amélioration des conditions et du milieu de travail (par exemple, le colloque sur le rôle de l'ergonomie dans l'optimisation du milieu de travail et le colloque sur la sécurité et la santé des travailleurs migrants). Mais il n'est pas nécessaire que ces colloques résultent toujours d'une initiative de l'OIT. Celle-ci doit aussi apporter son concours et son appui à des manifestations dont l'initiative est prise sur le plan national. C'est ainsi que depuis l'adoption de la résolution de la Conférence en 1975, et compte tenu de l'intérêt qu'elle a suscité, l'OIT a accordé son appui à un séminaire international organisé à Turin en 1976 sur les politiques de sécurité de travail et à un colloque international qui sera organisé en Suède en 1977 sur le problème de la pollution atmosphérique sur les lieux de travail et qui servira à diffuser les conclusions que la Conférence internationale du Travail aura vraisemblablement adoptées sur ce point en juin 1977. En soutenant ainsi des réunions organisées sous d'autres auspices, l'OIT a l'occasion de contribuer - à peu de frais - à un échange plus intensif d'expériences.

- iv) la diffusion de l'information devrait prendre une forme simplifiée sous l'aspect de brochures, voire de dépliants courts faisant connaître à la fois l'essentiel d'un sujet et les sources d'information plus complètes que le lecteur peut se procurer à sa demande. Dans le domaine de la sécurité et de l'hygiène du travail, on pourrait envisager la préparation de fiches de données (data sheets) portant sur les risques communs et leur prévention. Les sujets à traiter étant néanmoins particulièrement nombreux, il importerait de procéder à une consultation tripartite pour établir une sélection.
- v) enfin l'information devrait faire une place plus grande aux moyens audio-visuels. L'importance que les Etats Membres attachent à ces moyens a été confirmée une fois de plus au cours des consultations engagées dans le cadre du lancement du PIACT. Pour porter tous leurs fruits, les émissions de télévision et les films doivent le plus souvent possible être produits dans le pays même; mais des films étrangers peuvent être utiles dans certains cas; c'est cet échange que s'efforce de promouvoir une publication du BIT¹. En matière de sécurité et d'hygiène le Bureau possède une filmothèque mise à la disposition de toute institution ou personne intéressée. Ce service de prêt est très sollicité et il importe de mettre la filmothèque progressivement à jour et de la compléter.

E. Activités régionales

61. Des échanges de vues et d'expériences sur les problèmes de conditions et de milieu de travail devraient être systématiquement encouragés dans le cadre des diverses régions du monde. C'est un point sur lequel les participants aux consultations régionales ont vivement mis l'accent.

62. Déjà la Commission consultative interaméricaine, à sa 5e session (Quito, septembre-octobre 1976) doit examiner la question des politiques et pratiques dans le domaine des conditions et du milieu de travail ainsi que celle des conditions de travail et d'emploi des femmes en vue d'une recommandation pour leur éventuelle inscription à l'ordre du jour de la prochaine Conférence régionale américaine.

63. Il est proposé que la même procédure soit suivie en ce qui concerne l'ordre du jour de la prochaine session de la Commission consultative asiatique.

64. En ce qui concerne la région européenne, compte tenu de l'intérêt manifesté pour les problèmes de conditions et de milieu de travail par la réunion des membres européens du Conseil d'administration, il sera proposé d'inscrire "l'amélioration des conditions de travail et la protection du milieu de travail" à l'ordre du jour de la troisième Conférence régionale européenne.

¹ "International catalogue of occupational safety and health films". Série sécurité, hygiène et médecine du travail, n° 17, Genève, 1969 (multilingue).

65. En ce qui concerne l'Afrique, des recommandations ont déjà été formulées par la Commission consultative africaine pour l'ordre du jour de la prochaine Conférence régionale africaine. Mais la question devrait être reprise lors de la fixation de l'ordre du jour de la prochaine session de la Commission consultative africaine.

66. La collaboration de l'OIT avec les organisations régionales de coopération économique devrait être intensifiée dans les différents domaines d'action définis dans le présent document. L'OIT devrait en particulier encourager l'effort d'harmonisation des législations et réglementations nationales relatives à l'amélioration des conditions et du milieu de travail entrepris dans le cadre de ces organisations.

F. Activités industrielles

67. Le paragraphe 4, l) d) du dispositif de la résolution adoptée par la Conférence en 1975 prévoit "le recours systématique à des réunions de commissions d'industrie et d'organes analogues pour effectuer une évaluation de la situation en matière de conditions et de milieu de travail dans différents pays et différentes industries, et l'élaboration de toute recommandation appropriée en vue d'améliorer ceux-ci". Les commissions d'industrie et réunions assimilées devraient donc constituer un outil primordial dans la mise en oeuvre du PIACT.

68. En premier lieu, les conclusions adoptées par ces commissions dans le domaine de la sécurité et de l'hygiène du travail et des conditions de travail devraient faire l'objet d'un examen systématique et un effort spécial devrait être entrepris pour assurer leur vulgarisation et leur meilleure application. Ceci serait notamment le cas pour les secteurs industriels dans lesquels des conclusions ont été adoptées récemment sur des questions ayant trait aux conditions et au milieu de travail. Il en est ainsi de la troisième Réunion technique tripartite pour les mines autres que les mines de charbon (mai 1975) en ce qui concerne le bien-être des travailleurs, de la Commission paritaire de la fonction publique (deuxième session, avril 1976) en ce qui concerne les conditions de travail et l'emploi du personnel de la fonction publique de l'administration locale, régionale ou provinciale, ainsi que de la Commission du fer et de l'acier (neuvième session, septembre 1975) et de la Commission des industries chimiques (huitième session, février 1976) en ce qui concerne le milieu de travail.

69. Au sujet des réunions de ces deux dernières commissions, il y a lieu de faire ressortir que, si elles ont toutes les deux dans leurs conclusions fait référence à la résolution de la Conférence internationale du Travail sur l'action future de l'OIT dans le domaine des conditions et du milieu de travail soit en rappelant (Commission du fer et de l'acier) l'invitation qu'elle contient, adressée aux Etats Membres, "à se fixer périodiquement eux-mêmes un certain nombre d'objectifs définis destinés à réduire dans toute la mesure du possible certains accidents du travail et certaines maladies professionnelles", soit en invitant (Commission des industries chimiques) les gouvernements et les organisations d'employeurs et les syndicats "à prendre toutes les mesures appropriées en vue de l'application dans les industries chimiques des recommandations" de cette résolution, aucune des deux n'a estimé pouvoir formuler ses conclusions avec un degré de précision qui irait jusqu'à fixer "des normes de réduction du taux des accidents, à atteindre dans un laps de temps déterminé grâce à l'action tripartite au niveau national", selon le vœu exprimé par le Directeur général dans sa réponse à la Conférence l'année dernière. Cela justifie d'autant une action promotionnelle entreprise au niveau national dans les secteurs industriels intéressés. Les bureaux de l'OIT et les experts de coopération technique en matière de sécurité et d'hygiène et d'administration du travail pourraient être invités à favoriser des initiatives tendant à un examen plus systématique des conclusions adoptées par les commissions d'industrie en s'appuyant notamment sur les dispositions prévues dans le projet de recommandation concernant les procédures consultatives destinées à promouvoir la mise en oeuvre des normes internationales du travail (paragr. 6 b)). En cas de mission d'une équipe multidisciplinaire sur les conditions et le milieu de travail, on pourrait également inclure une telle action promotionnelle dans son mandat. Pour faciliter cette action promotionnelle, il est prévu de publier à titre expérimental quelques brochures illustrées reproduisant l'essentiel des conclusions des commissions des industries du fer et de l'acier et des industries chimiques en matière de conditions et de milieu de travail.

70. En second lieu, des questions relatives aux conditions et au milieu de travail devraient figurer à l'ordre du jour de prochaines commissions d'industrie.

71. D'ores et déjà, il en est ainsi pour :

- la Commission de l'industrie charbonnière (avril-mai 1976) (sécurité et hygiène du travail);
- la Commission des industries mécaniques (avril 1977) (la sécurité, l'hygiène et le milieu de travail);
- la Commission du travail dans les plantations (décembre 1976) (le logement, les soins médicaux, les services sociaux et la sécurité et l'hygiène du travail);
- la Réunion paritaire sur les conditions de travail et d'emploi dans les services des postes et télécommunications (1977);
- la Réunion technique tripartite de l'aviation civile (1977) (la sécurité et l'hygiène du travail); et
- la Réunion d'experts sur les problèmes de sécurité dans la construction et l'exploitation des installations de forage en mer de l'industrie du pétrole (1977).

72. En outre, il est proposé¹ que le programme des activités industrielles pour 1978-79 comprenne l'inscription de questions relatives aux conditions ou au milieu de travail à l'ordre du jour de plusieurs commissions. Il s'agit de :

- la Commission des industries textiles (conditions de travail, y compris les problèmes relatifs à l'organisation du travail);
- la Commission des transports internes (sécurité et hygiène du travail dans les chemins de fer);
- la Commission de l'industrie pétrolière (conditions et milieu de travail);
- La Commission du fer et de l'acier (amélioration des conditions et du milieu de travail);
- la Commission des industries chimiques (conditions générales de travail et de rémunération réglementées par la législation ou les conventions collectives);
- la Commission consultative des employés et des travailleurs intellectuels (sécurité et hygiène dans le commerce et les bureaux);
- la seconde Réunion technique tripartite pour l'industrie du cuir et de la chaussure (effets des progrès technologiques sur les conditions et le milieu de travail).

Les problèmes de conditions et de milieu de travail seraient également passés en revue dans le cadre des "problèmes sociaux et du travail dans les pays en voie de développement" qu'il est proposé d'inscrire à l'ordre du jour de la deuxième Réunion technique tripartite pour les arts graphiques et industries assimilées.

73. En troisième lieu, il est envisagé à titre expérimental de prévoir dans le biennium 1978-79 l'organisation à l'issue de la réunion d'une commission d'industrie d'un voyage d'étude bipartite ou tripartite de quelques jours dans un pays qui serait prêt à recevoir les participants à un tel voyage à l'intention de délégués provenant de pays en voie de développement (ou à leurs frais, de pays industrialisés), en vue de leur permettre d'étudier sur place les problèmes de conditions et de milieu de travail dans leur industrie.

¹ Voir le document qui sera soumis à la Commission des activités industrielles à la session de mai 1976.

74. Au sujet des travailleurs maritimes, il est probable que des normes internationales nouvelles ou révisées seront adoptées par la 62e session (marine) de la Conférence internationale du Travail (octobre 1976) en ce qui concerne les congés payés des marins, la protection des jeunes marins et les conditions des gens de mer servant sur des navires où prévalent des conditions inférieures aux normes, en particulier ceux enregistrés sous des pavillons de complaisance.

75. La Commission sur les conditions de travail dans l'industrie de la pêche pourrait être réunie en 1978-79 pour examiner diverses questions portant notamment sur la durée du travail et les congés payés des pêcheurs. Le Sous-comité tripartite sur le bien-être des gens de mer devrait aussi se réunir pendant cette période.

G. Activités dans le secteur rural

76. La résolution adoptée par la Conférence à sa session de 1975 indique au paragraphe 4 l) b) du dispositif que l'un des facteurs dont il devrait être tenu compte dans la préparation du programme international était "l'augmentation des ressources que l'Organisation consacre aux conditions de travail et à son environnement et l'amélioration de ses méthodes de coopération technique dans ce domaine, en particulier dans les régions rurales".

77. Dans sa réponse à la Conférence, le Directeur général a indiqué comme premier type d'action urgente à faire figurer dans ce programme "l'amélioration des conditions de travail dans le secteur rural des pays en voie de développement, en particulier dans l'agriculture, en soulignant qu'il était "temps que l'OIT coopère plus largement avec ses Etats Membres en vue de relever ces conditions dans les campagnes du tiers monde, et spécialement dans l'agriculture tropicale et semi-tropicale".

78. Il a été indiqué plus haut que la connaissance des faits des conditions de travail dans le secteur rural était insuffisante. Un changement de programme a été apporté dans le programme et budget pour 1976-77 pour prévoir une enquête, menée conjointement par les services de la sécurité et de l'hygiène du travail et des conditions de travail et de vie, destinée à mieux cerner les problèmes et la manière d'y faire face ainsi qu'à passer en revue les réalisations pratiques effectuées dans divers pays, en vue d'aider les populations rurales à bénéficier des progrès de la technologie et à améliorer leurs conditions de travail et de sécurité et d'hygiène. Lors des consultations organisées dans le cadre du lancement du PIACT, le Bureau a eu connaissance de diverses expériences, de caractère souvent limité mais très concret, menées dans divers pays en vue d'alléger la dureté des tâches des travailleurs ruraux tout en accroissant leur productivité. De telles expériences qui existent certainement dans d'autres pays méritent d'être étudiées plus à fond en vue d'en tirer des leçons pour jeter les bases d'un programme d'action pratique en ce domaine.

79. Le programme de certaines missions pilotes des équipes multidisciplinaires qui ont été demandées par plusieurs pays en voie de développement devrait mettre l'accent, voire même, si nécessaire, être dans un premier stade exclusivement consacré aux problèmes de conditions de travail et de milieu de vie dans le secteur rural.

80. Indépendamment des enseignements à tirer des résultats de la recherche et des missions des équipes multidisciplinaires, il est en tout cas nécessaire d'attirer l'attention sur les trois points suivants :

- i) l'effort d'amélioration des conditions de travail et de la sécurité et de l'hygiène du travail dans le secteur rural ne devra pas être mené isolément. Il devra s'inscrire dans le cadre d'une politique globale de développement rural sur laquelle le Conseil d'administration sera appelé à se prononcer lorsqu'il examinera l'étude en profondeur du développement rural et être relié aux actions entreprises par d'autres organisations, en particulier la FAO et l'OMS;

- ii) cet effort devra se fonder sur les normes internationales existantes, en particulier sur la convention (n° 129) sur l'inspection du travail (agriculture), 1969, sur la recommandation (n° 132) relative aux fermiers et métayers, 1968, et sur la convention (n° 141) et la recommandation (n° 149) sur les organisations de travailleurs ruraux, 1975. Il revient en effet à ces organisations, aux termes de la recommandation précitée, de "contribuer à améliorer les conditions de travail et de vie des travailleurs ruraux, y compris la sécurité et l'hygiène du travail". A cet égard, les recueils de directives pratiques concernant la sécurité et l'hygiène dans les travaux agricoles (1965), les travaux forestiers (1969) et la construction et l'utilisation des tracteurs (1975) sont des instruments précieux;
- iii) il devra également être relié à une action relative à l'amélioration des conditions de vie (logement, alimentation, etc.), étant donné l'étroite relation qui existe entre milieu de travail et milieu de vie.

81. Dès que les enseignements tirés de l'étude entreprise et des missions multidisciplinaires le justifieront, un colloque tripartite interrégional devrait être organisé dans un pays en voie de développement, en collaboration avec la FAO et l'OMS, pour permettre un échange de vues et d'expériences entre pays en voie de développement sur des réalisations concrètes d'amélioration des conditions de travail et de vie des populations rurales.

82. Par ailleurs, des projets de coopération technique visant à l'amélioration des conditions de travail et de vie en milieu rural devraient être mis sur pied (voir ci-dessus paragraphe 38 de l'annexe 2).

83. En ce qui concerne les travailleurs des plantations, les conclusions qui seront adoptées par la Commission du travail des plantations, à sa septième session (décembre 1976), notamment sur "le logement, les soins médicaux, les services sociaux et la sécurité et l'hygiène du travail", devraient servir de base à la promotion de l'action nationale.

H. Activités relatives aux petites entreprises

84. De même qu'elle a souligné l'importance du secteur rural, la Conférence, dans la résolution qu'elle a adoptée à sa session de 1975, a mis l'accent sur les petites entreprises.

85. En effet, c'est souvent dans les petites entreprises - qui occupent la majeure partie de la population laborieuse dans l'industrie - que l'on trouve les travaux les plus pénibles ou les plus rebutants; le taux des accidents y est élevé; les conditions de travail défavorables; le taux de syndicalisation y est bas; les employeurs sont peu enclins ou financièrement incapables d'apporter les améliorations indispensables; les travailleurs, craignant de perdre leur emploi, sont moins revendicatifs; le taux de pénétration de l'inspection du travail est insuffisant.

86. Mais c'est également dans ce secteur que les améliorations les plus simples et les moins coûteuses attendent encore d'être introduites, surtout (mais pas seulement) dans les pays en voie de développement: protection des machines et des installations; meilleures conditions d'ambiance; maintien de l'ordre et de la propreté; meilleure prévention des risques de manutention; déroulement plus rationnel du processus de production et d'entretien; mise à la disposition des travailleurs d'installations sanitaires adéquates et d'innombrables autres mesures.

87. Comme dans le cas du secteur rural, l'approche globale est indispensable dans le secteur des petites entreprises. Les Etats Membres sont ainsi amenés à définir des programmes qui portent non seulement sur les conditions de travail mais également sur leur situation économique (facilités de crédit, services interentreprises). Les coopératives peuvent jouer ici un rôle important.

88. En raison de l'éparpillement des petites entreprises, c'est par l'intermédiaire des associations professionnelles ou d'organismes interentreprises - par exemple des services de médecine du travail et de sécurité et d'hygiène du travail - que ces efforts d'amélioration ont été entrepris. Il est proposé de faire une étude des meilleurs moyens utilisés par ces associations ou organismes interentreprises dans certains pays pour améliorer les conditions de travail et la sécurité et l'hygiène dans les petites entreprises. Souvent ces associations s'adressent à des centres de productivité pour obtenir une aide technique dans le domaine de la gestion; il est essentiel de veiller à ce que ces centres consacrent une partie de leurs efforts aux problèmes de conditions et du milieu de travail et aux mesures propres à les améliorer¹.

I. Activités concernant des catégories particulières de travailleurs

89. Si l'on veut cerner concrètement les problèmes de conditions et de milieu de travail, il importe qu'ils ne soient pas seulement étudiés sur une base générale ou dans le cadre d'une région ou d'un secteur déterminé de l'économie, mais aussi en relation avec les besoins spécifiques de catégories particulières de la population travaillante.

90. En ce qui concerne les travailleuses, l'amélioration de leurs conditions de travail devra être recherchée dans le cadre de la politique tracée par la Déclaration concernant l'égalité de chances et de traitement pour les travailleuses et des deux résolutions² qui l'accompagnent, adoptées par la Conférence à sa session de 1975.

91. De même, la promotion des normes internationales du travail concernant les travailleurs migrants - et spécialement la convention et la recommandation adoptées en 1975 - guideront l'action relative aux travailleurs étrangers et migrants, de manière qu'ils bénéficient de l'égalité de chances et de traitement en matière de conditions et de milieu de travail comme dans les autres domaines.

92. On veillera à ce que, dans le cadre du PIACT, des activités spécifiques soient aussi consacrées aux conditions de travail des jeunes travailleurs, des travailleurs âgés et des travailleurs handicapés.

J. Collaboration avec d'autres organisations intergouvernementales

93. La plupart des réponses reçues des diverses organisations gouvernementales mentionnées au paragraphe 11 ci-dessus manifestent un grand intérêt pour la résolution adoptée par la Conférence à sa session de 1975 et affirment leur volonté d'assurer à l'OIT leur pleine collaboration à cet égard. Celles reçues de la FAO, de l'OMS et de l'ONUDI sont particulièrement détaillées dans les informations qu'elles donnent sur les activités entreprises par ces organisations qui pourraient faire l'objet d'une action conjointe ou reliée au PIACT. De leur côté, plusieurs gouvernements ont insisté dans leurs réponses sur le rôle de coordination qui devrait revenir à l'OIT en ce qui concerne les activités des diverses organisations internationales relatives au milieu de travail.

¹ Voir également la "Résolution concernant la contribution des petites et moyennes entreprises au progrès économique et social et à la création d'emplois, en particulier dans les pays en voie de développement" adoptée par la Conférence internationale du Travail à sa 60e session (1975).

² Résolution concernant un plan d'action en vue de promouvoir l'égalité de chances et de traitement pour les travailleuses et Résolution concernant l'égalité de statut et l'égalité de chances pour les femmes et les hommes en matière d'emploi et de profession.

94. Une mention spéciale doit être faite du Programme des Nations Unies pour l'environnement étant donné que le paragraphe 4, 3) du dispositif de la résolution de la Conférence invitait le Conseil d'administration à charger le Directeur général "d'entreprendre, avec la collaboration et l'appui du Programme des Nations Unies pour l'environnement, un programme cohérent de l'Organisation internationale du Travail concernant l'environnement". A sa 198e session (novembre 1975), la Commission des organisations internationales du Conseil d'administration a été saisie d'un document détaillé sur cette question¹, et le Conseil d'administration a donné des directives² quant aux lignes directrices qui devraient guider l'élaboration de ce programme².

95. Une mission de programmation conjointe PNUE/OIT doit avoir lieu à la fin du mois de mai 1976. En plus "des activités en matière d'enseignement et de formation concernant l'environnement" - sur lesquelles la résolution mettait spécifiquement l'accent - que l'OIT pourrait entreprendre dans le cadre de ses divers programmes de formation, il est prévu que l'amélioration des conditions et du milieu de travail, considérée comme un éco-système particulier, sera l'élément essentiel des discussions avec le PNUE, car c'est dans ce domaine que la collaboration entre l'OIT et le PNUE peut être particulièrement fructueuse. Cette coopération s'étendra à certains aspects des établissements humains, le milieu de travail étant l'une des composantes de ceux-ci, et à certains aspects du développement et de l'environnement, étant donné les "conséquences économiques et sociales des politiques de l'environnement", autre aspect mentionné dans la résolution de la Conférence.

96. Ainsi le programme d'action de l'OIT en matière d'environnement, qui représente la contribution spécifique de l'OIT au Programme des Nations Unies pour l'environnement et qui doit être entrepris avec la collaboration et l'appui du PNUE, apparaît comme une extension du PIACT qui le relie aux domaines plus larges des établissements humains, de l'environnement et du développement. Par ailleurs, ce programme peut représenter l'une des voies par lesquelles les conditions et le milieu de travail peuvent être incorporés à la gestion de l'environnement et à la planification du développement. Il est de nature à favoriser la coopération, non seulement avec le PNUE, mais aussi avec d'autres organisations internationales.

¹ Document GB.198/IO/6/7.

² Documents GB.198/15/26 et GB.198/IO/6/7.

Constatant le phénomène généralisé d'inflation qui ampute le pouvoir d'achat des travailleurs dans de nombreux pays et compromet la réalisation du Programme mondial de l'emploi ;

Soulignant la solidarité de tous les peuples pour l'établissement de relations économiques et commerciales internationales favorisant le renforcement de la paix et le progrès économique et social de toute l'humanité ;

Persuadée que la participation des travailleurs et des larges masses populaires à la vie économique, sociale, politique et culturelle de chaque pays, dans des conditions de l'exercice intégral des libertés démocratiques et des droits syndicaux, constitue une condition essentielle pour l'obtention de rapports entre les nations et, à l'intérieur de celles-ci, entre les individus, excluant toute forme d'exploitation ;

Déclarant solennellement que l'industrialisation constitue un instrument dynamique de croissance indispensable au développement économique et social des pays en voie de développement,

1. Souligne l'interdépendance du progrès social et du développement économique, ainsi que l'importance d'une stratégie intégrée de développement industriel et agricole et de développement de tous les services qui assure la participation des larges masses à la vie économique, sociale, politique et culturelle de chaque pays.

2. Invite le Conseil d'administration du Bureau international du Travail à charger le Directeur général de veiller à ce que le rapport qui sera présenté à la Conférence mondiale tripartite sur l'emploi, la répartition du revenu, le progrès social et la division internationale du travail, en 1976, contienne les points fondamentaux des objectifs sociaux des stratégies d'industrialisation définis par la Conférence internationale du Travail.

3. Réaffirme le droit de toute personne au travail et au libre choix du travail.

4. Réaffirme le droit à un revenu garanti de tous ceux qui travaillent, qui se trouvent en chômage complet ou partiel, qui doivent subir la rééducation professionnelle ou qui sont à la retraite.

5. Invite le Conseil d'administration, compte tenu d'un rapport qui doit être préparé par le Bureau international du Travail, à inscrire à l'ordre du jour d'une prochaine session de la Conférence internationale du Travail une question intitulée : la garantie du droit au travail, l'aide aux chômeurs et la protection des revenus des travailleurs, en vue de l'adoption d'un instrument international remplaçant la convention et la recommandation (n° 44) du chômage, 1934.

Notant qu'il est souhaitable dans les années à venir de réadapter au travail et d'intégrer dans la société un nombre toujours plus grand d'invalides ou d'handicapés physiques ou mentaux, et ce dans l'intérêt de chacun des Etats Membres sur les plans tant social qu'économique ;

Constatant avec satisfaction que l'opinion publique et les autorités officielles reconnaissent de plus en plus clairement la nécessité de mesures particulières destinées à intégrer les invalides ou les handicapés et signalant à cet égard que la Société internationale pour la réadaptation des handicapés (ISRD) a déclaré les années soixante-dix Décennie de la réadaptation ;

Déplorant que beaucoup trop d'invalides ou d'handicapés dans le monde, dont la majorité vivent dans les pays en voie de développement, n'ont qu'une possibilité très restreinte de travailler ;

Soulignant le fait que les perspectives d'emploi pour les invalides ou les handicapés peuvent être considérablement améliorées grâce aux innovations technologiques,

1. Invite instamment les Etats Membres :

- a) à reconnaître que :
 - i) toute personne devrait avoir le droit de bénéficier de la réadaptation et de la formation professionnelles afin de pouvoir exercer un travail approprié, si tel est son désir ;
 - ii) une proportion élevée d'invalides ou d'handicapés dans la société hypothèque sérieusement l'économie nationale et peut constituer un grave préjudice au développement de la prospérité du pays et donc au bien-être de la population, à moins que ne soient prises des mesures efficaces ;
- b) à prévoir :
 - i) l'intégration des invalides ou des handicapés dans les systèmes généraux de formation et d'emploi ;
 - ii) des services spéciaux et un appui pour les handicapés graves.

2. Invite tous les pouvoirs publics, les organisations d'employeurs et les organisations de travailleurs à accorder aux invalides ou aux handicapés le maximum de possibilités d'exercer, d'obtenir et de conserver un emploi approprié.

3. Charge le Directeur général du Bureau international du Travail :

- i) de compiler, selon un schéma uniforme, de la documentation, des expériences techniques, de la législation et de la recherche dans le domaine de l'intégration sociale et de la réadaptation professionnelle des handicapés, dans le but d'informer tous les Etats Membres et toutes les organisations intéressées, aux fins d'améliorer l'efficacité des services aux handicapés.
- ii) d'aider les pays en voie de développement dans leurs efforts destinés à créer des moyens de réadaptation professionnelle et des possibilités d'emplois protégés ou non en faveur de leurs invalides ou de leurs handicapés ;
- iii) de prendre l'initiative nécessaire, en étudiant toutes les possibilités de lancer une vaste campagne pour la réadaptation professionnelle et la réintégration sociale des invalides ou des handicapés, en collaboration et en consultation avec les Nations Unies, leurs institutions spécialisées et les organisations internationales, régionales et non gouvernementales intéressées, destinée à promouvoir et à développer les services de réadaptation en faveur des handicapés ;
- iv) de donner la plus grande priorité à des programmes visant à la réadaptation professionnelle et à l'intégration sociale des invalides ou des handicapés et d'informer le Conseil d'administration du Bureau international du Travail le plus rapidement possible des mesures prises dans le domaine de la réadaptation.

Résolution sur l'action future de l'Organisation internationale du Travail dans le domaine des conditions et du milieu de travail

La Conférence générale de l'Organisation internationale du Travail, Considérant que l'amélioration des conditions de travail et la protection de la santé physique et mentale des travailleurs constituent une mission fondamentale et permanente de l'Organisation internationale du Travail ; Considérant la lenteur et l'irrégularité des progrès réalisés en fait de durée du travail et les progrès qui leur sont liés en ce qui concerne la sécurité et l'hygiène du travail, surtout en raison de l'absence d'une stratégie générale d'amélioration des conditions et du milieu de travail ; Constatant que l'utilisation de la recherche scientifique et de la technologie, sans tenir compte de considérations d'ordre social, pourrait non seulement engendrer des dangers dans les lieux de travail, mais risquerait également de porter atteinte à l'environnement humain en général ;