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MRS CABRERA

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(no) Pr CABRERA Institute of Public Health

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Mr BORBON

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PROFESSOR WISNER
DEBRIEFING SESSION
29 and 30 MARCH 1977

Tuesday 29 March	10.00	Debriefing session	4-148
	Lunch	Mr. Fortin	10-160 (tel: 2018)
	15.00	Debriefing session	4-148
	17.00	The Director-General	CABINET

* * * * * *

Wednesday 30 March	09.30	Mr. Jain	8-151
	Lunch	Mr. Spyropoulos	
	15.00	Mr. de Givry	7-94
	16.00	Mr. Davidson (PRESSE)	1-125

CONDI/T
28.3.77

M. JESUS ESTANISLAO DIRECTOR

M: DOMINADOR O. LISON
CHRSLER
692.5076 to 78

MAGDALENA ABARACIN called Mrs Dy
97.66.81 to 75

M DIA

Asian Bank of Development
in Manilla
VP: MR KRISNA MURTHI
(India)

NEDA C. BEN VILLEVA CENSIO

M MANUEL ALBA

D. DY WHO

M PERFECTO BALUNGAN LAW CENTER

Philippine Center for advancement of Science
Anthropology P. BENAGEN
Philippine Sociological Society
Institute of labor and manpower studies

CHRYSLER RICE ?

MANUEL ABELIA
RUBEN TORRES

Programme for the Visit of
PROF. ALAIN WISNER

ILO Consultant from the Work Physiology & Ergonomy Laboratory of the French National Conservatory, Paris

-- O --

Accompanied by : Ms. Josefina Dy of the Conditions of Work and Life Branch, ILO Headquarters in Geneva

DTA: 3 February 1977
VIA: Sabena 273 - 1445 Hrs.

Billeted at:
Filipinas Hotel - 507011

Date/Time	Meeting With	Remarks
Thurs., 3 Feb. 1977		
2:45 p.m.	Arrival at MIA - proceeded to Hotel	Met by Mr. Unni Nayar & Dept. of Labor representatives.
Fri., 4 Feb. 1977		
8:00 a.m.	- O p e n -	
11:00 a.m.	Dr. J.H. Hirshman Deputy Regional Director World Health Organisation WHO Building, U.N. Avenue, Manila Tel: 59-20-41	
Afternoon	- O p e n -	
	- WEEK-END -	
Mon., 7 Feb. 1977		
8:00	Hon. Blas F. Ople Secretary of Labour Department of Labour Army-Navy Club Roxas Blvd., Manila Tel. 40-25-91	Accompanied by Mr. Nayar & Mr. Seib -
11:00 a.m.	Mr. Aurelio Periquet, Jr. Director Chamber of Commerce of the Philippines almot Governor Employers Confederation of the Phil.	
2:00 p.m.	Director Antonio Nuesa Bureau of Labor Standards Phoenix Bldg., Intramuros, Manila	Accompanied by Mr. Unni Nayar & Ms. F. Dy.
5:00 p.m.	Mr. Roberto Oca, President Trade Union Congress of the Phil. 13th.Street, Port Area, Manila	Accompanied by Mr. Unni Nayar & Ms. F.
6:00 p.m.	Introduction to Members of the TUCP Board & to Mr. J. Montemayor, TUCP 13th St., Port Area, Manila	

. . . more

Tues., 8 Feb. 1977	Mr. Donald Bergstrom UNDP Resident Representative Metro Bank Bldg., Ayala Avenue Makati, Metro Manila	Accompanied by Messrs. Unni Nayar & F.G. Seib & Ms. F. Dy
Wed., 9 Feb. 1977		
10:00 a.m.	Dr. Clemente Gatmaitan Secretary of Health Dr. N. Cassanova- Chief Occupational Health Dept. of Health San Lazaro Compound Manila	
Thurs., 10 Feb. 1977		
9:00 a.m.	Seminar with Safety Practitioners Bureau of Labor Standards Director Nuesa and Director Cayapas DOL Building Intramuros, Manila	Accompanied by Ms. F. Dy Accompanied by Mr. Unni Nayar
2:00 p.m. to 3:30 p.m.	Prof. Quintin Tan Dean Mendoza Asian Institute of Management Paseo de Rojas, Makati, Rizal	
6:00 P.m.	Depart for Cebu	
Fri., 11 Feb. 1977 to Sat., 12 Feb. 1977		
	In Cebu: Visited factories and plants arranged by Bureau of Labor Standards, DOL - Atlas Mining & Development Corp. - San Miguel Corp. (SMC)	
p.m.	Depart for Cagayan de Oro	
Mon., 14 Feb. 1977 & Tues., 15 Feb. 1977		
	In: - Cagayan de Oro & Iligan. Visited: - National Steel Corp. - Mindanao Portland Cement - Phil. Linter Corp. (Kawasaki) - Phil. Packing Corp. (Del Monte)	

. . . more

Wed., 16 Feb. 1977

9:30 a.m.	Prof. A. Cabrera Dean, Inst. of Public Health San Lazaro Compound, Manila Dr. Jose Inst. of Public Health	Accompanied by Ms. F. Dy
3:00 p.m.	Prof. F.G. David U.P. Dept. of Psychology Diliman , Quezon City	

Thurs., 17 Feb. 1977

10:00 a.m.	Miss Clarissa Rubio Dept. of Sociology College of Arts & Sciences U.P., Diliman, Quezon City	Accompanied by Ms. F. Dy.
12:00	Luncheon with San Miguel Corp. Executives at the A. Soriano Exec. Center, Ayala Avenue, Makati and Bureau of Labor Standards officials.	

Fri., 18 Feb. 1977

9:00 a.m.	Dr. Jose	
9:45 a.m.	Prof. Luis Pascual, Chairman Dept. of Industrial Engineering Univ. of the Phil.	With Ms. F. Dy.

- WEEK- END -

Mon., 21 Feb. 1977

10:00 a.m.	Dr. Bernardo Villegas Deputy Executive Director Dr. Jesus Estanislao Executive Director Centre for Research & Communications 1607 J. Bocobo St., Manila	Accompanied by Mr. Unni Nayar and Ms. F. Dy

Tues., 22 Feb. 1977

8:00 a.m.	Director Manuel Dia Asian Labour Education Center U.P., Diliman, Quezon City	Accompanied by Mr. Unni Nayar and Ms. F. Dy

. . . more

Wed., 23 Feb. 1977

9:00 a.m.	Dr. Francisco J. Dy World Health Organisation U.N. Avenue, Manila with - Dr. Hirahman - Dr. G. Emery	Accompanied by Mr. Unni Nayar and Ms. F. Dy
12:00	Luncheon tendered by Employers Confederation of the Phil. at the CCP Bldg., Port Area, Manila	Wtih Mr. Unni Nayar and J. Dy

Thurs., 24 Feb. 1977

9:00 to	Multi-Disciplinary Seminar Conducted by Prof. Wisner for U.P. professors at the Hotel Filipinas, Roxas Blvd. Manila	Attended by Mr. Unni Nayar and Ms. F. Dy

Frid. 25 Feb. 1977

11:00 a.m.	Call on Undersecretary A. Inciong Dept. of Labour Phoenix Bldg., Intramuros, Manila	With Ms. F. Dy
12:00 noon	Luncheon tendered by Mr. Unni Nayar at the Manila Club 1461 F. Agoncillo St., Manila	Invitees included: - Mr. Villavicencio, NEDA - Mr. Torres, NEDA - Mr. Nuesa, BLS
7:00 p.m.	Dinner tendered by Prof. Wisner at the Au Bon Vivant, Makati	Invitees included: - Sec. B. Ople - Mr. & Mrs. Unni Naya - Mr. & Mrs. Dy M Miss Dy - Mr. & Mrs. Nuesa BLS/DOL - Mr. & Mrs. E.J. Borbon

Sun., 27 Feb. 1977

Departure for Paris, France

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.

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 suger-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

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[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.)

14.1.1977

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 Psysiology)
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

44. A retrospect on poisonous plants of the forests of Uttar Pradesh.

45. Toxicological involvement in acrylonitrile plant

Session IV: Toxicology of Agricultural Chemicals and Pesticides

46. Uptake, metabolism and bilary excretion of PCB by isolated perfused rat liver.

47. Toxicology of pesticides; cost time computation.

48. Cytogenetic studies on endosulfan in the male rat.

49. Metabolism of chlorophenoxy herbicides in man.

50. Factors influencing the toxicity of organo-phosphorous pesticides.

51. Effect of chlordane on the skin of male guinea pigs.

52. Bioavailability of ^{32}P-Malathion in birds.

53. Comparative response of male rat to parathion and lindane individually and in a mixture.

54. Proposed world coordinated requirements for pesticide toxicology.

55. Synthesis of phosalone from naturally occurring benzoxazolones.

56. On the metabolism of lindane.

57. Toxicology of ethylenethiourea.

58. Species differences in hepatic response to insecticides.

Session V: Toxicology of Metals

59. *In vivo* studies on the inhibition of erythrocytic ALA-d activity by lead, zinc and other agents.

60. Behaviour of zinc, cadmium and mercury in mice studied by whole body autoradiography.

61. Neurochemical changes associated with manganese toxicity.

62. Combined effect of lead and cadmium on levels of copper, manganese and zinc in liver, kidney and brain of rats.

63. Effect of maternally administered manganese on neonatal rat brain.

64. Lead in industry.

65. Effect of monazite mineral in rats.

66. Neurotransmitter studies in brain of rats acutely poisoned by lead, zinc and lead and zinc together.

67. Effect of zinc intoxication on different regions of brain.

68. Effect of manganese administration on morphology and enzymes.

69. Chelation in manganese intoxication.

Session VI: Collection, Storage and Dissemination of Toxicological Information

70. Toxicological information resources for environmental control.

71. Occupational health records and toxicology research.

72. National toxicology information service.

73. Sources of toxicological information and its exchange programme in developing countries.

74. Specialised current awareness service in industrial toxicology and environmental health.

75. Collection, storage and dissemination of toxicological information.

76. Identification, control and disseminat ion of bibliographic information in the field of industrial toxicology.

77. Toxicological hazards to human health and safety and role of Indian standards.

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12. Improvement in the technique of total exposure to carbon disulfide of viscose rayon workers.
13. Problems in evaluating exposure of viscose rayon workers to carbon disulphide and the consequent health effect.
14. Relevance of biochemical measurement as indicators of toxic effect in workers exposed to toxic chemicals.
15. Reporting occupational cancer of the bladder.
16. Hot summer occupational exposure of petrol pump workers.
17. Air pollution due to automobiles and some methods to control it.
18. A study of health hazards due to low hydrogen electrodes during arc welding.

Session II: Toxicology of Industrial Dust

19. Experimental aspects of the pneumoconiosis problem.
20. Reaction of macrophages cultivated *in vitro* towards particulate and fibrous dust.
21. Haemolytic, cytotoxic and pulmonary response to the dust of mica and talc.
22. *In situ* sampling of industrial dust for toxicological studies.
23. Preliminary report of pulmonary response of guinea pig to talc dust.
24. Biochemical changes in guinea pig lungs due to haematite dust.
25. Effect of polyvinyl chloride dust on rat lung.
26. Separation of allergic components from the respiratory allergen of *Chenopodium album* pollen.
27. Identification and characterisation of asbestos fibres by means of analytical electron microscope.
28. Quantitative study of asbestos dust concentration in lung parenchyma and hyaline pleural plaques in subjects diversely exposed.
29. Benzpyrene content in chrysotile asbestos and its significance to the biological effect of asbestos.
30. Biochemical studies on the cellular and acellular fraction of lung lavage in experimental asbestosis.
31. Involvement of subcellular organelles in the toxic effect of silicate dust.
32. Biochemical response of pulmonary tissue to silica dust.

Session III: Toxicology of Industrial Chemicals and Solvents

33. Recent trends in the field of toxicological evaluation of chemicals.
34. Effect of benzanthrone on testis.
35. Automated colorimetric determination of hippuric acid in human urine.
36. Interaction of di-2-ethyl hexyl phthalate (DEHP) with pentobarbital, methaquilone, parathion and paraoxon.
37. Evaluation of dimethyl sulfoxide for mutagenicity in mice.
38. Toxicity of petroleum hydrocarbons.
39. An *in vitro* study of the interaction of hydrogen sulfide with enzymes of rat lung.
40. Effect of some phthalate plasticizers on rat liver enzymes.
41. Enzymatic changes induced by petroleum solvents.
42. Toxicity studies on metanil yellow in rats.
43. Effect of carbon tetrachloride induced liver damage on silico-fibrinogenesis in rat lungs.

(continued on back)

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Jeudi 7 avril 1977
Pour publication immédiate

Presse

23 - 77

PROJET DE DECLARATION DE PRINCIPES DE L'OIT SUR LES ENTREPRISES MULTINATIONALES

GENEVE (Nouvelles du BIT) - Des principes de politique sociale que pourraient suivre de bon gré les entreprises multinationales ainsi que les gouvernements et les organisations syndicales concernés ont été définis aujourd'hui par un groupe tripartite de l'Organisation internationale du Travail.

En effet, la Réunion consultative tripartite sur les relations entre les entreprises multinationales et la politique sociale vient de terminer ses travaux en adoptant un projet de Déclaration de principes traitant de tous les aspects sociaux des activités des entreprises multinationales, y compris la création d'emplois dans les pays en développement.

Ce projet de Déclaration doit encore être approuvé par le Conseil d'administration du Bureau international du Travail. Il pourrait être ensuite inclus dans le Code de conduite que la Commission des sociétés transnationales des Nations Unies prépare pour l'an prochain.

Le projet reconnaît que les entreprises multinationales jouent un rôle important dans l'économie et peuvent apporter des bénéfices tangibles tant aux pays du siège qu'aux pays d'accueil, mais il indique aussi que leurs activités peuvent donner lieu à des conflits avec les objectifs des politiques nationales et avec les intérêts des travailleurs.

L'objet de cette Déclaration de principes tripartite est d'encourager les entreprises multinationales à contribuer positivement au progrès économique et social, ainsi qu'à minimiser et à résoudre les difficultés que leurs diverses opérations peuvent soulever.

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Relations professionnelles

Dans la partie consacrée aux relations professionnelles, le projet indique que les entreprises multinationales devraient:

- faire en sorte que les représentants dûment autorisés des travailleurs puissent, dans chacun des pays où elles exercent leur activité, mener des négociations avec les représentants de la direction qui sont autorisés à prendre des décisions sur les questions en discussion;
- ne pas menacer de transférer tout ou partie d'une unité d'exploitation hors d'un pays où les travailleurs exercent leur droit de s'organiser;
- fournir aux représentants des travailleurs les renseignements nécessaires à des négociations constructives avec l'entité en cause.

Des droits souverains

Le projet de Déclaration stipule que toutes les parties devraient respecter les droits souverains des Etats, observer les législations nationales, tenir dûment compte des pratiques locales et se conformer aux normes internationales pertinentes.

"Les principes formulés par la présente déclaration ne visent pas à instituer ou à faire subsister des différences de traitement entre entreprises multinationales et entreprises nationales. Ils impliquent de bonnes pratiques pour les unes et pour les autres."

Emploi

Le projet de Déclaration invite les gouvernements à faire du plein emploi, productif et librement choisi, un objectif essentiel de leur politique, particulièrement dans les régions en développement où les problèmes de chômage et de sous-emploi revêtent le plus de gravité.

Les entreprises multinationales, particulièrement dans les pays en développement, devraient s'efforcer d'accroître les possibilités d'emploi, compte tenu de la politique et des objectifs des gouvernements ainsi que de la sécurité de l'emploi et de l'évolution à long terme de l'entreprise.

Elles devraient s'efforcer, chaque fois que cela est faisable, de faire appel à des fournisseurs locaux et d'utiliser des matières premières locales.

../..

Les gouvernements devraient poursuivre des politiques destinées à promouvoir l'égalité de chances et de traitement en matière d'emploi et les entreprises multinationales devraient s'inspirer de ce principe général.

Les entreprises multinationales qui envisagent d'apporter à leurs activités des modifications pouvant avoir des répercussions importantes sur l'emploi devraient signaler suffisamment à l'avance ces modifications aux autorités gouvernementales appropriées et aux représentants des travailleurs, notamment dans le cas où des licenciements sont envisagés.

Formation

Les gouvernements devraient, en coopération avec toutes les parties intéressées, développer des politiques nationales de formation et d'orientation professionnelles et les entreprises multinationales devraient veiller à ce que leurs travailleurs bénéficient, à tous les niveaux, dans le pays d'accueil, d'une formation appropriée.

Salaires et prestations

Les salaires, les prestations et les conditions de travail offerts par les entreprises multinationales ne devraient pas être moins favorables pour les travailleurs que ceux qu'accordent les employeurs comparables du pays en cause.

Dans les pays en développement où il peut ne pas exister d'employeurs comparables, elles devraient octroyer les meilleurs salaires et autres conditions possibles dans le cadre de la politique du gouvernement.

Sécurité et hygiène

Les gouvernements devraient faire en sorte que les entreprises, tant nationales que multinationales, fassent bénéficier leurs salariés de normes appropriées en matière de sécurité et d'hygiène.

Les entreprises multinationales devraient maintenir les normes de sécurité et d'hygième les plus élevées, conformément aux critères nationaux, et coopérer à l'activité déployée par les organisations internationales qui s'occupent des normes internationales de sécurité et d'hygiène.

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Liberté syndicale

Les travailleurs employés tant par les entreprises multinationales que par les entreprises nationales devraient avoir le droit de constituer, sans autorisation préalable, des organisations de leur choix ainsi que celui de s'y affilier.

Ils devraient bénéficier d'une protection adéquate contre les actes de discrimination pouvant porter atteinte à la liberté syndicale.

Lorsque les circonstances locales s'y prêtent, les entreprises multinationales devraient donner leur appui à des organisations d'employeurs représentatives.

Là où les gouvernements des pays d'accueil offrent des avantages particuliers pour attirer les investissements étrangers, ces avantages ne devraient pas se traduire par des restrictions quelconques apportées à la liberté syndicale des travailleurs ou à leur droit d'organisation et de négociation collective.

Consultation

Dans les entreprises tant multinationales que nationales, des systèmes élaborés d'un commun accord devraient prévoir des consultations régulières sur les questions d'intérêt mutuel.

Réclamations

Tout travailleur d'une entreprise multinationale ou nationale qui considère avoir un motif de réclamation devrait avoir le droit de faire examiner cette réclamation sans subir de ce fait un quelconque préjudice.

Conflits du travail

Les entreprises multinationales, tout comme les entreprises nationales, devraient s'efforcer d'instituer un mécanisme de conciliation établi de plein gré, de concert avec les représentants et les organisations de travailleurs, afin de contribuer à prévenir et à régler les conflits du travail entre employeurs et travailleurs.

Les 24 participants à cette réunion venaient des pays suivants: République fédérale d'Allemagne, Barbade, Chili, Etats-Unis, France, Japon, Malaisie, Mexique, Nigeria, Pays-Bas, Philippines, Royaume-Uni, Soudan, URSS et Venezuela.

* * *

Programme for the Visit of
PROF. ALAIN WISNER

ILO Consultant from the Work Physiology & Ergonomy Laboratory of the French National Conservatory, Paris

-- O --

Accompanied by : Ms. Josefina Dy of the Conditions of Work and Life Branch, ILO Headquarters in Geneva

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ETA: 3 February 1977
VIA: Sabena 273 - 1445 Hrs.

Billeted at:
Filipinas Hotel - 507011

Date/Time	Meeting With	Remarks
Thurs., 3 Feb. 1977		
2:45 p.m.	Arrival at MIA - proceeded to Hotel	Met by Mr. Unni Nayar & Dept. of Labor representatives.
Fri., 4 Feb. 1977		
8:00 a.m.	- O p e n -	
11:00 a.m.	Dr. J.H. Hirshman Deputy Regional Director World Health Organisation WHO Building, U.N. Avenue, Manila Tel: 59-20-41	
Afternoon	- O p e n -	
	- WEEK-END -	
Mon., 7 Feb. 1977		
8:00	Hon. Blas F. Ople Secretary of Labour Department of Labour Army-Navy Club Roxas Blvd., Manila Tel. 40-25-91	Accompanied by Mr. Nayar & Mr. Seib
11:00 a.m.	Mr. Aurelio Periquet, Jr. Director Chamber of Commerce of the Philippines also: Governor Employers Confederation of the Phil.	
2:00 p.m.	Director Antonio Nuesa Bureau of Labor Standards Phoenix Bldg., Intramuros, Manila	Accompanied by Mr. Unni Nayar & Ms. F. Dy.
5:00 p.m.	Mr. Roberto Oca, President Trade Union Congress of the Phil. 13th. Street, Port Area, Manila	Accompanied by Mr. Unni Nayar & Ms. F. Dy
6:00 p. m.	Introduction to Members of the TUCP Board & to Mr. J. Montemayor, TUCP 13th St., Port Area, Manila	

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Tues., 8 Feb. 1977	Mr. Donald Bergstrom UNDP Resident Representative Metro Bank Bldg., Ayala Avenue Makati, Metro Manila	Accompanied by Messrs. Unni Nayar & F.G. Seib & Ms. F. Dy
Wed., 9 Feb. 1977		
10:00 a.m.	Dr. Clemente Gatmaitan Secretary of Health Dr. N. Cassanova- Chief Occupational Health Dept. of Health San Lazaro Compound Manila	
Thurs., 10 Feb. 1977		
9:00 a.m.	Seminar with Safety Practitioners Bureau of Labor Standards Director Nuesa and Director Cayapas DOL Building Intramuros, Manila	Accompanied by Ms. F. Dy Accompanied by Mr. Unni Nayar
2:00 p.m. to 3:30 p.m.	Prof. Quintin Tan Dean Mendoza Asian Institute of Management Paseo de Rojas, Makati, Rizal	
6:00 P.m.	Depart for Cebu	
Fri., 11 Feb. 1977 to Sub., 13 Feb. 1977		
	In Cebu: Visited factories and plants arranged by Bureau of Labor Standards, DOL - Atlas Mining & Development Corp. - San Migeul Corp. (SMC)	
p.m.	Depart for Cagayan de Oro	
Mon., 14 Feb. 1977 & Tues., 15 Feb. 1977		
	In: - Cagayan de Oro & Iligan. Visited: - National Steel Corp. - Mindanao Portland Cement - Phil. Linter Corp. (Kawasaki) - Phil. Packing Corp. (Del Monte)	

. . . more

Wed., 16 Feb. 1977

9:30 a.m.	Prof. A. Cabrera Dean, Inst. of Public Health San Lazaro Compound, Manila Dr. Jose Inst. of Public Health	Accompanied by Ms. F. Dy
3:00 p.m.	Prof. F.G. David U.P. Dept. of Psychology Diliman , Quezon City	

Thurs., 17 Feb. 1977

10:00 a.m.	Miss Clarissa Rubio Dept. of Sociology College of Arts & Sciences U.P., Diliman, Quezon City	Accompanied by Ms. F. Dy.
12:00	Luncheon with San Miguel Corp. Executives at the A. Soriano Exec. Center, Ayala Avenue, Makati and Bureau of Labor Standards officials.	

Fri., 18 Feb. 1977

9:00 a.m.	Dr. Jose	
9:45 a.m.	Prof. Luis Pascual, Chairman Dept. of Industrial Engineering Univ. of the Phil.	With Ms. F. Dy.

-WEEK- END -

Mon., 21 Feb. 1977

10:00 a.m.	Dr. Bernardo Villegas Deputy Executive Director Mr. Jesus Estanislao Executive Director Centre for Research & Communications 1607 J. Bocobo St., Manila	Accompanied by Mr. Unni Nayar and Ms. F. Dy

Tues., 22 Feb. 1977

8:00 a.m.	Director Manuel Dia Asian Labour Education Center U.P., Diliman, Quezon City	Accompanied by Mr. Unni Nayar and Ms. F. Dy

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Annexe IV

Participants of the Workshop on Working Conditions

At Hotel Filipinas on Thursday 24 February, 1977

Prof. Alain Wisner	-	ILO Consultant; Laboratoire de Physiology du travail et ergonomie, Paris
Fe Josefina F. Dy	-	Condition of work and life branch; ILO Geneva
Mr. M. N. Unni Nayar	-	Director ILO office Manila
Mr. J.M.M. Duijvestein	-	Programming officer ILO office Manila
Mr. P.L. Bennagen	-	Anthropology department; UP
Mr. Paterno Viloria	-	Institute for small scale industries; UP
Mr. Lauro O. Escobar	-	College of Arts and Sciences; faculty Centre, UP
Mr. F. G. David	-	College of Arts and Sciences; Dept. of Psychology, UP
Mr. Jose C. Gatchalian	-	Industrial Relations program; ALEC,UP
Mr. Luis D. Pascual	-	Dept. of Industrial Engineering, UP
Mrs. Daisy B. Atienza	-	Industrial Relations program; ALEC, UP
Mr. Augusto P. Mercado	-	Industrial Relations program; ALEC, UP
Mrs. Clarissa A. Rubio	-	Dept. of Sociology, CAS, UP
Mrs. Ester B. De la Cruz	-	Dept. of Sociology; CAS, UP

PIACT - PHILIPPINES - 1977 ~~Annex II~~

LIST OF PARTICIPANTS

SEMINAR ~~on~~ MEETING WITH

OPEN DISCUSSION WITH OCCUPATIONAL HEALTH AND SAFETY PRACTITIONERS

MANILA - 10-2.77

Bureau of Labour Standards, Dept. of Labour
Phoenix Building, Intramuros , Manila
9-12:30 p.m., 10 February, 1977

I. ATTENDANCE

1. Dr. Natividad Chipongian - Chief Medical Officer, Employees Compensation Commission, Dept. of Labour

2. Dr. Angel Reyes - Executive Director of World Health Foundation of the Philippines (HQ in Geneva)
-Harvard School of Public Health (under Mr. Ross McFarland)
- attended seminar in Bombay conducted by Singleton
-lecturer, at U.P. School of Public Health for M.S. Occupational Medicine (SEAMEO-TROPMED)

3.Dr. Rosario Dy - Medical Director of United Laboratories (biggest pharmaceutical company in Phil.)
-lecturer, World Health Foundation

4. Mr. E. Camarillo - Asst. Vice-Pres. Philippine Airlines
- President, World Safety Organisation (20 member countries with its' headqtrs. in Manila)
-attended SEAMEO-TROPMED seminar on Occupational Health in Singapore

5. Mr. A. Diaz - engineer, National Pollution Control

6. Difector L.J. Posadas - Manila Electric Company
- project manager and safety engineer

7. Mr. A. Diokno - Philippine Contractors Association

8. Mr. D. Sison - Chrysler Philippihes Corp.
- mechanical engineer by training (also faculty of Mapua Inst. of Technology)
-spoke of heat and lead exposure of workers in Chrysler

9. Col. J.D. Regala (Retd) -President, Safety Organisation of the Philippines (SOPI)
SOPI has 2000 individual members, 170 companies, 69 chapters throughout the country
-covers all aspects of safety fire, home, road etc.

10. Mr. Rudy Sumanga - Atlantic Gulf and Pacific Co. (AG &P)
- biggest construction company in country

11.Mr. J.L. Manzano - safety engineer, Philippine Refining Company

12. Mr. P. Irlandez - engineer, Elizalde Steel Consolidated, Inc.

13. Dr. F. Jose - Professor, Institute of Public Health, University of the Phil.
- gives lectures for M.S. Occupational Medicine

14. Dr. Pedrajas - Dept. of Health

15. Dr. R. Moralda - Dept. of Health

16. Mr. A. Manuel - Safety Officer, General Textile co. (GENTEX)

17. Mr. E. Tolentino - Training officer, GENTEX

18. Mr. A. Ronquillo-Ford Philippines
- safety officer

19. Mr. Dominador Policarpio - Safety Administrator, San Miguel Corp.

20. Mr. Murillo - Engineer, Atlantic Gulf and Pacific Corp.

21. Mrs. P. Sto. Tomas - Manpower Planning, Dept. of Labour

22. Mr. R. Torres - Institute of Labour and Manpower Studies, Dept. of Labour

23. Mr. F. Guilatco - Executive Director, World Health Foundation

24. Director E.M. Cayapas, - Director, Employees Compensation Commission , Dept. of Labour

25. Mr. M. Batar - Chief, Health and Safety Division, Bureau of Labour Standards, Dept. of Labour

26. Dir. T. Nuesa - Director, Bureau of Labour Standards, Dept. of Labour

27. Mr. F. Maragay - Public Information Officer, Dept. of Labour

Brouillon

exemplaire du temps réel

(1)

2.2.77
WEDNES BANGKOK

M. KARASAKI et M. BROWN ne sont pas là

VU ABEWIRA directeur adjoint médical (?)
PERERD (réfugié) (SRI LANKA)
BENDSEN norvégien intelligent adjoint de BROWN
GUST-CAJEWSKI alumna polonaise
CALDERON Philippin d'opposition - Pseudo syndicat
ESPINOZA
LA SERRA espagnol à italien nouveau système
SURIYAKUMARAN (SRILANKA) UNDP

4.2.77 MANILLE
FRIDAY 9H30 Pedro F. ABELLA (UNESCO)

11H30 D: J. H. HIRSHMAN Directeur Régional adjoint WHO
and lunch australien (D: DY absent)

D: EMERY anglais
D: FERRAND français ex belge

~~10H30 M. UNNI NATAR~~
~~[illegible]~~

7.2.77 8H-10H Blas OPLI
MONDAY

11H and lunch Amb. PERIQUET

15H NUESA

17H Roberto OCA

18H mixed society only JEREMIAH MONTEMAYOR

8.2.77 9H visit to ILO offices
TUES
néerlandais
finlandais / d'Amsterdam
suédois

15H BERGSTROM UNDP système
MELFORD anti système

9.2.77 10 Clemente GAITATAN Scouting for Health
WED

11H head occupational Health
MRS Felicidad A. Cascaro
walking

18H dinner NUESA

~~WED~~ THURS
10.2.77

9 11" Meeting at Bureau of Labour Standards
and lunch with industry and academic people good labore and quality

15 11 Dean Justin MENDOZA
Prof TAN

18 11 Leave for CEBU | Miss DY
Cesar NUGUERA
Dr Christina DABZO | group

~~10.2.77~~

~~THURS~~ FRIDAY 11.2.77 9 / 18" | visit of SAN MIGUEL BREWERY MANAUE
dinner avec Director of labor Francisco ARNALDO. Also LOMANTAD

SATURDAY 12.2.77 9 / 18" visit of ATLAS MINE
only visit of truck repair shop
lunch GAMOZ - PONCE - CABIE - PELAEZ
- visit of college training school CEBU
NACRE - CHAIRS

13.2.77 SUN ~~CALAYAN DE ORO~~
lunch at TALISAY with Dr. ARNALO

every CALAYAN de ORO received with necklaces by
MRS ROSARIO CORRALES
YONSON
AMICETO B BALABA (+ ILO)

14.2.77 MON reception VALENTINE'S DAY at labor office
speech.
ILIGAN 3 hr lunch beautiful food
visit to MINDANAO PORTLAND
NESTOR S. ABIJAY
BERABE YANEZ

people labour Dept ILIGAN
ABDULLAH MAMA-O
MIPANGA
CARRASCO

visit to NATIONAL STEEL CORPORATION
visit to MARIA CRISTINA FALLS POWER STATION
15.2.77 TUES - Judge TEMISTOCLES DEJON
Philippine Maritime. | Breakfast at HOTEL VIP

+ lunch. - PHILIPPINE SINTER CORP
Branlio T. MANAS
Elmer M. NIMO
Mario OTAKA ++

- PHILIPINE PACKING CORP
(DEL MONTE)

THURS FRI hosts of guest lunch San Miguel Brewery
SAT TALISAY BEACH

engli de lin
reel 2

Employi de Temporel (3)

WED 16.2.77

9H30 Institute of Public Health (UP)

Dean Benjamin CABRERA

10H30 P. JOSE

14H Dean DAVID (4 UP)

THURS 17.2.77

10H Mr RUBIO Sciv UP

12H30 lunch at SAN MIGUEL CORP MAKATI;

V.P. (Technology) P. CRISTETO RIVERA

15H Visit to MENDOZA (union

wait until 17H30

with AUNNI NAYAR

FEDERICO DINAPO (union

BERNARDINO PEREZ (ILO - PHILIPINESE)

19H dinner at the end BORBON CECILIO SENO + + +

FRIDAY 9H V.P. SORIANO (UP.)

10H P. PASCUAL Industrial engineering UP

14H ILO

15H BORBON - PERFECTO (Education Implementation Task force

SATURDAY

SUNDAY 16H PROF LAGMAY (4 UP)

+ M. Manuel DIA Dean of Asian Labor Education Center — To see next week

+ D DY WHO

M. PERFECTO

– M BACUNGAN ~~LAW~~ CENTER come back in April

CHRYSLER M DOMINADOR S. LISON 69260.76 - 60.78

RICE INSTITUTE

MANUEL ABELIA (RUBEN TORRES) | Institute of Labor and Manpower studies

MANUEL ALBA

Col DEN VILLACENSIO NEDA

no UNNINAYDA Asian Bank ~~of Development~~

3.053 ~~VP~~ KRISNA MURTHI

– P. P. BENALEN Anthropology

– MAGDALENO ABARACCIN College of Business Administration UP 97.60.87 Ext 75 ext 251

Col Bank

BENTON HALL

regular – GOLANO 1430 97 66.01

– BONVIVANT 1430 87.58.02

– WALDO PERFECTO Education Implementation Task Force.

– MANUEL ABELIA INSTITUTE OF MANPOWER STUDIES 40.08.22

RUBEN TORRES 40.61.49

AMARYLIS TORRES 97.84.38

– MAGDALENO ABARACCIN 97.60.87 ext 251 local 75

– ILO 8640.11

– Benet ~~ODLE~~

– Dept of Labor

– ~~Phenix~~ Bdg PASCUAL

PASCUAL Luis 976061 p 520

Ministry of Education

FRI 18 — 3 BORBON WALDO PERFECTO

SAT 19 — MONTEMAYOR

SUN 20 — 16 LAGMAY

MON 21 — 10 VILLEGAS — 2 FILIPINAS (NUEVSA pugal)

1. 007 JORGE BOCOBO (and HALATE) (VERRAN)

TUES 22 — 8:30 Manuel DA (BONIFACIO Hall) ALFC — Miss Celia Antonio 3.049 — Miss Pascual

2.30 ATENEO General Secretary

WED 23 — 9 DY — 12 _03 PERIQUET — 04_06 NURSES

THURS 24 — 9 SEMINAR UP

FRI 25 → LUNCH NUEVA NAYAM — DINNER

SAT 26 — Miss DY

SUN 27 — LEAVE

PERFECTO

SECRÉTARIAT D'ÉTAT AUX UNIVERSITÉS
CONSERVATOIRE NATIONAL
DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL - ERGONOMIE
41, RUE GAY-LUSSAC - 75005 PARIS

Cartes de visite et

notes Telephoniques

Randolf S. David

Associate Professor of Sociology
Department of Sociology
College of Arts and Sciences
University of the Philippines
Diliman, Quezon City

Residence Telephone : 99-49-77

Area of interest:
Industrial Sociology, Sociology of mental illness, Organizations.

M. N. UNNI NAYAR
Director

International Labour Organisation

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12:00 noon

at the

MANILA CLUB

1461 F. Agoncillo Street, Malate, Manila

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CHAIRMAN, DEPARTMENT OF OCCUPATIONAL SAFETY AND HEALTH

HONOLULU COMMUNITY COLLEGE
UNIVERSITY OF HAWAII
874 DILLINGHAM BLVD., HONOLULU, HAWAII 96817
TELEPHONE 845-9155

Cable Address:
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QUINTIN G. TAN

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

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

Benjamin D. Cabrera M. D.

DEAN, INSTITUTE OF PUBLIC HEALTH
UNIVERSITY OF THE PHILIPPINES
PROFESSOR OF PARASITOLOGY

P. O. BOX-EA-460, MANILA

TELEPHONE
50-27-03

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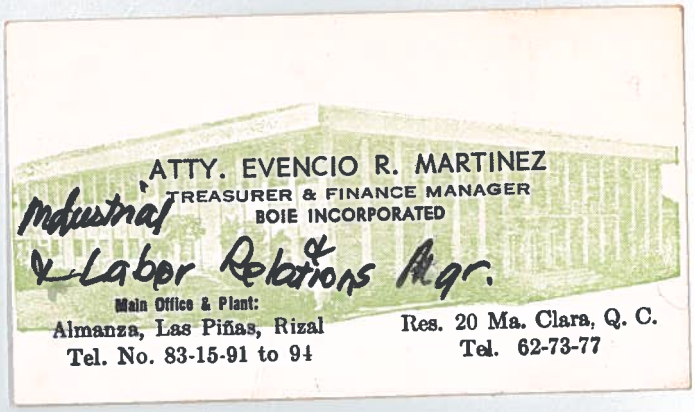
Mario G. Alinea

PRESIDENT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BOIE INCORPORATED
Industrial & Labor Relations Mgr.
Main Office & Plant:
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SECRETARY-GENERAL

Benedicto G. Arcinas
ATTORNEY-AT-LAW

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88-88-25

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ROOM NO.:

DATE: 21 Feb.

TIME: 10 ☐ A.M. ☐ P.M.

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OFFICE/ADDRESS:

TEL. NO.: 99-49-77

☐ CALLED
☐ PLEASE CALL BACK
☐ WILL CALL AGAIN
☐ IMPORTANT
☐ RETURNED CALL
☐ WILL SEE YOU
☐ CAME TO SEE YOU
☐ LEFT NO MESSAGE
☐ LEFT PACKAGE
☐ LEFT LETTER

MESSAGE: I do not wish to disturb you. It is rather late. I was on my way home from the cultural center & decided to drop in & leave a message for you. I shall be free tomorrow morn from 10 to 12 & you can reach me at the telephone above. Please call me at your convenience.

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GUEST: Prof. Alain Wisner	ROOM NO.: 2025
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OFFICE/ADDRESS: LLO

TEL. NO.:

- ☑ CALLED
- ☐ PLEASE CALL BACK
- ☐ WILL CALL AGAIN
- ☐ IMPORTANT
- ☐ RETURNED CALL
- ☐ WILL SEE YOU
- ☐ CAME TO SEE YOU
- ☐ LEFT NO MESSAGE
- ☐ LEFT PACKAGE
- ☐ LEFT LETTER

MESSAGE

at the back

please

RECEIVED BY	OPERATOR/CLERK
	35-23

Message:

Under-Secretary Inciong cannot attend lunch invitation of Director Dayar.

Secretary Inciong is willing to meet you at 11:00 a.m. tomorrow morning Feb. 25 in his office at the 5th floor Phoenix Bldg. room 507.

Sgd.
Mrs. Cabrera

CONVERSION OF FOREIGN CURRENCIES
HOTEL FILIPINAS, INC.
Pearl of Orient Towers
M. REYES BOULEVARD
P.O. BOX 2372, MANILA
TAN 10-2884-6

OFFICIAL RECEIPT

NO. 513755

DATE FEB 27

RECEIVED FROM Mr. A. Wilson

THE SUM OF Four hund Fifty two P.49

P 452.49

IN PAYMENT OF Hotel Bill

FORM OF PAYMENT

☐ CASH ☐ CHECK

CHECK NO.

HOTEL FILIPINAS

CASHIER

500 BKL. TS. NOS. 507501 to 532500 — 8-30-76

HOTEL FILIPINAS, INC. *Pearl of Orient Hotels*

MESSAGE SLIP

GUEST: Prof. Alain Wisner	ROOM NO.: 2025
DATE: Feb. 24 '77	TIME: 3:06 ☐ A.M. ☑ P.M.

WHILE YOU WERE OUT

CALLER: Mrs. Cebrera

OFFICE/ADDRESS: SLO

TEL. NO.:

- ☑ CALLED
- ☐ PLEASE CALL BACK
- ☐ WILL CALL AGAIN
- ☐ IMPORTANT
- ☐ RETURNED CALL
- ☐ WILL SEE YOU
- ☐ CAME TO SEE YOU
- ☐ LEFT NO MESSAGE
- ☐ LEFT PACKAGE
- ☐ LEFT LETTER

MESSAGE

at the Cuck

please

RECEIVED BY

OPERATOR/CLERK: 25-23

HOTEL FILIPINAS, INC.

Message

GUEST: Secretary Encinas

DATE:

cannot attend lunch invitation of Director Reyes.

Secretary Encinas is willing to meet you at 11:00 a.m. tomorrow morning Feb. 25 in his office at the 7th floor Phoenix Bldg. room 705.

Sgd
Mrs. Cabrera

MESSAGE

at the lunch

Phone

RECEIVED BY

OPERATOR/CLERK
M-23

HOTEL FILIPINAS, INC.

Pearl of Orient Hotels

M. ROXAS BOULEVARD
P.O. BOX 2312, MANILA

TIN 000-X64-E

[redacted] TO COVER E
HOTEL [redacted] COLLECTED UNDER

OFFICIAL RECEIPT

NO. 513482

DATE Feb 23

RECEIVED FROM Mr. A. Wilson

THE SUM OF Nine hundred twenty Five & 13/

₱ 925.13

IN PAYMENT OF Hotel Bill

FORM OF PAYMENT ☐ CASH ☐ CHECK

CHECK NO.

HOTEL FILIPINAS

CASHIER

500 BKLTS. NOS. 507501 to 532500 – 8-30-76

Au BON VIVANT

Makati

Restaurant Français

SOUTH QUADRANT
MAKATI COMMERCIAL CENTER
MAKATI, RIZAL, PHILIPPINES

TEL. NOS.
87-58-02 • 87-59-50
87-61-37 • 87-59-61

M. N. UNNI NAYAR
Director

International Labour Organisation

requests the pleasure and honour of

your company

for lunch on Friday, 25 February 1977

12:00 noon

at the

MANILA CLUB

1461 F. Agoncillo Street, Malate, Manila

To remind
~~Regrets Only~~
86-36-40

Dress
As You Please

ATTY. DEMOCRITO MENDOZA
ASSOC. LABOUR UNION
2357 LEON GUINTO ST.
MALATE, MANILA.

TEL.: 59-99-77

Randolf S. David

Associate Professor of Sociology
Department of Sociology
College of Arts and Sciences
University of the Philippines
Diliman, Quezon City

Residence Telephone: 99-49-77

Fields of interest:
Industrial Sociology, Sociology of mental illness, Organizations.

Hereo confirming
2:30
VIP Rm. Administration
Bldg.
Loyola Hts.

HOTEL FILIPINAS, INC.
Pearl of Orient Hotels

MESSA

GUEST: Mr. Wisner

ROOM NO.:

DATE: 21 Feb.

TIME: 10 ☐ A.M. ☑ P.M.

WHILE YOU WERE OUT

CALLER: Randolf S. David

OFFICE/ADDRESS:

TEL. NO.: 99-49-77

☐ CALLED
☐ PLEASE CALL BACK
☐ WILL CALL AGAIN
☐ IMPORTANT
☐ RETURNED CALL
☐ WILL SEE YOU
☐ CAME TO SEE YOU
☐ LEFT NO MESSAGE
☐ LEFT PACKAGE
☐ LEFT LETTER

MESSAGE: I do not wish to disturb you. It is rather late. I was on my way home from the cultural center. I decided to drop in & leave a message for you. I shall be free tomorrow morning from 10 to 12. If you cannot come please call me at the telephone above.

RECEIVED BY:

OPERATOR/CLERK:

Dr. Magdaleno Albarracin, Jr.
c/o College of Business,
Univ. of the Phil.
97-60-81 local 251
Re: Asian Productivity Org. (APO)

George M. Emery M.D., D.P.H.

REGIONAL ADVISER
STRENGTHENING OF HEALTH SERVICES
WORLD HEALTH ORGANIZATION
REGIONAL OFFICE FOR THE WESTERN PACIFIC
MANILA, PHILIPPINES

P. O. BOX 2932
TEL: 59-20-41

J. P. ESTANISLAO
Executive Director

CENTER FOR RESEARCH AND COMMUNICATION

1607 J. Bocobo St.
Malate, Manila

Tel. No. 58-20-11 to 14
Cable Address: CENTECOM

Bernardo M. Villegas
DEPUTY EXECUTIVE DIRECTOR

CENTER FOR RESEARCH AND COMMUNICATION
1607 J. Bocobo St.
Malate, Manila
Tel. Nos. 58-20-11 to 14
Cable Address: CENTECOM

MARY RACELIS HOLLNSTEINER
Director, Institute of Philippine Culture
Professor, Department of Sociology & Anthropology

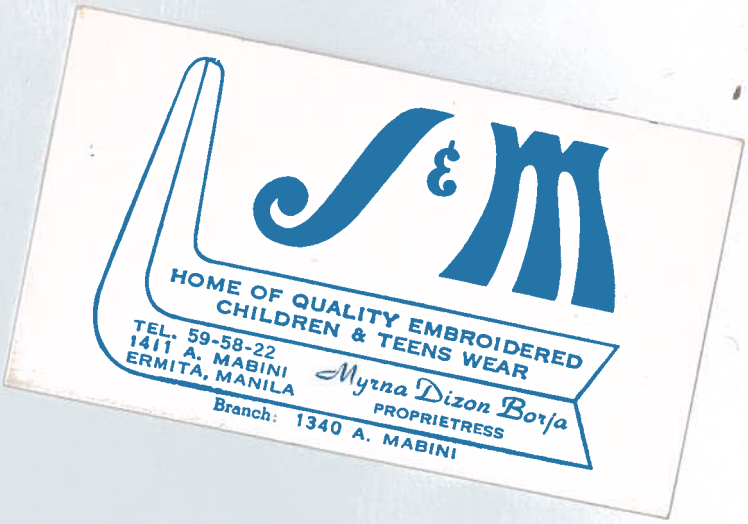
Ateneo de Manila University
P.O. Box 154, Manila 2801
Philippines

Offices at Bellarmine Hall
Ateneo de Manila University
Loyola Heights Campus
Quezon City
Telephones 98-31-94, 99-87-21

EMANUEL V. SORIANO

P. O. Box 603
Greenhills Post Office
Rizal, Philippines

Tel. Nos. 98-15-03
97-50-92


S&M
HOME OF QUALITY EMBROIDERED
CHILDREN & TEENS WEAR
TEL. 59-58-22
1411 A. MABINI
ERMITA, MANILA
Myrna Dizon Borja
PROPRIETRESS
Branch: 1340 A. MABINI

Dr
DY

Mrs
UNNI
NAYAR
NUESA

Secretary
OPLE

Mrs
BORBON

Mr
~~NUESA~~
UNNI
NAYAR

~~Mrs~~
~~NUESA~~

M.
BORBON

Mrs
~~DY~~
UNNI
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W

Mrs
~~OPLE~~
DY

Mr
~~UNNI~~
~~NAYAR~~
NUESA

Miss
Dy

Telephone No. of Mr Waldo Perfecto, Education Implementation Task Force, Department of Education:

85-46-26

8 am.
Friday

LAND BANK
319 Buendia Ave Ext
MAKATI

ALFREDO V. LAGMAY, PH. D.
PROFESSOR ~~AND CHAIRMAN~~
DEPARTMENT OF PSYCHOLOGY

UNIVERSITY OF THE PHILIPPINES
DILIMAN, QUEZON CITY
OFFICE TEL. 97-60-61
LOC. 433

RESIDENCE:
NO. 6 PUROK HEN. AGUINALDO
U. P., QUEZON CITY
TEL. 99-46-27

L FILIPINAS, INC. Pearl of Orient Hotels

MESSAGE SLIP

Dr. Wisner

ROOM NO. 3035

Feb. 19 '77

TIME 4:35 ☐ A.M. ☑ P.M.

WHILE YOU WERE OUT

Dr. Alfredo V. LAGMAY

DDRESS
nt. of Psychology, Univ. of the Phil.
s. 99-46-27

ED
SE CALL BACK
CALL AGAIN
RTANT
RNED CALL

☐ WILL SEE YOU
☑ CAME TO SEE YOU
☐ LEFT NO MESSAGE
☐ LEFT PACKAGE
☐ LEFT LETTER

I had to talk to you
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ect you and Dr. F. G. David
ked about.

CEIVED BY ▶ OPERATOR/CLERK

HOTEL FILIPINAS, INC. Pearl of Orient Hotels

MESSAGE SLIP

GUEST Dr. Wisner

ROOM NO. 3035

DATE Feb. 19 '77

TIME 4:35 ☐ A.M. ☑ P.M.

WHILE YOU WERE OUT

CALLER Dr. Alfredo V. LAGMAY

OFFICE/ADDRESS Dept. of Psychology, Univ. of the Phil.

TEL. NO. res. 99-46-27

☐ CALLED
☐ PLEASE CALL BACK
☐ WILL CALL AGAIN
☐ IMPORTANT
☐ RETURNED CALL

☐ WILL SEE YOU
☑ CAME TO SEE YOU
☐ LEFT NO MESSAGE
☐ LEFT PACKAGE
☐ LEFT LETTER

MESSAGE I had to talk to you about the feasibility of the project you and Dr. F. G. David talked about.

RECEIVED BY ▶ OPERATOR/CLERK

ILO - BANGKOK

Froilan Bacungan
Director
Law Center
University of the Philippines
Diliman, Q.C.,
Philippines 3004

HOTEL FILIPINAS, INC.
Pearl of Orient Hotels
M. ROXAS BOULEVARD
P.O. BOX 2312, MANILA
TAN—0102-864 6

OFFICIAL RECEIPT

NO. 513574

DATE Feb 24, 1977

RECEIVED FROM Mr. A. Wismer

THE SUM OF six hundred sixty four & 05/100

₱664.05

IN PAYMENT OF Fotos Room account

FORM OF PAYMENT

☐ CASH ☐ CHECK

CHECK NO.

HOTEL FILIPINAS

CASHIER

500 BKL /S. NOS. 507501 to 532500 – 8-30-76

Precious Boutique
by R. Saldana

Sardonyx Apartelle
Display Room:
1217-1219 M.H. del Pilar, Ermita
Manila, Philippines
Tel. No. 59-92-61 to 66

Res. Tel. No.
20-23-41 or 26-N-53

HILARION L. ESQUIVEL
ELECTRICAL ENGINEER-CONTRACTOR

TELS. 59-49-29
59-03-32

940 PARIS STREET
MALATE, MANILA

Seminar on WORKING CONDITIONS RESEARCH

held at MANILLA THURSDAY 24th Feb 1977

by A. WISNER

1: DEFINITIONS

- Working conditions : broad and large definition
conditions of work and conditions of living
- Ergonomics and human factors
- Sociotechnology

2: CONTRIBUTION OF THE DIFFERENT SCIENCES

- ANTHROPOMETRY and Biometry
- Physiology
- Psychology
- Sociology
- Anthropology
- Economics

and engineering

Different types of collaboration : advice
recommandation
association

3: EXEMPLES OF RESEARCH AND ACTION

- TRANSPORTATION - RENAULT ITOGI SEN
- ~~SHOPFLOOR~~ MINING WYNDHAM
  → dust with PORTLAND CEMEN
- SHOPFLOOR - cigarettes Hotels in BALI (MANUADA)
  Cottage industries SRI-LANKA
- ALL ACTIVITIES INVENTORY (WOMEN IN ELECTRONIC INDUSTRY France, people in BALI)

4: PROGRAMME

- What shall we do ?

TPSUP

Mrs Dy 98.67.39

Programme for the Visit of

PROF. ALAIN WISNER

ILO Consultant from the Work Physiology & Ergonomy Laboratory of the French National Conservatory, Paris

--0--

Accompanied by: Ms. Josefina Dy of the Conditions of Work and Life Branch, ILO Headquarters in Geneva

ETA: 3 FEBRUARY 1977

VIA: Sabena 273 - 1445 Hrs.

A P P O I N T M E N T S

Date/Time	Meeting With	Remarks
Thurs., 3 Feb. 1977		
2:45 p.m.	Arrival at MIA - proceeding to hotel	To be met by Mr. Unni Nayar & Dept. of Labour Representatives
Fri., 4 Feb. 1977		
8:30 a.m.	Dr. J. H. Hirshman Deputy Regional Director World Health Organisation	WHO Building U.N. Avenue, Manila Tel: 59-20-41
9:30 a.m.	Minister Pedro F. Abella Executive Secretary UNESCO Nat. Commission of the Philippines	UNESCO Office 5th Floor, DFA Annex Bldg., P. Faura Tel: 57-29-91
11:00	Back to hotel	
	- Lunch -	
Afternoon	Visit to ILO & Other UNDP offices	
	WEEK-END	
Mon., 7 Feb. 1977		
8:00 a.m.	Hon. Blas F. Ople Secretary of Labour	Army-Navy Club Roxas Blvd., Manila Tel: 40-25-91 (Accompanied by Mr. Unni Nayar)
11:00 a.m.	Mr. Aurelio Periquet, Jr. Director Chamber of Commerce of the Philippines	Accompanied by Mr. Unni Nayar Venue : to be confirmed

Mon., 7 Feb. 1977 (cont'd)

2:00 p.m.	National Manpower & Youth Council Skill Centre at Taguig (Messrs. M. Shoham, ILO-CTA Rony Diaz, NMYC, Dir-Gen. Bernardo Ople, NMYC, Exec. Director) Tour of Skill Centre and Meeting afterwards	Accompanied by Mr. Unni Nayar and Mr. F. G. Seib
5:00 p.m.	Mr. Roberto Oca, President Trade Union Congress of the Phils.	13th Street, Port Area, Manila Tel: 46-16-16 (Accompanied by Messrs. Unni Nayar & F. G. Seib)
6:00 p.m.	Introduction to Members of the TUCP Board	13th Street, Port Area, Manila

Tues., 8 Feb. 1977

10:30 a.m.	Dr. Manuel Alba Deputy Director General for Policy & Planning Nat. Economic Development Authority	NEDA Building
3:00 p.m.	Mr. Donald Bergstrom Resident Representative UNDP - Manila	3rd Floor, Metro Bank Bldg., Makati Accompanied by Mr.FG Seib.

Wed., 9 Feb. 1977

10:00 a.m.	Dr. Clemente Gatmaitan Secretary of Health	Dept. of Health San Lazaro Compound Manila Sta Cruz Rizal Ave
2:00 p.m.	Development Academy of the Philippines training of civil servants	Tagaytay City (Subject to confirmation)

Abella Institute of Labour and Manpower Studies

Thurs., 10 Feb. 1977		
10:00 a.m. to 12:00	Dept. of Labour Bureau of Labour Standards to meet with Director Nuesa and Director Cayapas	DOL Building Intramuros, Mla.

2:00 p.m.	Familiarisation of Bu. of Labour Standards Offices	Phoenix Bldg. Intramuros, Mla.
Fri., 11 Feb. 1977 Mon., 14 Feb. 1977 and Tues., 15 Feb. 1977	Plant Visits to: (Choices) Beer manufacturing Coffee " Rubber " Candy " Ice Cream " Car "	Schedule of 1 visit a day
Wed., 16 Feb. 1977		
Whole Day	Discussion with Bu. of Labour Standards officials matters of interest including project and comments, advices, recommendations which Mr. Wisner may wish to give BLS group.	

	Rest of the programme will be fixed after consultation with Mr. Wisner	

Wed 16/2/77 9.30

12

3 30

Manuel Alba

PA RUBIO 10 pm Thursday
Sorody.

PROGRAMS

D. ESCOBAR
UP
Faculty Center

DR LIMAN QUEZON ly

D: Emmanuel SORIANO
Executive vice president 9 - 9.45
18th Alonso d Manila
P. Father JOSE ACEBUZ
Jeremias MONTERAYOP called → 19th Sat

Call MR BATAR
Thursday afternoon

288
MRS GONZALEZ
99.01.40

98.25.41

Prof. A. Wisner

Thurs., 10 Feb. 1977

12:00

2:00 p.m.

Fri., 11 Feb. 1977

Mon., 14 Feb. 1977

Tues., 15 Feb. 1977

Wed., 16 Feb. 1977

Whole Day

Discussion with Bu. of Labour Standards officials matters of interest including project and comments, advices, recommendations which Mr. Wisner may wish to give BLS group.

Rest of the programme will be fixed after consultation with Mr. Wisner

Dept. of Labour
Bureau of Labour Standards
to meet with
Director Nueva and
Director Cayapas

Familiarisation of Bu. of Labour Standards Officers

Plant Visits to: (Choices)

Beer manufacturing
Soap
Rubber
Candy
Car

Schedule of 1 visit a day

DOL Building
Intramuros, Mla.

Phoenix Bldg.
Intramuros, Mla.

INTERNATIONAL LABOUR ORGANISATION
AREA OFFICE

ORGANISATION INTERNATIONAL DU TRAVAIL
CENTRE D' ACTION

MANILA

with the compliments

of

Director

Nurses' Association"s Symposium:

23 February 1977 - 4:00 p.m.

Topics:

(1) Collective Bargaining and Means of Improving Employment and Work Conditions of Nurses.

(2) Social Welfare Legislative Affecting the Nurses as Professionals.

(3) Responsibilities of Nurses in the Attainment of satisfactory Employment and Work Conditions

WORLD HEALTH ORGANIZATION

Régional Office for the Western Pacific

United Nations Avenue
P.O. Box 2932
12115 MANILA, Philippines
Telegr. : UNISANTE, Manila

Tel. 59 20 41

ORGANISATION MONDIALE DE LA SANTÉ

Bureau régional du Pacifique occidental

United Nations Avenue
B.P. 2932
12115 MANILLE, Philippines
Telex : 3260

In reply please refer to:
Prière de rappeler la référence:

Geneva, 30 January 1977

Dear Professor Wisner,

I am very glad to learn that you and my daughter, Fe Josefina, whom we call "Jojo", will be travelling on mission for ILO to Bangkok and Manila. I regret that I shall not be in Manila to welcome you, because I have commitments in the United States. However, I shall return to Manila in the evening of 16 February and I hope to have the pleasure of having you for a luncheon or dinner. I shall contact you after my arrival.

In view of the health implications of the proposed project you will be discussing with the Departments of Labour and Health, I should like to assure you of our cooperation as I have told you during the first visit you made to Manila in February 1976.

During my absence in Manila, Dr John Hirshman, Director of Health Services, is the Acting Regional Director; I am sure that he will be glad to see you if you wish to consult him prior to my arrival.

I wish you a pleasant and successful mission and I shall be looking forward to seeing you in Manila.

Yours sincerely,

F. J. Dy

Francisco J. Dy, M.D.
Regional Director

Professor A. Wisner
c/o Miss Fe Josefina Dy

cc: Dr. J. Hirshman, WHO/WPRO
Manila

CHEVAUX DE MARLY

Principales n. de Teléfono

DRDY 98.47.39

WHO 59.20.41

PLO (secretaria Mrs CABRERO 86.40.11 – 25

NUESA 40.31.91

BATAR 47.89.79

ATENEO 98.25.41 Mrs PASCUAL

PEANMASVERANO 60.74.41

83.38.83

V. Pt SORIANO 99.01.10 ext 288

OPLE Secretaria Mrs PEQUIROS

Friday Lunch 12 MANILA CLUB | NINI NATAR
Col DEN CNEDA
NUESA

Thursday evening 7 at Hotel DRDY home
address
Dy
901 E. de los Santos Ave.
Philamlife Homes, Quezon City

Friday 8 am WALDO PERFECTO

Letter to
— AMAR ACOIN
— PASCUAL / drive 120
— GOCANO

Saturday 12 DAVID 12.00

Papa de Jesus
courtesy to receive multilateral PIACT (32 demands)
Bolivia Cuba, Ethiopia, Greece, Honduras, India
Mali, Nigeria, Peru, Senegal Tunisia
first priority.

Call PACTONG for FRIDAY
NUESA 11

Mission de A. WISNER aux PHILIPPINES pour le B.I.T.

1 - 28 Février 1977

1er Février 9 H.40 PARIS - BANGKOK TG 905

2 Février 7 H

- Bureau Régional du B.I.T. pour l'Asie

UNITED NATIONS BUILDING 11th floor

SALA SANTITHAM

BANGKOK - 2 - Thaïland

Téléphone 2.829.161
171
181
191

3 Février 10 H. BANGKOK - MANILLE SA 273

16 H.45 - HOTEL FILIPINAS

M. ROXAS BOULEVARD

adresse postale → P.O. Box 2312

MANILLA - Philippines

Téléphones - 50.70.11 / 50.80.61

Cables - HOFIL MANILA

Télex - 3.406 HOFIL PN

- Bureau local du B.I.T.

METROPOLITAN BANK BUILDING 4th floor

6813 AYALA AVENUE

MAKATI - Rizal

adresse postale → P.O Box 2965

MANILA - Philippines

Télégrammes - INTERLAB - MANILA

Télex - 722.22.76

Téléphones - 86.40.11 à 86.40.25

27 Février 16 H.30 MANILLE - PARIS AFUT 191

28 Février 7 H.35

HELLEN

~~M. NOTTCOTT~~
Raj

NORTHCOTT

M BRETON

Mme DY

Mr SARFATI
Inform. du Gouv.

M THURMAN

M WISNER

M. VORONOV

Mlle HAURE MARTINI

DUMONT

M SPYROPOULOS

PIACT - PHILIPPINES - FEVRIER 1977

Mission d'Etudes Préparatoire à l'Action

RAPPORT de A. WISNER[X]

(A.W. PIACT 09)

A.W. - PIACT. - 01

1.0 CIRCONSTANCES DE LA MISSION ET DU RAPPORT

1.1 Rappel de la mission antérieure. La mission de A. Wisner a été précédée par une mission accomplie par lui-même, en Février 1976 à BOMBAY et en ASIE DU SUD-EST (THAILANDE, PHILIPPINES, INDONESIE).

1.2 La mission de 1976 a été accomplie dans le cadre de la préparation du PIACT. Elle avait été précédée de deux documents :

- Existe-t-il une ergonomie propre aux pays en développement industriel ? (Août 1974); A.W. - PIACT 01
- Projet d'Institut sans mur d'amélioration des conditions de travail (Décembre 1974). A.W. - PIACT 02

Elle a été suivie de quatre documents dont trois sont déjà parvenus au B.I.T. :

- Rappel de l'emploi du temps et des personnes rencontrées; AW PIACT03
- L'amélioration des conditions de travail dans les pays en développement économique (essai de typologie); AW PIACT04
- Suggestions pour des actions dans le domaine des conditions de travail. AW PIACT05

Le quatrième document mis au point plus récemment est le texte de la conférence prononcée à BOMBAY le 9 Février 1976 au cours de la mission, à l'occasion du Séminaire National Indien sur la qualité de la vie de travail. Le titre de cet exposé est : Stress and strain at work. Ce document est joint au présent rapport (Annexe VII) AW PIACT06

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

1.3 La mission de 1977 aux PHILIPPINES a été précédée de deux documents

- Projet de mission de A. Wisner aux PHILIPPINES. (AW PIACT07)
Ce texte a été utilisé pour rédiger les instructions de Miss F. Dy et de A. Wisner pour la mission de 1977 aux PHILIPPINES.
- L'ergonomie dans l'ingéniérie d'une usine à l'exportation. (AW PIACT08)

1.4 La mission demandée par le gouvernement des PHILIPPINES a été spécialement recommandée par le Directeur Général. Elle s'est déroulée de façon satisfaisante et doit être suivie de diverses actions. En particulier, le Directeur Général doit se rendre en Octobre 1977 aux PHILIPPINES sur l'invitation du gouvernement et lancera peut-être, à cette occasion, certains projets qui auront paru intéressants au B.I.T. et au Gouvernement des PHILIPPINES.

1.5 A. Wisner a bénéficié pendant une partie très importante de sa mission de la présence active de Melle F. Dy, du service Conditions de Travail - B.I.T. - GENEVE. Comme on le verra dans l'annexe I (rappel de l'emploi du temps), la durée initiale de la mission de Melle Dy a été considérablement étendue grâce au dévouement de cet expert. Melle Dy a, depuis son retour à GENEVE, rédigé un rapport très intéressant auquel le lecteur voudra bien se rapporter. Il paraît en effet inutile de reprendre ici ce qui a été bien exprimé par Melle Dy. Il convient de noter que le présent rapport est en partie le résultat de nombreuses discussions avec Melle Dy, dont la valeur personnelle, la culture et la connaissance du pays ont été d'une grande utilité.

1.6 A. Wisner a également été aidé de façon très efficace par M. Unni Nayar, Directeur du B.I.T. à MANILLE, qui a participé à de nombreuses réunions (voir Annexe I) et a beaucoup éclairé A. Wisner par sa connaissance remarquable de l'action du B.I.T. en ASIE.

2.0 EVALUATION DE L'EXECUTION DES INSTRUCTIONS RELATIVES A LA MISSION

2.1 Dans la note préparatoire à la mission, A. Wisner exprimait ses doutes quant à l'exécution complète des travaux prévus pour un séjour très court (25 jours aux PHILIPPINES). En effet, on peut noter que le domaine de l'agriculture n'a pas été abordé, et celui des petites et moyennes entreprises n'a pas pu bénéficier de toute l'attention prévue.

2.2 Le domaine agricole possède des dimensions trop considérables dans un pays en développement pour être traité au cours d'une mission de façon secondaire. Le système socio-économique auquel appartient l'agriculture est profondément coupé de celui des grandes villes et de l'industrie. Le dispositif gouvernemental et administratif est différent pour l'agriculture de ce qu'il est pour l'industrie. Il en est de même pour le système d'enseignement et de recherche . Il paraît donc nécessaire de consacrer des missions particulières à l'agriculture et à l'artisanat rural, ou bien, de spécialiser dans ce domaine l'un des membres des missions multidisciplinaires du PIACT. On verra, toutefois, que des contacts utiles ont été pris avec M. Montemayor (Federation of free farmers) et avec l'Institute of Philippine Culture de l'ATENEO DE MANILA UNIVERSITY. Des indications précieuses ont été données par le Dr Dy, sur l'état nutritionnel et sanitaire dans les campagnes. (voir 5.1.4)

2.3 Aux PHILIPPINES comme dans tous les pays, les petites et moyennes entreprises sont les plus nombreuses et emploient le plus grand nombre de travailleurs, mais elles sont mal connues, peu surveillées par l'inspection du travail et les services médicaux et d'hygiène, et considérées comme étant peu satisfaisantes du point de vue économique et social, ce qui n'est pas toujours juste. Ce ne sont donc pas ces entreprises dont la visite est organisée par les autorités gouvernementales et patronales. Là encore, il semble qu'il faille approfondir la question de façon délibérée en confiant une mission à un expert isolé ou à un membre particulier des missions pluridisciplinaires PIACT. Nous avons pu toutefois

visiter une entreprise d'artisanat (meubles en bambou et objets en nacre) et nous entretenir des problèmes de santé (Dr Dy) et des problèmes d'inspection du travail de ces entreprises (M. Arnaldo à CEBU). Certaines suggestions pourront être tirées de ces contacts. (voir 5.1.5.)

2.4 On peut par contre considérer comme satisfaisant le travail accompli vis-à-vis du gouvernement et de l'administration du travail du patronat et des entreprises, des syndicats et des milieux de recherches et d'enseignement. Cela s'est traduit par de nombreux contacts individuels et par des réunions de plusieurs heures avec des groupes significatifs de ces quatre parties de la vie sociale des PHILIPPINES. Au cours de chacune des réunions (voir Annexes), un exposé de A. Wisner sur le PIACT a été suivi d'un tour de table avec évocation des activités et des réactions au PIACT de chacun des participants, et d'une discussion générale. Il est ainsi possible de proposer une certaine image des PHILIPPINES et des positions des diverses parties sociales, sur le problème des conditions de travail dans le pays.

3.0 REMARQUES SUR L'ETAT ACTUEL DE LA SITUATION ECONOMIQUE, SOCIALE ET CULTURELLE AUX PHILIPPINES

3.1 Il est ridicule de vouloir, après 25 jours, donner une image juste de la situation économique, sociale et culturelle du pays. Il est toutefois permis de reprendre certains aspects du point 1.0 (choix des PHILIPPINES) du Projet de mission aux PHILIPPINES. (AW - PIACT - 07)

3.2 Le revenu moyen est certes plus élevé que dans d'autres pays du SUD-EST asiatique. Toutefois, l'inégalité de la répartition est très forte. Les salaires des travailleurs industriels ou du tertiaire restent très faibles, 8 - 10 - 12 ₱, soit en cas de plein emploi de 300 à 500 $ par an, alors que la vie dans les villes est coûteuse. Comme le montre le Pr Randolph David (voir documents joints), beaucoup de travailleurs ne disposent que de 2 à 3 ₱ pour manger, par jour, ce qui explique les constatations de l'O.M.S. sur la sous-nutrition dans un pays qui possède, par ailleurs, une agriculture vivrière suffisante.

La faiblesse des revenus et le coût de la vie dans les grandes agglomérations urbaines expliquent le fait que les travailleurs acceptent des heures supplémentaires ainsi que des travaux dangereux s'ils sont mieux payés. Cela explique également pourquoi les syndicats placent les salaires et l'emploi au premier plan des revendications en matière de conditions de travail.

On peut citer un exemple dans le [illegible] des syndicats philippins

Le salaire des salariés instruits est également très bas et correspond à un très fort chômage de diplomés. Pour certains auteurs (R. David) cela explique, dans une certaine mesure, la faible motivation des cadres moyens et inférieurs pour leur travail, et leur faible productivité. Cela explique aussi l'importance du „brain drain" très marqué chez les ingénieurs et techniciens, les membres des professions de santé qui quittent le pays pour l'étranger (U.S.A., CANADA, UK aussi bien que MOYEN ORIENT). Pour chaque membre des professions de santé, le coût de la formation étant de 10 000 ₱ par an l'émigration détermine une perte annuelle de 200 000 000 ₱. (voir 5.1.3.4.)

On peut citer un exemple dans le projet de contrat entre le BIT et l'Académie de Manille „Project for improvement of condition of landless and other rural workers in the Philippines où le salaire du chômeur est de 1600 FF, au mieux celui du jeune chômeur de 640 FF et où le jour ouvré est de 33 FF

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3.3 Le niveau d'instruction est effectivement très élevé aux PHILIPPINES et constitue un des atouts principaux du pays, d'autant plus qu'il est joint à de grandes capacités techniques liées à l'importance des activités artisanales de chacun, dans les campagnes et les petites villes. La main-d'oeuvre industrielle philippine possède la double qualité du sens technique et de l'alphabétisation en anglais. Les moyens de formation pour les ouvriers et les techniciens sont insuffisants, c'est la raison pour laquelle le centre de formation du B.I.T. à TAGUIG-RIZAL, dans la banlieue de MANILLE est si utile. (voir 5.1.2.2.5.)

Dans le domaine plus particulier des conditions de travail, A. Wisner a eu l'occasion de participer au Cours International sur le „total loss control", organisé à l'Académie de développement des PHILIPPINES à TAGAYTAY par le Pr. Julien P. Morris, Président du Département de sécurité et de santé du travail de l'Université de HAWAÏ et par le Pr. John R. Harrison de l'Université de Nouvelles Galles du Sud (AUSTRALIE). Le cours était excellent, comme

en témoigne le document joint à ce rapport. Mais le fait le plus remarquable était certainement la parfaite aptitude des administrateurs, ingénieurs et techniciens philippins présents, à déceler les causes proches ou éloignées des accidents dans les activités les plus diverses de l'entreprise, comme les organisateurs les y incitaient. Ce fait témoigne des capacités industrielles profondes et étendues des cadres philippins.

3.4 Un autre aspect du niveau d'instruction élevé, aux PHILIPPINES, n'a pas jusqu'ici été suffisamment souligné, c'est le très haut niveau des recherches et de l'enseignement supérieur.

A. Wisner a pu apprécier en particulier les travaux de nombreux départements de l'Université des PHILIPPINES, de l'Institut de culture philippine de l'Ateneo de Manila University, de l'Asian Institute of Management et du Center for Research ~~on~~ and communication.

Il serait possible d'insister sur la très haute qualité des travaux les plus divers de l'Université des Philippines. On se bornera à signaler :

3.4.1. Les travaux de recherches sur les effets de la chaleur sur l'homme au travail, réalisés par le P. Jose de l'Institut de Santé Publique. Ce dernier est par ailleurs l'animateur de la maitrise d'Occupational Health, du cours de formation des médecins du travail donné depuis 3 ans, 4 fois par an, pour des groupes de 40 médecins du travail (cours du soir pendant 6 semaines). (voir 5.1.2.2.3, et 5.13.2.)

3.4.2. Les travaux du département d'anthropologie, dont un ouvrage récent et remarquable intitulé „Four community studies" est joint à ce rapport. Le livre traite de la notion de travail dans quatre communautés, trois situées dans le grand MANILLE et une à BULACAN ville moyenne. La conception des auteurs est de type structuraliste et la méthode est l'analyse linguistique. Elle montre le caractère original de la culture philippine, car seuls les mots togalog peuvent être employés par les personnes interrogées pour décrire leur vie et en particulier leur travail. L'animateur de ce groupe est le Pr. F.L. Jocano.

3.4.3. Le département de sociologie de l'U. P. atteint également un niveau très élevé. En dehors des travaux très intéressants du Pr. Rubio, consacrés à l'analyse de la situation des techniciens philippins en Nouvelle-Guinée-Papouasie, on doit souligner l'importance de l'oeuvre et de la personnalité du Pr. Randolph David dont plusieurs oeuvres ronéotées sont jointes à ce rapport. On peut ne pas partager les vues socio-politiques du Pr. Randolph David, qui condamne les modalités actuelles du développement des PHILIPPINES considéré comme de type colonial et capitaliste, et conduisant à l'appauvrissement des agriculteurs et à la sous-prolétarisation des travailleurs urbains. Mais on ne peut manquer d'admirer la puissance d'analyse sociologique des rapports entre travailleurs et direction d'entreprises et surtout des rapports entre dirigeants philippins et étrangers au sein des entreprises multinationales.

On notera que le Pr. David ajoute lui aussi beaucoup d'importance au Tagalog et interrompt à plusieurs reprises son expression en anglais pour écrire dans la langue proprement philippine, dans deux des textes joints à ce rapport. x a

3.4.4. En liaison avec la qualité éminente des savants philippins, et la puissance de leur analyse, on peut noter une impatience légitime vis-à-vis de ce qui peut ressembler à une attitude paternaliste de la part du B.I.T. et de ses experts.

Les relations avec les milieux scientifiques philippins ne peuvent se situer que sur un plan de profonde égalité. Il est nécessaire aux experts du B.I.T. de savoir que si certaines connaissances et certaines méthodes de travail peuvent être communiquées aux scientifiques philippins, avec un bénéfice certain pour les PHILIPPINES, ces communications seront ensuite assimilées par des personnes de haute intelligence et de grande culture, de telle sorte que la mise en oeuvre soit possible dans un contexte culturel, social et économique profondément différent de celui du monde occidental.

Ce dont souffrent les scientifiques philippins, c'est d'abord de moyens matériels insuffisants. Leurs salaires sont extrêmement faibles et leurs moyens de recherches quasi inexistants. Ils attendent du B.I.T. une aide matérielle.

Une autre difficulté des universitaires aux PHILIPPINES, comme ailleurs, c'est le manque de communication entre eux et avec les divers groupes sociaux. La visite de Melle Dy et de A. Wisner a été l'occasion de rencontres qui n'avaient encore eu lieu. On peut penser qu'un aspect important du programme du B.I.T. pourra être l'accroissement de ces communications. (voir 5.1.1., 5.2, et 5.3.)

3.5 L'économie des PHILIPPINES est effectivement en plein développement quoique la crise économique touche fortement ce pays, du fait de la fragilité de toute croissance rapide. La croissance du pays est orientée de façon déterminée vers l'industrie, en particulier pour l'exportation. Dans les milieux dirigeants on cite volontiers, non seulement le JAPON, mais la COREE DU SUD, TAI-WAN et SINGAPOUR, comme modèles de développement.

On s'étonne souvent, dans ces milieux, de la différence de productivité entre les entreprises philippines et celle des autres pays du Sud-Est Asiatique en plein essor économique. Pour le Secrétaire Ople, cette différence est probablement due à la différence des conditions de travail et de vie (salaire, logement). Cette explication qui est probablement la bonne devrait permettre au B.I.T., de faire progresser de façon importante le PIACT auprès des milieux dirigeants. (voir 5.1.3.1. et 5.1.3.2)

On observe dans la réalité industrielle des situations extraordinairement différentes au sein du pays. A.W. a eu l'occasion de visiter en 2 jours, l'usine la plus perfectionnée du point de vue conditions de travail qu'il ait jamais vue, l'usine japonaise PHILIPPINE SINTER CORPORATION, une entreprise d'artisanat comme il pouvait en exister aux PHILIPPINES il y a 100 ans, avec d'ailleurs beaucoup d'avantages du point de vue du climat thermique et de l'organisation du travail par rapport à des entreprises

17 Septembre 1976

Monsieur G. Spyropoulos
Chef du Service Conditions de Travail
et de vie - B.I.T.
CH 1211 GENEVE 22
(Suisse)

Cher Monsieur,

J'ai trouvé votre lettre en revenant de vacances mais je n'ai pas eu le temps d'y répondre avant de repartir en Suède pour participer à un colloque franco-suédois sur les accidents du travail.

Je suis très heureux que vous pensiez à moi pour le programme PIACT et que vous me fassiez plusieurs propositions fort intéressantes.

Il me semble que nous n'avons pas eu suffisamment l'occasion de nous entretenir de ce programme, aussi suis-je très heureux de répondre à votre proposition de me rendre à Genève dans la dernière partie de 1976. La rentrée universitaire est pour nous une période importante, du 15 Septembre au 1er Novembre, aussi je vous suggère d'organiser cette rencontre les 10 et 11 Novembre, ce qui correspond à la fin de la deuxième période que vous m'avez proposée.

En ce qui concerne la mission éventuelle au Vénézuela, il ne m'est pas possible de l'accepter, pour deux raisons : la première est circonstancielle, je ne puis m'absenter du laboratoire dans la première partie de l'année scolaire qui comporte beaucoup de décisions à prendre pour un responsable d'enseignement et de recherche. Une autre raison est plus fondamentale, je ne me reconnais dans aucun des postes proposés.

Je ne suis pas un expert en hygiène industrielle, surtout selon la définition qui en est donnée par les Autorités vénézuéliennes (législation, toxicologie, méthodes d'analyse physique, etc ...). Je ne suis pas non plus un expert dans le domaine des conséquences sociales du transfert de technologie, si l'on ne considère pas que le transfert de technologie a surtout des effets dans le domaine de la santé physique et mentale et dans celui de la qualité et de la quantité de production, et si l'on ne prévoit pas un plan général de conception et d'installation de l'usine pour prévenir les inconvénients.

.../...

Je vous fais parvenir ci-joint le texte d'une communication que j'ai présentée en Juillet dernier au VI° Congrès de l'Association Internationale d'Ergonomie aux Etats-Unis et intitulée "L'ergonomie dans l'ingéniérie d'une usine à l'exportation". Ce texte décrit assez bien ce que je pense sur l'important sujet du transfert de technologie.

Je suis persuadé que nos entretiens de Novembre prochain me permettront de mieux saisir l'économie du projet PIACT et de mieux exprimer les principes sous-jacents à mes propositions antérieures :

- expertises venant non seulement des pays développés mais des pays en développement entre eux,

- projets communs à plusieurs pays en développement industriel,

- réunions scientifiques et techniques à propos des conditions de travail entre pays en développement économique, en présence naturellement de certains experts venant des pays développés,

- contribution à la politique d'achat et d'installation des systèmes industriels en pays en développement.

Le thème du colloque qu'organise le BIT, sur l'aménagement du temps de travail et les problèmes sociaux relatifs au travail par équipes dans les pays industrialisés, sera certainement du plus haut intérêt. Je suis encore plus persuadé de l'intérêt de ce thème après avoir dirigé la préparation du rapport sur le travail posté qui a été remis au Gouvernement français. En réalité, ce rapport a été rédigé par Monsieur Carpentier, que vous connaissez bien, et qui me paraît beaucoup plus qualifié que moi pour participer à cette réunion. Il connaît le détail des positions des experts et des partenaires sociaux, et peut être d'un grand secours dans les discussions et dans la rédaction du document final.

En ce qui me concerne, les limites dans lesquelles doivent se situer mes absences du laboratoire sont assez étroites. J'ai décidé de les consacrer, soit à des réunions scientifiques situées dans les pays industrialisés et où l'on traite des problèmes qui intéressent directement le programme futur de recherche de notre laboratoire, soit à une contribution à l'amélioration des conditions de travail dans les pays en développement.

.../...

Comme cette réunion concerne les pays industrialisés et qu'elle traite d'un thème qui ne figure pas au programme de notre laboratoire, je ne crois pas raisonnable d'y participer aux dépens d'autres activités qui me paraissent indispensables, comme par exemple une mission du type de celle que vous proposez pour le Vénézuela.

Veuillez agréer, cher Monsieur, l'expression de mes sentiments dévoués.

A. Wisner

P.S. Peut-être n'avez-vous jamais eu en mains les quelques pages dans lesquelles je proposais, il y a deux ans, "L'institut sans mur". Je vous en adresse ci-joint un exemplaire, tout en ne considérant nullement qu'il s'agisse là de positions définitives.

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 nº PIACT 2-63

Votre réf. nº

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

- 6 AOUT 1976

Cher Monsieur,

Comme suite à notre récente conversation téléphonique, je vous écris pour vous donner, comme convenu, quelques indications sur votre contribution éventuelle aux travaux du PIACT et de notre Département dans les mois à venir. Il s'agit, comme je vous l'ai déjà dit, d'indications préliminaires qu'il faudra, par la suite, préciser et confirmer compte tenu de votre propre disponibilité, mais aussi de l'évolution de nos travaux.

Votre note de quinze pages sur "L'amélioration des conditions de travail dans les pays en développement économique" a été lue ici et notée avec intérêt; plusieurs des idées qu'elle contient ont été prises en considération lors de l'établissement de nos propositions de programme 1978-79, qui feront l'objet d'analyses et de discussions à l'intérieur du Bureau international du Travail avant de figurer dans le texte définitif du Programme et Budget du BIT pour 1978-79, dont la parution est prévue pour la fin de l'année. Je souhaiterais pouvoir m'entretenir avec vous d'un certain nombre de questions traitées dans la note ainsi que de certaines de nos propositions de programme dans ce domaine. Vous serait-il possible de nous consacrer deux ou trois jours de votre temps pour une série de discussions à Genève? Cette consultation pourrait avoir lieu, soit du 15 au 30 septembre, soit du 25 octobre au 12 novembre 1976.

Les premières missions des équipes multidisciplinaires du PIACT - qui sont d'une certaine façon la concrétisation de vos "instituts sans murs" - seront lancées incessamment. Parmi les

pays qui recevront la visite de ces missions figure le Vénézuéla. Vous trouverez ci-jointe une description du projet ainsi qu'une description des tâches de deux des quatre experts qui composeront la mission. Seriez-vous disposé à faire partie de cette mission? Nous avons retenu, en principe et sous réserve de l'acceptation de ces dates par les autorités vénézuéliennes la période allant du 22 novembre au 17 décembre 1976 pour la visite de la mission sur place. A ces dates il faudrait ajouter trois ou quatre jours de "briefing" à Genève précédant la mission et trois ou quatre jours, en janvier 1977, pour la rédaction du rapport de la mission, à Genève. Je profite de l'occasion pour vous demander si votre espagnol est suffisant pour vous permettre d'avoir des contacts directs avec les interlocuteurs nationaux de la mission.

Une troisième possibilité de collaboration concerne la réalisation, sous les auspices du BIT, d'un colloque sur l'aménagement du temps de travail et les problèmes sociaux relatifs au travail par équipes dans les pays industrialisés. Nous avons proposé que ce colloque, d'une durée de neuf jours, ait lieu dans la première quinzaine de mai 1977 à Genève. Le colloque réunira sept participants gouvernementaux, sept employeurs et sept travailleurs auxquels se joindraient trois experts indépendants choisis en raison de leur compétence et expérience. Bien qu'il ne me soit pas possible, pour le moment, de vous adresser une invitation officielle - je suis, en effet, dans l'attente de décisions de la direction concernant la tenue du colloque -, je vous prie de noter (et de me répondre par retour du courrier, si cette proposition vous agrée), que nous envisageons de vous proposer d'être l'un des trois experts indépendants à ce colloque, compte notamment tenu de la mission que vous a récemment confiée le Ministre du Travail, de l'Emploi et de la Population, M. Durafour sur le travail en équipes successives. A ce propos, je tiens à vous féliciter de l'excellent rapport que vous venez de présenter sur cette question, rapport que nous avons lu au BIT avec tout l'intérêt qu'il mérite.

Dans l'attente de votre réponse, je vous prie de croire, cher Monsieur, à l'expression de mes sentiments très cordiaux.

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

PROGRAMA INTERNACIONAL PARA MEJORAR LAS CONDICIONES Y MEDIO AMBIENTE DE TRABAJO

VENEZUELA.- Misión multidisciplinaria en el campo de las condiciones y medio ambiente de trabajo.

1. Después de la reunión con la delegación de Venezuela a la Conferencia Internacional del Trabajo de 1976, se celebró una reunión técnica el día 10 de junio con el Ministro de Trabajo, Dr. José Munoz González y el Dr. M. Adrianza Hernández, consejero técnico de la delegación venezolana. Una segunda reunión se realizó el 11 de junio con el Dr. Adrianza Hernández.

2. El propósito de estas reuniones consistió en definir los objetivos y los detalles técnicos de una misión de alto nivel en el campo de las condiciones y medio ambiente de trabajo. Se mencionó que durante la primera reunión, el Ministro de Trabajo hizo una reseña del desarrollo social y económico de su país y expresó el gran interés que tiene el Gobierno en el mejoramiento del bienestar de los trabajadores y del medio ambiente de trabajo. Hizo notar que el país tenía ahora una excelente oportunidad para mejorar radicalmente las condiciones de trabajo existentes y que era el momento de aplicar métodos modernos en la protección de los trabajadores al establecerse nuevas industrias. Por ello, la delegación daba su beneplácito al programa del PIACT para el mejoramiento de las condiciones y medio ambiente de trabajo que acaba de lanzar la OIT. La alta prioridad asignada al programa se debía a que en el proceso de industrialización por el que estaba atravesando el país se estaban instalando entre 800 y 1 000 nuevas fábricas y la población trabajadora había aumentado de 200 000 a más de 2 millones. El Gobierno está desarrollando una acción integral para la protección de la salud contra los riesgos de la polución originados en el crecimiento industrial, poniendo énfasis especial en el mejoramiento del medio ambiente de trabajo.

Propósito de la misión.

3. La misión multidisciplinaria de la OIT a Venezuela debería concentrar su atención en las siguientes esferas de actividad:

a) coordinación de la legislación del trabajo referente a las condiciones y medio ambiente de trabajo e implementación de la legislación a través de la administración del trabajo, especialmente en las áreas rurales;

b) seguridad e higiene ocupacionales con especial énfasis en los problemas ocasionados por el polvo, las substancias tóxicas y los riesgos en la industria petroquímica;

c) consecuencias sociales de las transferencias de tecnología en los recientemente creados centros industriales (con especial énfasis en materia de condiciones de trabajo y seguridad y salud ocupacionales);

d) coordinación de la política laboral vinculada a las condiciones y medio ambiente de trabajo a nivel nacional, con particular énfasis en el Plan de desarrollo de Venezuela.

4. Los miembros de la delegación de Venezuela hicieron notar que en la mayoría de estos campos de actividad el país no posee suficientes recursos humanos con la debida preparación, ni suficiente experiencia en materias tales como la inspección del trabajo, la salud ocupacional, la higiene industrial, la seguridad social y actividades afines. La ayuda de la OIT debería consistir en su mayor parte en asesoramiento en algunas disciplinas específicas, en el intercambio de experiencias y en la asistencia en la coordinación para la mejor utilización de los recursos existentes. El propósito de la primera misión sería entonces el de proporcionar asesoramiento y asistencia en un diagnóstico global de la situación del país con el objeto de ver claramente cuáles son los problemas más comunes y los más agudos, teniendo en cuenta los diversos sectores industriales y el tamaño de las empresas. Además, debería hacerse una evaluación de las instituciones actualmente existentes o potencialmente activas en el campo de la protección del trabajo que incluya su grado de eficiencia basado en la disponibilidad de personal entrenado o en condiciones de ser entrenado y de los recursos financieros disponibles. A ello debería agregarse una evaluación de otros factores tales como el interés y la posible colaboración de las organizaciones de empleadores y trabajadores, de las instituciones de seguridad social y del sector público o semipúblico.

5. En el campo de la seguridad y salud ocupacionales, la misión debería estudiar la legislación en vigor y su aplicación; asesorar en la preparación del diagnóstico, preparar un plan detallado de trabajo con el objeto de realizar estudios epidemiológicos y estadísticos, y proporcionar asesoramiento detallado en la metodología que deberá usarse en las pruebas de laboratorio y otros exámenes. La misión debería además presentar propuestas concretas acerca de los métodos estadísticos que deberían usarse y debería asesorar en la selección y en la magnitud de las muestras representativas que se analizarán.

Composición de la misión.

6. Debería realizarse un esfuerzo para asegurar, en la medida de lo posible, la participación de especialistas en las siguientes áreas de actividad:

a) especialista en legislación del trabajo y/o en administración del trabajo;

b) especialista en salud ocupacional con experiencia en organización de servicios de salud ocupacionales y estudios epidemiológicos; experiencia en el campo de estadísticas sobre enfermedades ocupacionales constituiría una ventaja;

c) higienista industrial especializado en toxicología industrial y en la lucha contra el polvo;

d) especialista en sociología con experiencia en el área de las consecuencias sociales de las transferencias de tecnología.

Contraparte nacional.

7. El Dr. M. Adriamna Hernández será la contraparte nacional de la misión en el campo de la salud ocupacional.

Idioma.

8. Español, el conocimiento del inglés constituiría una ventaja.

Duración.

9. Supeditado a la aprobación final de la misión por el Gobierno de Venezuela y por el Director General de la OIT, se considera que la misión podría tener una duración de cuatro semanas para los expertos mencionados en b) y c); tres semanas para el experto mencionado en a) y dos semanas para el experto mencionado en d). Existe una posibilidad que el Gobierno pueda financiar una extensión de algunos integrantes de la misión.

Fecha.

10. La misión debería llevarse a cabo en el último trimestre de 1976.

Seguimiento.

11. Aproximadamente un año después de la terminación de esta primera misión, una segunda misión debería evaluar, conjuntamente con el Gobierno, el progreso hecho por la primera misión y efectuar propuestas concretas para un futuro programa para el país basado en los resultados de dicha evaluación.

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external collaborator shall not in any circumstances be entitled to any payments other than those expressly provided for above.

INTERNATIONAL LABOUR OFFICE
INTERNATIONAL PROGRAMME FOR IMPROVEMENT OF WORKING CONDITIONS AND ENVIRONMENT (PIACT)
Multidisciplinary Team
Recruitment of Expert

Country: Venezuela
Programme: Regular Budget
Project Code: A.90.10.900....3909
File Reference PIACT 2-63
Date issued: 2.8.1976

General Field: Occupational Safety and Health
Title of post: Industrial Hygiene Expert
Duty station: Caracas, Venezuela
Type of appointment: External collaborator
Duration: 21 November - 17 December 1976

Description of Duties

The expert will take part in an exploratory mission to Venezuela as a member of a multidisciplinary team of experts in working conditions and environment which will review and assess the present situation in the country in their field of competence with a view to determining the most common and most urgent needs and priorities of action. The expert in industrial hygiene will be requested, in particular:

1) to collaborate as appropriate with the other experts of the team with a view to assessing the present coverage of the legislation on industrial hygiene and working environment, including the methods of its implementation, and make proposals for improvement;

2) to make, in collaboration with the expert in occupational health, a review of the industrial hygiene and working environment problems arising in the main industrial sectors, with special regard to the petrochemical industry and to work involving exposure to dust and toxic substances, with a view to determining the most common and the most acute problems in this connection;

3) to collaborate with the expert in occupational health in preparing a detailed plan for the organisation and carrying of pilot epydemiological studies in occupational health problems in selected industries, with special regard to the evaluation of physical, toxicological and other factors in the working environment, including advice on appropriate techniques for sampling and measurements, the description of laboratory methods of analysis, the further elaboration of results, with a view to the assessment of the risks of the working environment.

Information and training needs for choice of technology and working conditions

a prepared paper by A. WISNER * for the Asian consultations on working conditions, technological choice and development (Manila December 1977)

1.0. INTRODUCTION

les conditions de travail et de vie dependent d'un grand nombre de decisions qui sont prises à des niveaux les plus divers d'un pays et selon des criteres multiples. C'est à partir des conditions concrètes, aussi valables que va s'elaborer le nouveau visage du pays, celui de son developpement economique et social.

Il y a 20 ans, l'opinion prédominante était que, l'on pouvait aisément classer les divers pays du monde sur une seule echelle, celle du revenu par tête d'habitant que l'on prenait comme indice essentiel s'il n'était unique de la reussite economique et sociale. Ainsi tout pays était considéré en rapport avec les pays les plus industrialisés puis comme modèles universels.

Or le Produit National Brut (P.N.B.) ou son dérivé le PNB par habitant ne mesure que l'indice de l'activité economique mercantile. Cet indice est déjà critiquable en pays industrialisé car il laisse de côté l'activité economique de la mere de famille et une grande partie de l'activité de l'agriculteur de type traditionnel. Il devient gravement inexact dans le cas des pays en voie d'industrialisation

* Professeur de Physiologie du Travail et d'Ergonomie au Conservatoire National des Arts et Metiers. 41 rue GAY-LUSSAC 75.005 PARIS - FRANCE

à la part de l'activité économique non mercantile ~~autoproduction~~ lié au système traditionnel est encore largement predominante.

~~Il~~ La discipline de l'évolution ~~du PNB~~ économique en termes de PNB/hab. tend ~~donc~~ du fait à valoriser de façon excessive l'accroissement de la production mercantile et à dissimuler la réduction éventuelle de la production familiale ou villageoise non mercantile, ceci à dire à ne faire ~~rapporter~~ apparaître que les aspects positifs de l'industrialisation dans l'économie nationale et non pas ses aspects négatifs sur la vie individuelle.

Au fur et à mesure que l'industrialisation se répand ~~s'étendait~~ dans les parties du monde les plus diverses, on s'aperçoit que l'évaluation de ses effets est un problème extrêmement ~~le problème est infiniment plus~~ complexe. Certains pays ont atteint un PNB très élevé, mais les signes d'insatisfaction sociale s'y multiplient au fur et à mesure que les anciens systèmes de production ~~valeur~~ s'effondrent ou que les nouveaux système de production ~~valeurs~~ se révèlent moins parfaits

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question d'économie politique qui sont à traiter par les gouvernements en fonction de l'histoire des pays et des perspectives d'avenir qui leur sont propres. On doit toutefois insister sur le fait qu'elles déterminent l'agencement des conditions concrètes de travail et de vie de la population ~~Peut~~ Peut-être est-il bon de souligner également que la discussion relative aux modèles de développement de l'économie et de la société n'est pas jugée aux pays dits en développement économique et que les pays les plus ~~[illegible]~~ développés suivent ~~et~~ actuellement des voies assez différentes et parfois en changent.

Le ~~but~~ ~~[illegible]~~ thème du présent exposé est plus technique et plus limité que celui de l'économie politique. Il ne pourra toutefois ~~y~~ échapper complètement, car les mots des techniciens sont souvent marqués de façon assez profonde par la représentation ~~implicite~~ qu'ils ont de l'Homme et de la Société.

Un accord se fait progressivement entre les observateurs pour constater que un dispositif technique et l'organisation qui lui est associée (le "hard" et le "soft" de l'industrialisation) nécessitent pour leur "pleine" réussite une conformité des mentalités et des comportements des cadres, des travailleurs et de leurs familles à celles du modèle originel. L'industrialisation, la technologie, l'organisation du travail ne sont pas neutres. Elles transforment ceux qu'elles touchent selon des modalités qui explicitement ou implicitement correspondent aussi mais de ceux qui les

ont conçues. Si la transformation n'a pas lieu, ou est incomplète, le dispositif technico-organisationnel ~~alors~~ a une production inférieure en quantité et qualité à celle qui était prévue. C'est regrettable sur le plan économique quoique cela puisse être le signe d'une saine réaction de la société antérieure vis-à-vis de la contagion brutale qui lui est imposée. Si la transformation est achevée, la production sera excellente, parfois supérieure à celle du pays originaire, mais la société américaine aura été irrémédiablement brisée et l'on verra apparaître ~~plus~~ tous les vices du système industriel : psychopathologie, délinquance, toxicologie industrielle et pollution etc.

Compte tenu des considérations générales précédentes qui peuvent d'ailleurs être incluses dans un programme de formation on considérera, dans une première partie le champ des connaissances nécessaires pour le choix technologique et les conditions de travail, et dans une deuxième partie on verra ~~comment~~ le moyen que les divers groupes sociaux doivent acquérir pour contribuer à des résultats satisfaisants.

2.0. LE CHAMP DES CONNAISSANCES

L'idée que l'on puisse choisir une technologie plutôt qu'une autre, modifier une machine pour améliorer les conditions de travail est relativement nouvelle

Elle est directement apparée à la „one best way" qui a été une des idées maîtresses de la 2. revolution industrielle et qui continue à être largement prêchée par les vendeurs de technologie surtout s'ils représentent un trust particulièrement puissant dans le monde ou dans une région du monde. En réalité, il n'y a guère de résultats qui ne puissent être obtenus par des moyens techniques très divers, mais de toute évidence le rapport coût / bénéfices n'est pas le même pour toutes les techniques et dans tous les pays. Les critères économiques d'entreprise mettent ainsi de faire les choix et l'on présente en général aux „décideurs" un dossier économique d'apparence solide avant toute décision d'investissement grande ou petite. Malheureusement, les bases de ce dossier sont parfois bien fragiles car elles sont trop différentes de celles qui prévalent dans le pays acheteur si elles sont trop lénifiées dans leurs ~~appréciation~~ évaluation des effets.

~~Dans la première catégorie~~
Les bases différentes peuvent être de nature géographique : (climat, voies de communication), sociale (abondance et niveau de la main d'œuvre qualifiée ou des cadres), commerciale (importance et stabilité des marchés local ou régional)

~~Les appréciations peuvent~~ L'évaluation des effets peut être très lénifiée en ce qui concerne la population des bidonvilles et de leur famille (migrations importantes avec désertion des campagnes et croissance des bidonvilles), l'environnement

(pollution de l'air et de l'eau avec pertes de ressources agricoles irréparables), l'évolution sociopolitique (~~zone de mues~~ destruction des structures sociales anciennes sous prolétarisation, déliquescence)

Toute évolution de la vie économique et sociale doit être appréciée selon au moins 3 ~~critères : national~~ catégories de critères liés à la nation, à l'entreprise et aux ~~individus~~ familles. C'est aussi qu'une maladie professionnelle, un accident, ~~un état de santé nulle~~ un mal aisé, un meilleur état sanitaire général, un plus récent niveau de compétence technique, entrent en rapport avec 3 entités - nation, entreprise, famille - de façon très différente ~~en partie~~ selon le système fiscal et social.

On peut regretter que les ~~travaux~~ études localisellement citées dans le domaine de l'adaptation de la technologie à la population ~~et~~ (médicalisée) ou dans celui de l'adaptation du travail à l'homme (ergonomie) aient localisellement un caractère négatif insistant sur les effets négatifs, les coûts sociaux du changement technique. ~~Il est~~ Une telle attitude si elle devient systématique, est inadmissible car il faut ~~augmenter~~ accroître les ressources des population qui dans la plupart des Pays d'Asie du Sud-Est augmentent de 3% par an. ~~Cet~~ Cet accroissement annuel nécessaire de 5, 6, 7% ne plus n'est possible que grâce à des innovations technique ou d'activités dans l'industrie et l'agriculture. ~~Il n'est~~ Il ne peut donc s'agir que de contribuer à la réussite de ce changement technique.

par la prééminence des données et faits dans le domaine des sciences de l'Homme dans des termes utilisables par les dirigeants industriels et les ingénieurs, dans la perspective d'un développement socio-économique effectif.

On peut diviser le champ des connaissances nécessaires aux chercheurs technologiques et aux bonnes conditions de travail en deux vastes domaines : celui du choix et de l'adaptation de la technologie à la collectivité, celui du choix et de l'adaptation de l'activité au travailleur lui-même.

2.1. Sociotechnique : choix et adaptation de la technologie à la collectivité. Les disciplines scientifiques susceptibles de contribuer à cette activité pratique sont nombreuses : géographie, ~~démographie~~ démographie, anthropologie et ethnologie, sociologie, économie.

~~Il est là~~

2.1.1 Géographie et démographie. Il est bien évident que la nature des sols, le relief et les eaux hydrographiques, le régime des pluies et le climat sont des apports indispensables aussi bien pour la création d'un vaste complexe sucrier dans le Nord de la Côte d'Ivoire que pour l'installation d'une unité de canneries ~~dans la région~~ en IRAK dans la vallée de l'Euphrate. Mais les ressources de la géographie humaine vraie lui ~~[illegible]~~ comme de la démographie sont nécessaires aussi dans les 2 cas.

Des terres fertiles, un fleuve au ~~débit~~ débit régulier (la BANDAMA) ne suffisent pas pour choisir la région de FERKESSEDOGOU encore faut-il savoir, qu'il existe dans le voisinage une forte concentration de population dans la ~~région~~ zone

voisine de KORHOGO, fait exception dans la région où la densité de population est très faible depuis les guerres dévastatrices des XVIII e et du XIX siècle. Il faut également noter que les populations de la région de KORHOGO occupées une partie de l'année, car les cultures vivrières sont précisément disponibles ~~quand la~~ à la période de coupe de la canne à sucre. ~~Les cas~~ (M. COULIBALY, directeur de l'Institut de Géographie Tropicale d'ABIDJAN). Les considérations géographiques nous apprennent ainsi que l'abondance de la main d'œuvre est ici toute relative et qu'il faudra faire appel ~~à~~ massive à la main d'œuvre étrangère au départ comme en Australie ou dans le Sud des Etats-Unis, d'où l'intérêt dans l'achat des machines à couper la canne qui fait le bénéfice de 80 ouvriers. On saisit d'emblée ~~que~~ dans les pays de culture de la canne où vivent en permanence le plus employé comme l'Etat de SAO-PAULO au BRESIL ou l'Etat de NEGROS OCCIDENTAL aux PHILIPPINES, la géographie humaine ~~des possible~~ donne des arguments décisifs à l'introduction de machines à couper. La géographie climatique et agricole nous apprend d'ailleurs aussi que la période de coupe est beaucoup plus longue au BRESIL et aux PHILIPPINES qu'en COTE D'IVOIRE et permet l'emploi d'un personnel permanent ou quasi permanent.

2.1.2 Anthropologie et ethnologie. On peut s'étonner que l'on suggère dans un programme ~~de~~ de formation sociotechnique d'inclure des données anthropologiques et ethnologiques alors qu'~~en premier abord~~ en suivant ~~on~~ le modèle habituel

des pays industriels, un apport sociologique devrait suffire dans le domaine de la vie collective.

En réalité, à n'aborder ~~que~~ les phénomènes sociologiques que sous l'angle de la sociologie ~~et~~, des ses méthodes et de ses théories, on court le risque considérable de rapprocher des phénomènes dont l'origine est très disparate et dont la dynamique est de ce fait profondément divers. Peut-on rapprocher sans précaution les 10.000.000 h de l'agglomération de MEXICO des 10.000.000 h de l'agglomération de PARIS. Peut-on parler du dévoyage à ABIDJAN comme on en parlerait à LONDRES ou à NEW-YORK ?

~~Et~~ Le système industriel est un puissant ~~destructeur~~ destructeur ethnique et sociologique ~~et~~ et malgré cela dans ~~les~~ un vieux pays industriel et centralisateur comme la France, on voit apparaître le coût ~~socio-politique~~ politique, économique et social d'une ère excessivement unificatrice de l'évolution des diverses parties du pays. ~~A~~ A plus forte raison dans les pays où ~~subsistent~~ coexistent des ethnies vivs des peuples ayant une histoire, un degré d'évolution technique, un système de valeurs différent, il est très dangereux de ne pas tenir compte de ces différences même si le but du gouvernement est d'obtenir la convergence nationale. On peut citer dans ce domaine les remarquables travaux du département d'anthropologie de l'Université des Philippines (P. JOCANO) ~~et~~, aussi de l'Institut d'ethno-anthropologie de l'Université ABIDJAN et ceux des anthropologues de l'Université de MEXICO.

On notera que ces recherches n'ont un caractère archaïsant mais sont orientées dans le sens de l'évolution des structures anciennes vers les structures de la société nouvelle grâce à l'analyse linguistique, la description de l'évolution des structures familiales et des productions et des coutumes.

Certaines données sont d'application tout à fait ~~[illegible]~~ directe. Si on veut par exemple construire une usine dans un pays musulman ou zone subtropicale désertique et qui est reconnaît un cas fréquent et que l'on souhaite obtenir une production annuelle déterminée, il est indispensable de savoir avec quelle rigueur le RAMADAN est pris. Il est certain que dans les régions où le RAMADAN est pratiqué par les travailleurs dans toute sa rigueur c'est-à-dire sans absorption ~~[illegible]~~ non seulement d'aliments, mais d'eau du lever au coucher du soleil. ~~[illegible]~~, il faut prévoir pour les années où le jeûne a lieu en saison chaude, une baisse de production considérable, en particulier dans les ateliers de cuir non climatisés ~~[illegible]~~ ou dans ceux où un effort physique important doit être réalisé. Ceci exige en conséquence un accroissement de la capacité journalière de production. Toutefois des aménagements sont parfois possibles : Dans certains pays musulmans, certaines activités de maintenance sont surtout réalisées par des citoyens des pays de religion non musulmane ~~[illegible]~~ et l'on peut prévoir, pendant le RAMADAN une période de sous-emploi du matériel. Toutefois une telle organisation a le grave inconvénient de renforcer une somme des rôles industriels des 2 communautés religieuses d'un même pays. ~~[illegible]~~ On doit aussi les

liens liés étroits entre les données anthropologiques et le dispositif industriel.

2.1.3 <u>Sociologie</u> Insister sur les liens entre l'évolution sociale d'un pays et son industrialisation est devenu banal.

~~le changement de cycle ~~économique~~ fait passer des populations entières des cycles économiques subsistances à des cycles commerciaux nationaux et mondiaux. Le P.N.B. s'accroît de façon importante mais le revenu individuel n'augmente pas toujours dans les mêmes~~

L'étude des effets négatifs de l'industrialisation sur la vie sociale s'intègre développée que l'on en arrive parfois à oublier les raisons économiques graves qui justifient le développement du secteur secondaire. Il est donc indispensable de développer dans un enseignement les aspects divers des résultats de l'industrialisation. Cette étude critique sera particulièrement utile si elle est différentielle et si elle insiste sur les ~~causes des~~ circonstances qui accompagnent les bilans positifs comme les bilans négatifs. En effet ce qui caractérise l'attitude sociodidactique comme l'attitude ergonomique c'est de contribuer aux bonnes solutions plutôt que de critiquer les mauvaises.

Pour obtenir des résultats utiles, les travaux sociologiques nécessaires doivent être de nature suffisamment large pour saisir la complexité de la transformation et ses contradictions. Ici aussi que la répartition des tâches entre les hommes et les femmes est profondément

modifié à BALI par le passage du riz à 2 récoltes annuelles au riz à 3 récoltes dont la tige est plus courte et qui demande des traitements multiples. (P. MANUABA & DENPASAR). (ici aussi qu'une meilleure commercialisation de ~~l'huile de palme~~ vignes de palmiers ~~que~~ l'allongement général de la durée de vie et l'importance ~~des migrations~~ de l'émigration des pays voisins ~~poussent~~ conduit en Côte d'Ivoire, les petits propriétaires à substituer à l'aide des fils, le travail salarié des ouvriers malien ~~ou~~ ou voltaïques et à passer du système social de la collectivité villageoise à celui de la propriété privée et du salariat (COTE D'IVOIRE – M. PREVET – SEPES)

La partie la plus importante du champ sociotechnique est l'étude de la relation étroite entre le dispositif de production et le type de vie sociale qu'il engendre. (ici aussi que le mode de production des appareils électroniques de grande consommation (Radio, ~~&~~ cassettes, T.V.) rend nécessaire un dispositif social complexe qu'il faut entièrement construire dans les pays où il n'existe pas de façon à ce que les travailleurs ~~aient~~ aient les capacités techniques nécessaires. L'ensemble du dispositif sociotechnique ainsi obtenu engendre d'ailleurs ~~les troubles traditionnels~~ nouveaux à CALCUTTA, à MANILLE ou à MEXICO les mêmes troubles psychopathologiques qu'il détermine à PARIS, à NEW-YORK ou à BUDAPEST Toutefois dans les pays en développement industriel, la situation est encore aggravée par le caractère d'"isolat" que prend l'ensemble des travailleurs employés ~~qui~~ eux-à apparaissent comme des privilégiés sociaux en même temps qu'ils souffrent de troubles psychologiques

d'un type inconnu jusque là dans la région.

~~Une autre face des diffic~~

Un autre aspect des relations entre technologie et société, c'est ~~l'échec en~~ l'étude des causes sociologiques locales de l'échec ~~et~~ économique d'un ensemble industriel. Dans diverses parties du monde il existe maintenant des usines chèrement acquises par des pays en développement industriel et qui sont fermées ou peu actives. ~~Nous n'avons~~ Parmi les causes de ces échecs cités, on trouve souvent une inadéquation grossière entre les ressources de main d'œuvre et le dispositif technique.

Prenons exemple une ~~Une~~ usine automatisée dans une ~~petite~~ petite ville d'un pays en développement, en Amérique Latine, ne fonctionne pas car le peu de techniciens d'automatisme trouvent aisément du travail dans les grandes villes du pays qui ont de grands besoins et sont perçus comme plus agréables. La collaboration de techniciens étrangers est d'un prix exorbitant compte tenu du niveau des salaires internationaux et de la balance des changes.

On note très souvent dans les vieux pays industriels comme dans les centres ~~une~~ une autre forme d'échec plus subtile : On a installé dans une région de sous emploi, une usine susceptible d'employer un nombre appréciable de travailleurs et l'on constate quelques années après que le ~~région~~ sous emploi ~~est~~ est toujours aussi élevé dans la région, car l'usine

n'emploie que des étrangers qui ~~[illegible]~~ seuls acceptent les conditions de travail de l'usine (FACO, Alsace du Sud, Côte d'Ivoire SODEPALM etc)

2.2.0 ERGONOMIE

Si la contribution des divers sciences de l'homme au choix technologique dans la perspective de meilleures conditions de travail est évidente comme on l'a vu plus haut. Mais ce domaine socio-technique est en voie de constitution et demande encore un effort considérable de conceptualisation. Il n'en est pas ~~[illegible]~~ de même pour la connaissance relatives à l'adaptation du travail à l'homme que la réflexion ergonomique ~~[illegible]~~ a permis de mieux ~~enrichi~~ saisir depuis 25 ans et qui sont largement utilisées dans le monde dans la perspective de l'amélioration des conditions de travail.

Cela ne veut pas dire pour autant que tous les problèmes soit résolus en particulier pour les pays en développement industriel. En effet l'effort dévoué a été réalisé essentiellement dans les pays tempérés et froids, ~~sur des~~ populations bien particulières du point de vue biologique et surtout dans un cadre idéologique déterminé. L'essentiel de l'effort de recherche mondial a porté sur la cosmonautique et l'aviation militaire, dans une manière moins sur ~~le contrôle~~ l'activité de surveillance ~~dans le chemin~~ des tableaux de contrôle des grands dispositifs automatisés (nucléaire, aéronautique, pétrolière, chimique etc), avec peu sur les conditions de travail dans la production de masse dans l'industrie et les services et extrêmement peu sur ce qui se passe dans l'agriculture non industrielle ~~et~~ à l'artisanat

Dans les conditions concrètes des pays en développement industriel, le champ des connaissances nécessaires pour une action ergonomique doit subir un rehaussement important par rapport à la littérature mondiale. Beaucoup de livres ou de précis d'ergonomie ne sont que partiellement utilisables dans ces conditions. Le travail de rehaussement ne peut être fait que par les chercheurs ~~du pays~~ même des pays en développement industriel. Un exemple frappant ~~vient~~ de cette nécessité est le suivant : une organisation internationale a demandé à un chercheur d'un pays atlantique de rédiger un livre dans ~~un~~ domaine de l'ergonomie ~~d'importance mondiale~~ dans la perspective d'une utilisation mondiale. Le livre est excellent ~~mais~~ sur beaucoup d'aspects mais les recommandations ~~portent~~ opèrent de façon importante sur ~~des~~ ~~données~~ caractéristiques anthropométriques qu'on or l'auteur écrit : " Nous insistons sur le fait que les ~~connaissances~~ données ~~données~~ présentées ici ne sont pas complètes et sont applicables essentiellement aux " caucasiens occidentaux " (?) .... Très peu de ~~connaissances~~ données anthropométriques ~~existent~~ sont disponibles sur les asiatiques autres que les japonais " Or ~~aujourd'hui~~ nous connaissons les travaux du Pr R.N. SEN à CALCUTTA, du P. A. MANUABA à DENPASAR, du D. THU à HANOI, du Child and Youth research center à MANILLE et cette liste est loin d'être exhaustive. ~~Tout~~ Tous ces résultats ont été publiés dans des ~~revues~~ ouvrages scientifiques ou le seront mais il ne ~~font~~ font pas vraiment partie des " données disponibles " complètes des considérations précédentes qu'chacun

peut développer, il convient d'enseigner les divers domaines de l'ergonomie mais en insistant sur la ~~connaissance~~ discipline de la population réelle des travailleurs, ~~un inventaire réel de ses diverses~~ approche ~~changes de travail~~ et, une analyse ~~des~~ précise du travail et de ses conditions d'exécution et un inventaire réel des divers aspects de la diversité humaine.

2.2.1 La population réelle des travailleurs. Cette description à des facettes multiples mais elle est toujours réalisée ~~dans~~ en relation avec la population réelle des travailleurs. Il faut donc faire des investigations sur des échantillons significatifs de la population ~~dans~~ action mais également constater les différences qui existent entre divers secteurs économiques : différence entre les travailleurs des secteurs primaire, secondaire et tertiaire différence entre les sexes, différence entre les âges. Toutes ~~Il faut~~ ces distinctions sont nécessaires pour faire une évaluation correcte des capacités aussi bien sur le plan anthropométrique que celui de la force physique ou de l'acuité visuelle. C'est ainsi que ~~que~~ l'Institut National d'Hygiène et d'épidémiologie de DANOI montre que la taille des travailleurs vietnamiens est de 138 (± 4 cm) chez les hommes et 149,5 (± 3 cm) chez les femmes mais que malgré ~~cette~~ leur petite taille, la force musculaire des hommes est de l'ordre de celle des travailleurs européens plus grands (30–37 kg pour les hommes, 19.25 kg pour les femmes pour la force de pression de la main droite). Les auteurs notent aussi une baisse de la force musculaire beaucoup plus marquée que celle des hommes avec le maximum.

atteint vers 27 ans. Les données ont eu une extrême importance dans la conception des plans de travail d'une usine de fabrication de bicyclettes récemment construite au VIETNAM par un groupe français.

Un autre aspect important des capacités de la population active des travailleurs est son état de santé et de nutrition. Trop souvent, des ~~parasites alter~~ parasitoses, des infections chroniques altèrent les capacités des travailleurs. En ce qui concerne les aspects nutritionnels, il peut s'agir de ~~cette~~ sous-alimentation ~~calorique~~ quantitative parce que le salaire ne permet pas un apport calorique suffisant au travailleur compte tenu de ses charges familiales, ou bien il peut s'agir d'une altération qualitative de l'alimentation parce que le salaire, en insuffisant ~~ne la~~ ou bien que l'initiation de l'achat et de préparation des aliments est en contradiction avec les habitudes alimentaires.

Il faut enfin insister pour la connaissance de la population des travailleurs sur le niveau de formation aussi bien scolaire (alphabétisation, formation professionnelle, ~~formation~~ filière secondaire ou supérieure) ~~voire~~ que concrète. On ~~pe~~ doit insister sur les capacités importantes ~~des~~ de certains travailleurs qui disposent grâce à leur formation en milieu traditionnel de ~~tech~~ techniques artisanales complexes et précises et sont aussi susceptibles de s'adapter aisément à des dispositifs industriels nouveaux pour eux.

2.2.2 ~~Inventaire~~ L'analyse du travail ~~les divers aspects de la charge de travail~~

L'évaluation de la charge de travail est de façon très générale faite de façon très normative et partielle et aboutit à une grave sous estimation de la réalité.

Par exemple ~~la~~, la charge de travail d'un tâcheron

sera estimée en situation expérimentale ou dans de bonnes conditions de travail pendant un temps relativement court et en fonction des mesures sur un sujet jeune, en bonne santé et expérimenté. En réalité comme on l'a vu au paragraphe précédent l'âge, la santé et l'expérience font grandement varier les capacités des travailleurs et déterminent des charges relatives différentes. En outre le travail lui-même exige un effort très différent selon la qualité et l'état d'entretien de la machine ou des outils. E. GRANDJEAN (ZURICH) a montré que le seul type de denture d'une scie peut faire varier de 50 % l'effort nécessaire. Un point souvent mal estimé est celui de la durée de l'effort : un travail de durée limitée sous l'œil de l'expérimentateur et du chronométreur est bien différent de celui qui se déroulera pendant des jours, des semaines ou des mois.

Enfin les travaux de A. LAVILLE ont montré les variations importantes de la charge de travail engendrées par les innombrables incidents qui jalonnent le travail apparemment le plus monotone. 2.2.3

La charge d'activité journalière de travail n'est pas limitée au temps de travail rémunéré. La possibilité et la durée des trajets doit être prise en compte. Dans les grandes agglomérations urbaines les trajets de 2 heures ne sont pas rares mais on peut constater des durées quotidiennes beaucoup plus élevées dans les immenses cités champignons que sont BANGKOK, MEXICO et RIO DE JANEIRO par exemple.

Un autre aspect de la charge de travail résulte des autres activités de travail que la même personne doit accomplir pour des raisons sociales ou économiques.

Nous avons pu montrer que pour les femmes de l'industrie électronique en France le temps d'indisponibilité était de l'ordre de 12 H) 0 par jour (travail salarié, transport, travail familial). Cette constatation se retrouve très régulièrement dans le monde quand on étudie le budget-temps des femmes salariées.

Une autre constatation ~~surtout quelle stag~~ importante est faite par A. MANUABA (DENPASAR) quand il montre que le même homme peut être paysan de 4 heures à 10 heures du matin, artisan de 12 H à 16 H, musicien au serveur de 18 H à 21 H ! La multiplicité d'activités mal remunérées pose des problèmes complexes d'évaluation et de réduction de la charge de travail.

Malgré l'extrême complexité ~~donc ci~~ de cette analyse, elle ne saurait être éludée. Elle seule permet de connaître la réalité et ~~d'org~~ d'établir une stratégie d'amélioration des conditions de travail qui soit à la fois efficace du point de vue humain et économiquement acceptable.

2.2.4 Les disciplines contribuant à l'ergonomie

Par les exemples décrits dans les paragraphes précédents on voit que l'ergonomie est une approche intégrée dans ~~laq~~ laquelle l'anthropométrie, la physiologie, la psychologie expérimentale, l'hygiène, la toxicologie contribuent avec la médecine et l'organisation du travail à décrire et améliorer la vie du travail. Outre cet aspect intégratif, l'ergonomie possède un outil puissant qui lui est propre c'est sa méthodologie d'analyse, de valorisation et de validation des situations de travail et de leurs changements.

3.0. Contribution et formation des divers acteurs sociaux à l'amélioration des conditions de travail

Comme on l'a ~~noté~~ vu au cours de cet exposé, la qualité des conditions de travail est liée étroitement à un grand nombre d'aspects de la vie sociale. C'est bien l'ensemble des acteurs sociaux qui doivent être conscients de leur pouvoir sur la vie de travail ~~pas~~. Des campagnes de presse écrite, parlée ou télévisée peuvent être très efficaces pour une action de type global.

Toutefois on s'intéressera ici surtout aux groupes ayant une action directe sur les conditions de travail : décideurs (managers), ergonomes, spécialistes des problèmes du travail, sociotechniciens et ergonomistes et enfin de façon décisive mais différente, les travailleurs eux-mêmes. On discutera ce qui peut être fait de concret à chaque groupe puis les modalités de cette concertation.

3.1. Les décideurs (managers)

3.1.1 Parmi les groupes qui ont un rôle déterminant dans les conditions de travail, on peut situer les financiers, les planificateurs, les patrons, les syndicalistes et les ~~membres du Ministère~~ responsables de l'administration du Ministère du Travail et de la Sécurité Sociale.

3.1.1 Financiers La part des financiers dans les conditions de travail est capitale. ~~Tout dépend en effet~~ Il ne s'agit pas seulement de plus ou moins grandes libéralités en matière d'installation sociales, de services médicaux ou de protections contre les accidents, mais de mode d'évaluation des avantages et des inconvénients de différents types de technologie, de divers modes d'organisation du travail : travail à la chaîne, travail par équipes alternantes. Les choses sont profondément différentes selon que

l'on considère ~~seulement~~ l'équilibre financier seulement au sein de l'entreprise, ou au sein du ~~budget~~ pays tout entier en tenant compte des compensations sociales (programme de santé, de logement, de lutte contre la délinquance etc) ou bien encore si l'on considère ~~aussi le coût~~ dans ce bilan les coûts et avantages individuels. Si nous prenons par exemple le coût d'un travailleur atteint de silicose, ce coût est différent selon qu'on considère l'entreprise pour laquelle les dépenses peuvent être très lourdes, le système de santé sociale qui peut verser une pension élevée faible ou nulle, et l'intéressé et les siens qui ont à faire le bilan de la perte économique en même temps que celui de la souffrance. En fonction du mode d'évaluation économique, le choix du mode de nettoyage des pièces en fonderie fonderie varierait entre le sablage et le grenaillage.

3.1.12. Planification. L'importance des conditions de travail n'apparaît pas toujours aux planificateurs. Toutefois on a pu montrer en Europe Occidentale, l'influence des mauvaises conditions de travail sur l'emploi où les travailleurs étrangers moins difficiles ~~ces~~ font le travail pénible dans des pays où existent simultanément un grand nombre de chômeurs nationaux ~~qu'il faut~~ ~~ceux~~ ceux-ci il est indispensable d'assurer un minimum de ressources. Cette situation se retrouve dans une certaine mesure en Côte d'Ivoire.

C'est aussi au niveau de la planification que se décident les grandes modalités technologiques qui déterminent des conditions de travail profondément différentes ~~comme~~. On peut citer par exemple : le degré de mécanisation de l'agriculture ou le degré d'automatisation industrielle..

3.1.1.3. Dirigeants patronaux Les dirigeants des grandes entreprises et aussi de leurs organisations syndicales doivent être au fait de l'importance des conditions de travail pour la vie des travailleurs qui ne s'intéressent pas qu'au salaire même quand ils sont très pauvres. Ils doivent également mesurer le coût extrêmement élevé des mauvaises conditions de travail. C'est aussi que les accidents du travail ont des causes analogues à celles des incidents (événements même considérables n'ayant pas entraîné ~~d'atteinte corporelle~~ de victimes). Or l'importance de la détérioration du matériel par incidents est financièrement considérable.
De même les mauvaises conditions de travail détériorent une mauvaise fiabilité et une qualité insuffisante des produits pour le marché international.
Ainsi à côté des difficultés sociales, les problèmes économiques liés aux mauvaises conditions de travail doivent être présents à la pensée des dirigeants d'entreprises quand ils investissent dans le dispositif de fabrication et quand ils en financent la maintenance.

3.1.1.4. Syndicalistes Il paraît évident que les dirigeants syndicaux sont ~~[illegible]~~ par définition préoccupés des conditions de travail. Toutefois il apparaît souvent que la gravité d'autres problèmes sociaux: emploi, salaires, retraites et avantages sociaux ~~[illegible]~~ apparaît aux travailleurs comme prépondérante. Il faut un effort personnel aux dirigeants syndicalistes des pays en voie d'industrialisation, comme à ceux des pays

industrialisés pour se persuader et convaincre les travailleurs que les conditions de travail sont inséparables des problèmes d'emploi, de salaire et d'avantages sociaux. A quoi sert d'avoir un emploi, un salaire, une retraite si les accidents sont très nombreux, les maladies fréquentes et l'usure rapide ?

3.1.15 Responsables de l'administration du travail et de la sécurité sociale. Ceux qui ont à établir et à faire respecter la législation et la réglementation du travail sont au premier chef préoccupés par ces questions. Malheureusement on peut observer sur toutes les latitudes, que l'administration du travail se révèle parfois à écrire d'excellents textes dont l'application se révèle impossible ou très difficile dans un grand nombre de cas pour des raisons techniques ou économiques. Que faire pour réduire la charge thermique dans une usine de pays tropical où de vastes verrières sont exposées au Sud Ouest et où de nombreuses machines sont accompagnées de leurs moteurs thermiques ? Raser l'usine et acheter d'autres machines ? Climatiser un volume de 20.000 ou de 100.000 m³ ?

Il est donc nécessaire de situer les préoccupations de l'administration du travail sur un plan plus technique et sur possibilités d'action dans la période du projet où l'usine n'est pas encore construite et les machines pas encore commandées. Mais il faut aussi former les

dirigeants de l'administration du travail dans un sens différent de la pure réglementation. XX

La nature des ~~tâches~~ enseignements spécialisés pour les diverses catégories de décideurs est essentiellement de nature sociotechnique, car à leurs niveaux on n'entre pas dans le détail de la conception ergonomique. Il faut en particulier de bonnes statistiques sur les phénomènes : accidents, incidents, maladies professionnelles, rotation du personnel et de bonnes évaluations financières ~~des effets~~ du coût des mauvaises conditions de travail en tenant compte de leur incidence sur la production et l'économie générale.

3.12. <u>Ingénieurs et techniciens</u> Il est évident que ce sont les ingénieurs et les techniciens qui font le dispositif technique ~~et qu'ils doivent~~. Les connaissances ergonomiques qui leur sont indispensables font partie intégrante de leur formation <u>technique</u> et ne sont en ~~ce~~ aucune façon facultatives.

Suivant ~~ainsi~~ des recommandations déjà émises par divers organismes internationaux, il est indispensable que les ingénieurs et les techniciens reçoivent dès l'Ecole une solide formation dans le domaine ergonomique et bénéficient en outre de sessions de formation continue en relation avec les questions particulières que leur pose le travail de l'homme dans le secteur particulier

ou ils exercent.

3.1.3 Agents spécialisés Parmi les membres de l'entreprise, certains ont une activité orientée spécifiquement sur les relations de l'homme avec le dispositif de production (médecin, psychologue, ingénieur de sécurité et hygiène etc). Ils doivent non seulement avoir une compétence ergonomique mais être capables de devenir eux mêmes des formateurs. C'est dire que l'effort pédagogique à leur égard doit être beaucoup plus considérable en quantité.

3.1.3.1 Médecin du travail. Dans beaucoup de pays les médecins du travail sont exclusivement orientés vers la guérison. Leur activité doit en réalité être orientée de façon importante vers l'évaluation des capacités de la population des travailleurs, ~~la surveillance~~ ~~la discipline~~ l'épidémiologie des effets négatifs des conditions de travail, ~~les~~ ~~recom~~ description des situations de travail défavorable, la recommandation pour une amélioration. On peut donner de nombreux exemples d'excellents formations de ce type existant en Asie du Sud-Est Inde, Indonésie, Japon, Philippines etc, Singapour etc.

3.1.3.2 Psychologue du travail Trop souvent les psychologues du travail sont encore orientés vers la relation professionnelle ou vers la psychosociologie des conflits alors que leur rôle doit être prédominant dans l'analyse des causes des accidents du travail et dans l'analyse du travail de façon.

plus générale. Il est ceux qui peuvent résoudre les difficultés ~~dysfonctionnements~~ créées du dispositif technique qui conduisent à des comportements défavorables. Enfin le rôle des psychologues doit être important dans la formation ~~des~~ en ergonomie.

3.1.3.3 Ingénieur de Sécurité La part des ingénieur de sécurité dans l'amélioration des conditions de travail doit être déterminante, d'autant plus que dans beaucoup d'entreprises, on tend à créer un service commun de "sécurité et conditions de travail". Il est nécessaire pour cela que les mes classiques en matière de sécurité s'élargissent et qu'à côté des actions classiques : application de règlements, utilisation de protections individuelles, appelés au concours de sécurité. on fasse une part importante aux données ergonomiques et l'analyse des systèmes dans la ligne par exemple du Total Loss Control Training de l'Université de HAWAI

3.1.3.4 Ingénieur en Organisation On connaît le mouvement antitaylorien très important qui parcourt actuellement le monde industriel. Ce mouvement est en grande partie légitime du fait que le taylorisme systématique est loin d'avoir une valeur universelle et ne correspond pas à l'optimum dans un grand de situations industrielles modernes.

Il faut toutefois continuer à organiser le travail

au mieux. L'ergonomie apporte à l'organisation un volume de données nouvelles et utiles lui concernant qui doivent être intégrées au savoir des ingénieurs afin de réduire la charge de travail inutile, améliorer la fiabilité ~~et sécurité~~ du dispositif technique.

3.1.3.5 ~~Autres~~ Autres ingénieurs spécialisés. On pourra s'étonner de trouver dans la liste des groupes spécialistes les ingénieurs du service achat ~~, ceux de la maintenance~~ ou ceux des travaux neufs.

En réalité, il faut que ceux qui dans l'entreprise achètent les machines connaissent bien les normes auxquelles celles-ci doivent satisfaire du point de vue des conditions de travail. Il ne faudrait pas que les machines qui ne répondent ~~plus~~ pas aux normes ~~TSO~~ BIT ou ISO et qui ne trouvent plus acheteurs dans certains pays industriels, soient vendues aux entreprises des pays en développement industriel.

Ce sont les ingénieurs des travaux neufs qui assurent les démménagements et les réaménagements fréquents dans l'usine et qui vont pouvoir à cette occasion améliorer des conditions de travail dont on se plaint depuis longtemps dans l'atelier. Comment le feraient-ils s'ils ne sont pas compétents

3.1.4 Sociotechniciens et Ergonomistes. Chaque pays, chaque entreprise ou groupe d'entreprises a besoin

de sociologues et de biologistes

~~de faire appel aux des~~ de disposer d'ergonomistes pour assurer des consultations et former les autres acteurs concernés.

Il n'est pas nécessaire d'insister sur cette nécessité ~~pour~~ mais il est nécessaire d'élucider avec soin chaque situation nationale de façon à ce que l'esprit qui anime ces spécialistes et le domaine de leur compétence correspondent bien aux besoins spécifiques du pays ~~et~~ ou de l'entreprise de façon à éviter un licenciement inopportun de modèles valables dans d'autres circonstances.

Il est évident que la formation de ces spécialistes demande un effort important : 2 à 3 ans de formation post universitaire.

3.1.5 <u>Les travailleurs.</u> La formation des travailleurs dans le domaine des conditions de travail est un domaine immense et encore peu exploré dans le monde entier. Telle formation doit permettre aux travailleurs de mieux saisir la réalité de leurs travail et ses risques, d'améliorer leur comportement et de susciter leurs initiatives d'amélioration.

3.2 <u>Les modalités de la formation</u> Les modalités des ~~les~~ formations ~~sur~~ dans le domaine des conditions de travail sont multiples, ne serait-ce que dans leur durée : quelques heures de ~~cafe~~ sensibilisation pour les décideurs, quelques années pour les sociologues et les ergonomistes.

D'autres aspects jouent dans la diversité : la plupart importante de la formation doit certes être introduite dès l'école et mêlée à la formation générale qu'il s'agisse du contenu d'apprentissage de l'avenir lauréat ou du programme d'éducation de médecins, des psychologues ou des ingénieurs. Mais une partie plus considérable relève du domaine de la formation continue car il faut agir vite sur les personnes déjà en place et aussi parce que les connaissances évoluent rapidement et que l'on ne peut vivre ~~sur le bloc~~ l'acquis des études de plus en plus lointaines.

Les formations seront pour certaines très spécialisées dans leur thème et l'on organisera des rencontres sur les conditions de travail dans les complexes agroindustriels sucriers ou ~~sur les~~ dans les filatures ~~— Elles~~ en invitant des personnes d'origine diverses : ingénieurs, médecins, psychologues, responsables du travail.

Certaines formations seront ouvertes vers des professions et l'on pourra présenter les économies gérantes aux médecins du travail d'un côté, aux ingénieurs de sécurité de l'autre.

Pour les spécialistes du bâtiment, niveau ou pour les thèmes très élevés (par exemple conditions de travail dans la marine commerciale, dans l'informatique) des rencontres interdisciplinaires seront préférables. Il est certain qu'en ce qui concerne l'Asie du Sud-Est, il paraît très souhaitable de multiplier les rencontres régionales ~~régionales~~ si elles peuvent bénéficier de l'aide des pays voisins : Inde, Japon, etc ~~Si tout~~

A côté des enseignants ruraux, ~~il faudrait~~ il est également nécessaire de développer des documents écrits. Sur le plan scientifique en sensibilisant dans les deux domaines de la sociodynamique et de l'organisme qu'il existe une collection de livres et une revue scientifique propre à l'Afrique du Sud Est.
Sur le plan de la grande diffusion, des plaquettes et des journaux ~~de grand tirage~~ de style populaire pourraient avoir un effet très heureux.

4.0. Conclusion.

Les conditions de travail sont le résultat de plusieurs phénomènes techniques, économiques et sociaux d'une grande complexité liés à la géographie, à la démographie, à l'anthropologie du pays.

Un des apports de la science moderne est de mieux saisir les ~~liens~~ relations entre les divers aspects de la réalité et de proposer des alternatives aux solutions qui ne paraissent pas adéquates.

L'extrême et la complexité des problèmes ~~demandent~~ font appel aux compétences d'un grand nombre d'experts exigent l'action informée de beaucoup d'acteurs sociaux.

~~Il est donc indispensable~~
Pour améliorer les conditions de travail aussi certes et surtout construire d'emblée de bonnes conditions de travail dans les nouveaux dispositifs de production

il est nécessaire de mettre en place un important dispositif de l'information et de formation.

Les résultats de cet effort se traduisent sur le plan social : réduction des accidents du travail, des maladies professionnelles, de la fatigue, de l'absentéisme et de la rotation du personnel mais aussi sur le plan économique : réduction des pertes financières par incidents, meilleure qualité de la production et plus grande régularité de son volume, fiabilité accrue des dispositifs complexes informatiques et automatiques, réduction des immobilisations par meilleure utilisation des matériels et des pièces détachées.

Le rôle du BIT dans cet effort peut être très important en particulier s'il lui est possible d'établir des plans de formation régionaux en Asie du Sud-Est

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Documents

UNESCO Asia BANGKOK

World Safety Organization

Total loss control management

Development academy of the Philippines

TA GAYTAY

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Laureno PISPLER

WHO Industrial Health

BROWN - letter

- Developing a screening test for workers on high rise buildings.

- Visit to Manila

- Personal protection against hostile environments

- World Safety Congress

- One day Manila - training for industrial injuries

- Development of special work clothing for hot work environments in the tropical countries of Asia

- Seminar on rural occupational safety and health for the asian region.

- The design of factory buildings for the tropical countries of Asia

- Occupational safety posters for the developing countries of Asia
- The ergonomics of occupational safety and health
- ~~Personal protection against hostile environment~~
- The safety consultant game
- The briefing of experts on aspects of PIACT
- Technical articles for the journals of certain learned and professional societies
- Safety manual for Bangladesh
- Teaching materials - Safety models and illustrations

Dy Social implications of technology transfer in the Philippines

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Mendoza Speech of occupational health and safety

Ahmed Improvement of conditions of landless and other rural workers in the Philippines
Institute of Philippine Culture Ateneo de Manila Univ

Randolph David
- Understanding industrial relations in the
- The perspective of resident Japanese investors (MAMORU TSUDA)

- The threat from technology

- The cost of rapid national underdevelopment: the urban situation.

- The sociology of poverty or the poverty of sociology

- Multinational management in ten philippine based corporations : a sociological study.

C.R.C. Center for research and communication

- discipline OPUS DEI
- Transfer of technology paper.

JOCANO ALSAYBAR ANTONIO

GUEVARRA - NOVAL ed MSG BUQUI

Work 4 community leaders

Population Institute UP

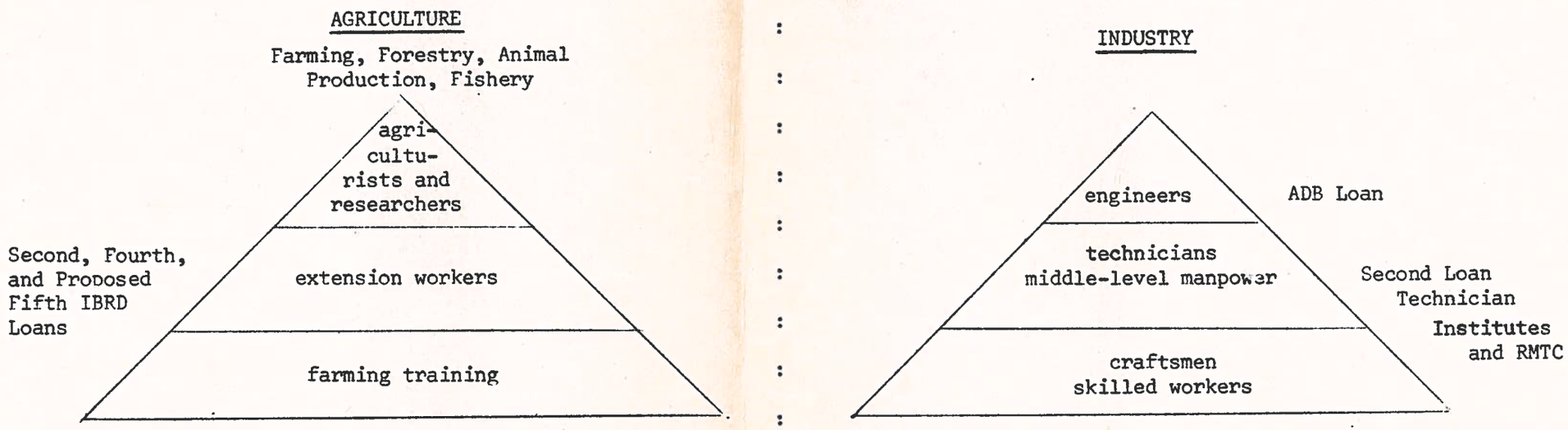
PRESIDENTIAL DECREE 6-A

Thrusts of Ten-Year Development Program

1. Improvement of the quality of basic education

Third IBRD Loan

2. Meeting manpower shortages in critical areas



DEC TEN-YEAR EDUCATIONAL DEVELOPMENT PROGRAM

PROJECT	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982
SECOND IBRD EDUCATION PROJECT		BASIC EDUCATION CURRICULUM DEVELOPMENT STRENGTHENING OF CLSU & CMU REGIONAL AGRICULTURAL COLLEGES TRAINING OF MIDDLE-LEVEL MANPOWER UPGRADING OF VOCATIONAL/TECHNICAL EDUCATION									
THIRD IBRD EDUCATION PROJECT				BASIC EDUCATION CURRICULUM DEVELOPMENT BASIC EDUCATION STAFF DEVELOPMENT BASIC EDUCATION INSTRUCTIONAL MATERIALS DEVELOPMENT IMPROVEMENT OF EDUCATION MANAGEMENT AND PLANNING PRE-INVESTMENT STUDY ON COMMUNICATION TECHNOLOGY						PROJECTED SECOND PHASE	
FOURTH IBRD EDUCATION PROJECT					RURAL DEVELOPMENT IMPROVEMENT OF ALLIED FIELDS AGRICULTURAL EDUCATION (FORESTRY, ANIMAL SCIENCE AND VETERINARY MEDICINE STRENGTHENING OF RURAL REGIONAL AGRICULTURAL COLLEGE, VISCA						
FIRST ADB EDUCATION PROJECT					UPGRADING OF ENGINEERING EDUCATION						
FIFTH IBRD EDUCATION PROJECT							NON-FORMAL EDUCATION, STRENGTHENING OF AGRICULTURAL EDUCATION (FISHERIES EDUCATION)				
OTHER PROJECTS		CURRICULUM DEVELOPMENT & IMPROVEMENT, STAFF TRAINING, EDUCATION RESEARCH FOR POLICY FORMATION, STRENGTHENING OF EDUCATION PLANNING & MANAGEMENT EDPITAF ORGANIZATIONAL DEVELOPMENT & SECTORAL PLANNING									

NOTE: MAGNITUDE OF ARROWS REFLECT MAGNITUDE OF INVESTMENTS
ENCLOSED IN ARROWS ARE MAJOR THRUSTS OF THE PROJECT

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

ATLAS CONSOLIDATED MINING AND DEVELOPMENT CORPORATION

AND THE

PROGRESSIVE LABOR ASSOCIATION-ASSOCIATED LABOR UNIONS

MAKATI SIGNING

CBA signing at A. Soriano Building, Makati, Rizal. (Seated left to right) C.D. Clarke, Executive Vice-President, ACMDC.; D.T. Mendoza, National President, Associated Labor Unions-Vinconti, Mr. J. de Ibazeta, Vice-President & Treasurer, ACMDC. (Standing left to right) L. M. Garcia, Personnel Manager, ACMDC, and R. B. Santos, Vice-President, ACMDC.

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COLLECTIVE BARGAINING AGREEMENT

KNOW ALL MEN BY THESE PRESENTS:

This AGREEMENT made and entered into by and between —

ATLAS CONSOLIDATED MINING AND DEVELOPMENT CORPORATION, a corporation duly organized and existing under and by virtue of the laws of the Philippines with principal office at A. Soriano Building, 151 Paseo de Roxas, Makati, Rizal, but engaged in mining at Don Andres Soriano, Toledo City, represented by its Executive Vice-President, CHARLES D. CLARKE, hereinafter referred to as the "COMPANY",

— and —

ASSOCIATED LABOR UNIONS-VIMCONTU, a legitimate labor organization duly registered with the Department of Labor, with principal offices at Manila, represented by its National President, DEMOCRITO T. MENDOZA, and PROGRESSIVE LABOR ASSOCIATION-ALU, a legitimate labor organization duly registered with the Department of Labor, represented by its President, ARTURO R. PONCE, hereinafter referred to as the "UNION".

WITNESSETH:

WHEREAS, in connection with CIR CASE NO. 119-MC-CEBU, the Court of Industrial Relations issued an order dated December 11, 1959, certifying the UNION as the exclusive bargaining representative of the employees and workers employed by the COMPANY at its mining operations in Toledo City, Philippines;

WHEREAS, the UNION has shown to the satisfaction of the COMPANY that it represents an overwhelming majority of the employees and workers within the bargaining unit as defined in Section 1, Article I;

WHEREAS, on December 15, 1972, the COMPANY and the UNION entered into a Collective Bargaining Agreement which was duly acknowledged before Notary Public Patricio R. Aguilar, and was registered in the latter's Notarial Register as Doc. No. 899, Page No. 59, Book No. VII, Series of 1972;

WHEREAS, the term of the aforesaid Collective Bargaining Agreement was for a period of three (3) years only;

WHEREAS, upon the expiration of the terms of such Collective Bargaining Agreement, the UNION and the COMPANY have conferred together for the purpose of renewing and/or modifying the existing collective bargaining agreement which expires on December 15, 1975;

WHEREAS, the COMPANY and the UNION now desires to enter into another agreement for the purpose of establishing, maintaining and regulating the standards of hours of work, rates of pay, and all the terms and conditions of

employment of the COMPANY, and with the end in view of facilitating the peaceful adjustment of all differences that may arise from time to time between the parties, and to promote harmony and efficiency to the end that the COMPANY, the UNION, the workers and the general public may mutually benefit;

NOW, THEREFORE, in considerations of the premises, covenants, undertakings, terms and conditions herein contained, it is hereby mutually agreed by and between the parties hereto as follows:

ARTICLE I
SCOPE

SECTION I. This Collective Bargaining Agreement covers all regular employees and workers directly employed by the COMPANY at Don Andres Soriano, Sañgi, Toledo City, Cebu City and in all other places where the company establishes its operations in Cebu Province, as well as EMERGENCY, temporary and probationary employees. Managerial employees who are either classified as Senior, Junior and Supervisory staff and confidential employees namely: secretaries of the Resident Manager, Resident Comptroller, Division Managers and Department Heads, including the technical confidential assistants assigned to the Resident Manager, Asst. Resident Managers and Division Managers are excluded, from the bargaining unit as herein defined by the UNION and the COMPANY.

SECTION 2. All the terms and conditions of employment of the employees and workers covered by this agreement are embodied herein and the same shall govern the relationship between the COMPANY and such workers. On

F. Summary of Courses (cont'd)

2. Elective Courses

Occupational Health 290	- SPECIAL STUDIES & RESEARCH	4
Occupational Health 300	- MASTER'S THESIS	6
Occupational Health 207	- HEALTH MAINTENANCE IN INDUSTRY	1
Occupational Health 208	- OCCUPATIONAL DISEASES	2
Occupational Health 209	- DISABILITY EVALUATION, LABOR LEGISLATIONS & FORENSIC MEDICINE	2
Occupational Health 210	- PLANT SANITATION	1
Occupational Health 211	- INDUSTRIAL SAFETY	2
Occupational Health 212	- OCCUPATIONAL HEALTH NURSING	2
	Total Units	20

3. Other Electives - shall be taken from the graduate courses of the Institute of Public Health to complete unit requirements for the Master's program.

G. Description of Courses

1. Occupational Health 201 (PRINCIPLES AND METHODS OF PHYSIOLOGICAL HYGIENE); 48 hours (24 class, 24 lab); credit - 2 units

2. Occupational Health 202 (INDUSTRIAL HYGIENE TECHNOLOGY); 48 hours (24 lect, 24 lab); credit - 2 units

3. Occupational Health 203 (INDUSTRIAL TOXICOLOGY) 32 hours (class); credit - 2 units

4. Occupational Health 204 (ENVIRONMENTAL PHYSIOLOGY) Physiological responses of man to various stresses in environment. Prerequisite: Occup. Health 201 or consent of instructor

the other hand, all such benefits and/or privileges as are not expressly provided for in this agreement but which are now being accorded, may in the future be accorded, or might have previously been accorded to the workers, shall be deemed as a favor on the part of the company in each case, and the continuance or repetition thereof now or in the future, no matter how long or how often, shall not be construed as establishing an obligation on the part of the COMPANY, subject however to the provisions of Article 98 of the New Labor Code.

ARTICLE II

Union Security

SECTION 1. The COMPANY recognizes the UNION as the sole and exclusive collective bargaining representative of all the employees and workers covered by this Agreement, as defined in Section 1 of Article I hereof.

SECTION 2. The COMPANY will make payroll deductions of dues of members of the union consisting of entrance and membership fees as well as other special assessments to accrue to the welfare fund of the UNION provided that such special assessments must first be approved by the Board of Directors of the UNION and provided further that no deductions shall be made hereunder except as permitted by law in pursuance of an authorization signed by the individual worker or employee in the form heretofore agreed upon by the parties.

All deductions made by the COMPANY will be remitted monthly to the Treasurer of the UNION or to any officer of the UNION authorized by its Board of Directors. No deductions shall be made for any payroll period during which the employee or worker does not earn any wage.

SECTION 3. (a) All employees within the appropriate bargaining unit who are now members of the UNION shall, as a condition of continued employment by the COMPANY, maintain their membership in the UNION in good standing during the effectivity of this Agreement. The COMPANY shall endeavor to give preference to the recommendees of the UNION provided that said recommendees possess the necessary qualifications for a certain job.

(b) Any employee who may thereafter be appointed to hold a position within the appropriate bargaining unit shall be advised by the COMPANY that they are required to file an application for membership in the UNION within thirty (30) days after their appointment shall have been made regular, as a condition of their continued employment.

(c) The COMPANY, upon the written request of the UNION, shall give notice of termination of the services of any employee who shall fail to fulfill the conditions aforesaid, subject however to the provisions of the New Labor Code and the Implementing Rules & Regulations, but it assumes no obligation to discharge any employee if it has reasonable grounds for believing either that membership in the UNION was not available to the employee on the same terms and conditions generally applicable to other members, or that membership was denied or terminated for reasons other than voluntary resignation, non-payment of regular union dues, or membership in another union after the signing of this Agreement.

SECTION 4. All employees and workers within the scope of this agreement, who are not members of the UNION, shall be assessed reasonable fee equivalent to the dues and other fees paid by UNION members if they accept the benefits under this agreement. Such automatic check-off will not require individual authorization.

ARTICLE III

JOB SECURITY

SECTION 1. The COMPANY shall be at liberty to hire workers upon such basis of compensation as may be agreed upon at the time of hiring and the UNION recognizes that this is the prerogative of the management.

SECTION 2. The UNION hereby recognizes the COMPANY's right to transfer, dismiss, terminate, lay off or discipline its employees and workers, after proper investigation, for just and proper causes only. The UNION, however, shall have the right to seek reconsideration of any dismissal, lay off or other disciplinary action, and such request for reconsideration shall be considered a dispute or grievance to be dealt with in accordance with the procedure outlined in Article IX hereof. The UNION accepts and adopts the COMPANY policy on justified causes of dismissal as shown in ANNEX "A" hereto attached and considered as an integral part of this Agreement.

SECTION 3. The COMPANY may likewise transfer, dismiss, terminate, lay off or discipline any probationary temporary or emergency employee or worker as hereinbelow defined, without such action being considered a cause for dispute or grievance.

(a) **Emergency employee/worker** — One hired neither as a probationary nor a temporary employee to perform jobs which are emergency in nature like the fixing of roads after a calamity. The term of employment of the emergency worker is coterminus with the completion of the emergency job.

(b) **Temporary employee or worker** — A temporary employee or worker is one hired to perform a specific temporary job not connected with the normal operation of the COMPANY and will retain his temporary status until the job for which he is hired shall have been completed, irrespective of the time required to finish the job.

(c) **Probationary employee or worker** — A probationary employee or worker is one hired by the COMPANY on probation for the purpose of occupying a regular position in the COMPANY, whether requiring skill or not. Before such a probationary employee or worker who occupies a position that requires skill becomes regular, he shall be required to serve for a probationary period not exceeding six (6) months. However, if the position does not require any skill, such probationary employee or worker becomes regular if retained at the service for more than three (3) months.

(d) **Regular employee or worker** — A regular employee or worker is one who occupies a regular position connected with the regular operations of the COMPANY who has passed the probationary period under Article III, Section 3, Paragraph (c) and who has also passed the required physical examination conducted by the COMPANY physician.

ARTICLE IV

HOURS OF WORK & REST DAY

SECTION 1. The present hours of work in the COMPANY shall be maintained, however, it is agreed by all the parties that the COMPANY may change the prevailing working hours at its discretion or should it be found by it to be advisable or necessary in the future, either as a permanent or as a temporary measure, provided that such change

or changes do not contravene Labor Code Provisions on normal hours of work.

SECTION 2. The COMPANY will determine and schedule a weekly rest day for each worker/employee in accordance with the work schedules of the department to which the worker/employee is assigned, subject to the limitations set out by the New Labor Code.

SECTION 3. The parties hereby agree that work performed on a Sunday will carry the usual 60% premium rate as outlined in Section 4, Article VI hereof.

ARTICLE V
COMPENSATION

SECTION 1. The COMPANY agrees that during the effectivity of this contract, it will grant the employees and workers covered by this Agreement, both monthlies and dailies, an increase of THIRTY PERCENT (30%) which shall be made effective on a staggered basis as follows:

First year	– 15% effective November 16, 1975
Second year	– 10% effective December 16, 1976
Third year	– 5% effective December 16, 1977

SECTION 2. The COMPANY shall continue to give during the effectivity of this contract a minimum salary of P12.00 a day to all its new employees and workers paid on a daily basis, and a minimum salary of P360.00 a month to all its new employees and workers paid on a monthly basis.

SECTION 3. The COMPANY agrees to continue processing all daily paid employees and workers who are occupying clerical positions for the purpose of converting their respective wages to monthly basis.

ARTICLE VI
OVERTIME, REGULAR HOLIDAY, SCHEDULED REST DAY AND NIGHT DIFFERENTIAL PAY

Overtime work shall be distributed as evenly as practicable and shall be paid for in the manner and at the rate stated in the following:

SECTION 1. Each employee and worker shall be paid his basic hourly rate plus thirty per cent (30%) for each hour of work in excess of eight (8) hours on ordinary days, that is Monday to Saturday.

SECTION 2. Each employee and worker shall be paid One Hundred Per Cent (100%) of his basic daily rate for unworked regular holidays. If an employee or worker works on a regular holiday, he shall be paid Two Hundred Per Cent (200%) of his basic daily rate and if an employee and worker works in excess of eight (8) hours on a regular holiday, he shall, for each hour of work performed in excess of the first eight hours, be paid his regular holiday premium plus Sixty Per Cent (60%).

SECTION 3. When an employee or worker is made or permitted to work on his scheduled rest day he shall be paid his basic daily rate plus Thirty Per Cent (30%) premium for the first eight (8) hours. If he works overtime then he shall for each hour of work be paid an additional compensation equivalent to his rest day rate plus Sixty Per Cent (60%).

When an employee or worker is made to work on his scheduled rest day which happens to be a regular holiday, he shall be paid Two Hundred Per Cent (200%) of his daily rate plus Thirty Per Cent (30%) for the first eight (8) hours

of work. In case he works overtime during the said day then he shall be paid his regular holiday rest day rate which is Two Hundred Thirty Per Cent (230%) plus Sixty Per Cent (60%) premium for work in excess of Eight (8) Hours.

SECTION 4. If a monthly or daily paid employee or worker is required to work on a Sunday, special or legal holiday, he shall, for each hour of work performed not exceeding eight (8) hours on such day be paid a Sunday, special or legal holiday premium in an amount equivalent to his basic hourly rate plus Sixty per cent (60%) thereof, and if such a monthly or daily paid employee or worker works in excess of eight (8) hours on a Sunday, special or legal holiday, he shall, for each hour of work performed in excess of the first eight (8) hours, be paid his Sunday, special or legal holiday premium plus sixty (60%) per cent thereof.

SECTION 5. For the purpose of this agreement, the basic daily rate of a monthly paid employee shall be computed by dividing his annual salary by 303 days and his basic hourly rate by dividing his basic daily rate by 8 hours.

SECTION 6. In case of extreme necessity, an employee or worker is required to work continuously for sixteen (16) hours, he shall be given a day off at regular pay to be enjoyed within the week immediately following the sixteen (16) continuous hours during which he had worked.

SECTION 7. An eighteen-centavo (P0.18) per hour night differential pay shall be paid to all employees and workers who may be required to work between 6:00 P.M. and 11:00 P.M., and twenty-one (P0.21) centavos per hour night differential pay shall be paid to those employees and workers who may be required to work between 11:00 P.M. and 6:00 A.M. of the following day. This night differential

pay shall be added to the regular rate before computing the overtime or Sunday and Holiday premium pay to which the employee or worker may be entitled.

ARTICLE VII

VACATION AND SICK LEAVE PRIVILEGES

SECTION 1. All employees and workers covered by this Agreement who are paid on a monthly or daily basis shall be entitled to vacation leave with pay for each calendar year of continuous service rendered and to be enjoyed after the anniversary dates of their employment, in accordance with the following scheme:

MONTHLY EMPLOYEES:

Period of Employment	Vacation Number of Days
1 — 5 years	19
6 — 10 years	20
11 or over	21

DAILY EMPLOYEES:

Period of Employment	Required Number of days of work per calendar year	Vacation Number of Days
1 — 5 years	290 days of work	19
—do—	285 days of work	14
—do—	below 285	—
6 — 10 years	290 days of work	20
—do—	285 days of work	15
—do—	below 285	—
11 or over	290 days of work	21
—do—	285 days of work	16
—do—	below 285	—

SECTION 2. Workers who desire to enjoy the vacation leave privileges herein granted must make written application therefor within the calendar year on which they are entitled to enjoy the same, otherwise the right to vacation privileges herein provided shall be deemed forfeited.

SECTION 3. All employees and workers covered by this agreement who are paid on a monthly basis shall be entitled to fifteen (15) days sick leave with pay provided, however, that such sick leave shall have been certified to the COMPANY by its own physician to be necessary or certified by a physician under oath. Employees and workers who are paid on a daily basis and who may have been in the service of the COMPANY for not less than 290 days shall be entitled to sick leave with pay as may be certified by the COMPANY physician to be necessary or certified by a physician under oath but not in excess of fifteen (15) days during any one calendar year, provided that those who have rendered two hundred eight-five (285) days shall be entitled to ten (10) days sick leave with pay. The sick leave with pay herein provided shall not be cumulative.

SECTION 4. Vacation pay equivalent to one and one half (1-1/2) days pay for every month of continuous service shall be paid to an employee or worker who may be separated from the service of the COMPANY with or without completing 290 days service requirement for vacation leave with pay provided that such employee or worker had previously completed 290 days of continuous service for at least One (1) year.

SECTION 5. Unused sick leaves shall be paid at regular rate as premium for low sick leave record. The commuted sick leave pay herein provided shall be paid at the beginning of the month or year immediately following the month or

year in which the sick leave is earned by the employee or worker entitled thereto.

SECTION 6. The number of vacation leave privilege hereinabove referred to is understood to be working days. Meaning, that the worker's/employee's weekly rest day should be excluded. However, with respect to the daily-paid worker/employee, the vacation leave privilege may be continuous (referring to calendar days) provided that at the time he applies for the leave, he should so specify, otherwise, the leave will also be treated as working days.

ARTICLE VIII

MEDICAL AND HOSPITALIZATION BENEFITS

SECTION 1. The COMPANY's medical policy as stated and explained in detail in a circular copy of which is hereunto attached and made a part hereof as Annex "B", shall be continued for the duration of this Agreement. It is however understood that the COMPANY will discontinue collection of the One Peso (P1.00) monthly membership fee from each member of the medical plan.

The COMPANY agrees to contribute monthly to the UNION the amount of Two Thousand Pesos (P2,000.00) for medical and dental services and the amount of One Thousand Pesos (P1,000.00) for medicines for the medical and dental attention that the UNION may render to the COMPANY's employees and workers thru the UNION's medical and dental services at Cebu City.

ARTICLE IX

GRIEVANCE MACHINERY AND ARBITRATION PROCEDURES

SECTION 1. Definition of grievances: Any differences of opinion, controversy or dispute between the COMPANY and the UNION, or between the COMPANY and any employee covered by this agreement, or regarding any matter affecting COMPANY-UNION or COMPANY-WORKER relations, which is not settled or adjusted by the immediate representative of the COMPANY and to the satisfaction of the UNION or employee concerned, shall be considered as a grievance.

SECTION 2. Grievance Procedure: The following procedure which may be initiated by either the COMPANY or the UNION shall be applied by the parties as the sole and exclusive means of seeking adjustment of and settling such grievance. It is hereby understood that the final decision rendered in the case of a grievance shall be binding and conclusive upon the parties and shall be considered as an integral part of this agreement.

FIRST STEP. — The aggrieved party, together with the shop steward of the department where the worker/employee is assigned and the General Foreman of the department as the representative of the COMPANY shall meet and sincerely seek a fair and impartial settlement of the grievance within the same day the complaint of grievance is lodged. In case of settlement, a written report should be rendered, signed by the worker, the Shop Steward and the General Foreman, stating therein the grievance complained of and the decision/settlement arrived at. The decision/

settlement arrived at is final and the same is forwarded to the Department Head for implementation.

SECOND STEP. — Failing satisfactory settlement fo the first step, the same complaint is put in writing and forwarded to the Department Head, stating therein the cause of the deadlock. The Department Head and the Chief Steward under this step has 2 days to resolve the unsettled grievance. However, if the grievance calls for dismissal, the Department Head and the Chief Steward shall forthwith endorse the grievance to the Investigation Board thru the Division Manager, for a full-dress investigation. The same procedure is followed in case of a deadlock.

THIRD STEP. — The Investigation Board constitutes the third step in the settlement of grievance. It is composed of the Personnel Manager as Chairman (The Asst. Personnel Manager acts as Acting Chairman in case of his absence); one Junior Staff from the Division where the grievance emanated as the 2nd member; One Attorney (also a Junior Staff), from the Legal Department as a 3rd member. During the investigation by the Board, the Chief Steward and the UNION Legal Counsel shall assist the aggrieved employee or respondent.

The Investigation Board in the investigation of absence without official leave (AWOL) cases shall confine itself to the 201 record of the absentee employee/worker, the record of attendance being officially kept therein.

Cases referred to the IB (AWOL CASES) and deadlocked grievances from the 2nd step shall be resolved within two (2) weeks from receipt of copy of the request for investigation. The main task of the IB is purely fact-finding and must submit a formal report of its findings and recommendations to the Division Manager immediately after the

investigation. Within 3 days from receipt of the IB report, the Division Manager will render the corresponding decision thereon. An appeal from the said decision of the Division Manager may be taken within 15 days from receipt of the decision by the aggrieved party (the UNION thru the PLA-ALU President or the COMPANY thru the Personnel Manager as the case may be) by filing a notice of appeal addressed to the Chairman of the Labor Management Relations Committee (LMRC) with copies furnished the other party and the Personnel Manager. For employees/workers who are non-residents of Toledo City, the period of appeal is 21 days.

The Chief Steward may seek postponement of the IB investigation to afford the UNION the opportunity to exert all efforts to locate the complainant/respondent employee but said postponement shall not exceed 2 weeks.

FOURTH STEP. —Appeal of the decision referred to in the 3rd step is elevated to the Labor-Management Relations Committee which is composed of the Chief Legal Counsel as Chairman, 2 Senior Staff members as Management representatives and the Labor Panel composed of the Local Union President, the Local First Vice-President and the Union Legal Counsel. Such appeal or unsettled grievance will be discussed and if necessary, a complete reinvestigation of the grievance may be conducted. Should the LMRC fail to resolve the appealed grievance within 2 weeks from receipt of the appeal or should the deliberations result in a deadlock, the case or grievance shall be submitted to voluntary arbitration in accordance with the next succeeding step.

The aggrieved party in case of such failure to resolve or in case of deadlock as herein mentioned shall within ten (10) days (from receipt of resolution of deadlock or from notice of a failure to resolve the appeal), file a notice elevating the case to voluntary arbitration in accordance with the provisions laid down in Rule I (notice of Elevation) of Arbitration Rules of Procedures, Annex "C" hereof.

FIFTH STEP. — The fifth step is voluntary arbitration which shall be governed by rules of procedures which forms as Annex "C" hereof and made an integral part of this CBA.

SECTION 3. The parties hereby designate, appoint and constitute, as they hereby designate, appoint and constitute Attys. Expedito Bugarin and Valentino Legaspi as voluntary arbitrators to pass upon, resolve and determine all matters and questions resulting in a deadlock at the LMRC or notice of failure to resolve. Their terms take effect upon acceptance of their appointments.

Even-numbered cases shall be assigned to the Arbitrator whose family name is earlier in the alphabetical order and odd-numbered cases shall be assigned to the other arbitrator. Cases submitted for arbitration shall be numbered consecutively and chronologically. ACMDC's Chief Legal Counsel shall be in charge of the numbering consecutively and chronologically the cases submitted for arbitration.

In case of absence or incapacity of the Arbitrator to which a particular case is assigned or when said Arbitrator voluntarily inhibits himself for reasons of relationship either by consanguinity or affinity with any of the employees involved or if inhibition shall be invoked by either party for any lawful cause under the rules of Court the other Arbitrator shall assume jurisdiction over the said case.

SECTION 4. Fees of Arbitrators: The fees of the Voluntary Arbitrators and the expenses of arbitration shall be divided equally between the COMPANY and the UNION.

The Arbitrator's fees shall be fixed at P500.00 per decision or resolution on the merits. But if the number of issues or questions to be resolved is more than one, he shall be entitled to an additional fee of P100.00 per issue resolved or per additional employee involved. The fees shall be agreed upon before the start of arbitration proceedings which shall be based on the foregoing guidelines.

SECTION 5. Term of Arbitrators: The term during which the Arbitrators shall act as such shall be coterminus with the life of the CBA.

SECTION 6. Replacement in case of temporary or permanent absence, etc.: In case of disability, inhibition or temporary absence or unavailability of one of the Arbitrators herein designated to hear and decide the case or cases appealed to him the other Arbitrator shall take over the case. Should such absence or unavailability of one or both Arbitrators be permanent, the parties hereto shall execute a memorandum agreement to designate the necessary replacement or replacements who shall hold office as such during the remaining term of the original Arbitrator or Arbitrators.

ARTICLE X

SENIORITY

SECTION 1. Establishment of Seniority. The COMPANY agrees to the establishment of a policy of Seniority. When ability, efficiency and reliability are equal, Seniority shall control in the promotion, transfer, re-hiring and/or lay-off of workers/employees.

SECTION 2. Definition of Seniority. Seniority consists of the number of years that the worker/employee has been in the service of the COMPANY.

SECTION 3. Loss of Seniority. The Seniority of an employee shall terminate upon his discharge or resignation. Temporary absence due to military duty and civic duty as envisioned by the Labor Code shall not take out the Seniority already earned by an Employee/worker.

ARTICLE XI

LABOR-MANAGEMENT COOPERATIVE SCHEMES

SECTION 1. Family Planning. The COMPANY and the UNION, conscious of the fact that the progress of the COMPANY and the betterment of the living conditions of the workers depend to a large extent on a well-planned family of the workers, have agreed to provide a Family Planning Program among the workers in the bargaining unit. Towards this end, the COMPANY and the UNION have agreed to continue the implementation of the Family Planning Program which is now under the Administration and supervision of ACMDC Hospital. The parties further agree to adopt such rules and regulations as the Department of Labor may promulgate during the lifetime of this Agreement.

The COMPANY agrees to contribute the amount of ONE THOUSAND FIVE HUNDRED (P1,500.00) PESOS a month to the UNION's Family Planning Services which it may render to the COMPANY's employees and workers and their dependents thru its Medical and Family Planning Clinic at Cebu City.

SECTION 2. Workers Education and Development Program. The parties hereto, conscious of the fact that education, technical know-how and development of the workers are of great relevance and importance to achieve more

productivity, industrial peace, and progress in the business operations, agree to undertake a joint venture designed to educate and develop the workers of their respective duties and responsibilities as workers and citizens of the New Society. In this connection, the UNION shall utilize its facilities and the COMPANY agrees to contribute to the workers education and development program of the UNION the amount of ONE (P1.00) PESO per employee per year, to be remitted by the COMPANY to the UNION Treasurer.

The COMPANY on the other hand, shall continue and expand its program of in-plant training and adult education for the benefits of all its workers and employees at COMPANY's expense.

SECTION 3. Union Cooperation. The UNION agrees that it will cooperate with the COMPANY and support all COMPANY efforts to secure a full day's work on the part of the workers/employees whom it represents, and that it will actively combat absenteeism, tardiness, slowdowns and other practices which curtail production and will support the COMPANY in its continuing campaign to eliminate waste and inefficiency, to improve the quality of workmanship, to prevent accidents and to promote goodwill between the COMPANY and the workers/employees. The UNION and its members will seek to assist in effectuating economy and the utilization of improved work methods.

SECTION 4. As a result of the cooperation extended by the UNION and its members towards the goal of attaining efficiency, prevention of accidents and other cooperative efforts leading to increased production, the COMPANY shall continue to extend appropriate awards, incentives, due recognition and other related benefits for the workers/employees to share and enjoy.

SECTION 5. The COMPANY shall maintain, improve and increase the intervals of inter-departmental and inter-division athletic tournaments in all sports of particular interest to the workers/employees and other socio-cultural activities in order to arrest the monotony of work, improve their physical condition and to afford the workers/employees and their dependents worthwhile entertainment and recreation.

ARTICLE XII
MISCELLANEOUS PROVISIONS

SECTION 1. The COMPANY agrees to continue to give free transportation now accorded to the employees and workers on a company-owned or company-operated facilities in going from the Main Gate at Don Andres Soriano, to their respective areas of work and back.

The COMPANY also agrees to provide free transportation facilities to employees and workers at Sangi, Toledo City in going from the junction of the Toledo-Balamban road to their respective areas of work and back.

SECTION 2. Any employee or worker who may be subpoenaed to appear as a witness before any court of justice in a criminal case in which he is not the accused shall be given time off with pay in order to enable him to comply with his duties.

SECTION 3. Any officer or member of the Board of Directors of the UNION who is at the same time an employee or worker of the COMPANY, who may be required to attend official labor conferences pursuant to the request of the Department of Labor, or who may be requested to

attend civic or official functions in connection with his being an officer or member of the Board of Directors of the UNION or who may attend Labor-Management Relations Committee meetings or who may be required to attend meetings of national or provincial labor councils or who may be required to attend conciliation meetings or arbitration hearings or who may be required to participate in the negotiation for the renewal of this Agreement shall be given time off with pay so that said officers or members of the Board of Directors of the Union can comply therewith or who may be required by the Union to perform any official function provided that such attendance will not hamper the operations of the COMPANY.

SECTION 4. The COMPANY agrees to continue to operate, maintain and improve the sleeping quarters at Don Andres Soriano, and Sangi, Toledo City for employees and workers.

SECTION 5. The COMPANY shall continue to provide a bulletin board or a bulletin board space at convenient location in each department for the exclusive use of the UNION for the posting of notices pertaining to UNION affairs. Only such notices duly approved by the President or Secretary of the UNION and by the COMPANY shall be posted.

SECTION 6. The COMPANY shall provide sufficient number of printed copies in booklet form size three and one-half inches (3-1/2) by five and one-half inches (5-1/2), of this bargaining agreement, which copies shall be both in English and a translation thereof in Cebuano-Visayan dialect to enable each member of the UNION to secure a copy. Translation costs shall be borne by the COMPANY.

SECTION 7. The COMPANY agrees to provide sanitary or safe drinking water in all places of work in the COMPANY for use by the employees and workers.

SECTION 8. The COMPANY agrees to give 5-day notice to employees and workers on any rule or regulation or policy adopted by the COMPANY prior to its effectivity.

SECTION 9. The COMPANY shall continue to provide the employees and workers with adequate office space, supplies, equipment and safety garments free of charge and replace the same when worn out by normal wear and tear. The COMPANY further agrees to provide adequate parking space and shed for motor vehicles, during the lifetime of this agreement.

SECTION 10. The COMPANY shall continue to provide the Labor-Management Relations Committee with adequate office space, supplies, equipment and facilities.

SECTION 11. The COMPANY shall continue to undertake housing projects for its employees and workers similar to the Abaca Township and in line with the integrated low-cost housing program of the government.

SECTION 12. The COMPANY agrees to allow an officer or member of the Board of Directors of the UNION, not to exceed two (2) officers or members of the Board at any one time, to take an indefinite leave of absence without pay upon the request of the UNION thru the Board of Directors, provided that such leave will not hamper the operations of the COMPANY.

SECTION 13. Upon the request of the UNION, any officer of the UNION who shall be granted scholarship on labor shall be given leave of absence with pay provided that such scholarship leave shall not exceed a period of three (3) months.

SECTION 14. The COMPANY agrees to grant leave of absence without pay to any employee or worker who is to take any government examination related to his present employment not to exceed ninety (90) days to cover the period for review and examination provided that only one (1) employee in each section at one time can avail of this privilege.

SECTION 15. The COMPANY shall continue to maintain and improve the DAS and Sañgi Recreation Centers with facilities and equipment and the parties have agreed that the Recreation Centers shall be made available to the employees and workers of the COMPANY.

SECTION 16. The COMPANY agrees to maintain and improve when necessary the present facilities it has extended to the UNION Consumers Cooperative within the lifetime of this Agreement. The COMPANY further agrees to maintain built-in freezers at the UNION Consumers Cooperative Building at Sañgi, Toledo City and at DAS Consumers Cooperative Building.

SECTION 17. The COMPANY shall continue to classify, evaluate and reassess all the different jobs and tasks which are now or may hereafter be done or permitted to be done by the workers/employees in order to maintain the quality of these tasks and thereby attain the workers'/employees' satisfaction on their jobs. After the completion

of the job evaluation scheme herein mentioned, the COMPANY shall refer the matter to the UNION for its perusal, review and evaluation before the same should be effected.

ARTICLE XIII

SEVERANCE, DISABILITY, RETIREMENT AND DEATH BENEFITS

The COMPANY will continue to implement the existing severance, disability, death and retirement benefits in accordance with the provisions of the Atlas Mining Retirement Plan which is distinct and separate from similar benefits under existing laws and/or the New Labor Code.

SECTION 1. Coverage. This Plan shall apply only to regular employees and workers of the COMPANY as of the effective date of the plan. Any employee/worker of the COMPANY not covered by the Plan as of the effective date, shall automatically become a member of the plan as of the date he becomes a regular employee.

This plan does not apply to persons employed on probationary, emergency, temporary or contractual basis.

SECTION 2. Benefits. The benefits under this plan shall consist of an amount equivalent to one month's salary for each year of service based on salary as of the year of retirement.

SECTION 3. Salary. "Salary" as mentioned in this plan means the employee's/worker's basic monthly remuneration and shall not include premiums, overtime pay, bonuses, commissions, per diems, allowances, or any other special remuneration received by the employee/worker on account of his employment with the COMPANY.

SECTION 4. Service. "Service" as mentioned in this plan means period of continuous service in terms of number of years and months completed as determined by the COMPANY to represent an employee's/worker's most recent unbroken period of service as an employee/worker. A break in continuous service shall be deemed to have occurred whenever an employee/worker quits, voluntarily resigns, is discharged by the COMPANY, or ceases to be an employee/worker when he fails to return to the service of the COMPANY after an approved leave of absence. If a former employee/worker is rehired after a break in continuous service, his continuous service thereafter shall commence on the date he is last rehired.

SECTION 5. Separation or unemployment benefits. Any employee/worker who may be separated from the service of the COMPANY for any reason other than misconduct or voluntary resignation shall be entitled to either one hundred per cent (100%) of his earned benefits as provided for in section 2 hereof or to severance pay provided by the New Labor Code, whichever is the greater amount.

SECTION 6. Total and permanent disability retirement. Any employee or worker who becomes totally and permanently disabled may be retired at the option of the COMPANY and the employee/worker so retired shall be entitled to 100% of his earned benefits as provided for in Section 2 hereof. An employee/worker shall be deemed to be totally and permanently disabled when on the basis of the COMPANY Physician's findings he is found to be wholly and permanently prevented from engaging in any occupation or employment for wage or profit as a result of bodily injury or disease either occupational or non-occupational in case; and said disability was not contracted,

suffered or incurred while the employee/worker was engaged in a criminal enterprise habitual drunkenness, addiction to narcotics, self-inflicted injury, or from any other acts inimical to the interest of the COMPANY.

SECTION 7. Death benefits. In the event of the death of an employee or worker before his retirement, his lawful heirs shall be entitled to 100% of the deceased employee's or worker's earned benefits as provided for in Section 2 hereof.

SECTION 8. Optional early retirement. Any employee/worker who, on the first day of the month coincident with or next following his attainment of age 60, or after completing at least 20 years of continuous service, may upon application and subject to the approval of the COMPANY retire with full benefits as provided for in section 2 hereof.

SECTION 9. Normal retirement. Any employee/workat who on the first day of the month coincident with or next following his attainment of age 65, shall cease active service with the COMPANY, shall be entitled to the full normal retirement beneftis as provided for in section 2 hereof.

SECTION 10. Late retirement. The COMPANY may, as its discretion, offer to extend the service of any employee/worker beyond his normal retirement date but in no case beyond age 70 and such employee/worker shall be entitled to the full benefits as provided for in section 2 hereof.

ARTICLE XIV

STRIKES AND WORK STOPPAGES

The COMPANY and the UNION, being in agreement that the way to preserve job security, increase jobs and improve the welfare of the workers is to increase the good-will and prosperity of the business and that this is accomplished to a large extent through prompt, courteous, interested, loyal and complete service to the public on the part of the workers, and it, therefore, being the mutual interest of the COMPANY, the UNION and the WORKERS that the business of the COMPANY shall continue without inconvenience to the public, further agree as follows:

SECTION 1. The UNION agrees that there shall be no strikes, walk-outs, stoppage or slowdown of work, boycotts, secondary boycotts, refusal to handle any merchandise, picketing, sitdown strikes of any kind, sympathetic or general strikes, or any other interference with any of the operations of the COMPANY during the life of this Agreement.

SECTION 2. The COMPANY agrees that there shall be no lockout during the term of this Agreement.

SECTION 3. The right of the COMPANY to discipline its workers for violation of Section 1 of this article shall remain unimpaired.

ARTICLE XV

DURATION OF AGREEMENT

SECTION 1. Except only as provided in Section 1, Article V hereof, this Agreement and the provisions thereof shall become effective on December 16, 1975 and shall remain in full force and effect without change for three (3) years until December 15, 1978.

SECTION 2. Within sixty (60) days prior to the termination of this Agreement as herein provided, either party may initiate negotiations for renewal, or renewal and/or modification for a new Agreement; Provided, however, that if no contract is reached by December 15, 1978, the provisions of this Agreement shall continue in full force and effect until a new Agreement is reached or until the same is terminated by either party upon at least sixty (60) days advance written notice by one to the other.

ARTICLE XVI

IMPLEMENTATION OF THE PROVISIONS

SECTION 1. The COMPANY and the UNION agree to use their best influence to enforce compliance with the spirit as well as the letter of this Agreement. Neither party shall issue rules and regulations or exert any effort or pressure on members individually or collectively that may be in conflict with any provisions herein contained.

SECTION 2. The UNION agrees to observe and uphold such rules and regulations which the COMPANY from time to time may establish as long as these are not in con-

flict with the provisions of this Agreement, provided that the UNION should be furnished copies of said rules and regulations prior to their implementation.

ARTICLE XVII

SAVINGS CLAUSE

Should any part of this Agreement be rendered null and void by a final judgment of a competent court or by legislation, such invalidation shall not affect the validity of the remaining portions of this Agreement, which shall remain in full force and effect.

ARTICLE XVIII

WAIVER

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreement arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement. Therefore, the COMPANY and the UNION, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obliged to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within

the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

ARTICLE XIX

STATUS OF AGREEMENT

It is further understood and agreed that all provisions of this Agreement. shall be binding upon the successors or assigns of the COMPANY and the UNION during the lifetime of this Agreement, In case of a consolidation or merger involving either or both the UNION and thee COMPANY, this contract will be binding on the successor of either party.

IN WITNESS WHEREOF, the UNION and the COMPANY have caused these presents to be signed at Cebu City, Philippines on this 6th day of December 1975.

ATLAS CONSOLIDATED MINING
& DEVELOPMENT CORPORATION

BY:

(Sgd.)CHARLES D. CLARKE
Executive Vice-President

(Sgd.) RAMON B. CENIZA
Chief Legal Counsel &
Member Management Panel

(Sgd.)HARRY A. TOELLE, JR.
Vice-President and
Resident Manager

(Sgd.) TEODORICO B. PARCO, JR.
Member
Management Panel

(Sgd.) LOPE M. GARCIA
Chairman
Management Panel &
Personnel Manager

(Sgd.) TERESITO B. MALICSE
Member
Management Panel

ASSOCIATED LABOR UNION-VIMCONTU

By:

(Sgd.) DEMOCRITO T. MENDOZA
National President

(Sgd.) FEDERICO J. DINAPO
Regional Vice-President
Eastern Visayas

(Sgd.) LEONARDO S. MANLOSA
Asst. Vice-President, Operations
& Chairman, Union Panel

(Sgd.) ARTURO R. PONCE
President, PLA-ALU
Member, Union Panel

(Sgd.) JULIUS L. CANONIGO
1st Vice Pres., PLA-ALU
Member, Union Panel

(Sgd.) ELSON A. ABUZO
Member, Union Panel

(Sgd.) FRANCISCO MIAO
Member, Union Panel

(Sgd.) RODRIGO NAVALES
Member, Union Panel

SIGNED IN THE PRESENCE OF:

1. (Sgd.) JUAN DE IBAZETA 2. (Sgd.) E. D. NAVARRO

ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES)
IN THE CITY OF CEBU) S. S.

BEFORE ME, the undersigned Notary Public for and in the City and Province of Cebu, including the Cities of Toledo , Danao, Mandaue and Lapulapu, on this 6th day of December, 1975, personally appeared:

Name	Res. Cert. No.	Place & Date of Issue	
Charles D. Clarke	A-470208	Manila	– Jan. 8, 1975
Harry A. Toelle, Jr.	A-4002202	Toledo City	– Jan. 15, 1975
Lope M. Garcia	A-4000384	Toledo City	– Jan. 5, 1975
Ramon B. Ceniza	A-3957313	Cebu City	– Jan. 10, 1975
Teodorico B. Parco, Jr.	A-4002402	Toledo City	– Jan. 23, 1975
Teresito B. Malicse	A-4002078	Toledo City	– Feb. 2, 1975
Democrito T. Mendoza	A-3933789	Cebu City	– Jan. 6, 1975
Federico J. Dinapo	A-5863283	Cordova, Cebu	– Jan. 16, 1975
Leonardo S. Manlosa	A-3945263	Cebu City	– Jan. 6, 1975
Arturo R. Ponce	A-2834949	Cebu City	– Jan. 22, 1975
Julius L. Canonigo	A-4011592	Toledo City	– Mar. 31, 1975
Elson A. Abuzo	A-4009126	Toledo City	– Mar. 17, 1975
Francisco Miao	A-4005487	Toledo City	– Mar. 12, 1975
Rodrigo Navales	A-1962237	Naga, Cebu	– Nov. 17, 1975

all of whom are known to me and to me known to be the same persons whose names are subscribed to and who executed the foregoing instrument and acknowledged to me that they executed the same as an act of free will and deed of their principal.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my notarial seal at Cebu City, Philippines on this 6th day of December 1975.

(Sgd.) ESTEBAN BL. CABIE
Notary Public
Until December 31, 1976
PTR No. 2032857S issued
in Cebu City on Jan. 17/75
TAN 1208-504-4

Doc. No. 4607;
Page No. 20;
Book No. X;
Series of 1975.

ANNEX "A"

NATURE OF OFFENSE/VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
I- EFFICIENCY					
A. Attendance					
1. Unexcused Absence or Absence Without Official Leave (AWOL) within a 12-month period.					
a. All AWOL's must be acknowledged by the employee concerned in the AWOL Acknowledgment Form at his Department which will be required by the Department Head, and with a copy of the same furnished the Personnel Office.					
b. An employee's AWOL of 1 to 4 days, whether consecutive or not, will be recorded by his Department Head and reported to the Personnel Office.					
c. For AWOL of 5 to 6 days, whether consecutive or not, the penalty is					

NATURE OF OFFENSE/VIOLATION	PENALTY RANGE				
	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
WRITTEN WARNING to be issued by the Department Head concerned with a copy furnished the Personnel Office for the 201 File.					
d. For AWOL of 7 days or more, whether consecutive or not, within a calendar year (that is from January 1 to December 31) provided that the company with due regard to due process retains the exclusive prerogative of determining whether the absence is excused or unexcused, provided that this provision shall apply only against notorious absentees.	Discharge				
2. Unexcused Tardiness in a month unless with valid reasons					
a. 1 day	Warning				
b. 2-3 days consecutive	Warning				
c. 4-5 days consecutive	1 Day Suspension	3 Days Suspension	5 Days Suspension	7 Days Suspension	
d. Intermittent tardiness for 7 days	3 Days Suspension				
3. Failure to drop or pick-up chapa at the Timehouse for three consecutive times in a 12-month period (except on meritorious cases).	Warning	3 Days Suspension	7 Days Suspension	15 days Suspension	30 Days Suspension
4. Failure to Report for Overtime work after being scheduled and after so agreeing to work overtime. (Except for just reasons)	3 Days Suspension	7 Days Suspension	15 Days Suspension	30 Days Suspension	Discharge
5. Failure to notify the Personnel Department within five (5) days of alleged sickness treated by outside physician (not Company physician), except for justifiable reason	3 Days Suspension	7 Days Suspension	15 Days Suspension	30 Days Suspension	Discharge

NATURE OF OFFENSE /VIOLATION	PENALTY RANGE FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
B. Work Attitudes					
1. Wasting time, loitering or leaving work area during working hours without permission-Loafing while on duty.	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
2. Insubordination or open defiance towards instructions of superiors including refusal to accept job assignments unless refusal is justified.	Discharge				
3. Serious misconduct or willful disobedience by the employee of the orders of his employer or representative in connection with his work.	Discharge				
4. Engaging in horseplay.	Warning	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge
5. Refusal to accept company notices, memos, etc.	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
6. Failure to report to the hospital for periodic physical examination on designated date unless for valid reasons	7 Days Suspension	15 Days Suspension	Discharge		
7. Sabotage.	Discharge				
C. Work Performance					
1. Gross and habitual neglect by the employee of his duties.	Discharge				
2. Fraud or willful breach by the employee of the trust reposed in him by his employer or representative.	Discharge				
3. Acts of malfeasance involving the commission of fraud or breach of trust or dishonesty.	Discharge				
4. Acts of misfeasance injurious to the business or fraud or breach of trust or dishonesty.	Discharge				
5. Gross negligence resulting in material loss, destruction or serious damage to Company property or to property of other person within the Company premises.	Discharge				

NATURE OF OFFENSE/VIOLATION	PENALTY RANGE				
	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
6. Gross negligence resulting in serious physical injury to other persons within Company property.	Discharge				
7. Causing damage to Company property or physical injuries to other persons inside work areas due to horseplay or unexcusable negligence (depending on degree of damage or injury)	7 Days Suspension	15 Days Suspension	Discharge		
8. Mistake due to carelessness causing machinery or equipment be idle or useless (depending on value of machinery or equipment).	15 Days Suspension	Discharge			
9. Creating or contributing to unsanitary conditions or poor housekeeping	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
10. Abandoning station without due permission for any purpose not called for by the nature of one's employment. (If resulting in serious disruption of operation, immediate DISCHARGE).	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
11. Dozing while on duty (If resulting in serious damage to Company property or disruption of operation immediate DISCHARGE).	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
12. Sleeping on the job.*	15 Days Suspension	Discharge			
*If damage to company property or loss of production results, immediate discharge.					
13. Failure to report loss of or damage done to Company property in his custody within 24 hours, without acceptable excuse.	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
II - SOCIAL RELATIONSHIP AND BEHAVIOR.					
A. Offenses Against Persons					
1. Fighting, provoking, instigating or taking part in a fight during working hours within Company premises, except in legitimate self-defense.	7 Days Suspension	15 Days Suspension	Discharge		

NATURE OF OFFENSE/VIOLATION	PENALTY RANGE FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
If deadly weapons are used, penalty is DISCHARGE.					
2. Threatening, intimidating, coercing or interfering with fellow employees insofar as such actions interfere with working relationship.	7 Days Suspension	15 Days Suspension	Discharge		
3. Commission of a crime or offense by the employee against the person of his superiors or co-employees or any immediate member of the latter's family.	Discharge				
B. Offenses Against Property					
1. Posting on or removal of any written or printed matter from Company bulletin boards or Company property at any time unless specifically authorized by Management; or deliberately defacing or destroying notices put up by the Company.	3 Days Suspension	7 Days Supension	15 Days Suspension	Discharge	
2. Stealing from the Company or from other persons (Theft) ** **Pardon by the other person will merely mitigate the penalty.	Discharge but penalty maybe reduced to suspension depending upon the circumstance.				
3. Using Company material or equipment to do unauthorized work.	15 Days Suspension	30 Days Suspension	Discharge		
4. Improper or dishonest substitution or attempting to substitute Company material or equipment with another of inferior quality or of lesser value.	30 Days Suspension	Discharge			
5. Improper or incorrect use of parts or tools in doing work.	WRITTEN WARNING	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge
C. Offenses Against Morals					
1. Immoral behavior or conduct within Company property or premises.	15 Days Suspension	Discharge			
2. Acts of lasciviousness.	15 Days Suspension	Discharge			

NATURE OF OFFENSE/VIOLATION	PENALTY RANGE				
	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
3. Using obscene insulting or offensive language or words against co-employees within working areas. (If against a superior, DISCHARGE).	3 Days Supension	7 Days Suspension	15 Days Suspension	Discharge	
4. Making false and malicious statement against co-employee or Company official.	15 Days Suspension	30 Days Suspension	Discharge		
5. Gambling or engaging in a lottery or bookmaking under any of the following circumstances:					
a. Inside Company premises while OFF Duty.	WRITTEN WARNING	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge
b. Inside Company premises while ON DUTY	15 Days Suspension	Discharge			
6. Drinking any alcoholic beverage on Company time unless specifically authorized.	WARNING	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge
7. Reporting for work while obviously under the influence of liquor (If disturbing peace and order and/or molesting other employees or similarly scandalous behavior, DISCHARGE).	3 Days Suspension	7 Days Suspension	Discharge		
8. Receiving money or gifts in consideration for a job or any change in working conditions or employment status or any other personal favors by virtue of one's position or influence in the Company.	Discharge				
9. Vending, soliciting or collecting contributions for any purpose whatsoever at any time within the premises unless authorized by Management.	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
10. Falsification of Company documents/records or submitting a false certification/document for personal convenience.	Discharge				
III - SECURITY AND COMPANY INTEREST					
1. Disseminating any written or printed					

NATURE OF OFFENSE/VIOLATION	PENALTY RANGE FIRST OFFENSEQ	SECOND OF	THIRD	FOURTH	FIFTH
information within Company premises inimical to the interests of the Company or its employees and Union and its members.	15 Days Suspension	Discharge			
2. Failure to wear ID Card or temporary pass in 12-month period while getting in and out the Company compound.	WARNING	3 Days Suspension	7 Days Suspension	15 DAys Suspension	
3. Permitting another to use one's ID Card or using another's ID Card or altering ID Card.	15 Days Suspension	Discharge			
4. Refusal to wear or show or surrender ID Card or refusal to show or surrender Company driver's permit at the request of the immediate superior or member of the Security Department on Company premises.	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
5. Using unauthroized exits and entrances.	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	

6. Entering or assisting other persons to enter any restricted area without specific authority or permission.	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
7. Carrying firearms or deadly weapon inside Company premises without authority.	Discharge				
8. Causing disturbance inside Company premises including camp housing areas.	7 Days Suspension	15 Days Suspension	Discharge		
9. Giving false testimony or withholding vital information during Company-Union conducted investigation	Discharge				
IV – SAFETY					
1. Boarding or jumping off the Bus while in motion (depending on extent of consequences, may be outright suspension or discharge).	Written Warning	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge
2. Failure to observe a safety rule or regulation, including traffic safety rules (Depending on nature of violation or					

NATURE OF OFFENSE/VIOLATION	PENALTY RANGE				
	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE	FIFTH OFFENSE
consequence may be outright suspension or discharge).	Warning	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge
3. (Violation of safety (and traffic) rules and regulations resulting in damage to Company property or injury to others (may be immediate discharge depending on extent of damage or seriousness of injury).	15 Days Suspension	Discharge			
4. Failure to report to the Medical Department for treatment of any industrial accident no matter how minor.	3 Days Suspension	7 Days Suspension	15 Days Suspension	Discharge	
5. Smoking within "NO SMOKING" area. (Immediate discharge if violation results in fire, damaging company property or operation).	7 Days Suspension	15 Days Suspension	Discharge		
6. Using or operating Company vehicle, machinery or equipment without proper authorization.	15 Days Suspension	Discharge			

If unauthorized use resulted in damage to equipment or part thereof, the penalty is DISCHARGE.

NOTE:

1. In general, acts punishable by dismissal may be reconsidered for only 30 days suspension if mitigating circumstances are attendant such as good service records and length of service of the respondent, etc.
2. Employees who are discharge for AWOL shall be given the privilege of re-employment after a lapse of one (1) year.
3. All disciplinary actions bordering on attendance will be accumulative only for one (1) calendar year during the life of this Agreement and shall be removed from the records of the employee-respondents after losing their effectivity.

ANNEX "B"

ESTABLISHMENT OF A PREPAID MEDICAL PLAN FOR ACMDC EMPLOYEES AND THEIR DEPENDENTS

In order to provide adequate and continuous medical, surgical and dental benefits to ACMDC employees and their immediate dependents (wife and minor children) with the minimum of cost for both the Company and its workers, the following Pre-Paid Medical Plan is hereby established.

Membership

Membership shall be compulsory for all regular ACMDC employees.

A member-employee may or may not enroll his immediate dependents, in the plan. Dependents may become members of the Plan upon approval of a written application by the member-employee. Non-member dependents will be charged in full for hospitalization, food, medicines, and doctor's fees if even they should seek medical service at the ACMDC Hospital and/or Sañgi Dispensary.

Domestic help in staff houses may be enrolled in the Plan upon request from any of the staff members.

Employees of affiliated companies – AFC, Soriano & Company, Soriamont and their dependents must be enrolled in the PLAN if they are to participate in the medical facilities provided by ACMDC.

The Pre-Paid Medical Plan shall offer the following services: Outpatient Department

Medical, Surgical and Dental treatment at the ACMDC Hospital, Out-patient Department and Sañgi Dispensary shall be free of charge.

Dispensary clinic hours shall be 7 to 12 a.m. and 2 to 5 p.m. daily, except Sundays and Legal Holidays when the Clinics shall be opened for emergency cases only.

All medicines prescribed and available in the Hospital Pharmacy and Sañgi shall be given free of charge (except vitamins).

Minor surgical procedures shall be done free of charge.

Hospitalization

All hospitalization shall be at the ACMDC Hospital and shall be at the option of the company medical staff. Free Hospitalization shall consist of bed space, food and medicines and routine laboratory examinations available at the Hospital including use of x-ray facilities.

Full surgical, medical and maternity benefit shall be given free, including professional service of the hospital staff. All members shall be entitled to a maximum of 15-days hospitalization within any twelve (12) months period. The free hospitalization benefits herein provided in this Plan shall be non-cumulative. When hospitalization benefits shall have been exhausted and the member shall assume part of the cost of further hospitalization which will include the cost of food and bed space only (approximately P2.50 per day).

Special Provisions Regarding Medical Services and Dental Treatment and Hospitalization.

1. Special cases that require a specialist's opinion (EENT) Urology, Neurosurgery, Cardiology, etc.) may be sent to Cebu City and the consultation fee shall be charged to the Medical Plan. However, any hospitalization, surgery or diagnostic procedures that may be recommended to be done in Cebu City shall be on the personal account of the member.

2. Any member who contracts illness or suffers an injury directly or indirectly due to alcoholic excesses, or to the use of stimulants narcotics or to injury received in bars, gambling houses or disreputable resorts or to venereal diseases may not be entitled to any of the privileges granted by this Medical Plan.

3. The Company Medical Staff shall not be required to answer calls outside of the ACMDC Compound. An ambulance service for patients conduction shall be provided for non-ambulatory patients.

4. Highly contagious diseases like Tetanus, Small Fox, Cholera, Diptheria, Encephalitis, etc. will not be admitted into the hospital. They may be given emergency and initial treatment and then referred to Government Hospitals in Cebu which are provided with facilities to take care of these cases.

5. Treatment of tuberculosis shall be limited to Chemathe-raphy to out-patients. The hospital may accommodate a limited number of TB cases for member-employees only.

6. Free dental service shall consist of prophylaxis, extractions, fillings and incision of abscesses. The company dentist shall not be required to make prosthesis except those involved in industrial accidents. Dental service shall be given daily at ACMDC hospital and in Sañgi Dispensary every Saturday — 2 to 5 p.m.

7. Employees who may be sick at Cebu City or its environs and who may be unable to go to the Company hospital at Bo. Don Andres Soriano may avail of the medical and dental services of the UNION at Cebu City.

8. The Company shall continue to provide ambulance service.

ANNEX "C"

ARBITRATION RULES OF PROCEDURE

The parties hereby adopt the following rules or procedures to govern arbitration proceedings:

I. NOTICE OF ELEVATION

That the aggrieved party shall elevate the matter to voluntary arbitration within seven (7) days from the receipt of notice from the company Chief Legal Counsel as LMRC Chairman of the deadlock or failure to resolve by filing a notice of elevation with the LMRC through its Chairman. Upon receipt of such notice of elevation for voluntary arbitration, the LMRC Chairman shall endorse the matter to the voluntary arbitrator concerned for voluntary arbitration.

Should the aggrieved party be the Union, the local union president shall file the notice of elevation in behalf of the union or its member, furnishing copy of such notice to the Personnel Manager.

Should the aggrieved party be the Company, the Personnel Manager files the notice of elevation.

Failure to file a timely notice of elevation shall render the decision of the Division Manager or the Company as the case may be, final and binding and the matter resolved by the decision shall forever be closed and terminated.

II. ARBITRATION HEARING

That upon receipt of the notice of elevation, the voluntary arbitrator shall immediately set the case for arbitration hearing either in Cebu City or at DAS, Toledo City, by notifying theUNION through the Local Union President and ACMDC through its Chief Legal Counsel.

III. DEFINITION OF ISSUES

At the first arbitration hearing, the parties shall submit in writing a joint statement duly signed by the parties or their counsel of the issues of fact and law which the Arbitrator is called upon to resolve. The issues to be brought to arbitration shall be limited to the issues raised before the LMRC and as submitted jointly in writing by the parties before the Arbitrator.

IV. EVIDENCE

Immediately after the issues are submitted to the voluntary Arbitrator he shall call for evidence which shall consist only of documentary evidence to include the findings of the Investigation Board (IB), investigations and minutes of the LMRC conferences. Testimonial evidence shall be limited to affidavits subject to clarificatory question by the Arbitrator. There shall be no cross-examination except when the Arbitrator rules that corss-examination is permitted. The arbitrator may impose limitations on the cross-examination to be conducted. The arbitrator may ask questions or require presentation of documents he may consider necessary for resolving the issues.

V. FILING OF MEMORANDA/POSITION PAPERS

After the parties shall have closed the presentation of their respective evidences, the parties shall be allowed ten (10) days to file simultaneously their respective memoranda explaining their positions on the issues or the arguments in support of their positions.

VI. DECISION

All cases submitted to the arbitrator for decision/resolution must be decided/resolved within twenty (20) days from submission of memoranda or from deadline of submission thereof if none is/are submitted and within forty-five (45) days from the commencement of arbitration hearings. In the counting of the 45-day period, all holidays and Sundays within the said period shall be included. The Arbitrator's resolution shall be properly supported by facts and reasons. He shall have no authority to pass upon any question or issues not submitted for arbitration. In rendering his decision, the Arbitrator shall be guided by the applicable laws, rules or regulations, the relevant jurisprudence and the evidence presented.

VII. FINALITY OF DECISION

As provided in the CBA, the decision shall be final, binding and unappealable, subject only to a motion for recondisderation/clarification which shall be filed within seven (7) days from receipt of the decision by the party seeking reconsideration/clarification. The motion for reconsideration/clarification shall be resolved within seven (7) days after it is filed with the Arbitrator.

VIII. SUPPLETORY RULES

The CBA, the new Labor Code and its implementing rules and regulations, the NLRC rules of procedures, applicable jurisprudence set by the Supreme Court, NLRC and Secretary of Labor, as well as other pertinent decrees and instructions/opinions from the Department of Labor pertaining to Arbitration shall be suppletory to these rules.

Republic of the Philippines
Department of Labor
BUREAU OF LABOR RELATIONS
Manila

CERTIFICATION

PURSUANT to Title VII, Article 277 of Presidential Decree No. 442 otherwise known as the Labor Code of the Philippines, which came into effect on November 1, 1974, the Collective Bargaining Agreement entered into by and between:

ATLAS CONSOLIDATED MINING AND DEVELOPMENT CORPORATION

and

ASSOCIATED LABOR UNIONS-VIMCONTU

on 6th day of December, 1975 is hereby CERTIFIED as duly filed with and in compliance with requirements and standards of this Office, to serve as the basic covenant between the parties, and to have the force and effect of law between them during the period of its duration from 16 December 1975 to 15 December 1978; PROVIDED that there is no pending petition for certification election with the Bureau of Labor Relations or the Regional Labor Offices and there is no pending request for union recognition by any other union with the management upon the issuance of this Certification.

16 December 1975.

(Sgd.) CARMELO C. NORIEL
Director

DAS SIGNING

CBA signing at ACMDC Staff Clubhouse, Don Andres Soriano, Toledo City. (Seated left to right) R. B. Ceniza, Chief Legal Counsel, ACMDC; E. D. Navarro, Asst. Vice-President, ACMDC and H. A. Toelle, Jr., Vice President & Resident Manager, ACMDC. (Back to camera) Atty. S. Manlosa, ALU asst. Vice-President for Operations and Acting Regional Vice-President for Eastern Visayas.

ATLAS

CONSOLIDATED MINING AND DEVELOPMENT CORPORATION

RETIREMENT PLAN

FOR

SENIOR, JUNIOR AND SUPERVISORY

STAFF AND MONTHLY AND DAILY-PAID

EMPLOYEES

lawful heirs of such employees subject to conditions and limitations hereinafter set forth.

Section 3 - Effective Date

The Plan, as well as the rules and regulations governing the same, shall become effective as follows:

1. November 1, 1975 for Senior, Junior and Supervisory Staff;

2. December 16, 1975 for Monthly and Daily-Paid Employees.

ARTICLE II

COVERAGE

Section 1 - Employees Eligible as of the Effective Date

The Plan shall apply only to regular Senior, Junior and Supervisory Staff members as well as Monthly and Daily-Paid employees of the Corporation as of the effective date of the Plan. It shall not apply to persons employed on probationary, temporary, emergency status as well as contractual workers/employees.

Section 2 - Employees Eligible After Effective Date

Any employee, subject to the limitations of the preceding Section 1 of this Article, of the Corporation not covered by the Plan as of the Effective Date. shall automatically become a member

of the Plan at the date he becomes a regular employee.

ARTICLE III

ELIGIBILITY FOR RETIREMENT AND BENEFITS

Section 1 - Normal Retirement

Any employee who, on the first day of the month coincident with or next following his attainment of age 65, shall cease active service with the Corporation and shall be entitled to the full Normal Retirement Benefits provided for under Section 4 of this Article.

Section 2 - Optional Early Retirement

Any employee who, on the first day of the month coincident with or next following his attainment of age 60, or after completing at least 20 years of continuous service, may, upon application and subject to the approval of the Corporation, retire with full benefits as provided for under Section 4 of this Article.

Section 3 - Late Retirement

The Corporation may, at its discretion, offer to extend the services of any employee beyond his Normal Retirement Date but in no case beyond age 70 and such employee shall be entitled to the full benefits as provided for under Section 4 of this Article.

Section 4 - Amount of Benefits

The benefits under this Plan shall consist of an amount equivalent to one month's salary for each year of service based on salary as of the year of retirement.

Section 5 - Salary and Service

(a) "Salary" as mentioned in this Plan means the employee's basic monthly or daily remuneration and shall not include premiums, overtime pay, bonuses, commissions, per diems, allowances, or any other special remuneration received by an employee on account of his employment with the Corporation.

(b) "Service" as mentioned in this Plan means period of continuous service in terms of number of years and completed months as determined by the Corporation to represent an employee's most recent unbroken period of service as an employee. A break in continuous service shall be deemed to have occurred whenever an employee quits, voluntarily resigns, is discharged by the Corporation, ceases to be an employee or when he fails to return to the service of the Corporation after an approved leave of absence. If a former employee is re-hired after a break in continuous service, his continuous service thereafter shall commence on the date he is last re-hired.

Section 6 - Manner of Payments of Benefits

The benefits provided in this Plan shall be the sum as defined in the preceding Section 4 of this Article. Subject to the approval of the Corporation, an employee or his beneficiary may elect to receive such benefits either in one lump sum or in yearly installments but not exceeding five years. Beneficiary in this Plan refers to the heir or heirs of the employee.

ARTICLE IV

TOTAL AND PERMANENT DISABILITY RETIREMENT

Any employee who becomes totally and permanently disabled may be retired at the option of the Corporation and the employee so retired shall be entitled to 100% of his earned benefits as provided for in Section 4 of Article III hereof. An employee shall be deemed to be totally and permanently disabled when on the basis of the Corporation Physician's findings he is found to be wholly and permanently prevented from engaging in any occupation or employment for wage or profit as a result of bodily injury or disease either occupational or non-occupational in cause; and said disability was not contracted, suffered, or incurred while the employee was engaged in nor did it result, directly or indirectly, from his having engaged in a criminal enterprise, habitual drunkenness,

addiction to narcotics, self-inflicted injury, or from any other acts inimical to the interest of the Corporation.

ARTICLE V

DEATH BENEFITS

In the event of the death of an employee before his retirement, his lawful heirs shall be entitled to 100% of the deceased employee's earned benefits as provided for in Section 4 of Article III hereof.

ARTICLE VI

SEPARATION OR UNEMPLOYMENT BENEFITS

Any employee who may be separated from the service of the Corporation for any reason other than misconduct or voluntary resignation shall be entitled to 100% of his earned benefits as provided for in Section 4 of Article III hereof or to the severance pay provided by the New Labor Code, whichever is the greater amount.

ARTICLE VII

FINANCING

Section 1 - The Retirement Fund

The funding of the Plan and payment of the benefits hereunder shall be provided for through the medium of a Retirement Fund held by a

Trustee under an appropriate Trust Agreement. The contributions of the Corporation to the Retirement Fund so created, together with any assets, liabilities, income, gains, or losses, less expenses and distributions shall constitute the Retirement Fund.

Section 2 - Contributions

a) No employee shall be required to make any contributions to the Plan.

b) While the Corporation intends to continue the Plan and to make from time to time such contributions to the Retirement Fund as shall be required under accepted actuarial principles to maintain the Plan in a sound condition, the Corporation reserves the right to discontinue, suspend or change the rate and amount of its contributions to the Retirement Fund at any time.

c) The Corporation shall not be liable to any person for failure on its part to make contributions as provided in this Section, nor shall any action lie to compel the Corporation to make such contributions.

Section 3 - Interests in the Retirement Fund

a) No employee shall have any right, title or interest in or to any part of the assets of the Retirement Fund except as and to the extent expressly provided in the Plan.

b) Any employee having a right or claim

under the Plan shall look solely to the assets of the Retirement Fund. In no event shall the Corporation or its officers, directors, or stockholders be liable, jointly or severally to any person whomsoever on account of any claim arising by reason of the provisions of the Plan or of any instrument or instruments implementing the provision thereof.

Section 4 - Non-Diversion

In no event may the Corporation alter, modify, amend, or terminate this Plan so as to revest in the Corporation, title to any part of the corpus or income of the Retirement Fund hereunder nor shall such corpus or income be diverted to any use other than the exclusive benefit of the eligible employees or their beneficiaries, prior to the full satisfaction of all liabilities under the provisions of this Plan. In case of termination of this Plan, all eligible employees shall receive their interest in the Fund upon their actual retirement or separation from the Corporation.

ARTICLE VIII
NON-VESTING

No regular employee or worker shall have any vested rights under the Plan except to the extent that such rights may accrue to him as provided in the Plan.

ARTICLE IX
NON-ALIENATION OF BENEFITS

The Plan shall not in any manner be liable for or subject to the debts or liability of any employee or beneficiary. No right or benefit at any time under the Plan shall be subject in any manner to the alienation, sale, transfer, assignment, pledge or encumbrances of any kind. If the employee or beneficiary shall attempt to, or shall alienate, sell, transfer, assign, pledge or otherwise encumber his rights or benefits under the Plan or any part thereof, or if by reason of his bankruptcy or other event happening at any time such benefits could otherwise be received by anyone else or would not be enjoyed by him, the Corporation in its discretion may terminate his interest in any such benefit and hold or apply it to or for the benefit of such person, his spouse, children or other dependents, or any of them, as the Corporation may deem proper.

ARTICLE X
RIGHTS OF EMPLOYEES

Nothing contained in the provisions of this Plan shall be deemed to give any employee the right to be retained in the service of the Corporation or to interfere with the right of the Corporation to discharge such employee at any time, nor shall it give the Corporation the right

to require the employee to remain in its service, nor shall it interfere with the employee's right to terminate his service at any time.

ARTICLE XI

AMENDMENT AND TERMINATION OF THE PLAN

Section 1 - Amendment of the Plan

The Corporation shall have the right to alter or amend the provisions of this Plan to increase the benefits herein provided at anytime. Should such alteration or amendments curtail the rights of the employees or beneficiaries of the Plan, such alteration or amendment shall have no retroactive effect and shall only be binding on the beneficiaries from the date of receipt of notice of such change or amendment.

Section 2 - Termination of the Plan

Although it is expected that the Plan will continue indefinitely, the Corporation shall have the right to terminate, or dissolve the Plan in the event of adverse factors beyond its control, provided, however, that benefits which have accrued to the employees concerned as at the time the Plan is terminated shall remain to his credit and the same shall be paid to him when he becomes entitled thereto pursuant to the provisions of the Plan.

ARTICLE XII

EFFECT OF SOCIAL LEGISLATION

Section 1 - Social Security and Employees Compensation

Whatever benefits may be due to the employee on account of the Social Security System and Workmen's Compensation shall not be deducted from the benefits granted under this Plan.

Section 2 - Other Laws and/or Government Awards, Rules and Regulations

Except only as provided in the next preceding Section of this Article and in other provisions of this Plan, in the event that the Corporation is required under present or future laws or by lawful order of competent authority to give to its employees benefits or emoluments similar or analogous to those herein already provided, the employee concerned shall not be entitled to both what the law of the lawful order of competent authority requires the Corporation to give and the benefits herein provided, but shall be entitled only to whichever is the greatest among them.

The Plant is located in the Phividec Industrial Estate or PIE-A. PIE-A was created by P.D. 538. Under this decree PIE-A will establish and operate industrial areas which will be made available to industries. Raw materials, equipment and machinery imported by industries operating within the estate shall be exempt from payment of import duties and internal revenue taxes.

CORPORATE STRUCTURE OF PHILIPPINE SINTER CORPORATION

Philippine Sinter Corporation is a domestic company wholly-owned by the **Kawasaki Steel Corporation** of Japan. The company is registered with the Board of Investment as a pioneer enterprise under Investment Incentive Act (R.A. 5186).

Kawasaki Steel Corporation (KSC) of Japan is one of the world's largest steel producers. It produced 14,833,000 metric tons of raw steel in the fiscal year ending March 31, 1975, constituting about 13.0% of Japan's total steel production. In fiscal year 1974, net sales reached US$2.993 Billion.

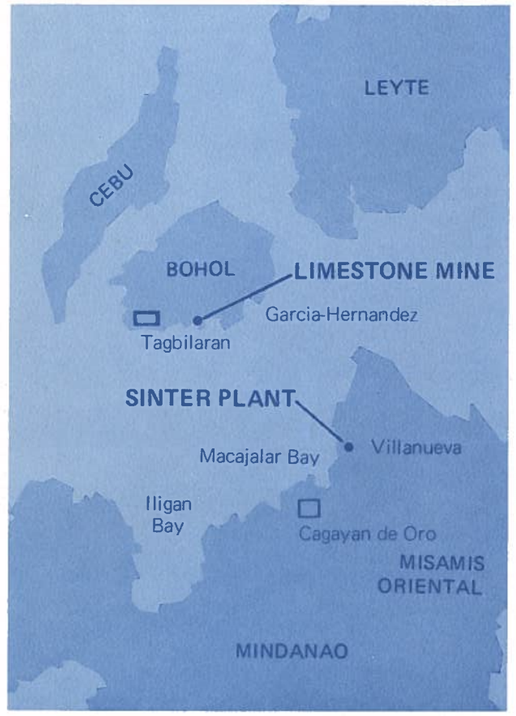
At present, **KSC** operates two integrated steel plants: one at Mizushima in Western Japan and the other at Chiba in Eastern Japan. Both plants carry out multi-stage operations and are equipped with huge blast furnaces, basic oxygen furnaces, continuous casting machines and rolling mills. In addition, **KSC** also operates four specialty plants, each of which specializes in highly processed products ranging from electrical steel, stainless steel, pipes and tubes to iron powder and welding electrodes.

Kawasaki Steel Corporation has 39 affiliated and subsidiary companies whose activities include trading, warehousing and transportation, real estate, raw materials supply, construction, and fabrication of a wide range of steel products. **The Philippine Sinter Corporation** will form part of the nucleus of seven **KSC**-affiliated companies dealing in raw materials supply functions.

ELECTRIC POWER

The expected demand for electric power in the Sinter Plant for the first two years of operation is 32 million watts and the projection is 60 million watts during the 5th and 7th years of operation.

Power will be supplied by the National Power Corporation. It will be transmitted at 138,000 volts and then received at the Sinter Plant's receiving-end station at the same voltage level. The receiving end voltage of 138,000 volts will be stepped-down to 34,500 volts distribution voltage and further stepped-down to 6,600 volts, 3,300 volts, 440 volts and 220 volts utilization voltages.



IRON-ORE SINTERING PROCESS

Sintering is one of the four major types of agglomerating fine iron ore for blast furnace feed. The purpose of agglomeration is to produce a blast furnace feed material which will allow a more uniform and easily controlled blast furnace operation . This results in increased blast furnace productivity.

The manufacturing process basically involves the burning of a mixture of iron ore and limestone under controlled conditions.

Fine iron-ore, high quality sized limestone, and coke breeze are proportioned and blended. The blended materials are thoroughly mixed and then fed onto the traveling grate of the sinter machine in a uniform bed thickness. The bed is then fired by an ignition furnace to burn the coke in the mixture.

As the traveling grate passes through the sinter machine, air is drawn downward by exhaust fan through the mixed material, thus accelerating combustion of the fired coke breeze at a high temperature of about 1,600 degrees centigrade. Due to the high temperature operation, the mixed materials is indurated thoroughly and agglomerated into hard and porous sinter lumps with uniform chemical composition.

The sinter lumps are then transferred to the cooler to lower their temperature for handling. The final sinter product, 6 mm to 50 mm in size, is obtained after subsequent crushing and screening.

ANTI-POLLUTION FACILITIES

Waste resulting from the production of iron sinter includes dust and waste gas. There is no waste water.

Dust collection systems consisting of blower, cyclone-type dust collectors, and collecting fan are installed at several locations in the sinter plant to control dust and waste gas.

PSC will be using iron ore with very low sulfur content which will have minimal effect. With the waste disposal devices installed, no adverse effect from sulfur is anticipated.

The calculated quantities of effluents in the waste gas from the Sinter Plant are way below the limits set by the National Pollution Commission and are even lower than the very strict limits set in Japan.

On the basis of these pollution abatement efforts instituted, authority to construct was granted by the National Pollution Commission under Permit No. 75-345 dated January 24, 1975.

CONTRIBUTION TO THE PHILIPPINE ECONOMY

The **Philippine Sinter Corporation** is expected to make substantial contribution to the economic development of the Philippines particularly in the integration plan of the local industry.

The following benefits would accrue to the Philippine economy:

1. Since the plant is in Misamis Oriental, it would immensely boost the Philippine Government's plan to develop northern Mindanao through large investments in infrastructure and plant facilities. The company intends to make its port and material handling facilities available to the Government proposed integrated steel mill in the area.

2. Iron sinter will become a major dollar earner in the years to come. The project is expected to generate some $670 million in net foreign exchange during the first ten years of operation.

3. During the same period, the Government stands to collect about ₱362 million in taxes.

4. The project will directly employ 600 workers with an initial annual payroll of about ₱7 million.

5. While the production of the sinter plant is primarily geared for Japanese market, the company is ready to service the raw material requirements of the Government proposed integrated steel mill in the Mindanao Area.

6. The experience to be derived from the construction and operation of a sintering plant and modern materials handling equipment will contribute to the advancement of local expertise in steel related technology.

7. The project will also give an added boost to the already burgeoning mining industry considering that the plant will require substantial amounts of limestone and iron sand.

INTRODUCTION

In December 1974, **Kawasaki Steel Corporation** of Japan established its wholly-owned Philippine subsidiary company, **Philippine Sinter Corporation (PSC)** for the purpose of implementing the construction and operation of an iron sinter plant in Misamis Oriental, Mindanao.

PSC has already started the construction of the plant and the work is well underway to be completed by January 1977.

Iron sinter is produced from the mixture of fine iron ore and limestone through high temperature induration. It is an ideal iron-making burden material and accounts for more than 70 percent of blast furnace feed materials used in Japan.

The Sinter Plant has an annual designed capacity of 5,000,000 tons of sintered ore. The iron ores required at this plant are to be imported mainly from Australia and Brazil. On the other hand, limestone requirement of 900,000 tons annually will be provided entirely from the Philippines particularly from the limestone deposits at Garcia Hernandez, Bohol where the quantity and quality of limestone was found to be the most suitable for iron-ore sintering. Transport of limestone from Bohol to the PSC Plant is also relatively easy.

The Plant is located in the Phividec Industrial Estate or PIE-A. PIE-A was created by P.D. 538. Under this decree PIE-A will establish and operate industrial areas which will be made available to industries. Raw materials, equipment and machinery imported by industries operating within the estate shall be exempt from payment of import duties and internal revenue taxes.

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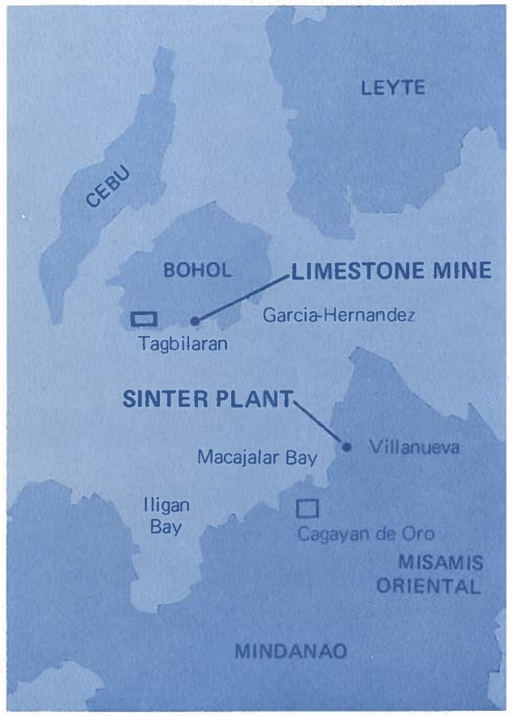

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INFORMATION ON MEMBERSHIP

*Original Incorporating Members—those who signed as members when the Articles of Incorporation of the World Safety Organization had been submitted to the Securities and Exchange Commission.

*Sustaining directors-at-large—members (individuals or representatives of entities) whose regular membership fees committed for a minimum period of ten years help ensure the continuous operation of the WORLD SAFETY ORGANIZATION.

*Individual active members—individuals connected directly with safety and accident prevention movement in their places of work.

*Individual associate members—individuals not primarily performing safety and accident prevention activities but who are interested in the safety movement.

*Institutional active members—organizations and agencies not directly involved in safety and accident prevention work.

*Institutional associate members—organizations and agencies not directly involved in safety and accident prevention work but which are interested in safety.

*Member countries—countries that are interested in the safety movement and apply for membership to the WSO.

*Member states—political entities that are not countries by themselves and which apply for membership to the WSO (includes provinces, cities, towns, villages, countries, and other substates entities).

*Junior members—the youth and other non-adults interested in the safety and accident prevention movement.

APPLICATION FOR MEMBERSHIP

WORLD SAFETY ORGANIZATION

P. O. Box No. 1, Pasay City
Republic of the Philippines

Name of (Individual, Institution, Agency, Entity or Country, States or Substates): .....

.....

Complete Address: .....

Telephone Number: ..... Address: ..... Telex Number: .....

(In case of institutions, agencies, entities, states, substates or countries, please fill up the following): Authorized representative/s, their designation/s, and specific address/es: .....

.....

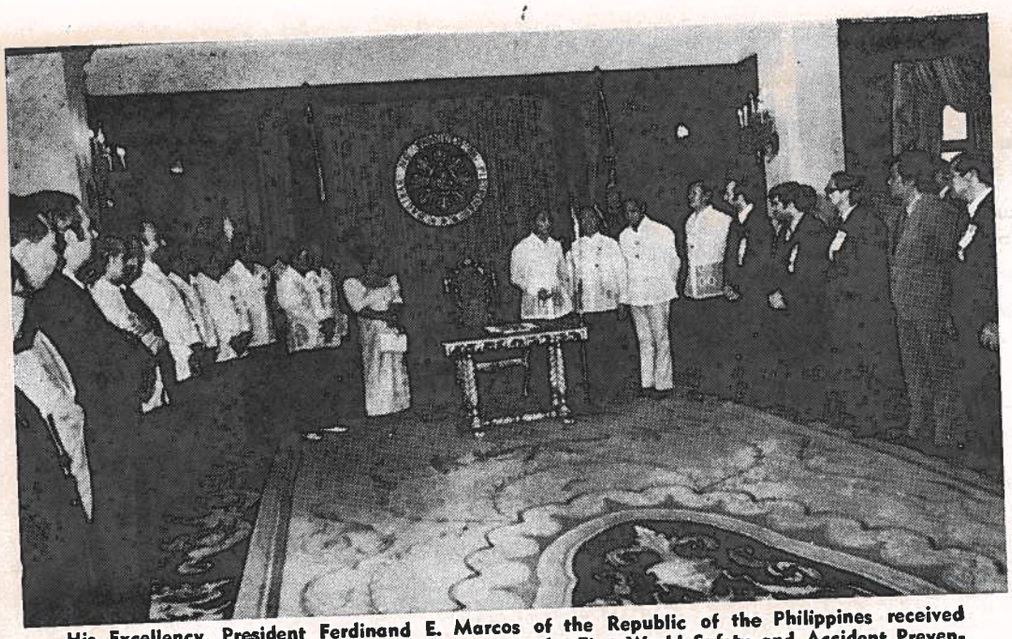
.....

Signature/s of member/s .....

Schedule of membership fees: Original incorporating members: US$35.00.
Sustaining directors-at-large—US$1,000.00 or more per year, for 10 years.
Individual active members—US$35.00 per year. Individual associate members—US$20.00 per year.
Institutional active members—US$500.00 per year. Institutional associate members—US$250.00 per year.
Member countries—US$2,500.00 per year. Member state—US$ 500.00 per year. (Same rate for substates, cities, provinces, etc.)
Junior members—US$5.00 per year. (This form may be reprinted and distributed)

Delegates to the World Safety and Accident Congress listened with much interest and attention to the 32 experts who expounded on subjects which covered extensive areas in safety. In the front row, second from right is Engineer-Attorney George Peters, WSO Vice President—Americas.

Awards for outstanding participation in the World Safety Congress were presented with the mother of the President of the Philippines, Doña Josefa Edralin Marcos honoring the delegates with her presence. With her were Cirilo O. Sagrado, Jose D. Regala, Gen. Alfredo Santos, Emiliano I. Camarillo and Petronilo Dangoy, all of the SOPI, the hosting agency.



His Excellency, President Ferdinand E. Marcos of the Republic of the Philippines received at the Malacañang Palace the head delegates to the First World Safety and Accident Prevention Congress.

WORLD SAFETY ORGANIZATION

P.O. BOX NO.1
PASAY CITY, PHILIPPINES
TEL. 80-52-51

CABLE ADDRESS:
WORLDSAFE MANILA
TELEX NO. 7420003

The WORLD SAFETY ORGANIZATION (WSO) was founded on November 21, 1975 during the FIRST WORLD SAFETY AND ACCIDENT PREVENTION CONGRESS (WOSAPCON) held in the Philippines on November 16-21, hosted by the SAFETY ORGANIZATION OF THE PHILIPPINES, Inc. (SOPI).

Overall Chairman of the First WOSAPCON was Emiliano I. Camarillo of the Philippines. Engineer Christoper R. Gordon, delegate from Papua New Guinea sponsored on the floor the resolution calling for the adoption of the Constitution and By-Laws of the WORLD SAFETY ORGANIZATION. Delegates from various countries in many parts of the world unanimously approved the establishment of the WORLD SAFETY ORGANIZATION and the holding of the future WOSAPCONS, the hosting of which are to be offered to different nations and safety institutions.

The approved resolution concluded that "the WORLD SAFETY ORGANIZATION can be developed into an international post which can reduce the suffering and the anguish throughout the world committed by accidents, regardless whether these are accidents, which were caused at home, on the roads, or in other work situations."

The WORLD SAFETY ORGANIZATION is incorporated under the laws of the Republic of the Philippines, it having been registered with the Securities and Exchange Commission on January 20, 1976.

Dr. Daryoush Parvizpour, delegate from Iran took the floor while delegations from China, Spain, Nigeria, Sweden, America, Japan, the Philippines, and other countries listened.

The WORLD SAFETY ORGANIZATION was born after several unsuccessful previous attempts in various parts of the world to internationalize the safety and accident prevention movement. JOIN US NOW IN OUR EFFORTS TO MAKE THE WSO GROW AND BE OF GREAT SERVICE TO ALL NATIONS AND TO ALL MEN.

Our immediate projects are:

A world-wide membership, education and fund campaign to expand our rosters of members and co-workers in international safety and accident prevention and to realize our financial requirements for the following:

a) THE WSO TECHNICAL FIELD AND OUTREACH SERVICES b) INTERNATIONAL SAFETY AND ACCIDENTS RESEARCH AND STATISTICS CENTER c) EDUCATIONAL FOUNDATION FOR SAFETY PROFESSIONALS d) THE HOLDING OF WOSAPCONS IN 1977, 1979, 1981, 1983, ETC. IN SPAIN, SINGAPORE, AUSTRALIA, THE UNITED STATES, ETC. RESPECTIVELY e) BUREAU OF CONSULTANTS ON SAFETY FOR WORLDWIDE SERVICES f) PUBLICATION OF WORLD SAFETY JOURNAL EVERY QUARTER g) PUBLICATION EVERY TWO YEARS OF WHO IS WHO IN SAFETY h) ESTABLISHMENT OF WORLD SAFETY SPEAKERS BUREAU i) EXCHANGE PROGRAM FOR SAFETY PROFESSIONALS j) ESTABLISHMENT OF WSO SAFETY COMMISSIONS IN EACH AND EVERY COUNTRY k) CONDUCT OF AREA, REGIONAL, AND INTERNATIONAL SAFETY SEMINARS AND CONVENTIONS OUTSIDE OF THE WOSAPCONS l) TECHNICAL ASSISTANCE TO ALL SAFETY AND ACCIDENT PREVENTION AGENCIES m) A WORLD SAFETY BUILDING, n) THE PERMANENT SECRETARIAT, AND o) THE INTERNATIONAL SAFETY COMMUNITY PLANT.

SO MUCH UNITE US NOW THAN DIVIDE US IN THIS NOBLE UNDERTAKING TO . . .

"MAKE SAFETY A WAY OF LIFE!"

WORLD SAFETY ORGANIZATION

OFFICERS: 1976 & 1977

EMILIANO I CAMARILLO
Philippines
President

RAMON BALAGUER
Spain
Executive Vice President

GEORGE A. PETERS
America
V. P. for Americas

STEPHEN E GARRICK
Nigeria
V.P. for Africa

MILTON TAN
Singapore
V. P. for Asia

LEOPOLDO GONZALEZ ESPEJO
Spain
V.P. for Europe

LAWRENCE J. WALSH
Australia
V.P. for Australasia

CIRILO O. SAGRADO
Philippines
V.P Treasurer

JOSE D. REGALA
Philippines
V.P. Secretary-General

J.T. ILAGAN
Philippines
V.P Technical Director

GREGORIO S. CENDAÑA
Philippines
V P. Public Rels. Director

SERGIO E. MENDOZA
Philippines
Board Secretary

PROCESO P. GATDULA
Philippines
Auditor

GLORIA N. MASCARDO
Philippines
Assistant Tresurer

DELFIN BUENAVENTURA
Philippines
Special Projects Officer

BOARD DIRECTORS:

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Papua New Guinea

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Sweden

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Iran

AMPON SUNDARAVEJ
Thailand

LIU KUN-SHIANG/
China

HAMID ABDUL RAHMAN
Iraq

HELEN H. ESPINO
Philippines

COUNCIL OF ADVISORS:

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Philippines
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JULIUS MORRIS
America
First Vice Chaiman

GEN. ALFREDO M. SANTOS
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Second Vice Chairman

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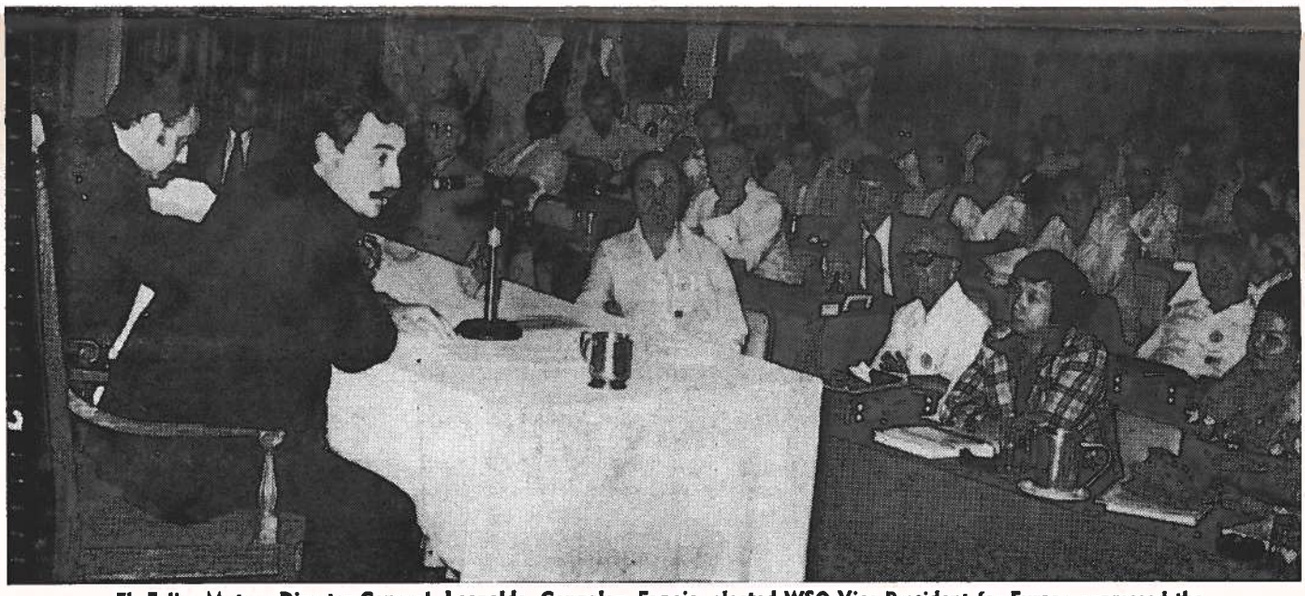
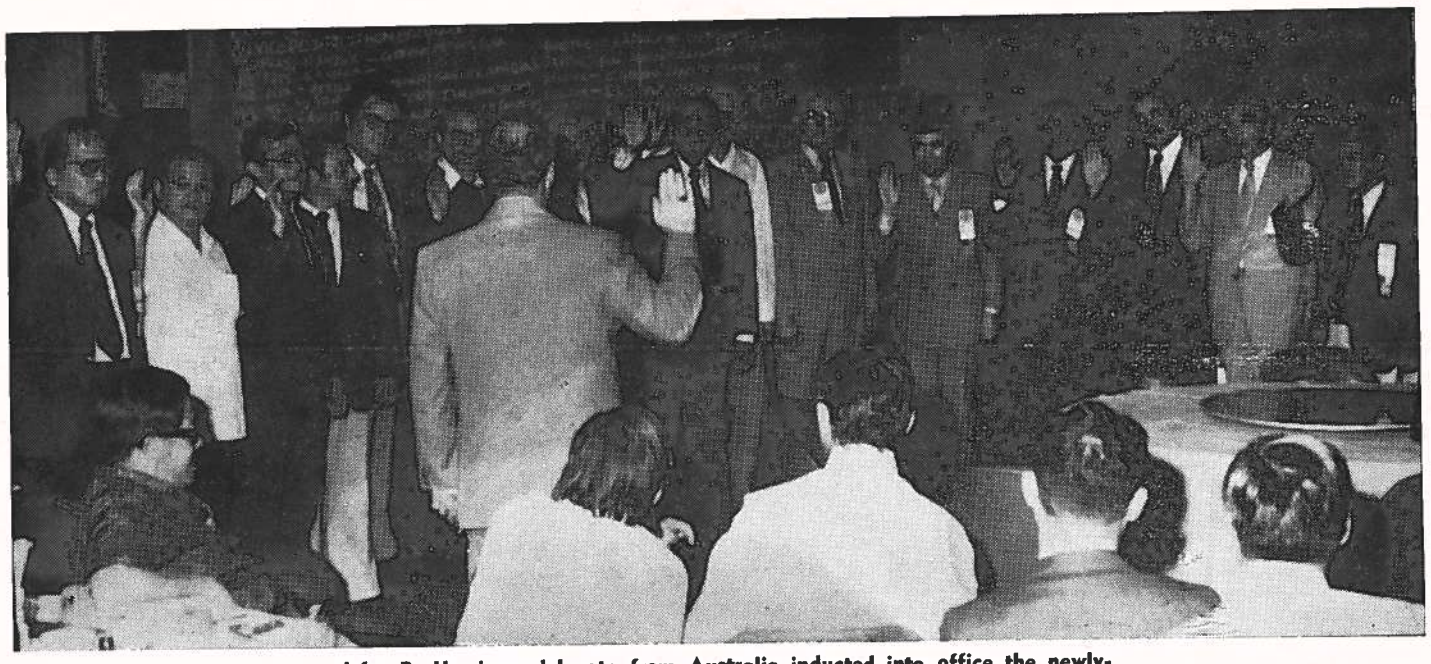
France

DAVID HOLLADAY
United States

NURI URAL
Turkey



El Felix Mutuo Director-General Leopoldo Gonzalez Espejo, elected WSO Vice President for Europe expressed the thanks and appreciation of the Spanish delegation of 32, the largest delegation outside of the Philippine delegates to the First WOSAPCON. The Congress voted the proposal to hold the next WOSAPCON, in October, 1977, Spain. The succeeding WOSAPCONS, in 1979, 1981, 1983 are proposed to be held in Singapore, Australia, the United States, etc., respectively.



John B. Harrison, delegate from Australia inducted into office the newly-elected officials of the WORLD SAFETY ORGANIZATION in simple ceremonies at the Manila International Airport on November 21, 1975.

The objectives of the WORLD SAFETY ORGANIZATION (WSO) are:

* to internationalize the safety and accident prevention movement and spread as wide as possible throughout the world the benefits of practices, skills, arts and technologies of safety and accident prevention.

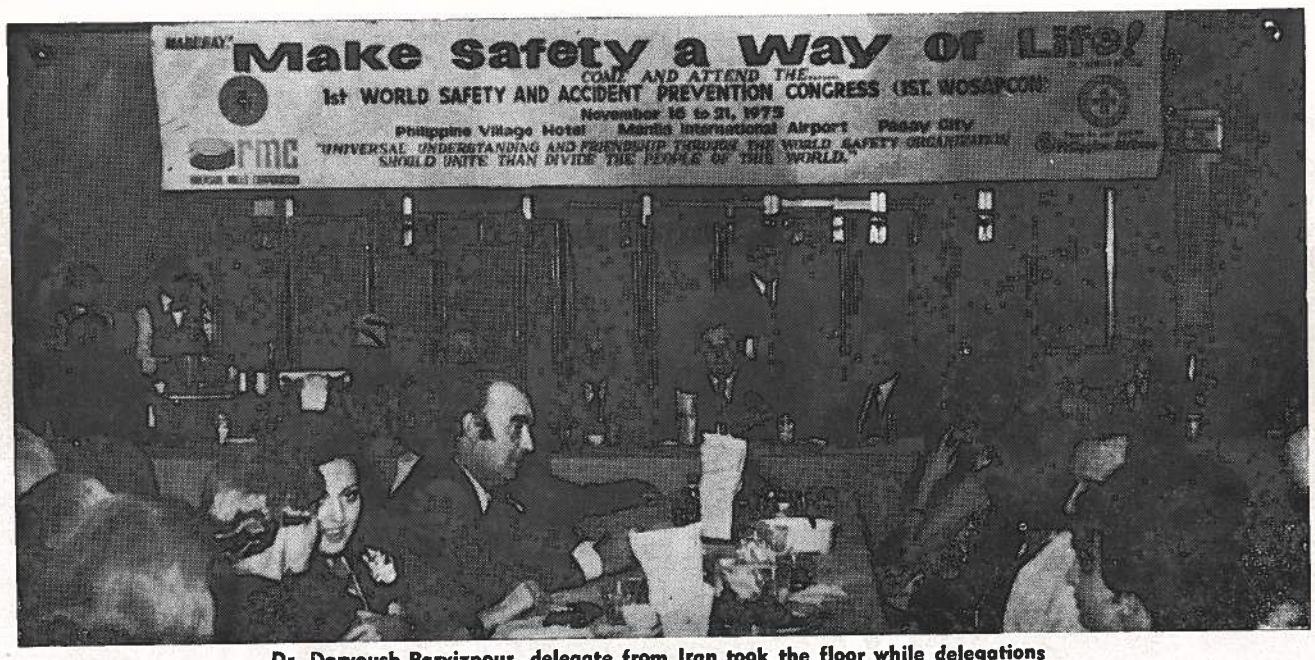
* to set up offices, personnel, and facilities to pool all technological and methodological know-how for each country to share such wealth of information and procedures on safety and accident prevention in all areas of human endeavours.

* to get all countries of the world to organize safety organizations where there are none; give more incentives and support to others where these are needed; and to encourage advance countries to share their expertise and wealth of safety and accident prevention know-how to share these with those needing the same;

* to conduct world safety and accident prevention congresses (WOSAPCONS), other international meets and gatherings on safety as often as necessary; and from the same implement on a worldwide basis the findings, recommendations, resolutions and related results therefrom;

* to promote the safety and accident prevention professions and strive for the updating, upgrading and maximizing of benefits for all practitioners of the same; and,

* to coordinate the functions, activities, operations, and related works of the WSO with other international bodies and organizations.



Dr. Daryoush Parvizpour, delegate from Iran took the floor while delegations from China, Spain, Nigeria, Sweden, America, Japan, the Philippines, and other countries listened.

The WORLD SAFETY ORGANIZATION was born after several unsuccessful previous attempts in various parts of the world to internationalize the safety and accident prevention movement. JOIN US NOW IN OUR EFFORTS TO MAKE THE WSO GROW AND BE OF GREAT

ATLAS

CONSOLIDATED MINING AND DEVELOPMENT CORPORATION

A. SORIANO CORPORATION
General Managers

FOREWORD

Atlas Consolidated Mining and Development Corporation (ACMDC) is located in Bo. Don Andres Soriano, Toledo City, in central Cebu. It is about an hour's drive (35 Kms.) along the Cebu-Toledo national road from Cebu City. It is one of the largest copper mines in the world.

THE FOUNDER

Atlas began at a time when the Philippine mining industry considered copper operations unprofitable.

Andres Soriano y Roxas (or Don Andres, as he was fondly called), a leading industrialist, however, saw that the rebirth of mining in the Philippines was in copper.

Before the war, Don Andres owned a bustling gold mining empire. All the mines were in full operation when Japan invaded the Philippines in 1942.

After acquiring the claims of the Toledo mines, he restructured his old Masbate, Antamok and IXL mining companies to form Atlas Consolidated Mining and Development Corporation.

From there, the Atlas story began.

START-UP

Until Atlas acquired the property in 1953, very little was known about the Lutopan ore deposit which currently consists more than half of the company's ore reserves.

Photo above shows the ACMDC Mine Complex showing the Malubog Dam, Biga Complex, Lime Quarry and Kiln, Carmen Project, DAS-Frank complex, Employees' Township, Staff Housing compounds, and portion of Barrio DAS. Below is the newly acquired 18-cubic meter Marion 201-M electric shovel.

A 4,000 tpd concentrator started producing copper concentrates in 1955.

Hardly had its mills started humming, when plans were implemented for enlarging mill capacity from 4,000 to 6,000 tons of ore per day.

Before the year ended, the company decided to further expand its mill capacity to 10,000 tons per day in view of the discovery of larger ore reserves in its mining concessions and because of the prevailing high price of copper in the world market.

ITS GROWTH

From this modest beginning, Atlas has steadily grown through the years and has now attained a milling rate capacity of 61,000 MTPD which puts Atlas among the ten largest copper mines in the world.

Approximately 600,000 pounds of copper are now being produced daily from the two concentrators, Dascon and Bigacon. The ore comes from two major deposits – Lutopan and Biga about 10 kilometers apart by road.

Presently, ore reserves stand at about 0.9 billion tons at an average grade of 0.47 percent

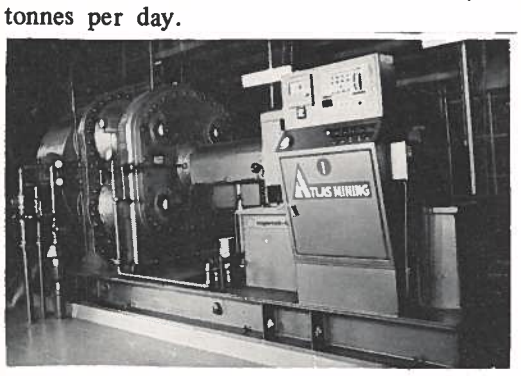
Pit operations under the watchful eyes of its keymen.

copper content; more continues to be added as favorable results are obtained from a continuing exploration and drilling program.

Dascon operates with 60% underground ore and 40% open pit ore. Bigacon treats purely pit ore.

MINING OPERATIONS

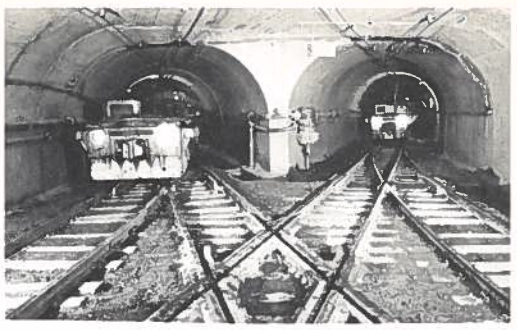
Lutopan underground block caving and Frank pit deliver ore to the DAS concentrator at an average combined rate of 31,000 tonnes per day, while Greater Biga pit supplies ore to the Biga concentrator at the rate of 29,500 tonnes per day.



The new IR Centac compressor.

The underground mine is serviced by a 6.86-meter diameter and 394.39-meter deep circular shaft; two 18-tonne and two 7.3-tonne skip hoist ore using an 1800-KW all-automatic 2-rope friction hoist and a 1243-KW double drums, respectively. Production equipment include 15.4 tonne ore cars, 9-tonne and 11-tonne locomotives. Among the latest additions to the underground mine equipment is a 1500-HP centrifugal air compressor, capable of delivering 7,000 cfm, the first of its kind in Southeast Asia.

At the open pits, the major mining equipment include 3 units 18-cubic meter electric shovels, 2 units 13-cubic meter electric shovels, 6 units 6-cubic meter electric shovels, 2- units

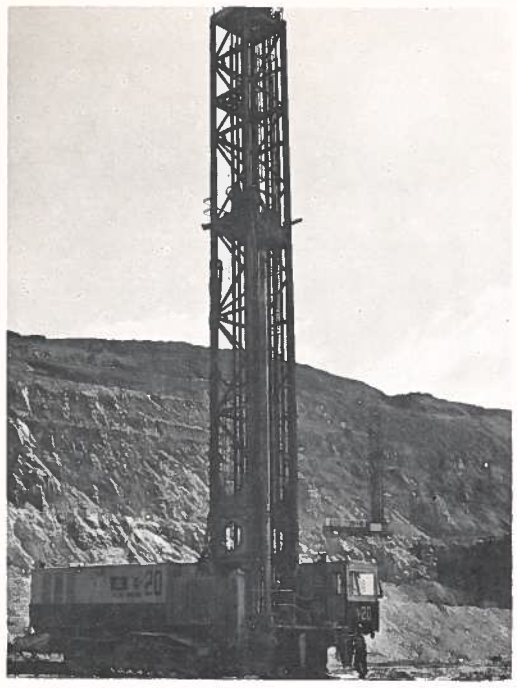


Underground's 935 cross-over (junction) showing locomotives in operations.

5-cubic meter electric shovels, 4 units 31-cm. diameter drills, 5 units 23-cm. diameter electric drills, 12 units tractors, 9 units dozers, 3 units 15-cubic meter front end loaders, 42 units 109-tonnes electric rear dump trucks, 31 units 68-tonne rear dump trucks, 3 units compactors, 3 units rock breakers, 2 units ANFO trucks, 1 unit explosive truck and 1 unit gradall.

The maintenance facilities for open pit mining equipment, the Heavy Equipment shops, comprise a huge complex at Khyber Pass adjacent to Frank pit, and the Biga service center at the northern edge of the Greater Biga pit.

Loading operations at Biga Pit with an 18-cubic meter 201 M Marion electric shovel.



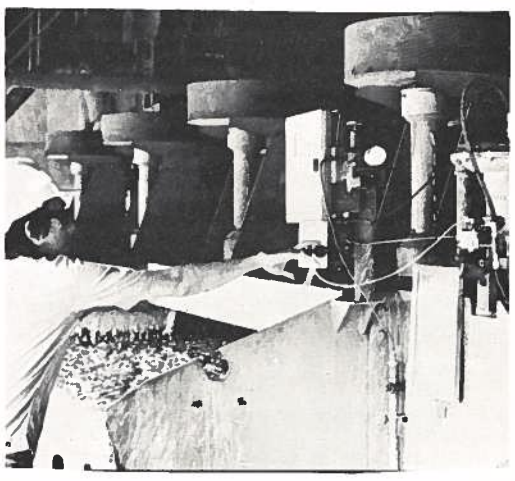
Three units of this new 31-cm. Marion electric drill are now in operation at the mine pit. Drilling operations are greatly facilitated to meet pit expansion projects.

THE CONCENTRATORS

The DAS concentrator operates ten 8-ft. x 6-ft., five 10-ft. x 10-ft., three 12.5-ft. x 16-ft. and two 16.5-ft. x 19-ft. primary ball mills as primary grinding units. In addition, two 6-ft. x 12-ft. and one 8-ft. x 8-ft. ball mills are used as regrind mills. Agitair 120 flotation machines are generally used for roughing and cleaning while Agitair 48 are used for sand scavenger flotation. Pyrite concentrate is recovered as a by-product at the selective flotation stage.

The Biga concentrator uses five 16.5-ft. x 19-ft. and four 9-ft. x 15-ft. overflow type mills as primary grinding units. In addition, one 9-ft. x 15-ft. ball mill is used as a regrind mill. A 54-inch gyratory crusher is used for primary crushing with six 7-ft. symons cone crushers for secondary and tertiary crushing. Agitair 120 and Wemco 300 flotation machines are used as roughers and Agitair 48 as cleaners.

The DAS concentrator produces about 350,000 pounds of copper daily from about 31,000 DMT of ore treated. In addition, about 400 tonnes of pyrite concentrate are produced as a by-product. The Biga concentrator, meanwhile, produces about 250,000 pounds of cop-



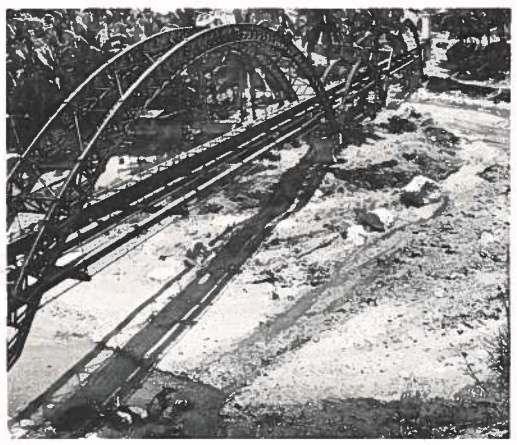
Above: Haulpak 120 compared to a pick-up; below, a newly installed Wemco 300 flotation machines.

per daily from about 30,000 DMT of ore treated.

Ore treated at Dascon contains an average of 0.58 per cent copper and a copper recovery of about 92 per cent is obtained. At Bigacon, ore contains 0.45 per cent copper and copper recovery is about 90 per cent.

Final concentrates produced contain about 30 per cent copper and are hauled by truck to the company's port at Sangi, Toledo City for shipment to various smelters abroad.

Tailings from the concentrators are conveyed by a system of launders and pipes to the sea at Ibo Point, Toledo City, about 12 kilometers from Dascon and 18 kilometers from Bigacon. Pipes are of 24", 20" and 16" diameters, while the launders are either all concrete or steel with abrasive-resistant concrete lining. The company has spent approximately ₱100 million for the launder and pipeline systems.

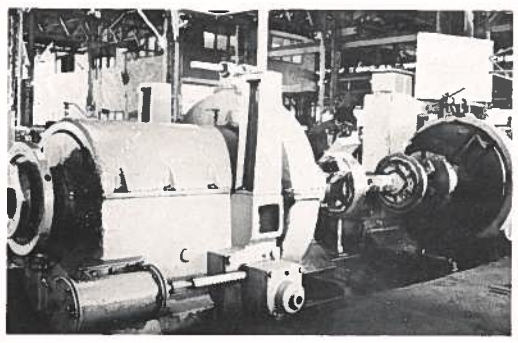


Open launder system for mill tailings.

SERVICE SHOPS

The company operates various shops necessary in the maintenance of its production facilities as well as in-plant improvement projects

that continue to be undertaken from year to year. These shops include two well-equipped machine and steel fabrication shops, electrical shop, construction shop, two heavy equipment shops, transport vehicle repair shop, etc.



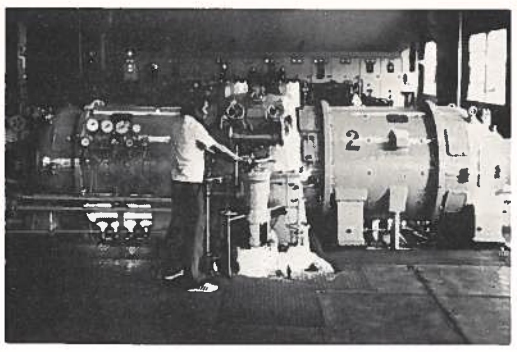
Reconditioning of underground production car wheels at the Machine Shop.

POWER GENERATION PLANTS

The company operates 3 thermal power plants, with the following maximum generating capacities.

Masaba Power Plant	10 MW
Sangi Power Plant	56 MW
Floating Power Plant	24 MW
Total Generating Capacity	90 MW

These plants are barely sufficient to supply the electric power requirements of the entire mine complex and that of the Atlas Fertilizer Corporation at Sangi, Toledo City. The company also provides electricity, free of charge, to light the streets and public market at Bo. Don Andres Soriano.

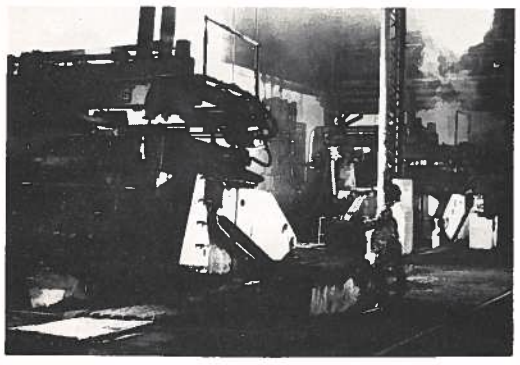


Turbo-generator No. 2 at the Masaba Power Plant.

Two of the boilers at the Sangi power plant are equipped for coal-firing. Atlas buys coal from various coal miners in Cebu to feed these 2 boilers, as part of the company-wide continuing program to reduce oil consumption.

IRON AND STEEL FOUNDRY

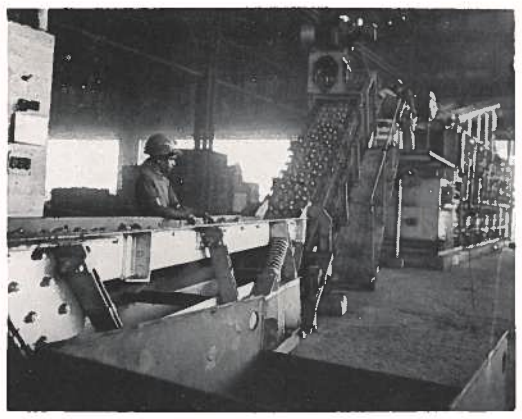
The Atlas Foundry is the largest in the Philippines and the recent expansion program increased production output to a total of 2,100 tonnes per month to make it even larger. This expansion project includes the installation of the second 3,000-KVA electric arc furnace and



Whiting arc furnaces in operation at the Foundry shops.

complete production facilities for a 70-tonne per day steel ball plant. Monthly production capacity are as follows:

Steel Balls	1,750 MT
Iron Balls	150 MT
Steel and Non-Ferrous Castings	200 MT
Total Production Capacity	2,100 MT



Holcroft continuous heat treatment furnace for steel balls.

Among the modern equipment installed in the air-conditioned quality control and foundry research laboratory is a computerized Baird-Atomic Spectromet for rapid analysis of metal samples.

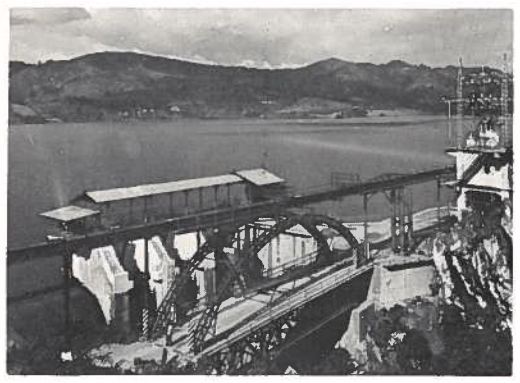
SHIPPING FACILITIES

Atlas cargo handling and shipping facilities located at Sangi Beach, Toledo City, are operated by Sangi Terminal department, which handles an average of about 4,500 metric tons of concentrates, liquid, bulk and general cargoes for both ACMDC and AFC daily.

Sangi Terminal operates 2 piers: Pier No. 1, built in 1955 to handle both bulk and general cargoes, is equipped with an 800-ft. belt conve-

Simultaneous loading at Sangi piers.

yor unloading system rated at 100-ton per hour capacity; and Pier No. 2, constructed in 1968 and designed to dock 30,000-DMT ocean-going vessels, is equipped with a 1,200-ft. belt conveyor loading system rated at 800-ton per hour maximum capacity.



The Malubog dam.

WATER SUPPLY

Water for industrial use comes from 2 reservoirs, Sigpit and Malubog dams, with a total impounding capacity of 4.5 billion gallons. This impounded capacity is sufficient to supply the full water requirements of the two concentra-

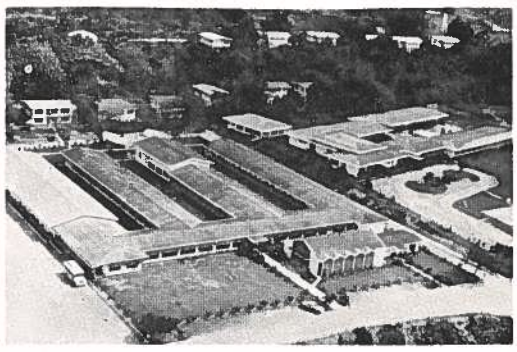
tors for 7 months of drought.

Domestic water comes from deep wells located about 10 kilometers from the mine camp. Atlas supplies water, free of charge, to barrio residents at Don Andres Soriano through public faucets.

CAMP FACILITIES

The company operates a fleet of 36 automobiles, 56 light pick-ups, 51 heavy pick-ups, 4 microbuses, 22 buses and 38 motorcycles to transport the staff and all its workers from the main gate to their respective working areas.

For its workers and their dependents, Atlas built housing units, recreation centers, clubhouse and swimming pools, chapels, hospital and clinics as well as a high-standard school (Andres Soriano Memorial School) for the children in the mining community.



The Andres Soriano Memorial School. Shown at the background are the cottages for the faculty.

In addition, employees cooperatives and commissaries are being maintained to supply the basic needs of the camp residents.

COMMUNITY DEVELOPMENT PROJECTS

The Atlas beneficience extends to more than just affording job opportunities to the people. Much efforts are likewise exerted to encourage them in making an economic breakthrough. A member of the Philippine Business for Social Progress (PBSP), the company actively pursues its Atlas Socio-Economic Projects (ASEP) geared towards the upliftment of the people and their respective communities from submarginal conditions.

One of the company's socio-economic projects designed to uplift the people's income and the community's productivity.

Through this ASEP, Atlas undertakes a continuing program to improve the lot of the people within the area of its operations. The Company has successfully implemented supervised credit programs, the Atlas Farmers Association (AFA), woodcraft and other cottage industry development, rural improvement clubs for housewives, the barrio Malubog integrated community development, reforestation and slope stabilization as well as the establishment and continued assistance to local 4-H Club chapters. In addition, the company's Malubog dam has been successfully seeded with different varieties of fish which are made available to the barrio people to supplement their fish needs.

Moreover, day-care and feeding centers were established in conjunction with the government's Department of Social Welfare program. Likewise, the company's adult education campaign continues to be pursued to help in the national literacy campaign.

THE TIMES JOURNAL, MONDAY, DECEMBER 13, 1976

Labor takes issue with Ople

The labor sector has proposed that only one government agency enforce and carry out laws providing for the health and safety of the populace.

The Trade Union Congress of the Philippines (TUCP) made the proposal in the wake of the announcement by Labor Secretary Blas Ople that the administrative would soon set up an occupational health and safety center.

Ople said that the proposed center will gather data on common job-connected accidents and ailments that workers fall prey to.

However the TUCP is proposing a different agency from the one announced by Ople.

Roberto S. Oca, TUCP president, said that instead of merely a clearing center, there should be "an integrated approach to health and safety of not only the workers but the entire population."

Oca said that many government offices are at present overseeing the implementation of health and safety laws in the country.

He cited the national pollution control commission, City Hall's sanitary inspection unit, department of labor's inspection division, department of health and the building inspection units, which although not overlapping each other, are nonetheless "a waste of manpower."

According to Oca, "duly qualified technical men should be appointed to the integrated organization which should be established to minimize expenses and fully utilize the highly qualified manpower we have." – RT

cc Prof. Wiener

Copy for : Prof. Wiener

WHO NEWS RELEASE

Issued by the Information Unit
World Health Organization
Regional Office for the Western Pacific
P. O. Box 2932 Manila (Tel. 59-20-41)
Cable Address: UNISANTE, MANILA

(The following was issued from WHO Headquarters in Geneva on 17 January 1977)

WP/3
24 January 1977

EXECUTIVE BOARD

New WHO strategy for technical cooperation with Member Countries

Proposals for a radical and new reorientation of WHO's programme budget policy to enhance its effectiveness in serving the world's neediest people have been endorsed by the WHO Executive Board meeting in Geneva.

Member nations have been calling for a change for some time, and at the meeting of the World Health Assembly last May, a resolution was adopted asking the Director-General to ensure that 60% of the Organization's regular budget be devoted by 1980 to technical cooperation in health matters. In the 1977 budget, technical cooperation activities account for 51.2% of the regular budget.

The proposals endorsed by the Board envisage reduction of 363 established posts in WHO (313 at Headquarters and 50 at Regional Offices) over a four-year period. The reduction of the posts and of certain activities will release resources totalling $12.9 million, to be diverted to new and expanded programmes of cooperation with and services to governments. The proportion of the regular budget devoted to technical cooperation would reach approximately 60% during the 1980-81 biennium.

Recommending the proposals to the World Health Assembly meeting in Geneva next May, the Board said they responded fully to the policy directives of the resolutions adopted by the Assembly on the subject.

1975 ANNUAL REPORT

ATLAS CONSOLIDATED MINING AND DEVELOPMENT CORPORATION

H I G H L I G H T S

FINANCIAL:	1975	1974
POUNDS OF COPPER PRODUCED	226,582,247	192,661,857
Operating Income	₱895,808,218	₱950,942,439
NET INCOME:		
Amount	164,107,478	220,556,627
Per share	4.08*	5.50*
CASH DIVIDEND:		
Amount	30,099,892	135,618,080
Per Share	0.75*	3.38*
STOCK DIVIDEND:		
Amount	195,849,960	---
STOCKHOLDERS' EQUITY at December 31:		
Amount	859,410,841	725,948,702
Book value per share	21.41*	18.08*
WORKING CAPITAL (Current Assets Less Current Liabilities) at Dec. 31	188,460,742	85,465,880
CURRENT ASSETS FOR EVERY ₱1 OF CURRENT LIABILITIES at December 31	1.56	1.21
PROPERTY, PLANT AND EQUIPMENT		
Balance at December 31	547,757,154	574,949,479
Additions during the year-- net	30,992,821	81,697,455
Depreciation and depletion charges during the year	58,170,582	51,445,471
CARMEN AND SMELTER AND REFINERY PROJECTS	288,042,716	89,966,352
NICKEL PROJECT	36,368,918	36,039,145

OPERATIONS:		
Copper - pounds	226,582,247	192,661,857
Ore Milled - m. tons	22,335,681	23,288,821
Waste Moved - m. tons	56,403,634	55,338,363
Copper Concentrate - m. tons	344,072	313,672
Copper Concentrate - grade	29.87% Cu	27.84% Cu
Gold - ounces	80,840	58,919
Silver - ounces	352,969	290,906
Magnetite Concentrate - m. tons	--	21,097
Pyrite Concentrate - m. tons	80,996	90,354
Ore Reserves - m. tons	884,730,000	897,526,000
Ore Reserves - grade	0.47% Cu.	0.47% Cu.

*Based on 40,133,190 issued number of shares.

VRP:dpj
03/12/76

FACT SHEET

NATIONAL STEEL CORPORATION

OVERTON, ILIGAN CITY, MINDANAO, PHILIPPINES

PREFACE

The National Steel Corporation plant is located on a 140-hectare area in the outskirts of Iligan City in Northern Mindanao. The Mill compound itself is situated on flat land along the coast of Iligan Bay.

1. A natural harbor on which has been built, and is now operational, the longest (750 feet) deep-water pier in southern Philippines costing 17.5 million, capable of berthing ocean-going vessels up to 26,000 tons, and equipped with a stiff-leg derrick capable of lefting 160 tons.

2. Ample water supply for plant use from Agus River which discharge a steady year-round flow from Lake Lanao, one of the world's highest lake (3,500 feet above sea level) about 30 kilometers from the site and near Marawi City. For this purpose, a water reservoir located 200 feet above sea level covering one hectare area with a capacity of 12,600,00 gallons was constructed. Water is drawn from Agus River by pumps with a combined capacity of 25,000 gallons per minute through a 2.5-kilometer pipeline 48 inches in diameter. The plant itself will need 12,500 gallons per minute continuously when integrated. The water system is capable of efficiently supplying water requirements of a city with a population of 1.5 million.

3. Lower cost is available from nearby Maria Cristina Hydro Electric Plant which has an ultimate capacity that can supply NSC and the other industrial needs of Mindanao. Power cost here are one-third those at the Luzon Grid.

4. Iligan is located outside the typhoon belt.

5. It is within the area designated by the government's long-range industrial dispersal plan for the development of Northern Mindanao as an industrial center.

6. The present area is sufficient to allow NSC to expand production to approximately 1.2 million tons of steel products. Additional areas for expansion are available both southward in the vicinity of the raw materials stockpile area and northward by reclamation of the area.

ANTONIO S. VALERA
Resident Manager

TECHNICAL DATA ON THE
NATIONAL STEEL CORPORATION

GENERAL

NSC finished flat products which are processed from the imported steel slabs (measuring about 8" x 20' at the minimum and 6" x 60" x 17' at the maximum) are generally classified as hot rolled or cold rolled products. Hot rolled flat products are produced by reducing the thickness of the slab after heating it to rolling temperature in the Hot Mill and may either be taken as hot rolled plates or hot rolled coils, which are subsequently cut into sheets in the Hot Rolled Shear Line or slitted in the Hot Rolled Slitter Line. Cold rolled products are derived from cold rolling of hot rolled coils of varying thickness in the Cold Mill facilities and cut to desire size or in coil form.

HOT MILL - The products of the Hot Mill are hot rolled coils and plates.

SLAB REHEATING FURNACE - The Slab Reheating Furnace heats the conditioned slab to rolling temperature in order that it can be hotrrolled. Cold Slabs are charged into the entry end of the furnace and as the pusher moves one cold slab into the furnace, one hot slab is discharged through the door on to the furnace run-out table. Similar process is observed when bloom is charged for billet products.

TECHNICAL DATA

Type	-	Oil fired continuous 3-zone recuperative
Fuel used	-	Bunker "C" fuel oil
Slab size	-	(104 - 305 mm) thick, (508 - 1524 mm) wide, (1650-6100mm) long 4" - 12" 20" - 60" 65" - 240"
Slab weight	-	14 M.T. maximum
Temperature	-	1280 - 1320°C
Hearth area	-	183.58 square meters
Size	-	27.4 ml - 6.7 mw
Capacity	-	80 - 107 M.T. per hour

COMBINATION BLOOMING/SLABBING/PLATE/BILLET MILL

PURPOSE - With the rolling temperature attained, the slab is delivered by the furnace run-out table to the Combination Mill. Here, the heated slab undergoes several passes in the four high reversing mill until the slab thickness is reduced to the required thickness. Product intended for plates are sheared to desired lengths, while those that are intended for hot rolled coils proceed to the Reversing Hot Strip Mill for further reduction.

TECHNICAL DATA

Size	-	4 high - 38" (965mm) and 53" (1346mm) x 114" (2896mm) 2 high - 46" (1168mm) x 114" (2896mm)
Drive	-	2-3500 H.P. D.C. motors 40/80 R.P.M. 700 V.
Product	-	Breakdowns for coils: 15-19mm thick, 559-1524mm wide, 79 M long Breakdowns for plates: 9.5mm(min.) thick, 508-1524mm wide, 38 M long (max.)
	-	Breakdowns for billets: 4" x 4" & 5" x 5" x 10 ft.
Capacity	-	65 M.T. to 100 M.T./hour 40 M.T./hour (for billets)

REVERSING HOT STRIP MILL (STECKEL MILL)

PURPOSE - The still hot breakdown is delivered to the Reversing Hot Strip Mill where the thickness is further reduced by ~~5 reversing~~ passes to the required hot rolled strip thickness. The finished strip is cooled approximately 1200°F before coiling in the downcoiler.

TECHNICAL DATA

Size - 4 high - 26" (660mm) and 49" (1245mm) x 66" (1676mm)
Drive - 1 - 5000 H. P. D. C. motor, 100/225 RPM
Hot coiler
Furnace Diesel Oil #2 fuel oil fired
Product - Hot rolled coil - 23-60" wide, 28" I. D., 60" max. O.D.
(584-1543mm) (711mm) (1524mm)
Strip thickness - 0.0625" (1.78mm) - 0.313" (7.95mm)
Capacity- 65 M.T. per hour (Ave.)

COLD MILL - Cold mill products are tinplate, cold rolled sheets, cold rolled coils, hot rolled sheets and skelp.

CONTINUOUS PICKLING LINE

PURPOSE - Preparatory to cold production process, the hot rolled coils are uncoiled and the oxides and scales on the surface of the hot rolled strip are removed by passing the strip in a bath of hot Hydrochloric acid. The strip is then rinsed by cold and hot water sprays, passed through a hot air drier, side trimmed, oiled and subsequently recoiled, producing a pickled hot rolled coil.

TECHNICAL DATA

Size - 60"(1524mm)
Product
Gauge - 0.0625 (1.78mm) - 0.250" (6.4mm)
Width - 20" (508mm) - 6-" (1524 mm)
Diameter 28" (711mm) I.D. - 60" (1524 mm) O.D. maximum
Weight 13.6 MT maximum
Thread speed - 15 FPM
Entry section speed - 46-244 MPM
Pickle section speed - 23-76 MPM
Delivery Section speed - 23-100 MPM
Capacity - 30-60 M.T./hour

TANDEM MILL

PURPOSE - The Tandem Mill cold reduces the thickness of the hot rolled pickled coils to a relatively light gauge, enough to produce a superior surf ce and impart the desired mechanical properties to the strip. Total reduction ranges from 50% on heavy gauge cold rolled sheets and coils to 90% on light gauge blackplate coils for processing to tinplate.

TECHNICAL DATA

Mill type	- Four-stand, four-high tandem
size	- 21" (533mm) and 53" (1346mm) x 66" (1676mm)
Product	- Cold reduced coil
Gauge	- 0.007" (0.178mm) - 0.0625" (1.588mm)
Width	- 20" (508mm) - 60" (1524mm)
Diameter	- 20" (508mm) I.D. 60" (1524mm) O.D. Maximum
Weight	- 13.6 M.T. maximum
Gauge control	- x-ray gauge A.G.C.
Finishing speed	- 457 MPM
Drives	- No. 1 stand - 1000 H.P. No. 2 stand - 1500 H. P. No. 3 stand - 1500 H.P. No. 4 stand - 1750 H.P. Tension reel - 500 H.P.
Capacity	- 22-72 M.T./hour

ALKALI CLEANING LINE

PURPOSE- This line removes the oils from the surface of the strip prior to annealing by dipping the strip in a hot alkaline solution. The continuously moving strip is further brushed and scrubbed to ensure removal of foreign matter from the surface. To remove the alkali, the strip is rinsed in a hot water spray tank and hot air is blown on the strip to effect fast drying of the bright and shiny strip.

TECHNICAL DATA

Size	- 38" (965mm)
Product	- Cold reduced cleaned coil
Gauge	- 0.007 " (0.178mm) - 0.025" (0.635mm)
Width	- 20" (508mm) - 38" (965mm)
Diameter	- 20" (508mm) I.E. - 60" (1524mm) O.D. maximum
Weight	- 13.6 M.T. maximum
Line speed	- 107-305 MPM
Thread speed	- 15 MPM
Capacity	- 14 - 27 M.T./hour

BATCH ANNEALING FURNACES

PURPOSE - In order to relieve the strip of the heavy internal stresses as a result of cold reduction, the coils are heat treated in the Batch Annealing Furnaces to make the strip suitable for its intended purpose. Deoxidizing gas is used in annealing to protect the bright surface from oxidation.

TECHNICAL DATA

Size	- 60" (1524mm) diameter x 156" (3962mm) high - 40 M.T. maximum charge
Number	- 54 Bases/18 Furnaces

ging

Product	- Annealed coil
Diameter	- 60" (1524mm) O.D. maximum
Width	- 20" (508mm) - 60" (1524mm)
Firing	- A.C. Electric
Capacity	- 1.8 MT/Furnace hour

TEMPER MILL

PURPOSE - The purpose of temper rolling is twofold: To impart the desired surface finish to the product and to develop the desired mechanical properties of the material. This is attained by passing the annealed strip through a set of rolls with a regulated compressive force and tension.

TECHNICAL DATA

size	- Single stand 21" (533 mm) and 53" (1346mm) x 66" (167mm)
Product	
Gauge	- 0.007" (o.170mm) - 0.0625" (1.588mm)
Width	20" (508mm) 60" (1524mm)
Diameter	- 20"(508mm)I.D. - 60" (1524mm) O.D. maximum
Weight	- 13.6 MT maximum
Speed	- 640 MPM maximum
Drives	
Cone uncoiler	- 200 H.P.
Entry tension bridle	- 400 H.P.
Main drive	- 600 H. P.
Delivery tension bridle	- 400 H.P.
Tension reel	- 800 H.P.
Capacity	- 25 - 64 M.T./hour

COLD ROLLED SHEAR LINE

PURPOSE ~~In this~~ Temper rolled strip coils which are to be sold in sheet form are processed line, where the coils are side-trimmed, sheared to the desired lengths, levelled and oiled.

TECHNICAL DATA

Size	- 66" (1676mm) flying type
Product	- Cold rolled sheets
Gauge	- 0.020 (508mm) - 0.0625" (1.588mm)
width	- 20" (508mm) - 60" (1524mm)
length	- 3' (.9M) - (4.8M)
Pack height	- 16" (486mm) maximum Pack weight - 2.0 MT
Line speed	31 MPM maximum
Thread speed	- 15 MPM
Capacity	- 6 to 26 M.T/hour

HOT ROLLED SHEAR LINE

PURPOSE - This line side trims and cuts the hot rolled strip to desired lengths for the sale as sheet or light plate. After shearing, the sheets are levelled or flattened, and oiled prior to piling.

TECHNICAL DATA

SIZE	- 66" (167mm)
Product	-
gauge	- 0.0625" (1.588MM) - 0.250" (6.4mm)
Width	- 20" (508mm) to 60" (1524mm)
Length	- 36" (915mm) to 240" (609mm)
Pack weight	- standard 2 M. T.
Line Speed	- 46 MPM maximum
Thread speed	- 15 MPM
Capacity	- 15 M.T./hour maximum

HOT ROLLED SLITTER LINE

PURPOSE - The slitting line side trims and slits the hot rolled strip coil to produce two or more coils of narrower widths called skelp or slit coils.

TECHNICAL DATA

size	- 66" (168mm)
Product	- Slit coil, Skelp
Gauge	- 0.0625" (1.588mm) - 0.375" (9.5mm)
Width	- 20" (508mm) to 60" (1524mm)
Diameter	- 28" (711mm) I.D. to 60" (1524mm) O.D. maximum
Cuts	- 4 in 0.375" material
Weight	- 13.6 M.T. maximum
Line speed	- 92 MPM maximum
Thread speed	- 15 MPM
Capacity	12 MT/hour

25-TON ELECTRIC FURNACE

PURPOSE - This furnace produces steel ingots from steel scrap of all types by melting through the use of electric current and the heat radiated by the electric arc. Furnace additions like iron ore, coke, ferro manganese and fluxing materials like limestone, burnt lime and flour spar are added as the scrap is melted and the molten bath is refined. Refined molten steel is cast into billet size steel ingots.

TECHNICAL DATA

Shell diameter	- 16.54" (5.04 meters)
Transformer rating	- 7.500 KVA
Highest voltage tap	- 294 V
Furnace charging	- Top
Tapping temperature	- 2750°F (1510°C) to 2800°F (1537°C)
Ingot weight	- 180 Kg. max.
Ingot size	- Tapered 5" (127mm) and 4" (102mm) sq. x 66" (1676mm long)

ROD AND BAR MILL: Plain and deformed rebars and billets are the main products of the Bar Mill.

INGOT REHEATING FURNACE

PURPOSE - The reheating furnace heats the steel ingots produced by the 25-Ton Electric Arc Furnace and with billets from the Hot Mill to rolling temperature to make the materials suitable for rolling.

TECHNICAL DATA

Type	- 2 Zone, Pusher Type
Fuel used	- Bunker "C" Fuel Oil
Ingot size	- 5" (127mm) and 4" (102mm) sq. x 66" (1676mm) long
Ingot weight	- 180 Kg. (maximum)
Temperature	- 1250°C (2282°F)
Hearth area	- 480 sq. ft. (44.6 sq. M.)
Capacity	- 12 to 19 MT/hour

18" ROUGHING MILL (3-STAND, 3-HIGH)

PURPOSE - The roughing mill gradually reduces the cross section the red-hot ingot through a series of passes at its 3-Stand, 3-High Mill. Billets and structural products such as angles and large bars are usually finished at the roughing mill.

TECHNICAL DATA

Size	- 3-High - 3-Stand - 19-3/4" (502mm) x 44" (1118mm) (Roll size)
Drive	- 1000 H.P. AC Motor
Speed	- 120 R.P.M.
Product	- 1-3/4" (44mm) to 3" (76mm) dia. bars, 1-1/2" (38mm to 3" (76mm) angulars, 2" (50mm) billets
Capacity	- 10 to 18 M.T./hour

12" FINISHING MILL (6 STAND, 3-HIGH)

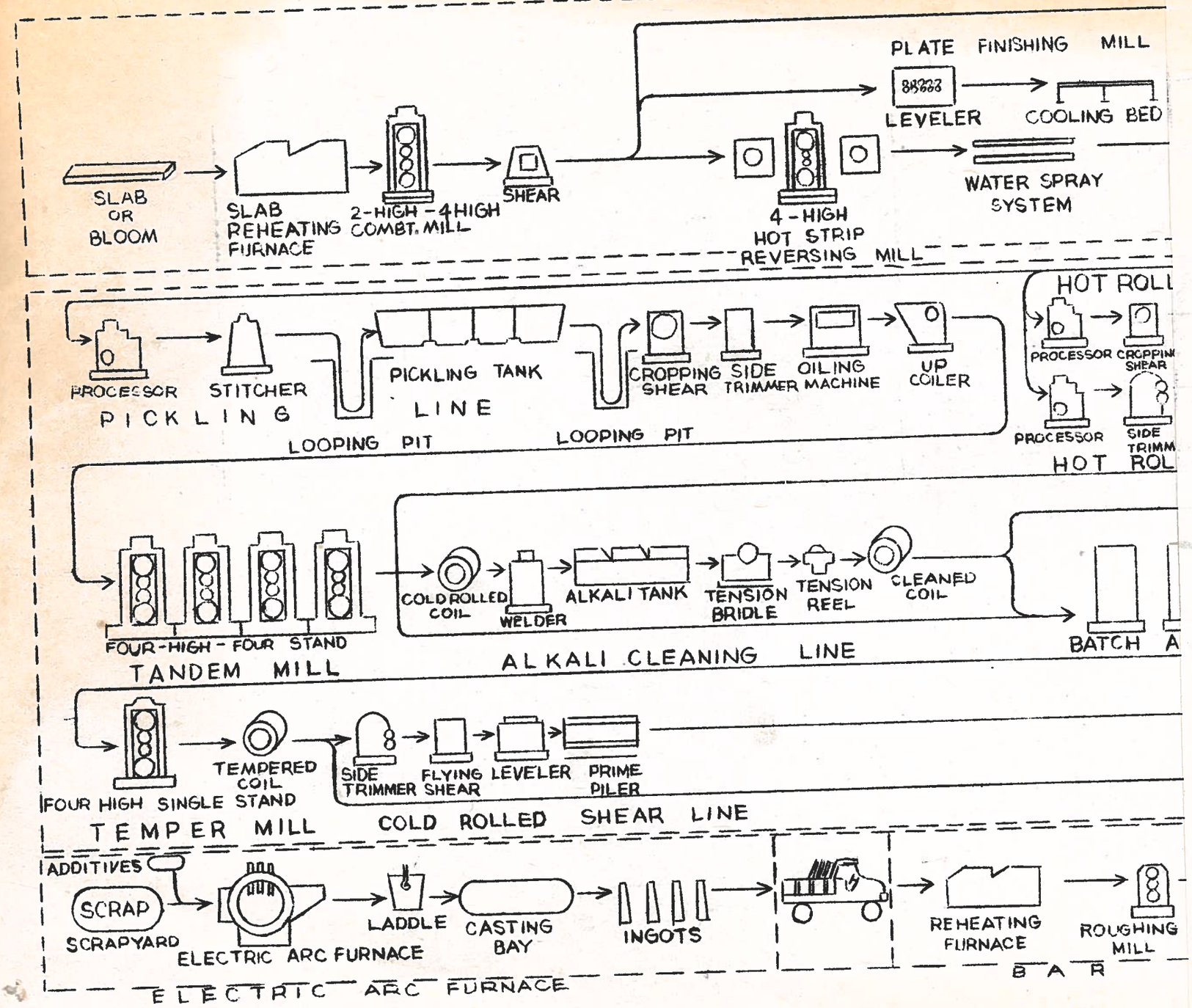
PURPOSE - To attain the required size of smaller bars not readily processed in the roughing mill the breakdown undergoes further reduction at the finishing mill. The finishing mill is composed of 6-stand, 3-high mill capable of reducing bars down to a minimum diameter of 3/8".

TECHNICAL DATA

size	- 3-high- 6-standard-12-3/4" (324mm) x 28" (711mm) (Roll size(repeater train mill
drive	- 1500 H.P. D.C. Motor
Speed	- 120 to 360 H.P. M.
Product	
Rod & Bar	- 3/8" (10mm) to 1-1/2" (38mm) diameter plain and
Deformed flat	- 1-1/2" (38mm) to 3" (76mm)
Capacity	- 10 to 15 M.T./hour

MMG/ging

PROCESS FLOW DIAGRAM



14th POSTGRADUATE COURSE ON OCCUPATIONAL HEALTH
AND SAFETY
JANUARY 17, 1977 - Feb. 26, 1977

DATE: _____

ATTENDANCE SHEET

1. Abad, Carlito, M.D. (B E P Z) _____
2. Agpoon, Isidro T., M.D. (Nichols Air Base) _____
3. Alegre, Anita C., M.D. (St. Patrick's Clinic & Lab.) _____
4. Amba, Randolf L., M.D. (Sanitary Steam Laundry) _____
5. Arguelles, Wilfredo C.(CAPWIRE) _____
6. Batalla, Virginia H. (RFM-Swifts Processing Plant) _____
7. Bawiin, Emelita A. (ALLIANCE TEXTILE MILLS, INC.) _____
8. Buenaventura, RenatoC., M.D. (B E P Z) _____
9. Cariño, Aquilino A. M.D. (Grinhar College) _____
10. Carreon, Honorio L. M.D. (Private Practitioner)) _____
11. Castro, Priscilla de M., M.D. (Private practitioner) _____
12. Bote, Gloria L., B.S.N. (_____
13. Chang, Benjamin Y. M.D. (Liwayway Mkt. Corp.) _____
14. Chuapoco, Robert S. (SOMACO IND.) _____
15. Chuatoco, Rodolfo R., M.D. (Phil. National Security Guard) _____
16. Chumacera, Ernesto D. M.D. (San Pablo Colleges) _____
17. Cipriano, Merlin G., M.D. (Capitol Publishing) _____
18. Co, Oscarito M. ,M.D. (Private practitioner) _____
19. Cruz, Federico M., M.D. (Imperial Textile Mills) _____
20. Dalere, Mente F., M.D. (Private practitioner) _____
21. Imperial, Romeo P. (Esguerra Construction) _____
22. Leon, Estrella de S., BSN,RN (Utex) _____
23. Lopez, Virgilio D., M.D. (Wire Rope Corp.) _____
24. Macas, Napoleon V., M.D. (Human Settlement Comm.) _____
25. Magpayo, Federico, M.D. (Feltman Bros. Corp.) _____
26. Manansala, Andres Q., Jr., M.D. (Universal Food Corp.) _____
27. Marquez, Romeo,Q., M.D. (St. Patrick's Clinic & Lab.) _____
28. Nieva, Teodoro S.J., M.D. (Vitarich Corp.) _____
29. Obusan, Amelia E.L. Reyes, M.D. (Private Parctitioner) _____
30. Ordoña, Juvencio F.A., M.D. (Phil. Tourism Authority) _____

32. Rivera, Ernesto A., M.D. (Negros Navigation Co., Inc.)_____

33. San Juan, Eduardo S., M.D. (Phil. Apparel Inc.) _____

34. San Miguel, Bayani A., M.D. (IBC - Channel 13) _____

35. San Miguel, Emerlinda, B., M.D. (UTEX) _____

36. Santos, Melencia delos S., M.D. (Mead Johnson Phil.) _____

37. Tan, Emil C., M.D. (Atlantic Gulf & Pacific Co.) _____

38. Tinio-Generao, Sinforosa J.,-M.D. (Araneta Enterprises) _____

39. Uy, Vicente S., M.D. (Alliance Textile Mills, Inc.) _____

40. Victorio, Benilda, A. (Midwife) (B E P Z) _____

41. Franco, Jose G.

DR. NATIVIDAD S. CHIPONGIAN, DIH
Seminar Coordinator

FRANCISCO R. JOSE, M.D., D.I.H.
Seminar Coordinator

/zam

14th POSTGRADUATE COURSE ON OCCUPATIONAL HEALTH
AND SAFETY
January 17 - Feb. 26 '77

FIRST WEEK:

January 17, 1977 (Monday)
6-7 P.M. - Occupational Health in the Public Health Program
Lecturer: Dean Benjamin D. Cabrera
7-8 P.M. - Organization of Health Services in Developing Countries
Lecturer: Dr. Rosario G. Dy
January.18, 1977 (Tuesday)
6-7 P.M - Present Outlook on Occupational Health and Safety/ Education and Training Aspects - Lecturer: Dr. Fidel M. Guilatco
7-8 P.M. - History, Objectives and Scope of Occupational Health
Lecturer: Dr. Fidel M. Guilatco
January19, 1977 (Wednesday)
6-7 P.M. - Role of the Nurse in the Occupational Health Program
Lecturer: Mrs. Zylma M. Sanchez
7-8 P.M. - Industrial Statistics - Lecturer: Dr. Ildefonso T. Cruz
January 20, 1977 (Thursday)
6-7 P.M. - ~~Role of the Dentist in the Occupational Health Program~~
~~Lecturer: Dr. Victor Valdez~~
7-8 P.M. - Factors in the Causation of Occupational Health Diseases
Lecturer: Dr. Generoso B. Roman
January 21, 1977 (Friday)
6-7 P.M. - ~~Standard Requirements for Industrial Dental Services~~
~~Lecturer: Dr. Pura H. Garcia~~
7-8 P.M. - SOCIAL HOUR AND ELECTION OF CLASS OFFICERS

SECOND WEEK:

January 24, 1977 (Monday)
6-8 P.M. - Management and Occupational Health
Lecturer: Mr. Orlando P. Peña
January 25, 1977 (Tuesday)
6-7 P.M. - ~~Current Trends in Dental Practice~~
7-8 P.M. - Medical Records
Lecturer: Dr. Mariano Herbosa
January 26, 1977 (Wednesday)
6-7 P.M. - Medical Services in Industry
Lecturer: Dr. Benito R. Reverente Jr.
7-8 P.M. - Health Examinations in Industry
Lecturer: Dr. Angel R.L. Reyes
January 27 1977 (Thursday)
6-7 P.M. - Health Education in Industry
Lecturer: Mrs. Minda Luz Quesada
7-8 P.M. - Relationship between the company physicians and the government and private agencies
Lecturer: Dr. Rosario G. Dy
January 28, 1977 (Friday)
6-8 P.M. - Physical Factors as Physical Hazards
Lecturer: Dr. Francisco R. Jose

Chemical Factors —

THIRD WEEK:

January 31, 1977 (Monday)
6-8 P.M. - Chemical Factors as Occupational Health Hazards
Lecturer: Dr. Francisco R. Jose
February 1, 1977 (Tuesday)
6-7 P.M. - Biologic Effects of Radiation in Man
Lecturer: Dr. Benjamin dela Cruz
7-8 P.M. - The Active and Proliferative Dust Diseases
Lecturer: Dr. Godofredo Hebron
February 2, 1977 (Wednesday)
6-7 P.M. - Water and Air Pollution
Lecturer: Engr. Beinvenido Garcia
7-8 P.M. - Economic Poisons - Lecturer: Dr. Fidel M. Guilatco
February 3, 1977 (Thursday)
6-7 P.M. - Solvents and Gases
Lecturer: Miss Lima C. Somera
7-8 P.M. - Plant Surveys - Lecturer: Dr. N. Solmerano-Chipongian
February 4, 1977 (Friday)
6-7 P.M. - ~~Laws, Directives, Rules and Regulations~~ related to Industrial Health Services - Lecturer: Dr. Felicitas Alcantara
7-8 P.M. - Assessment of Chemical Hazards in Industry
Lecturer: Miss Clarita C. Centeno

FOURTH WEEK:
February 7, 1977 (Monday)
6-7 P.M. - Nutrition in Industry - Lecturer: Dr. Carmencita S. Loyola
7-8 P.M. - Aviation Health and Safety - Lecturer: Dr. Alvaro Nicolas
February 8, 1977 (Tuesday)
6-7 P.M. - Pulmunary Functions Test in Industry - Lecturer: Dr. F.R. Jose
7-8 P.M. - Functions of ECC - Lecturer: Dr. N. Solmerano-Chipongian
February 9, 1977 (Wednesday)
6-8 P.M. - Disability Evaluation - Lecturer: Dr. Fidel M. Guilatco
February 10, 1977 (Thursday)
6-7 P.M. - Emergency Care in Industry - Lecturer: Dr. Reynaldo G. Santos
7-8 P.M. - Mental Health in Industry - Dr. Pacita Saloeda
February 11 (Friday)
F I E L D T R I P

FIFTH WEEK:
February 14, 1977 (Monday)
6-7 P.M. - Industrial Sanitation - Lecturer: Mrs. Elma B. Torres
7-8 P.M. - Challenge and Scope of Occup. Health Nursing
Lecturer: Miss Anita S. Santos
February 15, 1977 (Tuesday)
6-7 P.M. - Dermatosis in Industry - Dr. Perpetua Reyes-Javier
7-8 P.M. - Rehabilitation in Industry - Dr. Benjamin Tamesis
February 16, 1977 (Wednesday)
6-8 P.M. - Industrial Safety - Engr. Dominador Policarpio
February 17, 1977 (Thursday)
6-7 P.M. - Tuberculosis and Smoking in Industry - Dr. Priscilla J. Tablan
7-8 P.M. - ~~Dental Records - Dr. Manuel Garcia~~
February 18, 1977 (Friday) FIELD TRIP

SIXTH WEEK:
February

SIXTH WEEK:

February 21, 1977 (Monday)
6-8 P.M. - Medical Control of Occupational Diseases
Lecturer: Dr. Natividad S. Chipongian
February 22, 1977 (Tuesday)
6-8 P.M. - Industrial Accidents and Control
Lecturer: Engr. Cristeto Rivera
February 23, 1977 (Wednesday)
6-8 P.M.- Engineering Control of Health Hazards
Lecturer: Engineer Reinaldo Manzo
February 24, 1977 (Thursday)
6-8 P.M. - Preventive Cardiology
Lecturer: Dr. Ramon F. Abarquez, Jr.
February 25, 1977 (Friday)
6-7 P.M. - Ergonomicas - Lecturer: Dr. Angel R.L. Reyes
7-8 P.M. - Dr. Manuel Hechanova Lecturer: Emergency Care of Eye Injuries
February 26, 1977, XXXX (Saturday) GRADUATION DAY

L E C T U R E R S

1. Dr. Benjamin D. Cabrera - Dean, Institute of Public Health, U.P.
2. Dr. Rosario G. Dy - Medical Director, United Laboratories, Inc.
3. Dr. Fidel M. Guilatco - Executive Director, World Health Foundation/Phils.
4. Mrs. Zylma M. Sanchez - Head Nurse, National Oil Company
5. Dr. Ildefonso T. Cruz - Professor in Statistics, Institute of Public Health
6. Dr. Victor Valdez - Staff Dentist, Dental Health Services, DOH
7. Dr. Generoso B. Roman - Professor, Institute of Public Health, U.P.
8. Dr. Pura H. Garcia - Bureau of Dental Health Services, DOH
9. Mr. Orlando P. Peña - former Vice-Pres., PCI Bank
10. Dr. Mariano Herbosa - Lecturer, Institute of Public Health, U.P.
11. Dr. Benito R. Reverente, Jr. - Medical Director, PRC
12. Dr. Angel R.L. Reyes - former Pres., World Health Found. of the Phils.
13. Mrs. Minda Luz Quesada - Professor, Institute of Public Health, U.P.
14. Dr. Francisco R. Jose - Professor, Institute of Public Health, U.P.
15. Dr. Benjamin dela Cruz,- Phil. Atomic Energy Commission
16. Dr. Godofredo Hebron - Phil. Veterans Memo. Hosp.
17. Engr, Bienvenido Garcia - Officer in Charge, National Pollution Control Comm.
18. Miss Lina C. Somera - Professor, Institute of Public Health, U.P.
19. Dr. Natividad S. Chipongian - Chief edical Officer, ECC
20. Dr. Felicitas Alcantara - Staff Dentist, Dental Health Services, DOH
21. Miss Clarita Centeno - Supervisor, NPCC
22. Dr. Carmencita S. Loyola - Head, Nutrition Dept., Inst. of Public Health
23. Dr. Alvaro Nicolas - Aerospace Medical Association of the Philippines
24. Dr. Reynaldo G. Santos - Medical Director, Mt. Banawe Gen. Hosp., Q.C.
25. Dr. Pacita Salceda - Professor, Institute of Public Health, U.P.
26. Mrs. Elma B. Torres - Professor, Inst. of Public Health, U.P.
27. Miss Anita Santos - Industrial Nurse, Jardine Davies Inc.
28. Dr. Perpetua Reyes-Javier- Chief, Dermatology Dept., DOH
29. Dr. Benjamin Tamesis - Medical Director, National Orthopedic Hosp.
30. Engr. Dominador Policarpio - Safety Administrator, San Miguel Corp.
31. Dr. Priscilla J. Tablan - Med. Specialist II, Quezon Institute
32. Dr. Manuel Garcia- Staff Dentist, Dental Health Services , DOH
33. Engr. Cristeto Rivera - Bureau of Labor Standards
34. Engr. Reinaldo Manzo - B-Meg , San Miguel Corp.
35. Dr. Ramon F. Abarquez, Jr - Heart Specialist, Phil. Heart Center for Asia
36. Dr. Manuel Hechanova - Eye Specialist, Makati Medical Center

MASTER OF OCCUPATIONAL HEALTH

A. 1. Rationale

Industrial development in the Philippines over the last few decades has introduced into the country new health problems. As industrialization proceeds at a rapid pace we expect expansion of these problems. We have to contend not only with the provision of adequate health services to the working classes, but also the control of health hazards at the place of work.

Physicians, nurses and dentists with postgraduate education in occupational health are very few in the Philippines. The only available training consists of short irregularly scheduled courses in occupational health and safety which are not adequate to meet the demand. Health services in industry are manned mainly by general practitioners and specialists in medicine other than occupational health. Reporting of occupational diseases and injuries are inadequate, hence the need for developing a program of investigation in this field. The new Labor Code recently approved by President Marcos (Sec. 6, Rule I, Book IV) provides that physicians, nurses and dentists should have training in occupational health before employment in industry. The Institute of Public Health is designated as the training institution for this purpose.

2. Objectives

The main objective of the program is to provide postgraduate training in occupational health and safety to health personnel of industry. The specific objectives are: (1) to improve health services in industrial establishments; (2) the development of an adequate manpower resources for industry; and (3) to develop a long-range plan of applied research in this area.

B. An Assessment of the Potential Demand for the Graduates of the Program

One of the main deficiencies of our industrial health services is the lack of adequate personnel with formal training in occupational health. Most of our doctors, nurses and dentists lacked training in this discipline, hence their services are geared primarily to medical care, forgetting the preventive aspects of health administration. With the implementation of the new Labor Code which designates the Institute of Public Health to be the training institution in occupational health and safety, we expect to have yearly around 5 or more students to enroll in the course. Our training would increase the number of qualified health personnel to supervise the health services of industry thus increasing the manpower pool of qualified people which could be selected for industrial health work. Furthermore, based on recent developments, SEAMEO Tropical Medicine based in Bangkok, shall send foreign students to the Institute to obtain their Master in Occupational Health degree here, at the latest by June, 1977.

C. Admission Requirements:

The following students will be accepted in the course:

1. Graduates of approved medical schools.

2. Graduates with professional training other than in medicine, such as in nursing, dentistry, engineering, etc. with at least a baccalaureate degree in science and at least one year exper-

D. Requirements for Graduation

The degree of Master of Occupational Health shall be awarded on fulfillment of the following requirements:

1. They shall have been in residence for at least one full academic year previous to the granting of the degree.

2. The students must complete either:

   a) At least 30 units (24 units of formal courses and 6 units of thesis), "Plan A"; or

   b) At least 30 units of formal courses and pass a comprehensive written examination to be given by an examining committee, "Plan B."

3. Grade requirements: A weighted average of at least "2.0" or better provided there is no grade below "3.0".

E. Guidelines for the Administration of MOH Program

1. The program will be offered by the Institute of Public Health. The funds shall come from resources generated by the seminar and from the University.

2. In the initial phases of the program most of the new courses offered would be handled by professorial lecturers whose appointment would be approved by the University.

3. The course is open to doctors, nurses, dentists, engineers and those with baccalaureate degree in science.

4. Core courses would be the same for the different types of professionals. It is only in the electives that they would differ.

5. It is envisioned that the program shall start by the academic year 1976-1977.

F. Summary of Courses

The curriculum of the program is as follows:

1. Core Courses

Course No.	Course Title	No. of Units
Occupational Health 201	- PRINCIPLES & METHODS OF PHYSIOLOGICAL HYGIENE	2
Occupational Health 202	- INDUSTRIAL HYGIENE TECHNOLOGY	2
Occupational Health 203	- INDUSTRIAL TOXICOLOGY	2
Epidemiology 201	- PRINCIPLES OF EPIDEMIOLOGY	2
Biostatistics 201	- BIOSTATISTICS	2
Occupational Health 204	- ENVIRONMENTAL PHYSIOLOGY	2
Occupational Health 205	- ENVIRONMENTAL POLLUTION	1
Occupational Health 206	- PLANT SURVEYS	2
	Total Units	15

32 hours (class); credit - 2 units

5. Occupational Health 205 (ENVIRONMENTAL POLLUTION) - Causes and Effects of Pollution.
   16 hours (class); credit - 1 unit

6. Occupational Health 206 (PLANT SURVEY) Survey, analysis and recommendations regarding health, safety problems in factories visited.
   Prerequisite - Occup. Health 201 or consent of instructor
   48 hours (field); credit - 2 units

7. Occupational Health 207 (HEALTH MAINTENANCE IN INDUSTRY)
   16 hours (class); credit - 1 unit

8. Occupational Health 208 (OCCUPATIONAL DISEASES) Clinical manifestations, differential diagnosis, prevention and treatment.
   Prerequisite: Occup. Health 201, 203 or consent of instructor
   32 hours (class); credit - 2 units

9. Occupational Health 209 (DISABILITY EVALUATION, LABOR LEGISLATION AND FORENSIC MEDICINE) Elements of disability evaluation; labor laws affecting management, workers, and health personnel in industry. Legal responsibilities of physicians and nurses.
   Prerequisite: Occupational Health 208
   32 hours (class); credit - 2 units
10. Occup. Health 210 (PLANT SANITATION) - 16 hrs. (class); credit - 1 unit
11. Occup. Health 211 (INDUSTRIAL SAFETY) - 32 hours (class); credit-2 units
    Prerequisite: Occup. Health 202
12. Occup. Health 212 (OCCUP. HEALTH NURSING) Prin. & methods of occup. health nursing - 32 hours (class); credit - 2 units
13. Occup. Health 290 (SPECIAL STUDIES & RESEARCH) credit - 2-4 units
14. Occup. Health 300 (MASTER's Thesis) credit-6 units
15. Biostatistics 201 (BIOSTATISTICS) - 64 hrs (16 class, 48 lab); credit-2 units
16. Epidemiology 201 (PRIN. OF EPIDEMIOLOGY) 64 hrs(16 class, 48 lab); credit - 2 units.

regional cooperation through

SEAMEO

SOUTHEAST ASIAN MINISTERS OF EDUCATION ORGANIZATION

SEAMEO MEMBERSHIP

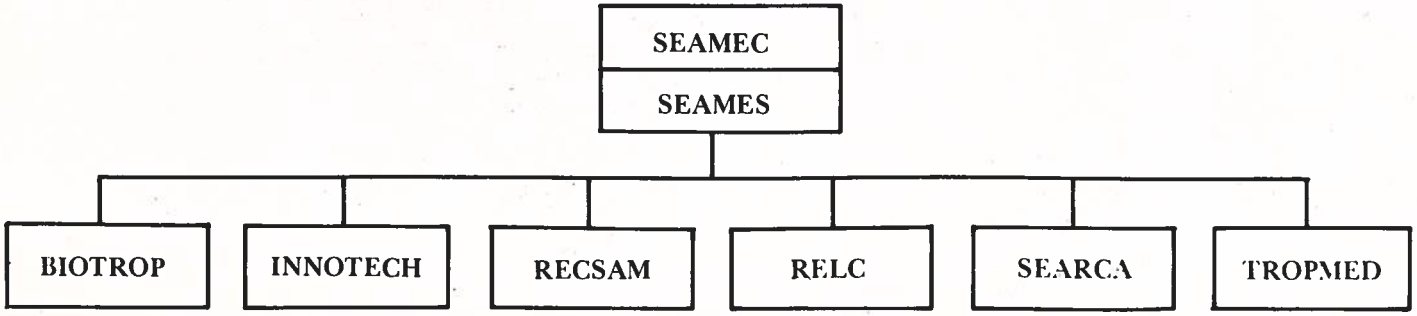
Member Countries

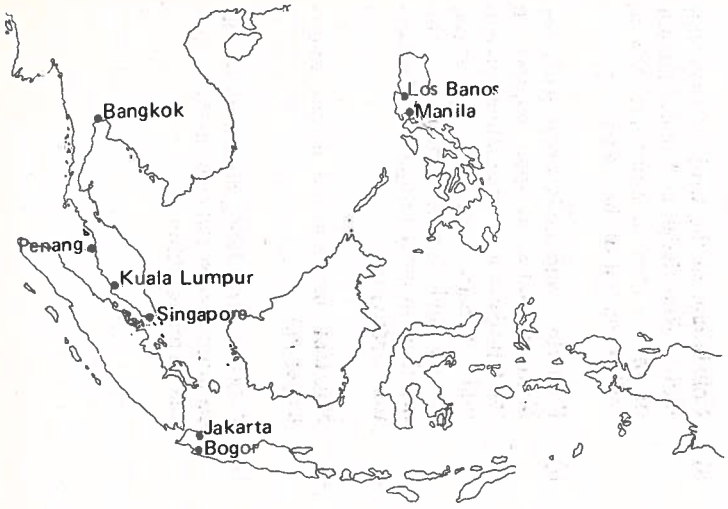
CAMBODIA
INDONESIA
LAOS
MALAYSIA
PHILIPPINES
SINGAPORE
THAILAND
VIETNAM

Associate Members

AUSTRALIA
FRANCE
NEW ZEALAND

THE ORGANIZATION





Map of SEAMEO Region

SOUTHEAST ASIAN MINISTERS OF EDUCATION SECRETARIAT _SEAMES Bangkok

SEAMEO REGIONAL CENTRE FOR TROPICAL BIOLOGY _____BIOTROP Bogor

SEAMEO REGIONAL CENTRE FOR EDUCATIONAL INNOVATION AND TECHNOLOGY _____INNOTECH Manila

SEAMEO REGIONAL CENTRE FOR EDUCATION IN SCIENCE AND MATHEMATICS ___RECSAM Penang

SEAMEO REGIONAL LANGUAGE CENTRE _____RELC Singapore

SEAMEO REGIONAL CENTRE FOR GRADUATE STUDY AND RESEARCH IN AGRICULTURE _____SEARCA Los Banos

SEAMEO REGIONAL PROJECT FOR TROPICAL MEDICINE AND PUBLIC HEALTH ___TROPMED

- SEAMEO TROPMED National Centre in Indonesia ..... Jakarta
- SEAMEO TROPMED National Centre in Malaysia ..... Kuala Lumpur
- SEAMEO TROPMED National Centre in Philippines ..... Manila
- SEAMEO TROPMED National Centre in Thailand ..... Bangkok
- of the TROPMED Central – Co-ordinating Board ..... Bangkok

From the Charter

PURPOSE AND FUNCTIONS

The purpose of the Organization is to promote co-operation among the Southeast Asian nations through education, science and culture in order to further respect for justice, for the rule of law and for the human rights and fundamental freedoms which are the birthrights of the peoples of the world.

To realize this purpose the Organization will:

a) Collaborate in the work of advancing mutual knowledge and understanding of the peoples in Southeast Asia as well as the rest of the world;

b) Promote and collaborate with the Member States; at their request, in joint projects and programmes of mutual benefit concerning education, science and culture, and assist the members in the development of educational activities;

c) Maintain, increase and diffuse knowledge; and

d) Assist in articulating education to the economic and social goals in the individual Member States.

Structure of SEAMEO

The Southeast Asian Ministers of Education Organization (SEAMEO) is an inter-governmental organization founded in 1965 for the purpose of promoting co-operation among Southeast Asian nations through activities in education, science and culture. The Charter of the Organization was signed by the Ministers of Education of Indonesia, Laos, Malaysia, the Philippines, Singapore, Thailand and the Republic of Vietnam on 7 February 1968. Khmer Republic joined the Organization in 1970. The Organization has, since 1974, three associate members, namely, Australia, France and New Zealand.

Following events in Indochina in 1975, the three countries in Indochina have not, for the time-being, been participating in SEAMEO activities. The situation was reviewed by the Council in January 1976 and agreement was reached that though it was the view of the member countries present that the Organization would benefit from the future participation of the absent member countries, in the meantime, the Organization should continue to function and render its services to the Southeast Asian region.

SEAMEC and SEAMES

The policy-making body of the Organization is the Southeast Asian Ministers of Education Council (SEAMEC) whose members are the ministers of education of the member countries. The Council meets once a year. The executive arm of the Council is the Southeast Asian Ministers of Education Secretariat (SEAMES) located in Bangkok. The Secretariat is headed by the SEAMES Director who is the chief administrative officer and the legal representative of the Organization. The professional staff of the Secretariat are recruited from the member countries.

SEAMEO Regional Centres/Project

Programme activities of the Organization are carried out primarily through SEAMEO Regional Centres/Project located in the member countries. At present there are six major Regional Centres/Project:

1. SEAMEO Regional Centre for Tropical Biology (BIOTROP) located in Bogor, Indonesia;

2. SEAMEO Regional Centre for Educational Innovation and Technology (INNOTECH) currently operating from the temporary venue in the Philippines;
3. SEAMEO Regional Centre for Education in Science and Mathematics (RECSAM) located in Penang, Malaysia;
4. SEAMEO Regional English Language Centre (RELC) located in Singapore;
5. SEAMEO Regional Centre for Graduate Study and Research in Agriculture (SEARCA) located in Los Baños, Philippines;
6. SEAMEO Regional Project for Tropical Medicine and Public Health (TROPMED) which is a network of National Centres located in the member countries with the Office of its Central Co-ordinating Board located in Bangkok.

In the process of establishment is the SEAMEO Regional Project for Archaeology and Fine Arts (SPAFA). This Project is envisaged to be a network of Sub-Centres located in the member countries with a Co-ordinating Unit based in Bangkok.

Each Regional Centre is headed by a Director who is responsible for the implementation of programme activities under the policy-supervision of its Governing Board. The Governing Board is composed of representatives from the member countries together with the Centre Director and the SEAMES Director as ex-officio members. The professional staff of a Regional Centre is recruited from the member countries and supplemented by foreign specialists recruited under technical assistance.

SEAMEO Activities

The programme activities of the Regional Centres/Project consist of training programmes, research and development projects, information and clearing house activities, technical publications, seminars/conferences/workshops, personnel exchanges, consulting and special services. Training programmes range from two-week specialized courses to Ph. D. programmes. Up to the end of 1975, more than 3,000 trainees have undergone various training courses at the SEAMEO Regional Centres/Project and over 7,000 participants have attended technical conferences/seminars/workshops organized by the various units of the Organization.

BIOTROP

BIOTROP

The SEAMEO Regional Centre for Tropical Biology is a good example of where SEAMEO has taken advantage of the facilities and expertise of what is already recognized as one of the world's finest biology centres – the Botanical Garden in Bogor, Indonesia – to develop a centre for training and research in tropical biology for the benefit of the region.

The objective of BIOTROP is to contribute to the social and economic development of the Southeast Asian region by identifying and solving critical biological problems. A number of functional goals derived from this basic objective provide guidance to BIOTROP's programmes:

1. Identify and assign priorities to important biological problems of the region and appraise their regional impact;
2. Develop programmes to solve these problems through:
   a) mission-oriented research,
   b) development of new research methodology and principles,
   c) subject area research to fill gaps

Catching fish for production estimate in Selorejo reservoir, East Java.

in knowledge needed in solving a specific problem, and

d) translation of research knowledge into action programmes in collaboration with appropriate organizations:

3. Foster international co-operation, communication and exchange of scientific information and professional services among biologists and other scientists interested in the tropical environment;

4. Disseminate relevant information on BIOTROP's programmes and results of research to scientists and appropriate key personnel in the region;

5. Act as a central storage, exchange and clearing house of tropical biological information; and

6. Play a key role in developing a cadre of regional experts in the tropical biological sciences.

BIOTROP's training courses and research projects are focussed on three major areas, namely:

Training Course on Weed Science IV at the University of the Philippines at Los Baños. The inventory of aquatic weed.

A field lecture on the training course in Forest Ecology: Architecture of Tropical Forest Trees.

i) Tropical Forest Biology
ii) Tropical Pest Biology
iii) Tropical Aquatic Biology

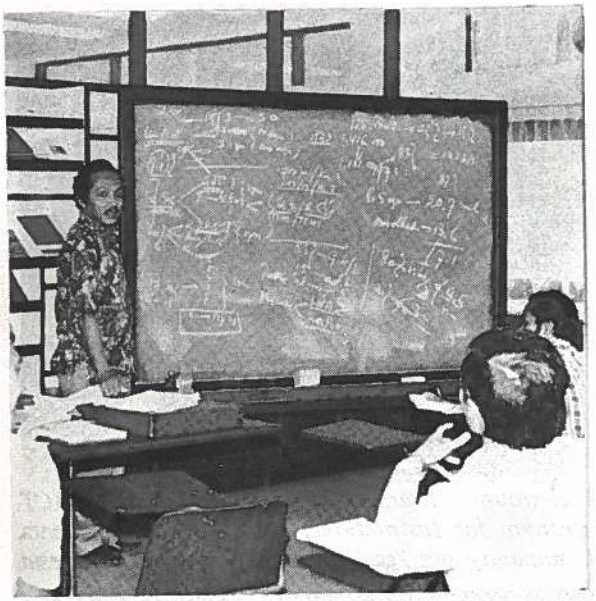
BIOTROP is now in its fourth year of permanent operation, having entered its first five years of permanent operation on July 1, 1973 after about five years of interim operation, beginning in 1968.

INNOTECH

The SEAMEO Regional Centre for Educational Innovation and Technology was established to assist SEAMEO member countries in the identification and resolution of their basic educational problems. In view of the rapid growth of population, the fast expansion of knowledge and the concomitant increase in the cost of education, conventional approaches to meeting the rising demand for education, in terms of building more schools and training more teachers, no longer prove adequate. Thus INNOTECH has been assigned the responsibility of developing innovative, effective and economical solutions to educational problems in this region.

INNOTECH aims to achieve its objectives through research and development projects, training courses, clearing house and information services, personnel exchange programmes, seminars, consultative and advisory services in SEAMEO member countries.

Three types of training programmes have been designed by INNOTECH – six-month courses, three-month courses, and short courses. The six-month training programme will provide the participants an opportunity to develop skills in applied research. The

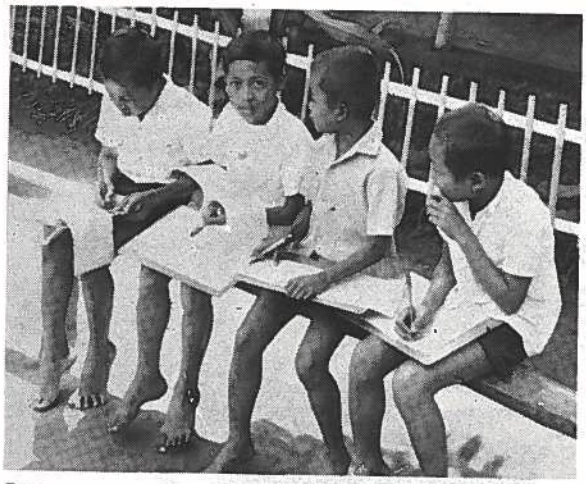


A Tenth Three-Month Training Programme participant rendering his country report.

three-month training programme provides key educators from the region the opportunity to share their experiences with fellow participants and the Centre staff, and also to acquire the latest techniques and skills necessary for innovative educational planning and the application of change strategies. The short courses are normally of approximately two-week duration and deal with specialized topics in the planning and management of educational innovation and technology.

The main thrust of INNOTECH's research and development activities is directed at the development of an effective and economical delivery system for mass primary education. Toward this end, experiments and studies are being conducted in Naga, Cebu, Philippines, and in Solo, Surakarta, Indonesia, under Project IMPACT (Instructional Management by Parents, Community and Teachers)

INNOTECH will continue to disseminate information throughout the region on the results of its studies and of innovations evolved through researches through its clearing house and information activities.



Peer-group Learning Activity, Project IMPACT, acronym for Instructional Management by Parents, Community and Teachers, Solo, Surakarta, Indonesia.

Peer-Tutoring, Project IMPACT, Naga, Cebu, the Philippines.

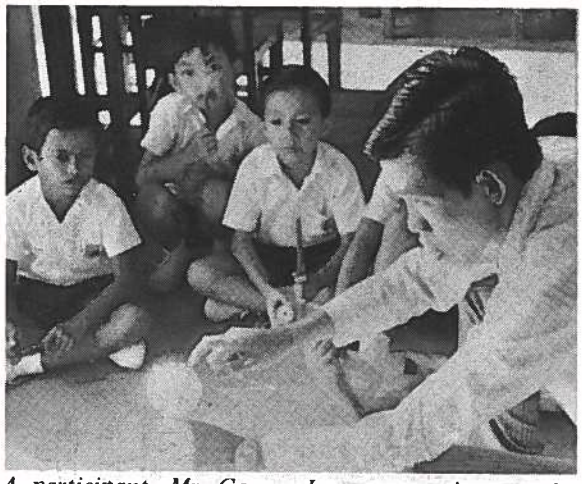
Beginning interim operations in its temporary location in Singapore in 1970, INNOTECH moved to Saigon in July 1973 and began its permanent phase of operation in January 1975. In May 1975, however, the operations of INNOTECH were transferred, on a temporary basis, to Bangkok. From July 1976, the Centre's operational base was moved, again on a temporary basis, to Manila from where its programmes activities will be carried out.

RECSAM

The SEAMEO Regional Centre for Education in Science and Mathematics was established with the expressed purpose of helping in the improvement of the teaching and learning of science and mathematics in this region.

To achieve its goal, RECSAM undertakes the following activities:

1. Training key educators in modern, relevant and effective approaches to teaching science and mathematics;
2. Research and development of syllabi, curriculum materials, evaluation methods, learning processes, teaching aids and low-cost equipment and techniques applicable to the particular needs in the region;
3. Organizing technical seminars and workshops for educational personnel in the region;
4. Serving the region as information centre and clearing house of information on science and mathematics education; and
5. Providing consultation and special services such as conducting specialized training



A participant, Mr. George Lee, seen trying out the unit "In Orbit" developed by his group.

Practical Workshop session for participants at course for teaching of Mathematics to Vocational students.

courses, workshops, seminars or research and development projects at the request of member countries.

An important part of RECSAM's current activities is the implementation of two pilot projects, namely, the Southeast Asian Science and Mathematics Experiment (SEASAME), and the Project on Science and Mathematics Concept Learning of Southeast Asian Children. "Systems concept" is used in

Participants at Chemistry Course carry out experiments.

the SEASAME project as an organizing principle for the development of prototype instructional/learning materials for elementary science and mathematics. The second project attempts to find out how Southeast Asian children learn certain basic science and mathematics concepts based on Piaget's research, and then to develop teaching-learning modules based on the results of the studies.

RECSAM is one of the three SEAMEO Regional Centres in their second five-year phase of permanent operation, the other two being SEARCA and TROPMED. The Centre started its interim operation in 1967, entered its first five-year permanent operation on July 1, 1970, and began its second five-year permanent operation from July 1, 1975.

RELC

In view of the importance of English as a medium of communication in Southeast Asia and because of the place that English occupied in the educational systems in the region, the SEAMEO Regional English Language Centre (RELC) was established in Singapore for the purpose of assisting the member countries to improve the teaching of English.

During the first five years of permanent operation, RELC conducted a number of training courses for key personnel in English language teaching programmes from the member countries. The regular training courses were primarily in the teaching of English as a second/foreign language (TESL/TEFL). Special training courses were also organized from time to time at the requests of the member countries.

In addition to the training programmes, fourteen research projects and a large number of projects in instructional material development were completed. One of the best equipped libraries for language and language teaching has been built up and carefully planned publications programme were established. Fourteen regional seminars of international scopes were conducted at regular intervals and attended by over 2,000 participants from 26 countries of which 1,509 are Southeast Asians. RELC also provided consultancy, advisory and other special services related to the improvement of language teaching programmes to the member countries.

RELC Course Members in the Centre's Library

Towards the end of the first five-year phase of permanent operation, a decision was made to expand the role of RELC so that, in addition to assisting the member countries in improving the teaching of English, RELC would also assist the member countries in improving the teaching of other languages. Furthermore, while short-term specialized training programmes would be continued, the Centre would now offer advanced study programmes leading to post-graduate degrees.

RELC will move towards the fullest possible utilization of its potential based on past experience. It will provide leadership in identifying the typical areas of enquiry most relevant for tackling the issues of language development in the multi-lingual context of Southeast Asia. In this regard RELC envisages to provide a special thrust to enquiries around the general theme **Language as a Tool for Development** through high-level training courses leading to postgraduate degrees, seminars, and research programmes. A more extensive publications programme is also planned. The library and information services will be further developed to meet RELC's added commitments.

To reflect its expanded role, the name of the Centre would be changed to the "SEAMEO Regional Language Centre" from January 1, 1977. The esta-

Participants at RELC Seminar

Course member giving a demonstration lesson

blished acronym of RELC, however, will be retained.

RELC started interim operation in 1968 and entered its first five-year phase of permanent operation on January 1, 1972. RELC enters its second five-year phase of permanent operation, under the new name, on January 1, 1977.

SEARCA

The SEAMEO Regional Centre for Graduate Study and Research in Agriculture was established to provide the member countries with high-quality graduate study programmes in agriculture, to promote, undertake and co-ordinate research programmes related to the needs and problems of the region and to disseminate the findings of agricultural research and experimentation. The Centre is hosted by the University of the Philippines at Los Banos (UPLB) located in College, Laguna, Philippines.

Graduate courses are offered in such areas as Natural Resources, Animal Sciences, Plant Sciences, Animal and Crop Protection, Food Science and Technology, Socio-Economics and Communications, Agrarian Reform, Forestry and Human Ecology. The Centre's graduate training programme, initiated in 1968, has produced, as of August 1976, 95 masteral and 34 doctoral graduates from the eight SEAMEO member countries.

Short-term specialist training courses are also offered and those which have been held include training in such fields as swine and poultry production, rice production, post-harvest rice technology, multiple cropping, social laboratory work, agribusiness management, agricultural information systems, technology transfer for agricultural extension, technical agriculture and social organization, women for rural development, and research management.

Never say you are a woman when attending a training course sponsored by SEARCA. For instance, when your turn to plough a field comes, you must do your part. Example is the above photo, which shows Ms. Greta Manuel of the Philippines, who attended a training course at SEARCA recently.

The Centre undertakes research geared towards meeting the needs and solving pressing problems in agriculture in Southeast Asia. Such studies as the High-Level Manpower in Agriculture, Protein-Gap, Gene Bank, Downy Mildew of Corn, Water Resources Management, Rural Employment, Corn Industry Systems have been undertaken. Some of these have been terminated while others are in progress.

SEARCA has also developed a number of "packaged" research and development projects which are providing a new direction for the Centre's activities in the years ahead. Examples of these are the Social Laboratory Project, the Agricultural Information Bank for Asia, Research Management, Bookwriting, Studies on Fermented Foods of Southeast Asia, Agribusiness and Related Projects, Tobacco Research and Training Programme, Fisheries Technology Transfer and Regional Planning.

Through its publication programmes, the Centre disseminates findings of agricultural research and experimentation done at the Centre itself and other research done in and outside the region. It also provides advisory and consultative services to the member countries. Linkages among agricultural institutions in Southeast Asia as well as in other regions of the world are being established to further strengthen agricultural development strategies and programmes in the region.

A SEARCA researcher involved in SEARCA's Protein Gap Studies project is shown in the field. The project was launched in 1970 by SEARCA and the University of the Philippines at Los Baños to, among others, assemble the most promising varieties of protein-rich crops in Asia and systematically test them in uniform yield trials in seven Southeast Asian countries and other co-operating agencies.

The Centre, which began interim operation in 1967 and entered its first five years of permanent operation in July 1969, was the first SEAMEO Regional Centre to enter its second five years of permanent operation in July 1974.

TROPMED

The aim of the SEAMEO Regional Project for Tropical Medicine and Public Health is to improve the health and standard of living of the peoples of Southeast Asia through research and training programmes designed to control and eradicate tropical endemic and environmental diseases. This is being done by:

- Training specialists in research and promoting studies leading to the successful control and/or eradication of diseases which now retard development in the region;
- Pooling resources of the participating countries in a co-operative endeavour to develop and upgrade the research and training capabilities of the existing facilities in these countries; and
- Minimizing wasteful duplication of programmes and activities by promoting effective regional co-operation among the participating National Centres.

As distinct from the other SEAMEO Centres, the TROPMED Project comprises a net work of National Centres (each specializing in one or more areas of tropical medicine and public health) located in the member countries and a central office, known as the Office of the Central Co-ordinating Board of

CCB BUREAU OF TROPMED INFORMATION:

TROPMED has extended its programmes for direct benefit of rural communities which constitute 80% of the total population of Southeast Asian Region.

TROPMED NATIONAL CENTRE OF INDONESIA:

A TROPMED student conducting research on nutrition in the laboratory.

TROPMED (CCB/TROPMED), located in Bangkok. The Office of CCB/TROPMED co-ordinates the activities of thesNational Centres and provides services for them.

Active TROPMED National Centres in July 1976 are:

1. TROPMED National Centre in Indonesia which is the Faculty of Medicine, Univer-

TROPMED NATIONAL CENTRE OF MALAYSIA:

Students crossing river at Bruas, Perak, Malaysia to enter swamp forest to study on malaria.

TROPMED NATIONAL CENTRE OF THE PHILIPPINES:

Staff of TROPMED National Centre of the Philippines together with SEAMEO-TROPMED and other scholars graduated from Master of Public Health Course.

sity of Indonesia in Jakarta concentrating in Nutrition and Radio-isotopes.

2. Institute for Medical Research in Kuala

TROPMED NATIONAL CENTRE OF THAILAND:

TROPMED students undertaking field laboratory work.

Lumpur concentrating in Applied Parasitology and Entomology and Medical Technology.

3. Institute of Public Health, University of the Philippines, Manila, Philippines concentrating in Public Health and Rural Medicine.
4. Faculty of Tropical Medicine, Mahidol University, Bangkok, Thailand concentrating in General and Clinical Tropical Medicine and Tropical Pediatrics.

Activities being undertaken for accomplishing the project objectives include regional training programmes leading to post-graduate degrees or diplomas; regional seminars and workshops; research projects; information and clearing house, and the publication of a regional professional journal entitled: Southeast Asian Journal of Tropical Medicine and Public Health.

This Project entered its second five-year phase of permanent operation in July 1975. It commenced interim operation in 1967 and entered its first five-year phase of permanent operation in July 1970.

SPAFA

In January 1975, the Project Development Plan for the Applied Research Centre for Archaeology and Fine Arts (ARCAFA), proposed to be established as a SEAMEO Regional Centre in Phnom Penh, was approved by the Council. However, this Plan could not be implemented as envisaged.

The situation was reviewed by the Council in 1976, and the Council decided that SEAMEO activities in archaeology and fine arts be continued, for the time being, outside the framework of ARCAFA. SEAMES was instructed to undertake project development activities for the SEAMEO Project in Archaeology and Fine Arts (SPAFA).

A Task-Force was constituted to survey the needs and requirements of as well as the resources available in the member countries in the fields of archaeology and fine arts. A Development Plan was formulated. It was reviewed by a Committee of Experts from the member countries who recommended its adoption. The Development Plan contains proposed activities in four major areas of archaeology, namely, preservation and restoration of monuments, preservation of ancient towns and cultural environments, prehistory and underwater archaeology. Some activities in fine arts were also included. The Development Plan calls for the Project to be implemented by SPAFA Sub-Centres to be established in the member countries with a Coordinating Unit based at SEAMES.

The SPAFA Development Plan for July 1977 – June 1980 is being submitted to the Council for approval. Target date for the launching of the Project is July 1977.

Centre Staff Development

In the early phase of SEAMEO, the Regional Centres/Project had to rely rather heavily on foreign experts in the implementation of their programme activities. With a view to ensuring the future staffing of the Regional Centres/Project with qualified personnel from the region, SEAMEO has formulated and started implementation of a comprehensive Centre Staff Development Programme.

Under this Programme, a Centre will identify candidates with high potential for award of scholarships to enable them to obtain further training in institutions within the region and/or abroad. These candidates could be existing or potential staff members, and the type of training envisaged could be either short-term intensive, specialized courses or courses leading to Master's/Ph.D. degrees. There are provisions in the Programme to make sure that the services of these personnel would be available to the Regional Centres/Project following the completion of their training.

This Programme is funded outside of Special Funds and to date Australia, France and New Zealand – associate members of SEAMEO – have offered a number of short-term and long-term training awards in support of the SEAMEO Centre Staff Development Programme. Other potential supporters of this Programme have also been approached.

Evaluation of the SEAMEO Units

With the view to finding out how effective and efficient the various SEAMEO units (i.e. the six Regional Centres/Project and the Secretariat) have been fulfilling their respective purposes and objectives and to determining whether changes should be made and new directions taken in order to improve the operations, programmes and activities of these units, evaluations of a comprehensive nature have been undertaken.

Two kinds of evaluations have been undertaken – self-evaluation and external evaluation. In regard to the first type, the individual Centre/Project initiated the exercise in 1972, and that of the Secretariat was undertaken in 1975. The results of these evaluations have been presented to the governing bodies of the respective SEAMEO units.

The external evaluation of the SEAMEO units was launched in March 1976 by a team of 14 members comprising experts from within and outside of the region in the various fields of interest and study of the Organization. The report of this evaluation is being presented to SEAMEC at its conference in early 1977.

FINANCE

The financing of SEAMEO reflects well the spirit of regional co-operation and international interest in promoting such regional co-operation. The finance of SEAMEO is described below under the following headings:

1. Secretariat costs
2. Capital and operational costs of the Regional Centres/Project
3. SEAMEO Special Funds
4. Supplementary Support

Secretariat costs

The capital and operating costs of the Secretariat of the Organization are borne by the member countries according to a contribution index which was adapted from an index set by the Asian Development Bank. The associate members contribute towards the costs of special activities of the Secretariat. Additional funds needed for these special activities are raised by the Secretariat as the need arises. The premises housing the Secretariat are made available by Thailand as the host country of the Secretariat at no cost to the Organization.

Capital and operational costs of the Regional Centres/Project

Support for the capital and operational costs of the SEAMEO Regional Centres rests primarily with the respective host countries. During the first five-year permanent phase of operation of a Centre, the project costs (i.e. capital and operating costs) are shared equally between the member country hosting the Centre and the United States Government (USG). As a Regional Centre enters into its second five-year phase of operation, the host country assumes primary responsibility for the capital and operating costs of the Regional Centre/Project it hosts.

In the case of the TROPMED Project, the construction and maintenance of facilities of the TROPMED National Centres are the responsibility of the respective host countries, while USG matched these costs by providing equipment during the first five

years of permanent operation. During the first five years of permanent operation of the Project, half of the operating costs of the Office of the Central Co-ordinating Board of TROPMED was met by the member countries while the other half was contributed by USG. In the second five-year permanent phase of operation, the member countries participating in the Project share equally the operational costs of the Office of the Central Co-ordinating Board of TROPMED.

SEAMEO Special Funds

The funds to finance participation in the programme activities of SEAMEO by the personnel of the member countries are termed the Special Funds. The Special Funds provide for "SEAMEO Scholarships" for trainees of the member countries to attend training courses at the SEAMEO Regional Centres/Project. The Special Funds provide for the following types of activities:

1. training and research scholarships;
2. seminars and conferences;
3. personnel exchanges;
4. governing board meetings.

SEAMES, in addition to serving as the Secretariat of the Organization, has the responsibility of raising funds to meet the Special Funds requirements of the Organization. During the first five years of permanent operation of each of the existing Regional Centres/Project, USG provides special assistance by contributing, on a matching basis, up to half the total Special Funds requirements of the Regional Centres/Project concerned. Other major donors to the SEAMEO Special Funds are the governments of the member countries, the associate members, agencies and foundations as well as private foundations, corporations and individuals.

As a Regional Centre/Project passes beyond its first five-year phase of permanent operation, the special matching arrangement with USG no longer applies and SEAMES assumes the responsibility of raising the total Special Funds requirements of the Regional Centre/Project concerned. USG, however, continues to contribute to the SEAMEO Special Funds at a reduced scale through its Regional Scholarship Programmes set up for individual Regional Centres/Project. In the meantime, SEAMEO has been steadily widening its base of support. For the financial year 1974/1975, USG contribution to the Special

Funds requirements for the whole Organization amounted to approximately 32% while the member countries also contributed 32%. Other major donors are the governments of Australia, Canada, France, the Federal Republic of Germany, the Netherlands and New Zealand.

Supplementary Support

Supplementary support extended to SEAMEO varies from donor to donor depending upon the interests of individual donors. Generally, this form of support falls under two main categories:

1. Assistance in kind which includes expert assistance, consultant services, equipment and technical literature for the programmes of the Regional Centres/Project.
2. Financial grants for special projects and activities such as governing board meettings, professional seminars and conferences, and project development activities.

Special projects, particularly research and development projects, undertaken by the Regional Centres/Project and by specially recruited professional teams working under the coordination and supervision of SEAMES have been gaining importance, and the financial needs of the Organization is increasingly orientated in this direction.

Examples of special projects recently undertaken or planned for implementation by SEAMES are the SEAMEO Centre Staff Development Programme, the SEAMEO Project in Archaeology and Fine Arts (SPAFA), the SEAMEO Project in Non-Formal Education, the Project on An Action Model for Human Resource Development in Parallel with Physical Resource Development. There are many other projects being planned or implemented by the Regional Centres/Project.

The Financial Needs of SEAMEO

In view of the structure of the SEAMEO financial operations described above, the financial needs of SEAMEO may be summarized as follows:

The capital and operational costs of the Secretariat and the Regional Centres/Project are primarily underwritten by the member countries and the host countries of the respective Regional Centres although each host country is entitled to seek financial support for the Centre it hosts.

While the financial requirements for the operation of the SEAMEO units are fully provided for, SEAMEO continues to look toward friendly countries, development agencies, international organizations, foundations and individuals interested in the educational development of the Southeast Asian region for support for its programme activities in three major categories.

The first category of funds requiring support is the SEAMEO Special Funds, the requirements for which are approximately US$1.7 million for the year 1976/1977 and increasing at an approximate annual rate of US$40,000. While the SEAMEO member countries are shouldering a substantial portion of the SEAMEO Special Funds requirements, additional support is required for this type of funds which has been described as the "lifeblood" of SEAMEO regional activities as the funds provide for participation in the regular programme activities of the SEAMEO units by the personnel of the member countries. Contributions to SEAMEO Special Funds could be 'tied' to specific programme activities. Contributions could also be 'untied' in which case the Organization would have the flexibility to allocate such contributions to meet its overall requirements.

The second category of funding support needed is technical assistance in the form of experts, equipment, technical literature, and other contributions in kind which goes to support the implementation of programme activities by the SEAMEO Regional Centres/Project. While the basic capital and operational expenses of a Regional Centre/Project are borne by its host country, additional support as described above is still necessary for the implementation of the highly specialized professional and technical programmes and activities of the SEAMEO Regional Centres/Project.

The last category of financial support required by SEAMEO is grants for special "packaged projects" of research, development and action programmes. As SEAMEO gains more experience in identifying needs and problems in educational development of the region and in devising programmes to meet these needs, it is found that the approach of "packaged projects" provides valuable flexibility of planning and operation. Each packaged project has its own clearly defined objectives, scope of activity, budget, personnel requirement and funding scheme. These packaged

projects could be undertaken by any of the SEAMEO Regional Centres/Project or the Secretariat or any combination thereof.

To summarize, there are three kinds of support sought by SEAMEO:

1. Contributions to SEAMEO Special Funds,
2. Technical assistance in the form of experts, equipment, technical literature and other contributions in kind,
3. Grants for "packaged projects".

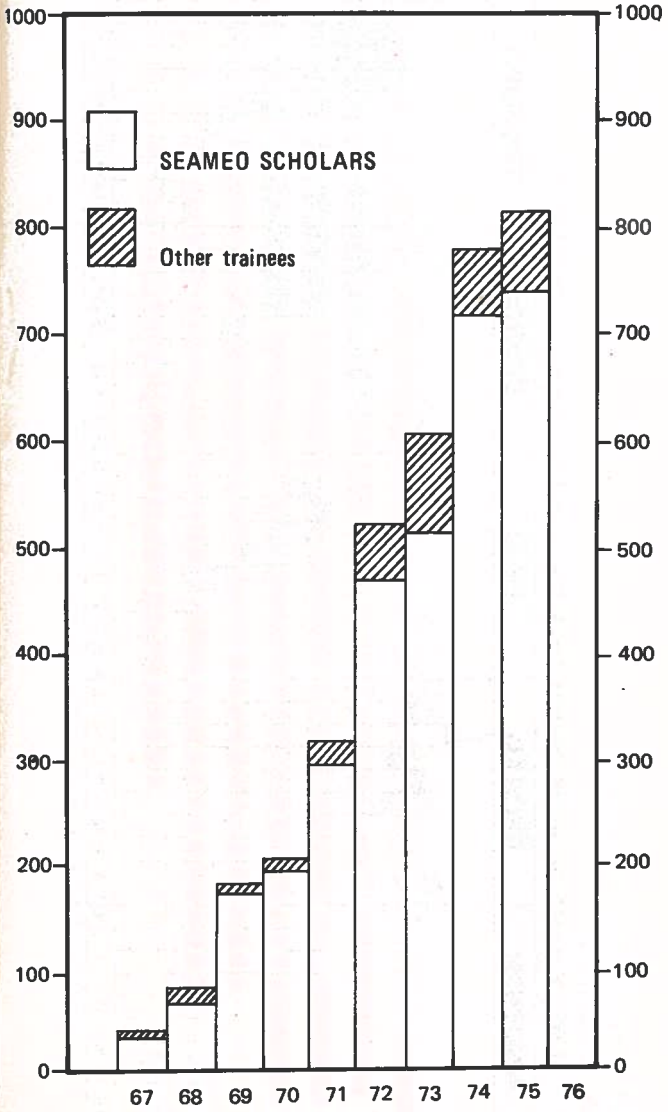
Achievements to Date

SEAMEO celebrated its Tenth Anniversary on November 30, 1975. While SEAMEO is only ten years old, it could perhaps make a modest claim to have translated an aspiration into reality: regional co-operation through education, science and culture is now a living reality in Southeast Asia.

In addition to the establishment of an international organization run by Southeast Asians, SEAMEO has already made an impact upon the educational development in the region. Expressed in quantitative terms, up to 1975, 3,634 professionals have participated in SEAMEO training courses and another 7,710 have attended professional/technical conferences, seminars and workshops. A number of special project activities have further widened the impact of educational development to increasingly wider circles in Southeast Asia.

An organization, ambitious in its idealistic pursuit of human understanding but modest in its modes of operation, cannot fail to win the sympathy and support of friends both within and outside the Southeast Asian region. Friendship transcends geographical and cultural barriers, as may be seen in the successful beginnings of SEAMEO associate membership. It can be said that the good work of SEAMEO is now being recognized on a worldwide basis. The noble aspiration towards advancing mutual knowledge and understanding of the peoples in Southeast Asia as well as the rest of the world, as embodied in the SEAMEO Charter, is now being realized.

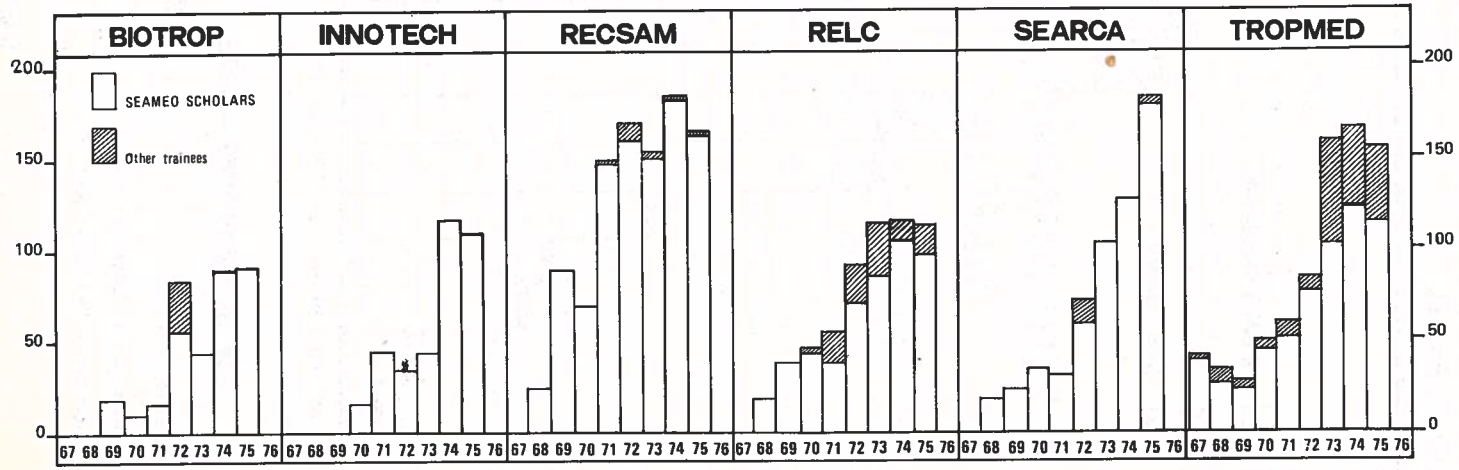
Number of SEAMEO SCHOLARS and other trainees who attended SEAMEO Regional Centres/Project



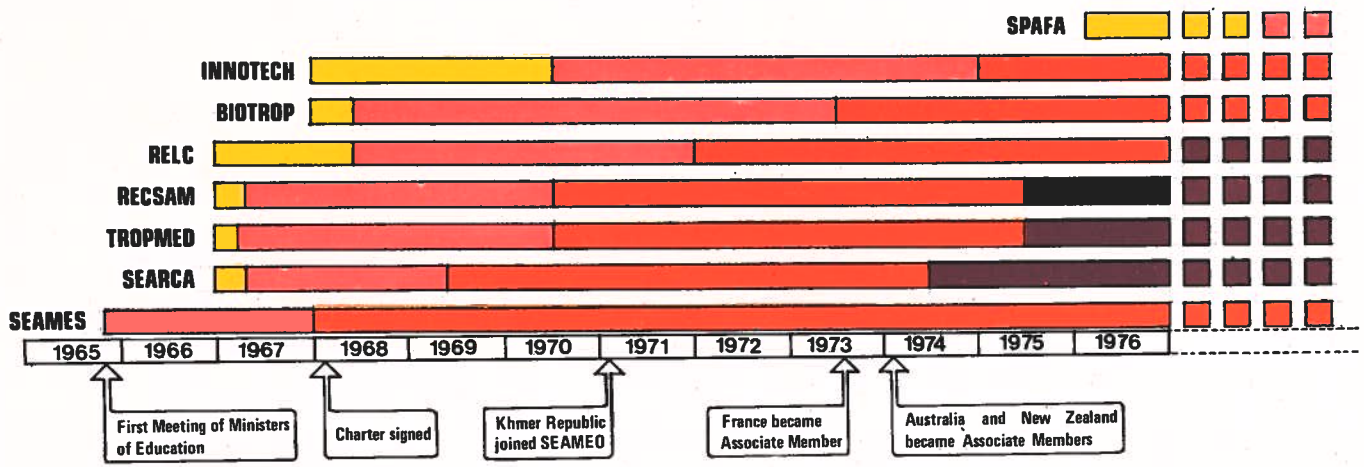
For the period 1967 – 1975

SEAMEO SCHOLARS	**3328**
Other trainees from SEAMEO Countries	**242**
Trainees from Non – SEAMEO Countries	**64**
Total	**3634**

NUMBER OF SEAMEO SCHOLARS AND OTHER TRAINEES WHO ATTENDED SEAMEO REGIONAL CENTRES/PROJECT



MAJOR EVENTS AND DEVELOPMENT OF SEAMEO



Project development phase
Interim operation
Permanent operation
Second five-year period of permanent operation

For further information please contact
SEAMES
Darakarn Building, 920 Sukhumvit Road,
Bangkok 11, Thailand.
Cable: SEAMES, Bangkok
Telephone: 3910144, 3910256, 3910554

October, 1976

INDUSTRIAL RELATIONS AND MANPOWER STUDIES
COURSES TO BE INSTITUTED

IR 201 (3 units) — Introduction to Industrial Relations

Theories of industrial relations. Credit: 3 units

IR 203 (2 units) — Philippine Labor Problems

Employment, unemployment and related problems and institutional factors affecting the allocation of labor resources.

IR 211 (3 units) — Collective Bargaining: Theory and Practice

Collective bargaining with emphasis given to philosophy, structures, factors affecting the bargaining process, techniques of negotiation and contract administration.

IR 213 (3 units) — Organizational Behavior in Industrial Relations

Interactions of organization, individuals, and groups in unions, management and government in industrial relations situations, with emphasis on sociological, psychological and cultural factors.

IR 215 (2 units) — Labor Disputes and their Settlement

Forms of workers' protest and the resolution of industrial conflicts.

IR 217 (3 units) — Employee Benefit Programs

Description and analysis of employee benefit programs in public and private employment, e.g. state insurance, pension schemes, provident funds and medicare.

IR 221 (3 units) — Wages and the Labor Market

Theories on the labor market, analysis of wage and employment problems, determinants of wage levels and structures.

IR 225 (2 units) — Design and Administration of Training Programs

Training programs and methodologies as applied in business, government and industrial organizations. Emphasis is placed on integrating public and private efforts for training and development.

IR 226 (3 units) — Special Problems in Manpower Development

IR 231 (3 units) — Comparative Labor Movements

Evaluation and role of labor movements in selected countries of Europe, North America, Africa, Latin America and Asia.

IR 233 (2 units) — Labor Problems and Economic Development

Development theories and their implication to the allocation of manpower, skills training and wage policies.

IR 236 (3 units) — Special Topics in Comparative Industrial Relations

IR 281 (2 units)	Seminar in Philippine Labor Relations Policy
IR 285 (2 units)	Seminar in Workers' Education
IR 287 (2 units)	Seminar in Comparative Industrial Relations
IR 299 (3 units)	Research Methods in Industrial Relations Study and analysis of research design and methods applicable to the field of industrial and labor relations and manpower studies.
IR 300 (6 units)	Thesis Writing

/clb
11 January 1977

UNIVERSITY OF THE PHILIPPINES SYSTEM

ASIAN LABOR EDUCATION CENTER

ACADEMIC PROGRAMS IN INDUSTRIAL RELATIONS AND MANPOWER STUDIES

ASIAN LABOR EDUCATION CENTER

1954

ALEC IR PROGRAM

Industrial Relations revolves around "the worker and his interaction with other workers and management at the workplace." Its primary concern is employment relationships and therefore as a field of study seeks to examine the multifaceted dimensions of employment relations. As such, the study of labor and industrial relations encompasses the circle of industrial and community influences. To understand on-the-job problems necessitates inquiry into human personality, the relations between the worker and technology, relations with fellow workers, informal groups, unions and management organizations, organization theory, the labor market, manpower development programs, the social environment and the legal-political institutions.

OBJECTIVES

The academic programs in Industrial Relations and Manpower Studies aims:

To train qualified students and staff members of unions, management, government agencies and education institutions for a professional career in the administration of labor relations and manpower programs in business, industry and government agencies.

To undertake research that will review policies and/or serve as basis for policy formulation in labor and manpower programs.

To provide consultative services through a continuing forum for the discussion and dissemination of pertinent information in the various aspects of industrial relations and manpower research.

COURSE OFFERINGS:

Beginning with school year 1975-1976, the U.P. Asian Labor Education Center offers a multi-disciplinary program leading to a diploma course and master's degree in Industrial Relations and Manpower Studies. The diploma course requires the completion of a minimum of 18 units of formal course work, while the master's program provides two categories:

a) Diploma in IR
b) Master of Industrial Relations — M.I.R.
c) Master of Arts in Industrial Relations — M.A. (Ind. Rel.)

The M.A. (Ind. Rel.) is highly recommended for those intending to go into research work and teaching, while the M.I.R. is recommended for the practitioners of industrial relations.

AREAS OF CONCENTRATION:

In consultation with faculty advisers, IR students elect an integrated program from a rich selection of courses in economics, personnel, sociology, industrial management, public administration, political science and other relevant disciplines offered by other units of the University.

Students preparing for careers in government, management or labor organizations may concentrate their academic work in any of the following areas of concentration:

I. Labor-Management Relations

Focuses on the study of labor-management relations, collective bargaining and public policy, trade unions and organizational behavior.

II. Manpower Resources

Deals with labor economics and the specific problems related to wage determination, labor supply, profitability of the firm, and programs related to the upgrading of human capital using micro and macro approaches.

III. Comparative Industrial Relations

Survey of the literature on labor movements and industrial relations in selected developed and less developed economies. Focuses on the impact of industrialization and technological change, socio-political contexts, ecoonmic problems and other variables to the evolution and structuring of labor movements and industrial relations.

ADMISSION REQUIREMENTS:

Bachelor degree holders in any field of study are eligible for admission to these programs. The IR Admissions and Scholarships Committee screens all applications on the basis of information submitted in:

1) Formal application
2) Official transcript of records and one xerox copy*
3) Recommendations from at least two former professors/employers
4) Four 2" x 2" photographs
5) Non-reimbursable application fee of ₱20.00
6) Interview by the IR Admissions and Scholarships Committee

DEGREE REQUIREMENTS:

— To qualify for the Diploma Course in IR, the M.A. (Ind. Rel.) and the M.I.R., a general weighted average of 2 is required.

— The diploma course requires the completion of a minimum of 18 units of formal course work, no less than half of which should be in industrial relations.

— The Master of Arts in Industrial Relations (M.A. Ind. Rel.) requires 24 units of formal courses, no less than half of which must be in industrial relations courses; the passing of a comprehensive written examination, and the submission of a thesis which must be defended in an oral examination.

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* Photostat or xerox copies are acceptable for evaluation purposes. Original transcript required upon admission.

— The Master of Industrial Relations requires the completion of 36 units of formal courses, the 20 units of which shall be in industrial relations courses and a satisfactory rating in a comprehensive written examination.

— The student must be in residence for at least one year immediately prior to the award of the degree.

— Completion of all the requirements within 5 calendar year including leaves.

FEES:

Tuition fees are charged on the basis of units taken by semester. The schedule of fees are:

a) Tuition fee — ₱50.00 per unit/semester

b) Miscellaneous fee — ₱165.50 per semester

c) Entrance, deposit and ID fees — ₱34.00

d) Application fee — ₱20.00 upon submission of requirements.

Item "c" are charged for new students only. An alien fee of ₱300.00 per semester is imposed on foreign students.

A flat rate of ₱138.00 for a maximum six units is charged for summer courses.

Special Students may enroll without credit for ₱141.00 per semester not to exceed 6 units. Cross-registration fees: MBA- ₱35.00 per units; CPA- ₱21.00 per unit.

CLASS HOURS:

Most classes meet once a week, from 5:30 — 7:30 p.m. or 6:00 — 9:00 p.m. and on Saturdays from 9:00 a.m. to noon; 2:00 p.m. onwards.

APPLICATION PERIOD:

Deadline for filing applications for first semester is April 30th and for the second semester, September 15th.

Address inquiries to:

THE DEAN
U.P. ASIAN LABOR EDUCATION CENTER
INDUSTRIAL RELATIONS DEPARTMENT
BONIFACIO HALL, DILIMAN
QUEZON CITY (Capital of the Philippines) 3004
Tel.: 99-63-96 97-60-61 local 213, 353 GTS — 53-08-44